

KEY PROGRAMME INFORMATION

Originating institution(s) Bournemouth University	Faculty responsible for the programme Bournemouth University Business School
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Final award(s), title(s) and credits

BA (Hons) International Finance (top-up)*

Awards require 120 credits (60 ECTS)

* The term 'Top-Up' is used for marketing and promotional purposes only. Students successfully completing this programme will be awarded BA (Hons) International Finance

Intermediate award(s), title(s) and credits

A Certificate in Higher Education (Cert HE) in Accounting and Finance is awarded to a student who exits with 120 credits (60 ECTS) achieved at Level 4.

A Diploma in Higher Education (Dip HE) in Accounting and Finance is awarded to a student who exits with 120 credits (60 ECTS) achieved at Level 4 and 120 credits (60 ECTS) achieved at Level 5

UCAS Programme Codes N420 A&F	HECoS (Higher Education Classification of Subjects) Code and balanced or major/minor load. 100107 major; Accounting 100105- minor
	Too for major, recounting foo for minor

External reference points

- Alignment with the QAA UK Quality Code for Higher Education, 2018 including:
 - Accounting Benchmark (February 2016)
 - Finance Benchmark (February 2016)
 - Characteristics Statements (Foundations Degrees, Master's Degrees, Doctoral Degrees)
 - Credit Frameworks;
- Principles for Responsible Management Education (PRME)
- UN Sustainable Development Goals (UNSDG)
- World Economic Forum
- Chartered Financial Analyst (CFA) Curriculum

Professional, Statutory and Regulatory Body (PSRB) links

Association to Advance Collegiate Schools of Business (AACSB)

Association for Chartered Certified Accountants (ACCA)

Chartered Institute of Management Accountants (CIMA)

Institute of Chartered Accountants in England and Wales (ICAEW)

Places of delivery

Bournemouth University

Mode(s) of delivery Full-Time	Language of delivery English
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Typical duration

1 Years (Full-Time)

Date of first intake	Expected start dates
September 2022	September

Maximum student numbers Not applicable	Placements Not Applicable
Partner(s) Not Applicable	Partnership model Not applicable

Date of this Programme Specification

Sept 2023

Version number

1.3-0923

Approval, review or modification reference numbers

E20181931, approved 23/09/2019

FM1920 06, approved 22/11/2019, previously v1.0

EC 1920 14, approved 02/12/2019. EC2021 01, approved Sept 2020

FM2021 07, approved 03/02/2021, previously v1.1

EC2122 03, approved 05/11/2021

FM2021 19, approved 17/02/2022 previously v1.2

EC 2122 79, approved 05/08/2022

EC2324 01, approved 05/09/2023

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PROGRAMME STRUCTURE

The BA (Hons) International Finance programme aims to the provide an opportunity for students to acquire rigorous academic learning in core areas of finance, whilst developing key professional, intellectual and inter-personal skills which will allow them to develop into professionals working in the area of accounting and finance.

The programme has been developed according to the principles 'personalisation', thus optimising opportunities for students to tailor their studies according to their personal preferences, academic strengths and future career aspirations. The flexibility in the programme will give students an optionality between a number of different subject areas in both accounting and finance from our Level 6 units, allowing them to tailor their degree in accordance with their career aspirations and gain specialised/advanced knowledge in key areas of international finance.

Accreditation by the major accounting professional bodies (ACCA, CIMA and ICAEW) has been granted, providing graduates with the opportunity of continuing their studies in the accounting field. These exemptions will continue to be applied for when necessary, as required by the professional bodies when their syllabi change.

The programme will produce graduates who have developed the skills employers are asking for, including inter-personal, communication and information technology skills. These requirements are evidenced by a number of studies identifying the changing skills of the Accountancy profession, which suggest that employers are increasingly looking for the 'softer' skills of communication, general management and technological adeptness (Ref: ICAEW Research 2016; Finance & Management Magazine, Issue 251, February 2017). While technical accounting skills are still valued, leadership skills, ethics, emotional intelligence, communication skills, adaptability and resilience were highlighted as key skills going forward.

Programme Award and Title: BA (Hons) International Finance

Year 3/Level 6

Students are required to complete 3 Credit bearing core units and 3 Optional units. One option will be selected from Option Block A. Three Options will be selected from Option Block B.

