

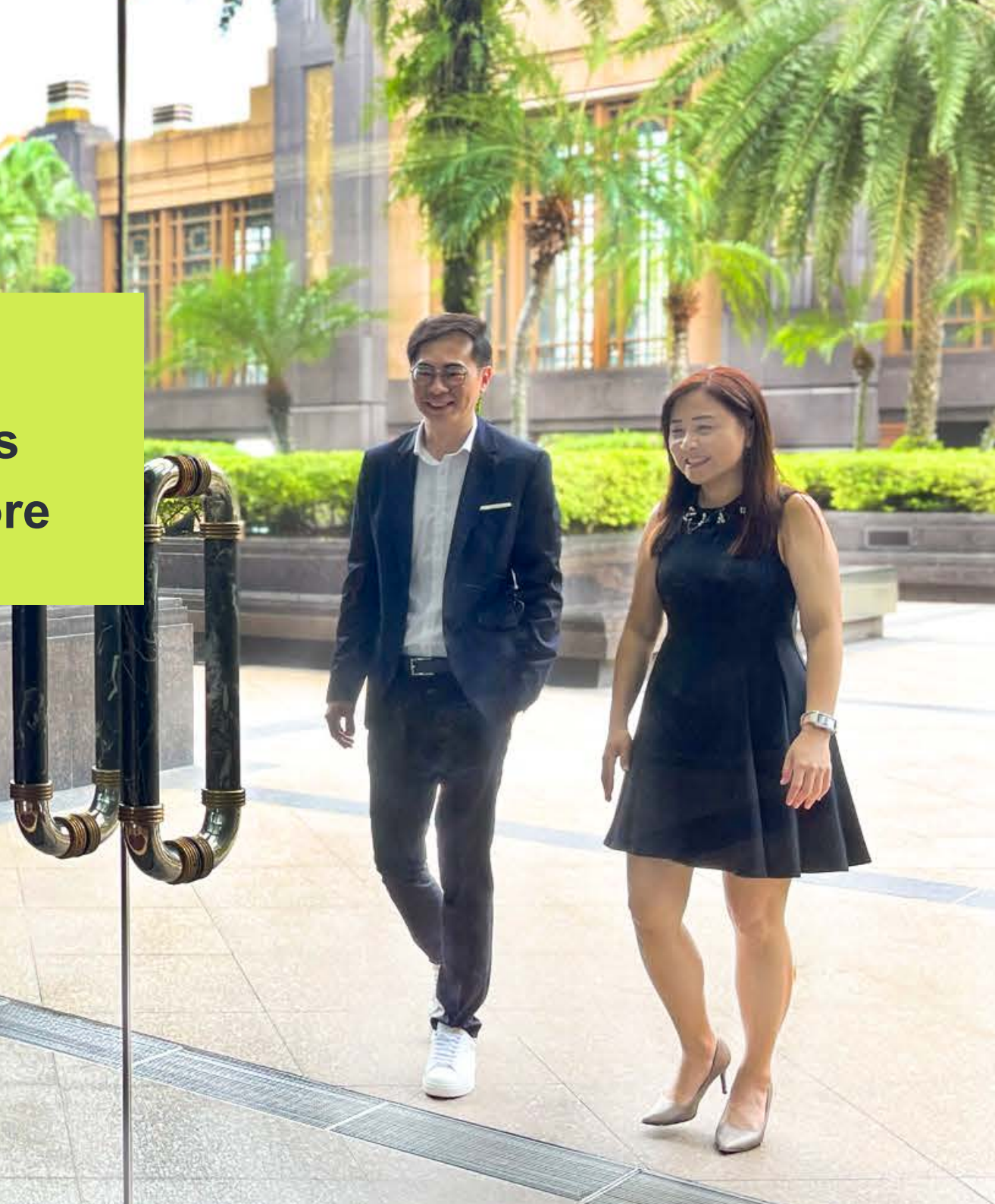


## Careers at a Top 10 accounting and business advisory firm in Singapore

Top 10 Employer  
Accounting & Financial Management  
**gradsingapore**



## Now, for tomorrow



## Shape your future at Baker Tilly Singapore

As a member of our team, you will gain access to knowledge and expertise that fuel personal and professional development, empowering you to confidently forge a path in your career.

