



prosperity
advisers group

Prosperity's Secondment Program
An LEA Global Success Story

Agenda

- Introduction
- Program Overview (when, where, how)
- Secondee Attributes
- Why? A win-win-win.

Program Overview



Program Structure and Support



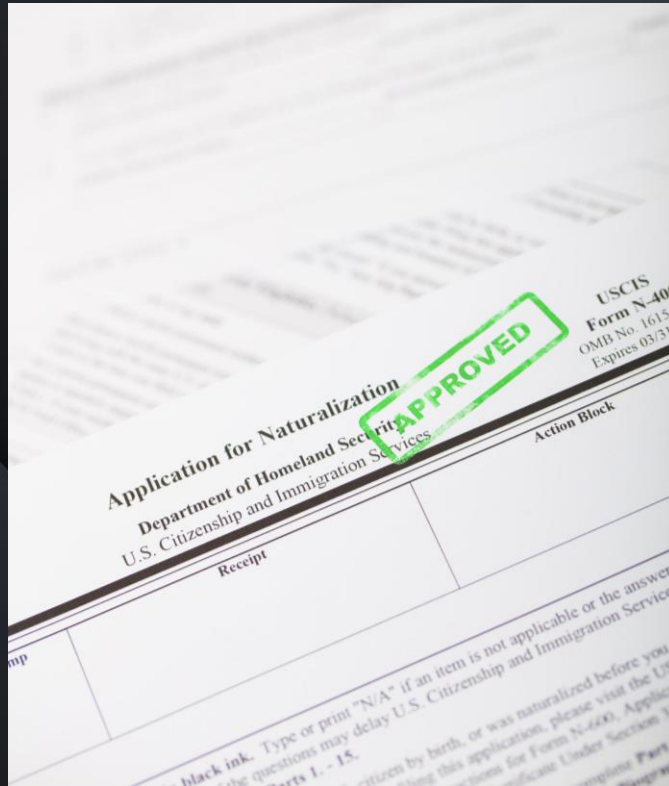
- Comprehensive onboarding (including local terminology and accounting matters) and induction processes (welcome gift)
- Clear timeline for the secondment (personal travel may occur pre/post secondment)
- Guidance to access working holiday visa application (must be completed by secondee)
- Guidance on travel arrangements (paid by sending firm/ secondee)
- Accommodation arranged by host firm
- Regular check-ins to ensure a smooth transition and experience
- Focus on both work and cultural immersion in host locations

Timeline (Australian Host)



- Secondment Commencement Date
 - Mid-late July
- Secondment Conclusion Date
 - Mid-Late October
- Period of Stay
 - Approximately 3 months

Working Holiday Visa (Australia)

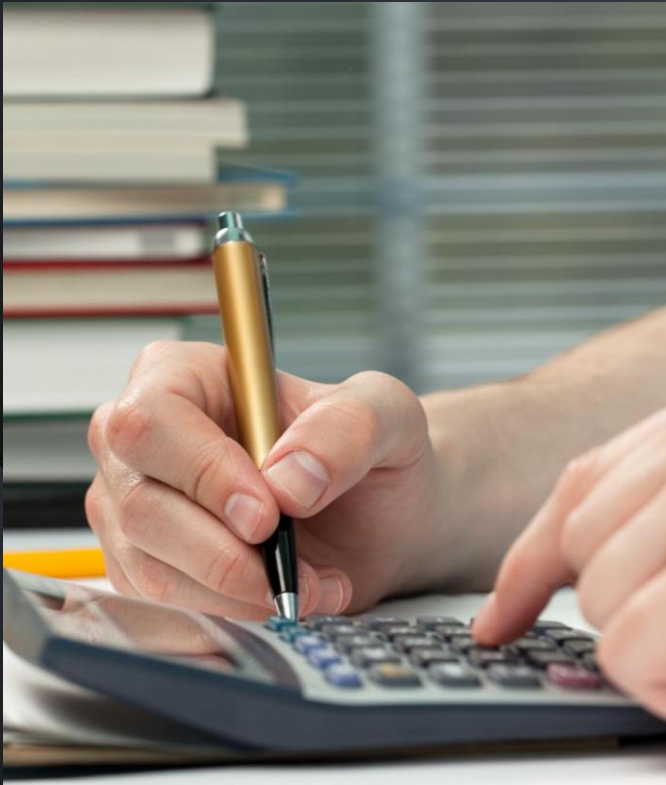


- Australia offers Working Holiday Visa
 - Easy application process
 - However not accessible for all countries
- Visa type
 - Subclass 417
 - Recommend application by 31 March)for secondments commencing in July)