Unit Name	Core / Option	No. of Credits	Assess Weighti		ement	Expected Contact	Unit Version	HECoS Code		
			Exam 1	Cwk 1	Cwk 2	hours per unit	No.	(plus balanced or major/minor load)		
Investment Management	Core	20	100			40	3.0	100828		
Risk Modelling and Management	Core	20	50	50		40	3.0	101040, 100835		
Perspectives on Business Strategy	Core	20	70	30		40	3.0	100810		
Option Block A:										
Entrepreneurship and Business Ventures	Option	20		100		40	1.0	101221		
Public Finance and Policy	Option	20		50	50	35	1.0	100601		
Option Block B:										
Financial Regulation	Option	20		100		35	3.0	100107		
Corporate Social Responsibility and Environmental Reporting	Option	20	60	40		40	1.0	100104, 101048		
International Taxation	Option	20		25	75	40	3.0	100601		

Exit qualification: BA (Hons) International Finance is awarded to a student who exits with 120 credits (60 ECTS) achieved at Level 6, 120 credits at Level 5 and 120 credits at Level 4.

AIMS OF THE DOCUMENT

The aims of this document are to:

- define the structure of the programme;
- specify the programme award titles;
- identify programme and level learning outcomes;
- articulate the regulations governing the awards defined within the document.

AIMS OF THE PROGRAMME

The primary aim of the **International Finance programme** is the development of graduates who:

- are able to demonstrate a balanced and flexible approach to the areas of Accounting/Finance and to that of their chosen specialism;
- have developed the cognitive abilities of critical evaluation, analysis and synthesis;
- are able to demonstrate excellent communication and interpersonal skills furnishing them with the attributes to enter a career in their chosen professional environment;
- possess academic curiosity and the appropriate academic foundations for further study and training;
- are able to meet the challenges presented by a career in a national or international environment.

The International Finance programme has been developed in accordance with the Subject Benchmark Statement for Accounting and Finance (February 2016), which states that the purpose of Finance programmes are:

- To ensure students have a thorough understanding of the workings of national and international capital markets and the interaction between such markets and economic units, such as households, firms, financial institutions and governments.
- To enable students to understand the design and operation of financial systems (which include banks, stock exchanges, financial intermediaries, financial institutions, and governments), structures and instruments and, in particular, to understand the pricing of financial assets, the measurement and management of risk, and the possibilities for optimising the behaviours of firms, financial institutions and individuals.
- To ensure that students are aware of the potential ethical and social dimensions of financial activities and systems, and not merely the economic.
- To be able to demonstrate that students have a reasonable knowledge of accounting practices and the principles of taxation, and their effect on the firm, is required.

However, as the accounting profession increasingly requires its members to work with significant levels of information deemed to be of a financial nature, this programme will provide students with the option of studying specialisms in accounting too, with emphasis on Financial reporting or Taxation.

The provision has been informed by a wide range of internal and external reference points, including:

- BU Business School Industry Advisory Board
- BU Centre for Excellence in Learning
- Principles for Responsible Management Education (PRME)
- The UK Quality Code for Higher Education
- UN Sustainable Development Goals (UNSDG)
- The World Economic Forum
- Chartered Financial Analyst (CFA) Programme

The design of the Programmes has also been informed by the expectations and requirements of the following Professional, Statutory and Regulatory Bodies:

- The Association to Advance Collegiate Schools of Business (AACSB)
- The Association for Chartered Certified Accountants (ACCA)

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- The Chartered Institute of Management Accountants (CIMA)
- The Institute of Chartered Accountants in England and Wales (ICAEW)

Accordingly, Bournemouth University's International Finance programme aims to develop critically informed, responsible, versatile, agile and resourceful graduates who:

- possess the knowledge, skills, values, behaviours and personal attributes to manage effectively in a range of dynamic organisational contexts;
- are critically aware of the wider impact of decisions on organisational stakeholders and society;
- have highly-developed team-working, communication, interpersonal, problem-solving and research skills;
- are able to independently manage their own learning, personal and professional development.

Graduates from these programmes will be able to operate professionally and effectively in a range of industrial, commercial and professional contexts, and improve an organisation's ability to perform, change and compete. Their subject-specific knowledge, combined with strong interpersonal, managerial and practical competencies will allow them to pursue management opportunities across a wide spectrum of roles, organisations and sectors, both at home and internationally.