**Assurance**

**Tax**

**Governance & Risk**

**ESG & Sustainability**

**Deal Advisory**

**Restructuring & Recovery**

**Corporate Solutions**

**Digital Solutions & Transformation**

### Graduate Recruitment

You will get to work with clients from the start, on projects that have a real impact on their success. Throughout your time at Baker Tilly, we will offer collaborations, opportunities to develop, and all the skills and expertise you will need to succeed.

Click [here](#) or scan this QR code to learn more:



### Internship Opportunities

We offer an immersive learning experience: you will work closely with our client-facing teams on our biggest projects - taking on critical tasks and helping to solve complex problems for our clients.

Click [here](#) or scan this QR code to learn more:



## Accreditations

Baker Tilly Singapore is accredited with:

- Institute of Singapore Chartered Accountants (ISCA) – Accredited Training Organisation (SCAQ)
- Certified Public Accountants of Australia (CPA Australia) – Recognised Employer Partner
- Institute of Chartered Accountants in England and Wales (ICAEW) – Authorised Training Employer
- Association of Chartered Certified Accountants (ACCA) – Approved Employer (Professional Development)
- Association of Chartered Certified Accountants (ACCA) – Approved Employer (Trainee Development - Gold)



RECOGNISED  
EMPLOYER  
PARTNER

AUTHORISED  
TRAINING  
EMPLOYER



Professional Development



Trainee Development - Gold

## Awards



Baker Tilly in Singapore is honoured to be voted among the Top 100 Most Desired Employers in Overall Ranking and ranked #7 for Accounting and Financial Management in Singapore, according to a survey of 10,520 local students and graduates by *gradsingapore* in 2026.



Baker Tilly has been named among TIME's 2025 list of the World's Best Companies, recognising organisations that are shaping the future through innovation, performance and purpose.

Compiled in partnership with Statista, a world-renowned provider of market and consumer data, TIME's annual ranking identifies companies that excel across three key dimensions: employee satisfaction, revenue growth and sustainability transparency.



Baker Tilly Singapore is honoured to be recognised as one of Singapore's Top 300 Employers in the Inaugural 2025 Singapore Opportunity Index!

The SOI evaluates real career outcomes, from hiring and progression to promotion and retention, affirming our continued focus on creating meaningful opportunities for our teams.



Baker Tilly has been named 'Network of the Year' at the International Accounting Forum and Awards 2026 in London.

Judges cited strong member growth, disciplined global strategy execution, investment in education, and a clear commitment to being an employer of choice.

An aerial photograph of the New York City skyline at sunset. The sun is low on the horizon, casting a warm orange glow over the city. The Empire State Building is prominent on the right side of the image. The sky is a mix of orange and blue.

**A member of Baker Tilly International, one of  
the 10 largest global accounting networks.**

**50,400**

Professionals

**754**

Offices

**USD6.8bn**

Global Combined Revenue  
in 2025

**147**

Territories

# Progressing at Baker Tilly Singapore

## Build a strong foundation

Our personalised **Mentoring Programme** offers 1-on-1 training and mentorship from experienced managers and partners.

## Become a transformative leader

Throughout your time here, you will receive ample support to transition to senior positions. This culminates in our annual **Project Leadership Programme** - a bootcamp designed to bring out the best leader in you.

## Stay ahead with learning opportunities

We provide year-round support in the upgrading of your skills and knowledge, including **Learning & Development** workshops and training by our partners and external educators to ensure that you stay competitive.

## Broaden your horizons with overseas experiences

Baker Tilly offices are present globally. This creates opportunities for cross-border assignments, which means you will get to gain exposure to international clients and explore new cultural environments.



# Career Progression at Baker Tilly Singapore

1

## Associate/Consultant

Build foundation

2

## Senior/Lead Consultant

Lead engagement teams

3

## Manager

Work on priority accounts and coach engagement teams

4

## Senior Manager

Lead priority accounts

5

## Executive Director/ Partner

Develop strategies and nurture new clients



# Life beyond work

At Baker Tilly, you have the flexibility to pursue activities that drive you. By focusing on your interests and wellbeing, we thrive as a whole.

