

JC Future (Accounting Apprenticeship) Recruitment Journey

Step 1: Online application and CV

Once you've had a look through the opportunities available, decide which role best fits your aspirations and complete your online application before our closing date of 11 March 2026. Please note that if we receive enough suitable candidates for our positions, then applications may close early. If you have any queries or experience any issues with your application, don't hesitate to contact us via studentrecruitment@jcca.co.uk.

Step 2: Video screening

If your application is successful, you will receive a link to our video screening platform. You'll be asked four questions about your interest in joining Johnston Carmichael and pursuing a career in accountancy. For each question, you'll have up to three attempts to record your response, with a two-minute time limit per question.

This is an opportunity for us to get to know a little more about you and your interests. After this stage, the team will determine whether you are suitable to be put forward to the interview stage.

Tip – This is a chance for us to learn about you and why you would like to work for JC. Take some time to look through our social media profiles and have a look at our website to gain a better understanding of the firm and our values.

Step 3: Interview

If your application and video screening are successful, you will be invited to a face to face interview with either the Audit or Business Advisory team. This is a chance for us to meet you in person, get to know you better and for you to get a feel for our office environment, our people and to find out if the role, firm and culture are right for you.

The interview will include an individual interview and a short presentation that you'll prepare in advance. This is an opportunity for us to learn more about you and assess the range of skills you can demonstrate. For the presentation, you'll receive the task beforehand and will be asked to present your findings to the interviewers. Please note that this is intended to be informal; you don't need to prepare slides unless you wish to, and you're welcome to present while seated.

Our interviews will be held in the following locations throughout February and March 2026:

- Aberdeen
- Dundee
- Elgin
- Glasgow
- Inverness

Tip – Take this opportunity to ask any of our colleagues any questions you may have, so you can get to know us as well as possible!

After the interview, you can expect to hear back from us with feedback as to whether your application has been successful or not. Hopefully, it is good news, and you will then proceed to step 4!

Step 4: First day

Your first day will be in your local JC office. You will meet with your buddy and learn more about your role, the business line, JC and how we operate, and get yourself set up with equipment.

Tip – Starting a new job can be a little daunting, but if you prepare well and ask the right questions, you'll be off to a great start. Ask us anything you need to before you start your first day. We are here to help and want to make your first day as comfortable as possible.

Step 5: Induction event

Soon after starting with us, you will be invited to our Johnston Carmichael Welcome Event on 24 August 2026. This is a two-day event involving an overnight stay and provides an opportunity for all of our students across the country to get together in one location to find out more about Johnston Carmichael, build knowledge on what your first few months and years may look like, and create some solid work relationships with colleagues who are also just starting on their careers.

Tip – The most important part of the residential trip is to have fun! We organise team building activities to help you get to know others across the business lines and different offices. Starting your first job in professional services can be nerve-racking, but this is where getting to know your colleagues who are at a similar stage can make all the difference.