Forsyths

Success, Simplified.

Your career at Forsyths

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Welcome.

If you're looking for a meaningful career, you've come to the right place.

We believe that the best financial advice doesn't just come from clever spreadsheets... it comes from curious minds, shared goals, and a genuine passion for the people and businesses in regional communities.

But staying rooted in our communities doesn't mean standing still. We are always moving forward, embracing the latest technology, and driving industry trends to ensure our team has the smartest tools to deliver real impact.

Whether you're just starting out or looking for a fresh perspective on your professional journey, with Forsyths we'll help you grow.

Stop being a headcount and start being the heartbeat because the view is better when you step inside.

> **94% of our team are proud to tell people they work at Forsyths.**
> 2026 Team Culture Survey

Why we do, what we do.

Living and working in regional areas is very rewarding. We share the celebrations, opportunities, and everyday challenges like everyone else. We understand firsthand what it takes to build a life, a business, and a legacy outside the major cities. That deep local perspective drives everything we do. We are passionately committed to delivering the highest standard financial advice and tailored services designed to help our clients navigate regional conditions, protect what matters, and secure a successful financial future.

At the end of the day, we're not just managing numbers, we take the time to look after our clients, helping them make smart, confident choices that sets them up for a secure and prosperous future.

> **Over 90% of our team feel deeply connected to their peers and the firm as a whole.**
>
> 2026 Team Culture Survey

A career without compromise.

At Forsyths, you're a valued part of a professional and supportive environment where relationships matter.

You'll be empowered to thrive both personally and professionally, build meaningful connections and make a real difference in people's lives.

We're committed to your success. We're a team that supports, challenges, and uplifts each other. We care for our clients and are committed to their success.

Whether you're looking to develop your skills and client relationships, mentor others, or step into leadership, we provide the pathways and support to help you grow.

Our Values.

Connection

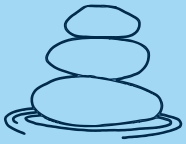
With our team, clients, and communities.

Love

We want our team, clients, and communities to feel heard, valued, and supported.

Achievement

Our strength is in working together to reach meaningful goals for each other.



Security

We provide stability and assurance to our team and clients.

The engine room of the economy.

Why a career in accounting, financial services or audit

Think accounting is just sitting behind a screen? Think again. A career in Accounting and Advisory Services at Forsyths is a front-row seat to how businesses actually work.

Solve real problems:
You aren't just 'doing taxes' you're helping a family farm transition to the next generation or helping a local business scale effectively.

Variety is the spice of life:
One day you're on-site at a carbon farming project for an audit; the next, you're in another state working with local government.

Job security with a purpose:
Financial expertise is always in demand, but at Forsyths, that expertise serves a higher purpose: keeping our regional economies thriving.

Forsyths Foundation

Driven by our people. Matched by our firm

We believe that professional success is measured not just by the growth of our firm, but by the strength of the regions we call home. A career with us offers more than just personal advancement; it provides a platform to drive meaningful change.

When you join our team, you can choose to become part of a collective mission that uplifts local charities that need it most, ensuring your daily work leaves a lasting legacy through the Forsyths Foundation.

We believe in the power of giving back and through our dollar-for-dollar salary matching, we turn team contributions into $15,000 of annual support for local charities every year.

We invest in you, so you can invest in others.

Benefits & training

We know that a great career requires more than just a paycheck. So we've built a benefits package designed to support your life, both inside and outside the office, because we know that to be your best at work, you need to feel supported in your life.

Our benefits package is designed to look after the whole you.

Work & life balance

Flexible options: Schedules that suit you, including the option to work from home for permanent team members and time in lieu.

Generous parental leave: Up to 6 weeks paid leave (based on service) for both mums and dads.

Gifted leave: Enjoy gifted leave on Christmas Eve, Graduation Day, and Community Leave.

Education & professionalism

Full study support: We pay for course fees, textbooks, and provide paid study time for TAFE, Uni, CA, or CPA.

Memberships: We cover your yearly subscriptions to ICAA, CPA, or FPA

Career mentoring: Structured pathways for those wanting to build their career.

Health & rewards

Fitness fund: A generous monetary contribution toward your gym or fitness expenses.

Referral bonuses: Cash rewards for bringing in new talent or new business clients.

EAP: Access to confidential counselling for personal or career support.