Emphasis within all programmes is placed on the acquisition and informed application of knowledge and understanding, as well as the development of professional skills, values, behaviours, capabilities and personal qualities to act upon that knowledge. Throughout their studies, students are required to engage critically, by considering such issues as the social, ethical and political impact of decisions, managing diversity, being globally aware, and dealing with uncertainty and ambiguity. Students are encouraged to develop their full potential in a challenging, enterprising and stimulating learning environment, in which there is a strong emphasis on developing autonomy, resourcefulness and the abilities to manage themselves and others.

The development of personal and professional effectiveness, employability skills, global awareness and responsible citizenship features prominently throughout the programme, requiring students to critically reflect upon, and evidence, *inter alia*:

- Ability to build and maintain relationships, and work collaboratively, both internally and with external customers, with an awareness of mutual interdependence;
- Ability to value diversity and work with people from a range of backgrounds and cultures;
- Effective performance within a team environment, including leadership, followership, negotiation, team building, influencing and project management skills;
- Effective communication and listening skills, including the ability to produce clear, structured communications in a variety of media and for a range of purposes;
- Emotional intelligence and empathy;
- Conceptual and critical thinking, analysis, synthesis and evaluation;
- An understanding of, and commitment to, ethical management, sustainability and responsible business practice;
- Self-management, including a readiness to accept responsibility, become an independent learner, be resilient, proactive and appropriately assertive, and to plan, organise and manage time:
- Self-reflection, self-analysis, self-awareness and a commitment to personal and professional development.

The department has also established strong links with professional and industrial organisations over the past 25 years and formalised this relationship by establishing a strategic alliance with 10 partners in the accounting and finance industry formally known as our Partners-in-Learning (PiL). Our PiL have promised our students their time and expertise on a continuous basis through a variety of activities including guest lectures, skills workshops, in-house open days, mock assessment centres and interviews, and placement and graduate scheme opportunities. We work with them to develop the courses we offer, and to secure excellent placement opportunities for our students and are also currently serving on the Business School's Industry Advisory Board (IAB).

Below are the 10 organisations in accounting and finance who are part of this strategic alliance -



The programme will therefore build on the research, teaching and professional links that already exist within the department to enhance the strategic focus on FUSION.

The programme will focus on introducing and developing knowledge and skills necessary to help graduates deliver the future needs of the business community by gaining maximum exemptions from ICAEW and ACCA; enhancing their ability to amalgamate the knowledge gained from various subject areas (which will be achieved through the introduction of linked assessment between units); introduction of new accounting software SAP (Enterprise Resource Planning – students will then see how different business processes feed into accounting and finance function); enhancing their academic critical reflection in the area of accounting and finance (through the introduction of a contemporary issues unit which will focus on research development skills by fostering an appreciation of extant academic work in the area; thus drawing upon in-house expertise and promoting FUSION in practice and foster co-creation); ensuring that subject areas that contribute to the UN's Sustainable Development Goals like corporate social responsibility, ethics, corporate governance and risk management are embedded in the curriculum. The programme will put an emphasis not only on the theory of accounting and finance, but the ability of students to apply that knowledge in the current global context, with particular emphasis on professional practice.

ALIGNMENT WITH THE UNIVERSITY'S STRATEGIC PLAN

The International Finance Programme is fully aligned with the BU 2025 Strategic Plan, BU's Fusion vision and outcomes, and its values of excellence, inclusivity, responsibility and creativity:

- All our programmes fuse relevant, inclusive and contemporary curricula with the expertise of the teaching team, as well as industry practitioners, both within and beyond the university's campus (A1-A3; B3; C1-3; D1; D2);
- Learning, teaching and assessment are informed by the current research, education and professional practice interests of the teaching team and relevant external collaborators and partners (A1-A3; B1-B3; C1-3; D1; D2);
- Our programmes equip students with the intellectual, practical and transferable skills for future employment (A3; B1-2; C2-3; C5; D1; D3; D4; D7);
- Our students develop a critical understanding of ethical management, corporate governance and social responsibility, sustainability, and responsible business practice (A4; A6; C2; C6; D5; D8);
- Our curricula enable students to develop cultural awareness and/or an appreciation of their subject within a global context through the study of units with an international focus, as well

BA (Hons) International Finance Version 1.3-0923 © Bournemouth University 2019 as through opportunities to study and/or work abroad (A3; A5-6; C6).

