

# **D&V Philippines: Your Talent Sourcing Partner**





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## Executive Summary

Every organization needs competent audit and accounting talent. However, good accounting talent – with the right credentials and experience – is hard to find.

Let D&V Philippines cut the hassle and get you the right accounting talent that meets your business' needs. Whether you are looking for talent to handle tax, compliance, internal audit, business analytics, or bookkeeping, we can find home-grown talent who can competently handle your project requirements.

### **In this white paper, we discuss:**

- The accounting talent market today
- How D&V Philippines can help your company
- Our wide suite of finance and accounting services
- How we develop our people



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# The Accounting Talent Market Today



Competent finance and accounting professionals who possess the right competencies are **hard to come by**. The search for accounting professionals is more difficult than ever before: traditional accounting firms are now holding on to their talents more than ever. As a result, companies in markets where there are changes in regulations, such as the United States, now face a challenge in recruiting accounting talents.

Even public firms, particularly midsize firms, have to compete with larger firms who have a stronger presence in the market. In a biennial survey conducted by the Association of International Certified Professional Accountants' (AICPA) Private Companies Practice Section (PCPS), respondents from CPA firms were asked to rank eight issues that would have the greatest impact on their practice. **Staffing issues** topped the list.

Considering the rise in the demand for technical expertise, and the shrinking number of available accountants in the talent market, where do firms and businesses turn to find the talent that they need?

## How We Can Help

With D&V Philippines, you have a co-sourcing partner who handles the recruitment, onboarding, and training of your preferred contractor. You can be sure that our talent base of about 1000 professionals consists of experienced certified public accountants (CPA) and auditors with prior experience from the Big 4 Firms. They are geared with broad accounting expertise, reinforced with regular training to keep them at par with the latest industry standards.

When you partner with us, you will have full control over your team, including the level of expertise of each staff member. More than seat leasing, consider your partnership with D&V Philippines as having an extension or a cost-efficient backup of your office in Manila.

### **We'll grow with your business.**

Through D&V Philippines, you can hire a staff depending on your current business needs. We can scale your team depending on your specifications: start with one FTE, or on a per hour basis, or on an output-based engagement depending on the job or process that you wish to outsource.

### **Reliable Support**

Our business continuity plans guarantee that your operations will not be disrupted in case our staff goes on leave. We have available backup employees with a reliable level of competency.

In addition, we make sure to look for opportunities for process improvement through the help of our Quality Assurance Department and our various Excellence teams.



## Communication Skills

As a predominantly English-speaking nation, the Philippines is **an ideal choice for companies** in the US who are looking to outsource certain functions. Through the influence of mass media and our Western education, Filipino CPAs have been immersed in the culture of our foreign clients for decades, which makes it easier to understand their counterparts better. In addition, our accountants have a neutral accent, which allows for better communication with less strain.



# What We Do

D&V Philippines has more than ten years of experience in handling different accounts in Australia, Canada, Singapore, the US, the UK and other parts of Europe. Here are some of what we do.

## Audit Support

Streamline your processes and strengthen your internal controls with our Audit Support Group. We offer the following services to help increase your operational efficiency and transparency:

- Internal and External Audit Support
- Process Mining
- Expense Substantive Test of Details (Vouching of Invoices)
- Materiality Calculation
- Completion of Audit Programs and Checklist as Necessary
- Financial Statement Preparation (Linking of numbers)
- Uploading of TBs and Grouping Accounts in ProSystem
- Cash Testing

## Bookkeeping

We manage all the aspects of bookkeeping, including set-up, invoicing, monitoring of Accounts Receivables and Payables, compliance requirements, and Management Reporting. Our bookkeeping services include:

- Setup and Data Entry
- Bank and Credit Card Reconciliation
- Accounts Receivable and Payable Invoicing & Monitoring
- Periodic Management Reports
- Quarterly BAS & Monthly IAS Calculation & Lodgment (Australia)



## Business Analytics

We also have skilled data analysts who can help your firm prepare Management Reports that allow you to identify, track, and predict your business performance. We help your clients compare their actual performance against their specific goals, thus making an informed business decision possible. Examples of these reports are:

- Cash Flow Management
- Revenue and Cost Analysis
- Budgeting and Forecasting
- Balance Sheet and Income Variance Analysis

## Financial Planning and Wealth Management

Let your advisers focus on the creation and management of your client's wealth, and we'll take care of the rest. We help you develop your wealth management advice through modelling of investment plans and strategies using the latest financial planning software such as XPLAN and Furtli.

In addition, we conduct research and prepare reports and statement of advice.

1. **Private Health Insurance** – help in selecting the right insurance cover and insurance company for an individual based on their financial status and risk assessment.
2. **Wealth Management & Financial Planning** – process modelling of investment plans and strategies for all entity types including family groups and preparing statement of advice based from assessment and recommendation of wealth advisers.



## Tax and Accounting

Leave the administrative and basic accounting functions to us so you can focus on providing quality financial service to your clients. We offer the following services related to Tax and Accounting:




- Preparation of financial statements and income tax return for statutory and compliance requirements
- Mid-year and year-end tax planning for all entity types and family groups
- Preparation of individual Income Tax Return
- Assistance in the audit process and other services
- FBT Calculation and FBT Return (Australia)
- Payroll & Superannuation Guarantee Contribution Processing (Australia)



# Our People

## Job Levels

Our projects and tasks are distributed to the staff depending on their job level. Refer to the table below for an overview of the different job levels at D&V Philippines.