> *Forsyths' flexible work arrangements support a healthy work-life balance, and the people I work with make every day enjoyable. Having known the business for years through my family, I was confident I was joining a team built on integrity and shared values."*
>
> ***Megan Ellbourn - Senior IT Support Officer Since 2005***

Our Yellow Brick Road.

> **Over 91% of our people would recommend Forsyths as a great place to work.**
> 2026 Team Culture Survey

Your career pathway. From Undergraduate to Principal

We don't believe in dead-end jobs. We provide a clear, transparent map for your progression. Whether you start with us while still studying or join as an experienced pro, there is always a next step.

Here's an example of what an Accounting Yellow Brick Road Pathway could look like:

Gap year Administration Assistant: assisting the team and delivering friendly, high-quality service to clients.
Undergraduate Accountant: Support the team by assisting with basic accounting, taxation and reporting tasks alongside university study
Graduate Accountant: Support clients and senior accountants by preparing financial accounts, tax returns and basic reporting.

Intermediate Accountant: Play a key role in supporting clients and senior advisors by preparing financial accounts, management reports and tax returns.

Senior Accountant: Deliver accounting, taxation and business advisory services to clients while managing complex work, mentoring team members.

Supervisor: Support clients and the wider team by delivering high quality accounting, taxation and advisory services while supervising and developing junior team members.

Manager: Lead client relationships and team performance, delivering high quality accounting, taxation and advisory services.

Associate: Manage key client portfolios, delivering advanced tax, accounting, and advisory services while driving team execution, client relationships, and firm growth.

Principal: Lead client relationships, business development and team performance including mentoring and supporting team member development. Deliver strategic accounting, tax, and advisory solutions while driving commercial growth and aligning with firm values.

Talk to us about information on what a career pathway in Financial Services or Audit looks like if your interested in this pathway.

Whatever stage you're at, there's a place for you.

Entry to Forsyths - a career for every chapter

At Forsyths, we don't just hire for roles - we hire for journeys. Whether you've lived in this region your whole life and want a career that matches your ambition, or you're currently in the city looking for a life that finally feels like yours, there is a seat at our table.

Chapter 1: The Spark (Starting out)

For the local: You're finishing school or uni and you're ready to prove yourself. You love this region, but you don't want to trade your career potential just to stay here. Our Gap year and Graduate programs mean you don't have to move to a capital city to find the BIG career. You'll earn while you learn, building a professional network right where your roots are.

For the relocator: You're at the start of your journey and maybe you're looking for a place where you can actually afford to buy a home, join a community, and get hands-on experience that isn't just data entry in a massive tower. Starting your career at Forsyths gives you a head start in a place where your contribution is noticed from day one.

Chapter 2: The Shift (The professional pivot)

For the local: You've been working in the region for a while and you're ready for more. You want a firm that offers high-level technical challenges, diverse client portfolios, and room to move up the 'Yellow Brick Road.' Forsyths provides the calibre of work you crave, with the local values you've always lived by.

For the relocator: If you're tired of the Big City Grind and the two-hour commute, the sky-high rent, and the feeling of being a face in a crowd of millions. You want to escape the traffic without sacrificing the quality of your professional work, perhaps climb the career ladder before you retire. At Forsyths, you get high-level, complex accounting and audit work, but your commute is five minutes and your office view is the real world, not a concrete jungle.

Chapter 3: The Legacy (The wisdom phase)

For the local: You've spent a lifetime mastering your craft and seeing this region grow. Now, you're thinking about the mark you'll leave behind. This is your chance to lead our teams, shape our firm's strategy, and mentor the next generation of local talent, ensuring our community stays strong for the next 100 years.

For the relocator: You've spent years at the top of your game in the city, and now you're ready for a different pace of life and that's not necessarily slower just better. Bring your years of wisdom to a firm that values mentorship and strategy. Lead a department, enjoy the lifestyle perks of regional living, and finish your career at the top of your game, with time in your day to actually enjoy the success you've built.

> *"Relocating to Tamworth I was concerned I wouldn't be able to find work with the same challenges, professional standards, and career opportunities I enjoyed in Sydney. Forsyths not only met those expectations but exceeded them, offering the challenging work, supportive culture, and professional growth I was looking for, without requiring me to compromise on lifestyle or career."*
>
> ***Kelly Clarke - Project and Communications Manager Since 2018***

> **90% of our people feel empowered to achieve their personal and professional goals.**
> 2026 Team Culture Survey

Big careers. Even bigger lifestyles.

