Audit & Accounts Manager
Hixsons | Part of the Charlton Baker Group

Location: Bournemouth office, fully remote working
Hours: 37.5 per week
Salary: £50,000.00
Contract length: Permanent

About Us
We're Charlton Baker, an award-winning, people-first accountancy and advisory firm with a reputation for doing things differently. From our roots in Devizes to supporting clients across the UK, we believe in real relationships, radical honesty and giving people the freedom to thrive.

Hixsons is our Bournemouth-based practice within the Charlton Baker Group, providing audit, accounts, taxation and business advisory services to owner-managed businesses and SMEs. With around 100 clients and a small, collaborative team, we combine strong technical expertise with a practical, relationship-focused approach, supported by the resources, specialist knowledge and opportunities of the wider Charlton Baker Group.

We're looking for an experienced Audit & Accounts Manager to join #TeamCB. This role is ideal for someone who enjoys leading complex audit engagements, bringing clarity to technical challenges, developing colleagues and acting as a trusted adviser to clients. You'll combine strong technical expertise with a collaborative leadership style, helping to maintain high professional standards and deliver excellent client service.

Purpose of the Role
As Audit & Accounts Manager, you'll lead audit engagements and accounts assignments across a broad portfolio, taking responsibility for planning, delivering and completing work to a high professional standard.

You'll combine strong technical expertise with leadership and commercial awareness, supporting the development of colleagues, maintaining exceptional client service and helping to drive the continued success of Hixsons.

You'll manage your own client portfolio while contributing to the quality, efficiency and culture of the practice.

Key Responsibilities

- Lead the delivery of high-quality, compliant audit engagements across a varied client portfolio, from planning through to completion.
- Review audit files, financial statements, statutory accounts and corporation tax computations, resolving technical issues and ensuring accuracy and compliance.
- Build trusted client relationships, providing clear, practical advice that supports informed decision-making and business success.
- Identify opportunities to add value to clients through proactive advice and additional services.
- Champion audit quality and continuous improvement, sharing expertise and best practice across the Charlton Baker Group.
- Lead, coach and develop junior colleagues, building their technical capability, confidence and independence.
- Plan and manage assignments effectively, ensuring work is appropriately delegated and delivered to agreed deadlines, budgets and quality standards.
- Take ownership of portfolio performance, including work in progress, resource utilisation and accurate, timely billing.
- Work closely with the Practice Principal and colleagues across the Group to improve ways of working, maintain consistent standards and deliver an excellent client experience.

Skills & Experience

- Fully qualified accountant (ACA/ICAEW or ACCA) with substantial post-qualification experience in public practice.
- Strong technical audit skills and demonstrable experience managing audit engagements.
- Experience preparing and reviewing statutory accounts and corporation tax computations.
- Sound working knowledge of corporation tax, with sufficient understanding of personal tax and VAT to guide and mentor colleagues.
- Experience managing a portfolio of clients and delivering assignments to agreed deadlines.
- Demonstrated ability to supervise, develop and mentor junior team members, and, ideally, experience with delegating work.
- Strong organisational skills, with the ability to manage competing priorities and coordinate the work of others.
- Confident relationship-builder, able to work with business owners, trustees, directors and non-financial stakeholders.
- Commercial awareness and an understanding of the pressures facing SMEs.
- Ability to exercise sound technical and professional judgement.

- Confidence working independently and collaboratively within a fully remote team.

Values and Behaviours

- Lead with integrity, empathy, and professionalism.
- Communicate clearly and transparently, especially when dealing with complex or sensitive issues.
- Foster collaboration and continuous learning across the team.
- Be decisive, adaptable, and committed to delivering excellent client experiences.
- Live our values: radical honesty, real relationships, and freedom with responsibility.

You'll be part of a friendly, ambitious team where you're trusted to do your best work and supported to grow. We offer clear development pathways, flexible working, and a culture built on respect, collaboration, and genuine care – for our clients and each other.

Find out more about us and our culture on our website.

Ready to apply? Just send us a CV
We don't use AI to screen applications – every CV is read by a real person. We'd love to hear your genuine voice, so please make sure your CV is personal to you and tailored to this role.

Accessibility & Inclusion
We know that everyone needs different things to do their best in a recruitment process. We want to give everyone the chance to shine, and we're committed to making our process as inclusive and accessible as possible.

That's why we do a few things as standard, including:

- Sharing interview topics in advance so you can prepare your thoughts.
- Being clear about what to expect and what we're looking for at each stage of the process.
- Offering a choice between video and in-person interviews.

If there's anything else that would help you show us your best self, just let us know. We'll always do our best to accommodate what works for you.