JOB TITLE	QUALIFICATIONS
 Junior Associate (JA)	<ul style="list-style-type: none"> <li>▶ Fresh graduate, a CPA with up to a year of experience, or is preparing to take the CPA examination</li> <li>▶ Have integrity, dependability, and self-confidence</li> <li>▶ Willing to extend himself beyond the immediate demands of the assignment and to accept new responsibilities.</li> </ul>
 Associate	<ul style="list-style-type: none"> <li>▶ A CPA, or is preparing to take the CPA examination with 1-2 years of experience</li> <li>▶ Have integrity, dependability, and self-confidence</li> <li>▶ Has at least one year work experience in the field of Accounting</li> <li>▶ Willing to extend himself beyond the immediate demands of the assignment and to accept new responsibilities.</li> </ul>
 Senior Associate (SA)	<ul style="list-style-type: none"> <li>▶ A CPA.</li> <li>▶ Has at least 2 to 4 years of working experience with Big Four accounting firm or finance analysis experience in multinational companies.</li> <li>▶ Willing to extend himself beyond the immediate demands of the assignment and to accept new responsibilities.</li> </ul>

## Our Tools

We are well-versed in using Enterprise Resource Planning (ERP) systems such as SAP, Microsoft Dynamics, Pronto, Sage, Datev, and Netsuite. We hold regular training programs for our JAs, Associates, and SAs to ensure that their knowledge of these accounting tools remain up-to-date.



## Our Team Culture

A highly engaged workforce is a motivated and productive one. We make sure that our accountants get a good mix of work and play by promoting work-life integration.

Each year, we hold various employee-initiated engagement and team-building activities such as Wellness Wednesdays, year-end parties, and out-of-town summer holidays. To learn more about our team activities, visit our [Facebook](#) and [Instagram](#) pages.





## We develop our people.

For our accountants, working at D&V Philippines has been an essential training ground that prepared them for higher platforms. Apart from the necessary technical skills, we provide support to our staff by offering the following training programs that develop their soft skills:

- Taking Responsibility for Your Life
- Work-Life Balance
- Email Etiquette Session
- Professional Excellence
- Supervising Training
- Unleashing Motivational Leaders

### Knowledge Sharing Initiatives

At D&V Philippines, we put a premium on the development of our accounting staff. We formed Excellence Teams for widely used accounting software such as Xero, QuickBooks, MYOB, and NetSuite who oversee the training of our staff and keep them abreast with the latest developments in financial technology.

In addition to the formal training sessions, our day-to-day operations offer a wealth of experience for our accountants. One of our Senior Directors, Mary Joy Quiño, shared that working with various clients and being exposed to different kinds of businesses and regulations broadened her perspective and technical expertise.



## A Life-Changing Opportunity

Working at D&V Philippines has been a rewarding journey for many Filipino accounting professionals. Some of our former employees have moved on to bigger roles in companies in Ireland, Australia, and the Netherlands.

In 2017, one of our Associate Directors, Nina Ricci Diaz, has been offered a role in Sydney by one of our clients. As a Xero Specialist, she will be handling the bookkeeping for one of the largest real estate groups in Australia.

***“Apart from the training and knowledge that I acquired from D&V Philippines and my client, the support I received from everyone in the office plays a very important role, too, to prepare me for the next phase,”***

she shares. For Nina, her supportive family at D&V Philippines has given her confidence to face the next stage in her career.



# Who We Are

**D&V Philippines** is D&V Philippines is a business process outsourcing (BPO) firm highly specializing in finance and accounting, audit, and admin support for chief financial officers (CFOs) and professional services firms worldwide. Led by a CFO and managed by accountants, our clients are assured that our expertise can match their needs, no matter how complex.

Our services are designed to provide Corporate CFOs with right-hand CFO support and serve as an extension of their finance and accounting departments. We are also a talent sourcing partner of choice for professional services firms, including accounting firms, audit firms, part-time CFO firms and wealth management and financial planning firms as we build a comprehensive extension of their practice.


Our services are scalable, flexible and tailored to fit the current phase of the client's business. We give them a free hand in customizing their engagement to ensure their needs are being met.

Our talent base of about 1000 professionals consists of experienced certified public accountants (CPA) and auditors with prior experience from the Big 4 Firms. They are geared with broad accounting expertise, reinforced with regular training to keep them at par with the latest industry standards.

This gives our network of 350 clients and partners across Australia, Asia-Pacific, Canada, Europe, the United States, and the United Kingdom the confidence of outsourcing their finance and accounting functions to us.

Upon onboarding, we assign a dedicated team to handle our clients — regardless of their business size. Our clients are assured that our experts are always ready to take on the tasks, even during unforeseen circumstances.





**Looking for a professional services firm that can provide your firm with reliable talents? Make sure you get the best option. Contact us today!**

**D&V Philippines Outsourcing Inc.**

22nd Floor, Tower 1, One Ayala Corporate Center, Ayala Avenue, Makati City 1223 Metro Manila

For more information, email our Marketing team at [marketing@dvphilippines.com](mailto:marketing@dvphilippines.com) or call us at +63 2 846 1144, [www.dvphilippines.com](http://www.dvphilippines.com).

Our business hours are from Monday to Friday, 8 AM to 5 PM PHT.