Our regional locations - more for less

We're proud to call the heart of regional NSW home, with vibrant hubs in **Armidale, Coonabarabran, Gunnedah, Inverell and Tamworth**. In the city, life often feels like a trade-off. Here, we believe you shouldn't have to choose between a high-octane career and a high-quality life. Whether you're navigating the world solo or raising a family, our regions offer a canvas that is as broad as the horizon.

Why the regions are a great life choice.

Property that actually feels like progress. Forget 'shoe-box' living. Whether you're looking for a sleek modern apartment in the CBD or a sprawling farmhouse with a view, our regions offer affordable housing that allows you to buy your first home (or your dream home), years sooner than your city peers.

Infrastructure & connection. Don't let the open roads fool you, we're more connected than ever. From large regional hospitals and medical facilities to major airport hubs with daily flights to Sydney and Brisbane, you're never truly 'remote.' You get the high-speed fibre internet for work and the short, 5-minute commute for life.

Education for the future. From early childhood centres to top-tier independent and public schools, our regions prioritize the next generation. With Armidale's reputation as an educational powerhouse and various TAFE and university campuses (like UNE) across the region, lifelong learning is right at your doorstep.

A culture that breathes. Our towns are buzzing with a rich arts and cultural scene. Whether it's wandering through the New England Regional Art Museum, catching a touring show at the Capitol Theatre or concert, enjoying boutique food, wine or music festivals or simply enjoying a great coffee with some retail therapy, there is a sophisticated pulse to regional life that might just surprise you.

The great outdoors *(Your new backyard).* From the rugged beauty of the Warrumbungle Range to the sweeping Gunnedah plains and the rolling hills of Inverell, your weekends just got a massive upgrade. Hiking, water sports, or simply stargazing in some of the world's clearest dark-sky parks, nature isn't a destination here; it's your backyard.

Community Impact: Be the 'Big Fish' In the city, it's easy to feel like just a face in the crowd. In our towns, you're a vital part of the fabric. Your work at Forsyths directly impacts the local economy, and your presence in the community, whether at the local footy club or the community garden - *truly makes a difference.*

> *I chose to work for Forsyths because it gave me the opportunity to work alongside a great leadership team who genuinely value their people and their clients. I am supported to develop and grow as a leader whilst providing me the ability to assist our clients to reach their financial goals."*
>
> ***Sally Manager - Superannuation team Since 2022***

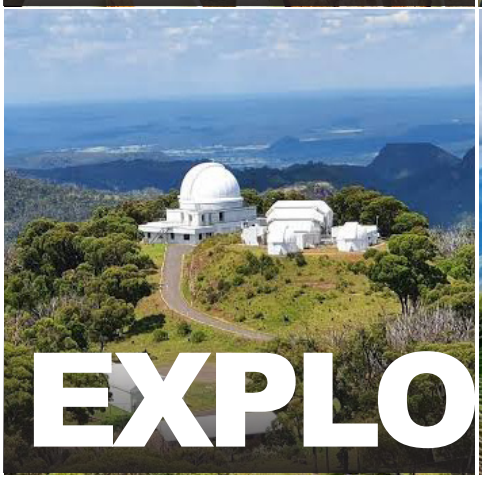
WORK

PLAY

EAT

DUNGOWAN DRAUGHT
NEW ENGLAND BREWING CO
GRANDAD BROWN

THE PIG & TINDER BOX
RESTAURANT & BAR


EXPLORE

From the city commute to a career with purpose.

Moving to regional New South Wales wasn't a step back for my career, it was a step closer to what matters. After finishing my accounting degree in Sydney, I wanted to be near family in Tamworth, but as an ambitious graduate majoring in financial planning and taxation, I refused to compromise on my professional growth. I needed a high-quality firm. When I researched the region and spoke to mates in the industry, one name kept coming up: Forsyths.

Today, as a Manager in our Audit team, I can safely say the reality has been even better than it looked on paper.

Moving regionally completely transformed my lifestyle. Trading a grueling three-hour daily Sydney commute for a 5-minute drive with zero parking headaches has given me my time back.

Now, that extra time goes straight into family, fitness, or just enjoying a coffee without feeling rushed.

What surprised me most, though, was the genuine sense of community. When I first arrived in the region, a teammate went completely out of their way to help me find a home and settle in. That's the regional difference, people here actually look out for you.

