

New Talents with UHY

UHY recently embarked on a recruitment drive in search of talents from major firms in Malaysia. We hosted a forum with a few of our new talents and featured here are their thoughts on joining UHY. Members of the forum include:

- **Kenny Lee**, Principal, Technical & Development (formerly with PwC)
- **Santhi Govinda Raj**, Audit Senior Manager, Assurance & Business Advisory (formerly with IJM)
- **Woon Soon Fai**, Assistant Manager, Corporate Advisory (formerly with EY)
- **Minami Teh**, Supervisor, Assurance & Business Advisory (formerly with BDO)

Why UHY?

Kenny: I'm impressed with the leadership's drive for the firm towards becoming a significant international boutique firm. With the resources that we now have, it is a realistic mission.

Santhi: Coming back to public practice signifies bigger challenges, constant knowledge development and competent problem solving for our clients of various sectors.

I have a passion for challenges and embarking on this with good and friendly colleagues in UHY makes the time spent at the office all worthwhile!

Soon Fai: I believe that continuous learning is an essential ingredient in career development. UHY, a medium-sized firm with an international coverage, wide clientele coupled with a lean organisation structure provides the necessary exposure and opportunity in developing careers!

Minami: Like Soon Fai, career development is always something that I keep in mind as well. UHY allows career exposure on an international level, yet assignments are sufficiently diverse for good technical skills development, less the bureaucracies.

What is the single largest difference between your previous firm, by comparison with UHY?

Kenny: Internal communication amongst staff is more conducive. In a Big 4 firm, much are communicated via emails and this could be subject to interpretations sometimes.

Santhi: Satisfaction at work.



Soon Fai: Larger firms with vast range of clients operating in various industries require teams of highly specialised staff. In my previous job, the experience obtained is somewhat similar to a tunnel vision, narrow but deep. In UHY, all levels are exposed from the start to end of an engagement, achieving a better and wider understanding of the overall assignment.

Minami: A harmonious working environment, almost like a big family.



UHY seeks to be one of the firms with 'Best Benefits in Town'. What do you think?

Kenny: The firm's benefits are among the better ones in town. But what's more important to note is work-life balance. Talents look not just for the better perks, but also a better working environment.

Santhi: Best benefits, best firm to work for, all motivates me to perform better and be amongst the best!

Soon Fai: Yes, UHY's benefits are easily at par, if not slightly more attractive than bigger firms in the industry.

Minami: The firm is clearly committed to its policy to provide best benefits. As a staff member, we should in return give commitment, hard work, and excellence to the work that we do.

UHY culture. Any particular item that you found encouraging?

Kenny: Coordination amongst staff are very much on a lateral basis. People in UHY do not pull rank. That promotes the flow of communication and creativity.

Santhi: Colleagues are friendly and more than willing to share knowledge, skill and advice. That, to me is priceless.

Soon Fai: The mutual respect and understanding between senior management with their staff creates a conducive working environment.

Minami: Definitely less bureaucracy.

What have you found to be the single most positive challenge in your current professional work with UHY?

Kenny: Good exposure to a variety of assignments. Incorporation of previous knowledge and experience to improve current methodologies and deliverables to exceed client expectations.

Santhi: I agree, exposure to professional work and opportunity on development of professional skills is abundant.

How do you look forward to UHY's Strive to be one of the Best Accounting Firm to Work For?

Santhi: For us as members of staff to be ever more committed to UHY, and enjoy the fruits of our labour!

Soon Fai: Every individual would have their own interpretation of what "the Best Accounting Firm to Work For" encompass. While there are efforts done to create a work-life balance, being a part of a growing firm and knowing that you played a part to bring-up the reputation and profile of the firm creates a sense of accomplishment on its own.