Additionally, our programmes align with other key BU priorities, as follows:

- All programmes align with BU's Common Academic Structure;
- In accordance with BU's Academic Regulations, Policies and Procedures, all our programmes have entry and exit points at the beginning and end of each Level;
- In order to allow students to better personalise their studies, the programmes are structured according to the principle of deferred choice, enabling students to tailor their studies according to their personal preferences, academic strengths and future career aspirations;
- Our assessment strategy has been fully aligned with the 6C Principles of Assessment Design Policy, except where PSRB requirements determine otherwise;
- Our programmes align with BU's internationalisation agenda in several ways:
 - the international focus of our curricula ensures that our students understand their subject specialism in a global context;
 - o they provide opportunities for students to study and/or work abroad;
 - Direct entry onto Level 5 or Level 6 is permitted on the basis of Recognition of Prior Learning / Recognition.
- Programme delivery makes full use of BU's virtual learning environment (VLE), Brightspace, through which students can remotely access programme-related materials and additional information / support, as well as submit assessment;
- Learning, teaching and assessment on these programmes are informed by BU's 'Centre for Excellence in Learning' (CEL), including the Technology Enhanced Learning (TEL) strategy. Accordingly, blended learning, flipped learning, co-creation, feedback / feed-forward, patchwork assessment, phased assessment, and a multiple of other dynamic and innovative pedagogical approaches are embedded within the programmes;
- In line with BU's commitments to responsibility and sustainability, the Business and Management curriculum is delivered in accordance with the Principles for Responsible Management Education (PRME), as well as with the UN Sustainability Development Goals (UNSDG).

LEARNING HOURS AND ASSESSMENT

Bournemouth University's taught programmes are composed of units of study, which are assigned a credit value indicating the amount of learning undertaken. The credit value of all International Finance units are 20 credits.

20 credits equates to 200 study hours required of the student, including lectures, seminars, assessment and independent study. 20 Bournemouth University credits are equivalent to 10 European Credit Transfer System (ECTS) credits.

Contact hours may take the form of timetabled / scheduled sessions, such as lectures, seminars, demonstrations, lab sessions, one-to-one tutorials, assessment feedback sessions and so on, but may also take the form of virtual contact, e.g. via email, Brightspace and other forms of technology.

The number of contact hours for most taught Accounting and Finance units is normally equivalent to 40 hours. However, on units with a particularly strong focus on independent learning and/or group-based assessment, and which seek to simulate real life scenarios, the number of contact hours may be fewer. For example, the following units will typically include 35 hours of contact:

Financial Regulation (L6)

The assessment workload for a unit takes into account the total time devoted to study, including the assessment workload (i.e. formative and summative assessment) and the taught elements and independent study workload (i.e. lectures, seminars, preparatory work, practical activities, reading, critical reflection).

Assessment per 20 credit unit normally consists of 3,000 words or equivalent, except where PSRB requirements determine that the assessment load must be greater. Where this is the case, the Unit Specification will specify the assessment load and associated PSRB.

STAFF DELIVERING THE PROGRAMME

Students will usually be taught by a combination of senior academic staff and others who have relevant expertise, including – where appropriate according to the content of the unit – academic staff, qualified professional practitioners, demonstrators/technicians and research students.

Since our Accounting and Finance programme focus significantly on the needs and expectations of employers, as well as organisational contexts and challenges, some assessments, e.g. presentations, simulations, practical exercises, may also be evaluated formatively by qualified professional practitioners, who will typically provide informal feedback at the time of the assessment.

INTENDED LEARNING OUTCOMES – AND HOW THE PROGRAMME ENABLES STUDENTS TO ACHIEVE AND DEMONSTRATE THE INTENDED LEARNING OUTCOMES

PROGRAMME AND LEVEL 6 INTENDED PROGRAMME OUTCOMES

The programme outcomes are referenced to the QAA Subject benchmark statements for Accounting (2016) and the Frameworks for Higher Education Qualifications of UK Degree-Awarding Bodies (2014) and relate to the typical student. Additionally, the SEEC Credit Level Descriptors for Further and Higher Education (2016) have been used as a guiding framework for curriculum design.