From Graduate to Manager

I started at the very bottom of the ladder as a fresh graduate and progressed through intermediate, senior, and supervisor roles to become a Manager. I was hungry to grow, but I never had to navigate that path alone. Coming from a massive city firm, the open-door policy here was a breath of fresh air. I receive genuine, one-on-one mentoring from our principals, alongside 100% financial support for my studies which included my CA qualification and current internal audit diploma.

Our Armidale office is an open, modern space that makes collaboration completely natural. While we use Teams, I prefer connecting in person, often traveling between offices to work alongside different divisions and build real relationships.

There is a simple, powerful understanding here: everyone assumes the best in your work. Our core values: **love, connection, achievement, and security** aren't just prints on a wall. People live them. Even during challenging, busy deadlines, I know I'm coming to work with a team that has my back.

Making an impact beyond my desk

Giving back to our local regions is a fundamental part of who we are. Through the Forsyths Foundation, we have the opportunity to contribute directly from our paychecks toward local causes, ensuring we have a meaningful say in supporting the charities that matter most to us

Seeing that impact flow to causes close to my heart, like the Westpac Rescue Helicopter, is deeply rewarding. We even partner with a local school program where students work in regional cafes. I love walking in for a casual coffee, mentioning I'm from Forsyths, and seeing people instantly recognise the positive ripple effect our firm has on their lives.

At the end of the day, a business should leave its community better than they found it. That's where true professional satisfaction comes from, and it's exactly what I've found at Forsyths.

Ricky Goel

Audit & Assurance Manager

Staying close to family without costing my career.

When you're finishing high school, everyone talks about escaping. But there is a quiet, beautiful power in choosing to stay. Growing up in Gunnedah, my family and my roots weren't things I wanted to leave behind. I was ambitious and determined to get my degree, but I wanted to do it in the place I loved. When I looked for a workplace that would value my drive straight out of school, I found Forsyths.

Today, as a Graduate Accountant in our Gunnedah office, I can safely say that choosing this path gave me a massive head start.

While some of my peers rushed off to big city or coastal firms, I stayed right here. A friend went to an accounting firm in Wollongong, and as we went through our degrees, we'd compare notes. I quickly realized I was doing the exact same work she was and if anything, my time at Forsyths was giving me even more hands-on experience.

Lucy Moore
Graduate Accountant,
Gunnedah

From a Gap Year to Graduate Accountant

My journey here started from the absolute ground floor. Right after finishing school, I stepped into a six-month gap year position in administration. During my interview, I instantly connected with my managers, and I knew right then that this was a team I wanted to be part of. After those first six months in admin, the team asked if I'd be interested in accounting, and they offered me an undergraduate position.

That was the turning point. I worked full-time and studied my accounting degree part-time. It was a huge commitment, but I never had to navigate it alone. Forsyths backed me the entire way with incredible study support, giving me dedicated leave for my exams and even financial assistance with my textbooks.

More than that, every single team member became a mentor to me. Whether they were helping me sharpen my communication skills to build deep connections with clients, or simply listening to me complain about my uni workload and helping me push through it, the open-door culture here is completely real.

Before accounting, I planned to become an agronomist. Coming from a farming background, I wanted agriculture to be the core of my career. At Forsyths, I get the best of both worlds. The majority of my clients are local farming businesses; I get to help them manage their financials, which I've realised I prefer much more than being out in the field!

What I love most about the career path here is the flexibility to pivot. If I ever want to steer my focus away from tax accounting, the opportunities are right in front of me. I know I can easily approach the team to pursue superannuation, dip into audit with extra study, or step into internal management accounting roles if they come up.

Deeply personal and forward-looking

The final piece of the puzzle is the heart behind the business. Through the Forsyths Foundation, we can contribute a small portion of our paychecks straight back into local initiatives. It makes me incredibly proud to know that our collective contributions build a safer, kinder community, the very place I plan to raise a family of my own one day.

Loving where you work isn't just a bonus; it's absolutely everything. Real satisfaction cannot be found in a paycheck alone. It comes from waking up genuinely inspired by your team, knowing your daily efforts leave the world a little better than you found it. That deep sense of purpose and connection is what I get to experience every single day.

A 19 year ascent from desk to Principal.

If you had told a teenage Lara Gill growing up in Canberra that she would one day be a Principal and Senior Financial Adviser in regional New South Wales, she probably would have laughed. Back in high school, she didn't even know what a financial planner was. She was a city girl with big plans to build a career in a major metropolitan center.