## Interest Groups

Discover over 15 interest groups - including sports, gaming, karaoke and more. Whatever your passion may be, there are people here who share it.

## Community

Connect with others through team bonding activities or join a committee and plan parties and events.

## Volunteering

Giving back is integral to our values. As part of our **Purpose Projects**, you can work with numerous organisations supporting various social and environmental causes.

## Prioritising wellbeing

Hybrid arrangements are available, and business casual attire has been introduced in our main office to allow for higher levels of comfort while you tackle important tasks.





**“Work is never boring as every day presents a different challenge waiting to be tackled.”**

**Lance Ng**  
Manager

# Assurance

General Assurance | Financial Services | Precision Audit | IPO

As part of the Assurance team, you will work in teams to assess the reliability of our clients' financial statements, climate reporting and other information to build trust and inspire confidence among the clients' stakeholders.

## **What are the best things about your job?**

“Being an audit manager comes with a lot of autonomy but, at the same time, we have to be responsible and accountable for our work. It is almost like running your own business.

Work is never boring as every day presents a different challenge waiting to be tackled.

There are also secondment opportunities and I had the privilege of working in Sydney for three months!”

## **How does Baker Tilly support your continuous learning and development?**

“Apart from trainings conducted internally to keep us updated with regulatory changes, we are constantly challenged by handling larger and more complex audits.

We are engaged in other work scopes such as client prospecting which allow us to become well-rounded auditors.

Baker Tilly has also been very encouraging of us taking up external development courses!”

# Tax

In an ever-changing tax landscape, you will help our clients to comply with tax laws and regulations. You will have the opportunity to assist clients with their tax controversies as well as advise them on their business transactions.

## **What are the best things about your job?**

My job allows me to learn a lot as it covers a broad scope. I get to work on matters relating to companies, trusts and individuals; the topics vary from local income tax and transaction tax to cross-border tax and more; not to mention all the different industries that I immerse in. My career with Baker Tilly has helped me to truly understand the impact that tax can have in the world. I also enjoy developing long-term relationships with clients while exploring new areas of tax that I can help them with.

## **What challenges in your role have pushed you to grow professionally?**

The tax landscape has changed drastically in the time since I left university. The world is incredibly inter-connected now and many companies operate overseas in one form or another; foreign laws and practices are becoming increasingly relevant and, in many cases, have forced changes domestically. To continue providing our clients with the best level of service possible, I have become more knowledgeable about other countries and I have worked collaboratively with other Baker Tilly network firms. This has created opportunities for me to understand how businesses and tax laws operate in foreign countries and has enabled me to learn beyond our local borders.

Internally, every promotion has pushed me to develop skills beyond the technical. For example, learning to manage teams and interpersonal relationships, juggling client expectations and risk management, maintaining cross-department relationships, and much more.



**“My career with Baker Tilly has helped me to truly understand the impact that tax can have in the world.”**

**Alena Wan**  
Senior Manager



**“Learning and collaborating with people from varied backgrounds make every engagement feel fresh.”**

**Jared Niang**  
Manager

# Governance, Risk & Sustainability

Corporate governance is vital for smooth business operations. In the Governance, Risk and Sustainability team, you will help clients ensure robust internal controls, stakeholder accountability, and maintain compliance with regulatory frameworks.

## **Can you describe the work environment at Baker Tilly?**

“The work environment in Baker Tilly is best described as collaborative and supportive. Our culture is such that juniors are encouraged to speak up and seek advice from their seniors or managers should they have any issues.

Partners play a strong role in cultivating this environment, as they oversee in-house trainings, and actively encourage us to obtain professional certifications and will send us for external trainings and conferences.”

## **What are the best things about your job?**

“The opportunity to meet people from many different industries is one of the best things about my job. I’ve engaged with clients from retail, construction, food & beverage, healthcare, beauty, transportation, and hospitality industries as well as multiple non-profit organisations.

My job also gives me the opportunity to travel overseas. After working hours, we get some leisure time to ourselves, which presents an opportunity for me to explore foreign countries and cities. My colleagues from overseas offices would provide recommendations on where to go and what to eat, which is almost like travelling with local guides!”

# Deal Advisory

As part of the deal advisory team, you will gain the expertise and knowledge to become a deal specialist – helping clients to maximise business value across every merger and acquisition lifecycle.