Secondee Attributes



Secondee Profile and Requirements



- 2-3 secondees are needed for Prosperity's program each year
- Additional secondees needed for other Australian LEA firms
- Candidates should be senior accountants with 2-4 years of experience, however this is a guide only
- Conversational English skills is essential for client engagement, we have hosted numerous ESL secondees
- Secondees should be open, enthusiastic, and eager for professional growth
- The ideal secondee seeks to broaden their skill set

Common Barriers to Overcome



Issue	How we have overcome
Fear of the unknown What do I wear? What clients will I work on? Can I drink the water? Will the animals get me?	<ul style="list-style-type: none">• Q&A sessions held prior to secondment.• Accommodation arranged locally.• 'Buddy' arrangement with a local team member.
Home sickness	<ul style="list-style-type: none">• 2-3 secondees hosted so there is an immediate 'family' away from home.
English as a second language (ESL)	<ul style="list-style-type: none">• Most ESL speakers underestimate their language capability.• Secondees always work as part of a team.• Google translate.
Home country housing and family commitments	<ul style="list-style-type: none">• Secondee salary/wage continues to be paid.• Local accommodation paid by host firm.• However, many secondees rent out their home and/or move out of rented accommodation in their home country.• Whilst not ideal, advance notice of family events may be accommodated, however is typically at secondee expense.

Why?

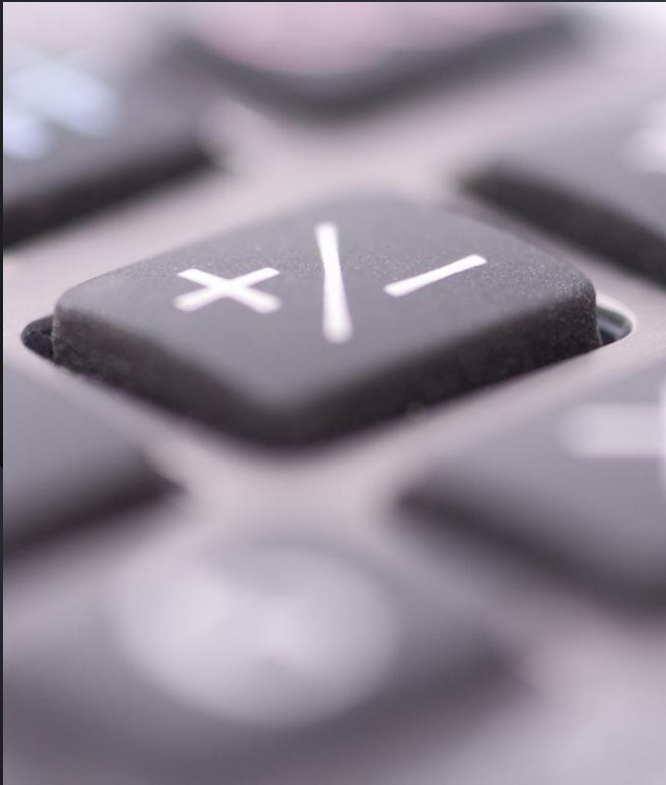


Benefits of the Program (Secondee)



- Enhances professional skills and knowledge through real-world experience.
- Fosters cultural exchange and networking with international colleagues.
- Provides exposure to diverse working environments for personal growth.
- Offers structured support for logistics like accommodation and travel.
- Encourages career advancement.

Benefits of the Program (Firms)



- Both firms:
 - Match resources and capacity with peak workflow.
 - Fosters cultural exchange and networking with international colleagues.
 - Promote your firm as an 'international firm' – compete with the Big4/Top10
 - Reward mechanism for high performers.
- Typical arrangement per secondee:
 - Host:
 - Additional production (revenue): AUD 120,000.
 - Net production adjustments: AUD (40,000).
 - Seconded salary (€17,100) converted to AUD (28,635).
 - Accommodation costs AUD (9,000).
 - Miscellaneous expenses AUD (5,000) for gifts, local travel, allowances.
 - Net result: AUD 37,365.
 - Sending Firm:
 - Seconded salary (€17,100) received, so are no worse off, AUD 28,635.
 - Airfare expenses are estimated to be AUD (2,000) (although some firms have the secondees pay)
 - Net result: AUD 26,635.