

3 ACCA members in one session

Success Formula of Baker Tilly Azerbaijan

Baker Tilly Azerbaijan, a consulting firm which employs around 60 people, contributes to the personal development of most talented member of the team people for enriching the employment experience in the organization and provides a quality without compromise to its valuable clients.

We do need to recognize that putting time and efforts into learning and expansion of expertise may impact business output in the short-term and the business needs to come to terms with this to achieve longer-term gains.

An organization is more successful if its employees learn quicker, implement profitably and commercialize manner skills and theoretical knowledge in efficient faster than the competition's teams.

Increasing competition for top quality accounting staff in recent years is placing pressure on all accounting firms, including high caliber firms like Baker Tilly Azerbaijan. Our company has been always anticipating and responding to such challenges and opportunities with a number of workforce strategies.

Like many companies, our company sets out to be an "Employer of Choice". Cultivating a supportive culture is an essential step toward reaching this objective, in which professional skills and knowledge are developed alongside a sense of identity and personal wellbeing. Encouraging a work-life balance is also a part of Baker Tilly's concept of a supportive culture. Baker Tilly's philosophy is a creation of supportive culture which will boost its capacity to recruit great staff, and encouragement of staff to be part of the team in longer period, creating a stable platform for providing exemplary service – and thereby acting to retain valued clients.

By supporting a healthy balance between work and life to achieve corporate goals Baker Tilly Azerbaijan encourages its employees to develop practical skills as well as be active in various initiatives which will enrich social component of the life which would result in our belief the workplace to be truly enjoyable experience. We fully support various activities such as sports, day outs and picnics, teambuilding activities and events oriented to include family members of our employees.

Baker Tilly Azerbaijan is much admired for its commitment to the ongoing development of its staff. We believe in identifying the best people in our organization, providing substantial investment in their training and development, and then monitoring their progress throughout their career.

Through investment in education of its staff for professional and personal development Baker Tilly Azerbaijan supports further study of staff members in many different ways. Our company is committed to its staff and their development as professionals.

One of the ingredients of our formula of success is the Firm's commitment to the development of its staff. We strive to achieve excellence in everything we do. As a result we have got 3 ACCA members in one session. This is a big achievement both for the employees and for the organization itself. We have achieved it by implementing ACCA Policy in 2008, which enhanced staff performance, and reinforced our learning and defined development plan. Our development program includes trainings organized in various countries as well as tuitions provided for studying at local training centers. We have also arranged trainings in different countries including Ukraine, Czech Republic, UK, UAE etc. We commit to this policy by



providing opportunity to communicate with and learn from gurus in accounting and reporting areas, supplying our staff with technical training materials, arranging study leave and exam day outs, as well as providing various types of financial support. In order to motivate employees to achieve their goals in this long learning process we have also introduced ACCA bonuses for our F level finalists and for new

members as well. As a part of performance review - ACCA status of all professional staff has also effect on their appraisals, career plan and annual bonus scheme.

We support our valuable team members in their studies towards professional qualifications such as ACCA and CFA. As a result our company has already 6 ACCA members at the moment.



Ziya Ibrahimov

Partner at
Baker Tilly Azerbaijan

Ziya passed all ACCA papers in 2006.

He joined Baker Tilly in 2008. He graduated from “Qafqaz” University in 2000 and got master’s degree in 2002 from Midwestern University (Texas, USA). He has significant work experience in assurance and advisory services.

“It is really a great pleasure to be part of Baker Tilly family. Here in our organization we believe that quality of the things that we do matters most. Therefore it is highly appreciated that the firm invests significant amounts in academic development of its human capital. Many clients so far have recognized that our people are distinctive and it is a pleasure to work with Baker Tilly Azerbaijan, which truly makes us proud”.

Rustam became ACCA qualified in 2010.

Rustam joined Baker Tilly in 2009. He graduated from Azerbaijan State Economic University in 2004 and got master’s degree in 2006. He has significant work experience in audit.