## What are the best things about your job?

“Due to the dynamic nature of transactions, no two projects are the same. I enjoy my job because it provides me with ample learning and development opportunities to work on challenging projects with different clients.

I do not get bored with the work as it requires a lot of flexibility and problem solving.”

## What’s special about the people in your team?

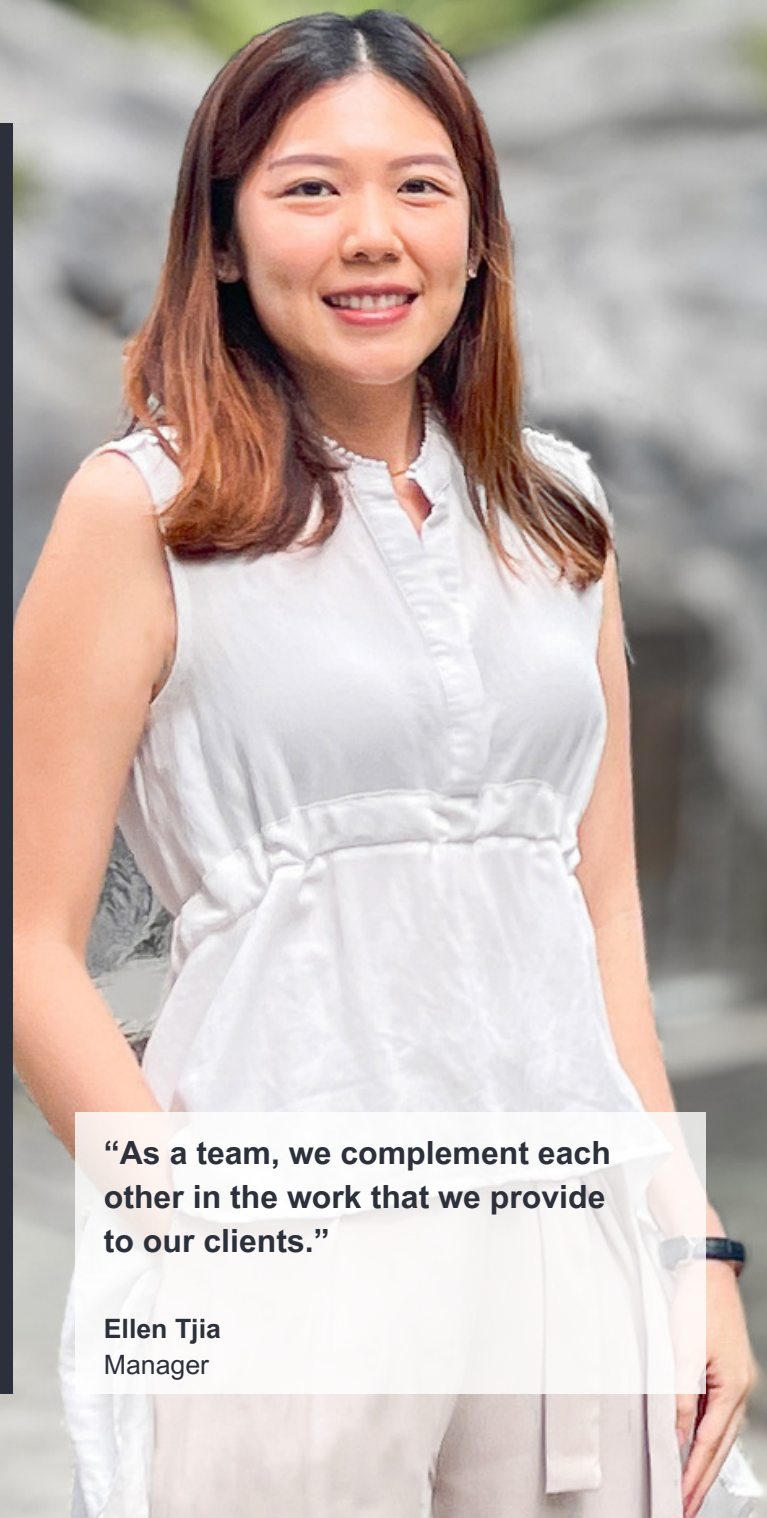
“I am surrounded by a team of capable colleagues from different backgrounds with diverse experiences and skills – some are more involved with valuation support for businesses and financial instruments, while others are more involved in transaction support.