Lara's entry into the world of financial planning was a happy accident. While completing her Certificate IV in Administration via TAFE during Year 12, she was placed with a local financial planning business for a two-week work experience stint. By the end of those two weeks, she had impressed the team so much they offered her a full-time position.

After two years of learning the ropes in a smaller office, a friend working at Forsyths recommended she apply for a position, so Lara took the leap and applied for a role in Forsyths' superannuation administration team. Recognising her existing financial planning experience, the firm placed her in the financial services team as an administrative assistant.

Climbing every rung of the ladder

Built on a foundation of ground-up experience, Lara's career at Forsyths spans every operational and advisory role within the financial planning ecosystem, giving her a complete, end-to-end understanding of the discipline.

In 2012, Lara decided to take her career to the next level and pursue the studies required to become a certified advisor. Navigating higher education while working full-time is a big committment, but the level of backing she received from Forsyths was a total game-changer. The firm threw its weight behind her ambitions, supporting her with study leave provisions and direct financial assistance.

With that backing, Lara went on to secure an Advanced Diploma, a Graduate Diploma, a Master's degree, and several highly sought-after industry specialisations.

The reality of regional success

While the academic qualifications laid the groundwork, Lara credits her professional ascent to Forsyths' hands-on approach to mentoring. Early on, she was given the space to stretch her wings, tackle real-world client complexities, and build the confidence to realise she was genuinely good at her craft.

Today, Lara's day-to-day schedule looks vastly different from her administration days. As a Partner, her life is a dynamic mix of leadership team strategy meetings, director-level discussions, and face-to-face client catch-ups. Because Forsyths services a sprawling network of communities, she regularly travels to different office locations, client homes, and even capital cities like Sydney, Newcastle, and locations up into Queensland.

When asked about the benefits of regional life, Lara immediately points to the time saved. Instead of battling grueling city traffic to travel a mere 20 kilometers, she enjoys a breezy 15-minute commute home from the office. That ease of living has allowed Lara to integrate her life and her work seamlessly.

Reflecting on her nearly two decades with the firm, Lara says the biggest surprise was discovering just how connected a large regional firm could feel. Starting at a single-office practice, she was amazed by Forsyths' annual Firm Days. Seeing all the locations come together as one massive, united group to celebrate achievements completely redefined her view of a workplace.

Lara's journey is proof that you don't have to sacrifice a high-flying career to enjoy the lifestyle, warmth, and balance of regional Australia. Sometimes, the perfect fit is right in your own backyard.

Lara Gill

Financial Services Principal

> **95% agree our values foster a caring, inclusive, and supportive workplace.**
> 2026 Team Culture Survey

Who we are.

There's so much more to Forsyths

We intentionally put this on the final page. Why? Because until now, we wanted the focus to be entirely on you, your goals, your future career with our Yellow Brick Road, and the impact you're going to make.

But there's one thing you should know: When you join Forsyths, you're joining a century-long legacy that is just getting started.

We are always adapting and staying updated with latest technology, providing expert guidance to regional NSW for over 100 years. Now, don't let the triple digits fool you. We're ready to adapt and built to last. We've seen every market cycle, supported generations of family farms, and outlasted many trends. That history doesn't make us slow; it makes us the experts people trust when it truly matters.

On the surface, we're a powerhouse of accounting, audit and financial planning. We're high-achieving, professional, and very good at what we do.

But behind the curtain, that's where the real magic happens. It's in the Friday afternoon laughs, the way we rally around a teammate, the quirky traditions that have survived decades, and the genuine feel you won't find in the city. There's a secret sauce to our culture that makes us more than just a firm, it makes us a community.

We could try to describe it, but some things are better felt than read.
I guess you'll just have to join us on the inside to see for yourself.

> *Forsyths makes me feel valued as a team member by the supportive culture it fosters, and the flexibility offered that encourages a healthy work-life balance. The ability to balance my career, study commitments and personal life has been invaluable, and I love working in an environment that continuously invests in both my professional development and wellbeing."*
>
> ***Tahlia Jurd - Senior Accountant Since 2023***

Let's connect.

1300 447 007

Office locations
Armidale
Coonabarabran
Gunnedah
Inverell
Tamworth

www.forsyths.com.au

We are one of the largest finance and business advisory firms in regional NSW helping our clients to thrive. **Visit us on social to explore more.**

www.linkedin.com/company/forsyths-chartered-accountants
https://www.facebook.com/ForsythsNSW
https://www.instagram.com/forsythsnsw