“I am delighted for joining Baker Tilly Azerbaijan. This is a good platform to show your skills and knowledge. Our company offers many growth and development opportunities and a chance to learn how to think outside the box and always find new ways to achieve the best. We all aim at success of the company and excellence when working with clients and in our personal capacity. Baker Tilly is a big family and it doesn’t even feel like work”.

Rustam Safaraliyev

Audit Director at Baker Tilly Azerbaijan



Teymur Naghiyev

Audit Manager at Baker Tilly Azerbaijan



Teymur became ACCA qualified in 2014.

Teymur joined Baker Tilly in 2009. He graduated from Azerbaijan State Economic University in 2005 and got master's degree in 2008 from Yildiz Technical University. He is currently working on his graduation thesis of Ph.D. studies at Institute of Economy, Azerbaijan National Academy of Sciences.

“By joining Baker Tilly Azerbaijan as the best choice of employment I have been personally feeling its values and belief in professionalism. Our environment here is truly encouraging us to develop ourselves in everyday which consequently increases quality of our services to clients in the highly competitive market I am always proud of being a part of professionally excellent, socially responsible, and friendly environment at Baker Tilly team”.

He became ACCA qualified in February 2015.

Ramil joined Baker Tilly in 2011. He graduated from Khazar University in 2008.

“Working for success of Baker Tilly Azerbaijan is great pleasure for me. Our Company provides us with encouragement, stimulus, and make us to feel that we are an integral part of the Company's mission. We believe that we come first for our Company and the management is concerned about us as a whole person, not just an employee and it makes us more productive, more satisfied and more fulfilled”.

Ramil Badalov

Audit Senior at Baker Tilly Azerbaijan



Ziya Nasirov

Audit Manager at Baker Tilly Azerbaijan



Ziya passed all Papers on the hardest ACCA way in February 2015.

Ziya joined Baker Tilly Azerbaijan in 2009. He graduated from Khazar University in 2006.

“I am very proud to be working for the Baker Tilly Azerbaijan because it’s full of great people with great attitudes; everyone is friendly, knowledgeable and passionate about their work. Baker Tilly Azerbaijan creates a very supportive environment and really takes care of its staff. I’ve been given lots of opportunities to develop my skills and experience and progress my career. Working here not only opened my mind, heart, and soul but it has also created a sense of who I am and what my purpose and calling is”.

He became ACCA qualified in February 2015.

Azad joined Baker Tilly Azerbaijan in 2013. He graduated from Bogazici (Bosporus) University Turkey in 2007.

“I am delighted to be a member of Baker Tilly Azerbaijan, the company that gives us a chance to enhance our core competences as well as supports our continuous professional development. Here in Baker Tilly we are creating value that is highly appreciated both locally and globally and step up our country’s position on the global financial arena”.

Azad Huseynov

Audit Manager at Baker Tilly Azerbaijan



The annual performance and career reviews provide detailed feedback on individual performance. Following the appraisals, individuals agree short and long-term career objectives, and training needs are assessed to help them meet their specific goals.

Baker Tilly Azerbaijan recognizes and promotes its talents. All the senior management people of the firm have been once in middle management positions and upon evaluation of their performance have been promoted to respective positions such as senior managers, directors and partners. In addition to promotion and financial incentives, Baker Tilly Azerbaijan has an annual staff distinction ceremony in December where the best Employee of the Year award is

presented to the person taking into account various inputs such as commitment, discipline, performance, professional judgment, academic indicators, team player attitude and etc.

The strongly supportive work culture at Baker Tilly Azerbaijan has resulted in enormous positive outcomes, ranging from a friendly workplace where employees are happy and productive, and where high quality staff is attracted to join and stay with our team. Our successful learning and development plan provided our organization's potential future leaders with learning and training opportunities to cultivate their talents and prepared them for future roles.