As a team, we complement each other in the work that we provide to our clients.

Everyone in the department is friendly and approachable. We are made to feel that we can be ourselves here and I am able to speak up when faced with problems or issues, whether professional or personal, and know I am supported.”

**“As a team, we complement each other in the work that we provide to our clients.”**

**Ellen Tjia**  
Manager





# Restructuring & Recovery

Under certain circumstances, businesses can encounter financial distress and face difficulty in keeping their operations optimal. In the Restructuring & Recovery team, you will help clients achieve the financial and operational restructuring of their businesses while maximising value for their stakeholders.

## What has surprised you most about your role?

“Working in this highly-specialised field has been an exceptional journey as it focuses more on the strategic use of words rather than the expected number-centric tasks associated with accounting.

What has astonished me the most is the diverse skillset I've cultivated throughout the years and its practical applicability, extending beyond my professional life.

Problem-solving, concise communication, and sound decision-making has become second nature to me.”

## How does Baker Tilly support your continuous learning and development?

“The head of my department is a staunch advocate of knowledge sharing, enabling individuals to progress towards greater achievements. The firm's accreditation and the provision of specialised training have played pivotal roles in developing my professional competency.

One of my proudest accomplishments at Baker Tilly Singapore is achieving my Chartered Accountant (Singapore) qualification and being certified as a Licensed Insolvency Practitioner. This journey reflects the firm's unwavering support for its employees' professional growth and aspirations.”

**“What has astonished me the most is the diverse skillset I've cultivated throughout the years and its practical applicability.”**

**Marie Lee**  
Director



**“We work with clients from various industries and countries, allowing us to gain insights into cultures other than our own.”**

**Lea Tan**  
Senior Manager

# Corporate Solutions

Corporate Secretarial | Outsourcing

In an ever-changing regulatory landscape, it is not uncommon for organisations to face issues keeping up with reporting demands. As part of the Corporate Solutions team, you will help our clients meet these requirements and deliver efficient services in Singapore and surrounding regions.

## **Can you describe the work environment at Baker Tilly?**

“I can sum it up in 2 words: positive and supportive. The leaders are passionate and it shows in their guidance and day-to-day work. My colleagues are always there to lend a helping hand, whether it is a technical question or a chit-chat to take a mental break. This creates a warm and dynamic environment that I am glad to work in.

There are also various activities throughout the year where we get to have more interaction with colleagues from other departments and encounter the fun side of everyone.”

## **What has surprised you most about your role?**

“The diversity of it all. Each day is different and I continue learning every day. We work with clients from various industries and countries, allowing us to gain insights into cultures other than our own. Building and maintaining client relationships is paramount.

This goes beyond number-crunching and involves effective communication and understanding the clients’ business goals and challenges.”

### **What are the best things about your job?**

I help my clients remediate challenges within their business processes. Each engagement involves a series of brainstorming and prototyping of the potential solutions.

One of the best things about my job, and one of the things I enjoy the most in my job, is seeing how cool ideas gathered throughout the engagement evolve into a prototype, and eventually the final solution.

It is also a very rewarding experience to see our solution successfully resolving problems that the clients have.

### **Beyond work-related activities, what initiatives are you involved in at Baker Tilly?**

I am part of two sports interest groups (basketball and football) where we meet on a regular basis and play casual pick-up games amongst ourselves.

Sometimes we play a friendly match with another professional firm. It is such a great way to meet people from other service lines and at different levels.

For example, we have an intern from the tax practice as well as a partner from the assurance practice all playing together.



**“One of the best things about my job is seeing how cool ideas gathered throughout the engagement evolve into a prototype, and eventually the final solution.”**

**John Kim Hongchan**  
Director

# **Digital Solutions & Transformation**

As a forward-looking firm, we offer services to help clients transform traditional processes and become future-ready. You will work in a team to help guide clients in their digital transformation process and help them manage their digital assets, while actively advising them in strategic planning.



**Come and build a  
rewarding career with  
Baker Tilly Singapore**

**Apply now**

Click [here](#) or scan the QR  
code below to find out more.



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