



Working in a new reality

After reorganising and recalibrating their own business model during the financial shake-up of the past few years, **Quintas** are now poised to react better than most to the new economic realities in Ireland.

"Many of our clients were doing well in the boom, but then the cashflow started to turn," said Paul O'Connell, a group finance director with **Quintas**.

"It was then that clients started to come and restart the relationships with the partners and directors in here. As a business we were practising what we were preaching to the clients in our own business model, for instance we slowed down our graduate recruitment programme. It was definitely partners time with our clients at that time."

Quintas offers services in relation to taxes, audits, financial advice and wealth management, based in their headquarters in Blackpool.

As the economy normalises, so does business models and the recruitment policies within them. With a

lot of comment in the media on the standards of graduates coming out of third level, and the policies of businesses taking on interns through Jobbridge, the partners and directors in **Quintas** insist it is a valuable way of gauging candidates.

Old rules

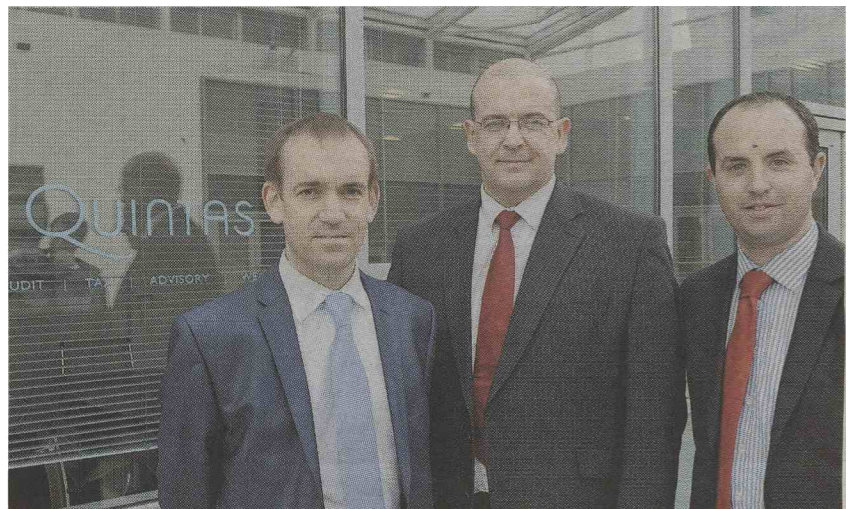
"The old rules are there for a reason," said Eugene O'Callaghan, the audit compliance partner with **Quintas**.

"You train people up and you hold onto the good ones, while the others can go off and maybe be employed elsewhere. We've gone back to training people, which is a very good thing."

One common trait becoming evident of the graduates from UCC and CIT is the life experience of those graduating from third level courses.

"They can hit the ground running," said Mark Ryan, a director with the firm.

"The graduates are more mature and are balancing education with their experience in life. For years



Mark Ryan (Director), Eugene O'Callaghan (Partner) and Paul O'Connell (Finance Director) at **Quintas**, Heron House, Blackpool. **Photo: Billy macGill**

a lot of graduates were just coming out with their qualifications but you need the life experience."

The firm has seen more mature graduates at recent career fairs in UCC and CIT, especially those who may have lost jobs in the recession and used their redundancies to go back to education. **Quintas** is con-

tinuing its graduate program once again this year, as the directors and partners look to train more and more financial professionals to benefit clients and the business at large.

"The dynamic has changed in the banking sector," said Mr O'Callaghan in relation to the economic near future.

"A lot of work is now down to the relationships that are established between us and the clients and the banks in general. The days are gone where bank managers will sit down with

people."

Clients are very unsure of the economic outlook, along with external and internal market sources, according to the directors and partners.

"That's what we are trying to bring here, a degree of certainty and confidence," said Mr O'Connell.

"Our relationship with our clients is key. Ninety per cent of our business comes from referrals. You can't beat face to face."

To find out more about **Quintas** visit quintas.ie.