Thi	Subject knowledge and understanding s Programme / Level 6 provides opportunities for students levelop and demonstrate knowledge and understanding	The following learning and teaching and assessment strategies and methods enable students to achieve and to demonstrate the Programme / Level 6 learning outcomes:
	understanding and practices;	Learning and teaching strategies and methods (referring to numbered Intended Learning Outcomes): • lectures (A1 – A5); • seminars (A1 – A5); • guided study (A1 – A5); • use of the VLE (A1 – A5); • independent study (A1 – A5); • collaborative learning (A1 – A5). Assessment strategies and methods (referring to numbered Intended Learning Outcomes): • essays / reports (A1 – A5); • collaborative assessment (A1 – A6); • examinations (A1 – A5); • digital artefacts (A1 – A5); • presentations (A1 – A5); • simulations / role plays (A1 – A5); • project (A1 – A5).

B: Intellectual skills The following learning and teaching and assessment strategies and methods This Programme / Level 6 provides opportunities for students enable students to achieve and to demonstrate the Programme / Level 6 learning outcomes: B1 analyse and synthesise information relevant to the Learning and teaching strategies and programme; methods (referring to numbered Intended Learning Outcomes): **B2** compose well-prepared, coherently argued responses to written assignments: lectures (B1 - B6); seminars (B1 - B6); B3 critically evaluate and review information from a range of quided study (B1 - B6); sources: use of the VLE (B1 - B6); independent study (B1 - B6); **B4** apply appropriate research methodologies in the collaborative learning (B1 – B6). construction of a coherent and logical argument; Assessment strategies and methods **B5** apply critical analysis to accounting and finance-related (referring to numbered Intended issues: Learning Outcomes): **B6** evaluate critically and apply appropriate theoretical essays / reports (B1 – B6); knowledge and skills. collaborative assessment (B1 examinations (B1 - B6); digital artefacts (B1 – B6); presentations (B1 - B6); simulations / role plays (B1 - B6); project (B1 – B6). C: Practical skills The following learning and teaching and assessment strategies and methods enable students to achieve and to This Programme / Level 6 provides opportunities for students demonstrate the Programme / Level 6 learning outcomes: apply accounting and finance theory to solve complex Learning and teaching strategies and problems whilst developing the ability to contextualize methods (referring to numbered this within the social arena; Intended Learning Outcomes): **C2** communicate professionally in a range of different lectures (C1 - C4); contexts and scenarios, using a variety of media / seminars (C1 - C4);

- channels;
- C3 locate, extract and interpret data from multiple sources. acknowledging and referencing sources in accordance with prescribed referencing and ethical requirements;
- C4 analyse complex real data in both quantitative and descriptive forms and be able to present it in the appropriate format.
- guided study (C1 C4);
- use of the VLE (C1 C4):
- independent study (C1 C4);
- collaborative learning (C1 C4).

Assessment strategies and methods (referring to numbered Intended Learning Outcomes):

- essays / reports (C1 C4);
- collaborative assessment (C1 -
- examinations (C1 C4);
- digital artefacts (C1 C4):
- presentations (C1 C4);
- simulations / role plays (C1 C4);

		• project (C1 – C4).
	Fransferable skills S Programme / Level 6 provides opportunities for students	The following learning and teaching and assessment strategies and methods enable students to achieve and to demonstrate the Programme / Level 6 learning outcomes:
D1	operate professionally and effectively using appropriate formats and conventions, working both independently and with others;	Learning and teaching strategies and methods (referring to numbered Intended Learning Outcomes):
D2	be independent and reflective learners whilst demonstrating the ability to work as analysts;	 lectures (D1 – D6); seminars (D1 – D6); guided study (D1 – D6);
D3	engage in a high-level interpersonal skills, demonstrating proficiency in effective listening, negotiation, conflict resolution and resilience;	 use of the VLE (D1 – D6); independent study (D1 – D6); collaborative learning (D1 – D6).
D4	demonstrate skills in IT appropriate for the accounting and financial work environments;	Assessment strategies and methods (referring to numbered Intended Learning Outcomes):
D5	deliver work to a given length, format, brief and deadline, properly referencing sources and ideas and making use as appropriate of a problem-solving approach;	 essays / reports (D1 – D6); collaborative assessment (D1 – D6);
D6	research both primary and secondary sources in a manner appropriate to the subject area.	 examinations (D1 – D6); digital artefacts (D1 – D6); presentations (D1 – D6); simulations / role plays (D1 – D6); project (D1 – D6)

ADMISSION REGULATIONS

Please refer to the course website for further information regarding admission regulations for this programme: BA (Hons) International Finance Top Up | Bournemouth University

PROGRESSION ROUTES

Recognition arrangements provide formally approved entry or progression routes, through which students are eligible to apply for a place on a programme leading to a BU award. Recognition does not guarantee entry onto the BU receiving programme only eligibility to apply. In some cases, additional entry criteria such as a Merit classification from the feeder programme may also apply. Please see the recognition register for a full list of approved Recognition arrangements and agreed entry criteria.

In order to take advantage of exciting new approaches to learning and teaching, as well as developments in industry, the current, approved Articulation/Recognition/Progression route(s) for this programme may be subject to change. Where this happens students will be informed and supported by the Faculty as early as possible.

ASSESSMENT REGULATIONS

The regulations for this programme are the University's Standard Undergraduate Assessment Regulations: https://intranetsp.bournemouth.ac.uk/pandptest/6a-standard-assessment-regulations-undergraduate.pdf

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WORK BASED LEARNING (WBL) AND PLACEMENT ELEMENTS Not Applicable.

Programme Skills Matrix

	UNITS	A 1	A 2	A 3	A 4	A 5	B 1	B 2	B 3	B 4	B 5	B 6	C 1	C 2	C 3	C 4	D 1	D 2	D 3	D 4	D 5	D 6
	Risk Modelling and Management	*	*	*	*		*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	Investment Management	*	*	*	*		*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
-	Perspectives on Business Strategy	*	*	*	*		*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
V	Public Finance and Policy	*	*	*		*	*	*	*	*	*	*	*	*	*		*	*	*	*	*	*
E	International Taxation	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
L	Financial Regulation	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*			*	*
6	Corporate Social Responsibility and Environmental Reporting	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*			*	*
	Entrepreneurship and Business Ventures	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*			*	*

A - Subject Knowledge and Understanding

This programme provides opportunities for students to develop and demonstrate knowledge and understanding of:

- 1. of theories, concepts, and principles relevant to the accounting and finance environment;
- of how to apply accounting and finance theory to real 'live' companies or cases in a national or international context;
- 3. examine the role of accounting within society and the ethical implications for an accounting professional;
- 4. the scope and limitations of current knowledge, understanding and practices;
- develop an understanding of accounting and finance in its wider context through the choice of options.

C - Subject-specific/Practical Skills

This programme provides opportunities for students to:

- apply accounting and finance theory to solve complex problems whilst developing the ability to contextualize this within the social arena;
- communicate professionally in a range of different contexts and scenarios, using a variety of media / channels;
- locate, extract and interpret data from multiple sources, acknowledging and referencing sources in accordance with prescribed referencing and ethical requirements;
- 4. analyse complex real data in both quantitative and descriptive forms and be able to present it in the appropriate format.

B - Intellectual Skills

This programme provides opportunities for students to:

- analyse and synthesise information relevant to the programme;
- compose well-prepared, coherently argued responses to written assignments;
- 3. critically evaluate and review information from a range of sources;
- apply appropriate research methodologies in the construction of a coherent and logical argument;
- 5. apply critical analysis to accounting and finance-related issues;
- 6. evaluate critically and apply appropriate theoretical knowledge and skills.

D - Transferable Skills

This programme provides opportunities for students to:

- operate professionally and effectively using appropriate formats and conventions, working both independently and with others;
- be independent and reflective learners whilst demonstrating the ability to work as analysts;
- 3. engage in a high-level interpersonal skills, demonstrating proficiency in effective listening, negotiation, conflict resolution and resilience;
- demonstrate skills in IT appropriate for the accounting and financial work environments;
- deliver work to a given length, format, brief and deadline, properly referencing sources and ideas and making use as appropriate of a problem-solving approach;
- 6. research both primary and secondary sources in a manner appropriate to the subject area.