

# Jonathan MAURICE

## CURRICULUM VITÆ

November 2023

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French citizenship

TSM-Research, UMR 5303 CNRS  
Toulouse School of Management (TSM) Toulouse  
Capitole University  
France

## ACADEMIC POSITIONS

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2014–... *Associate professor* of accounting and management, Toulouse Capitole University,  
2013–2014 TSM. *Assistant professor* of accounting and management, Toulouse Capitole University,  
2011–2013 TSM. *Lecturer* in financial accounting and economics, Montpellier University.  
2008–2011 *Teaching assistant* in management control, Montpellier University.  
Fall 2010 *Visiting Ph.D. candidate* at Concordia University, Montreal.

## EDUCATION

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2012 Ph.D. in management science (financial accounting), Montpellier University, France.

2008 Graduate of the *École normale supérieure Paris-Saclay* (formerly *de Cachan*), France.  
Master's degree in management science, Montpellier and Paul-Valéry Montpellier 3 Universities, France. Master's degree in economics, Montpellier University, France.

2007 *Diplôme supérieur de comptabilité et de gestion* (French equivalent to the Uniform Certified Public Accountant Examination in the USA).  
*Agrégation d'économie et gestion* (National competitive exam to get a teaching qualification in financial accounting and corporate finance, nationwide rank: 3rd).

## RESEARCH INTERESTS

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Management control systems, management accounting, environmental accounting.  
Meta-analysis, experiments.

2021

2022

## PUBLICATIONS

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### REFEREED ARTICLES IN ACADEMIC JOURNALS

GAUDY (Camille), GODOWSKI (Christophe) and MAURICE (Jonathan), “L’audit RSE à la croisée des chemins. Ce que nous enseigne le vécu quotidien des auditeurs,” *Revue française de gestion*, September 2022, vol. 48, no. 306, pp. 59–81; <<https://doi.org/10.3166/rfg306.59-92>>.

CHO (Charles H.), JÉRÔME (Tiphaine) and MAURICE (Jonathan), “Assessing the impact of environmental accounting research: An empirical analysis,” *Sustainability Accounting, Management and Policy Journal*, September 2022, vol. 13, no. 5, pp. 989–1014; <<https://doi.org/10.1108/SAMPJ-09-2021-0384>>.

CHO (Charles H.), JÉRÔME (Tiphaine) and MAURICE (Jonathan), “Whatever it takes”: First budgetary responses to the COVID-19 pandemic in France,” *Journal of Public Budgeting, Accounting & Financial Management*, January 2021, vol. 33, no. 1, pp. 12–23; <<https://doi.org/10.1108/JPBAFM-07-2020-0126>>.

- 2020 LOUP (Pierre), MAURICE (Jonathan) and RODHAIN (Florence), “Quand les technologies nomades influencent simultanément le bien-être et le stress au travail,” *Systèmes d’information et management*, December 2020, vol. 25, no. 3, pp. 9–49; <<https://doi.org/10.3917/sim.203.0009>>.
- 2019 CHIAMBARETTO (Paul), MAURICE (Jonathan) and WILLINGER (Marc), “Value creation and value appropriation in innovative cooperation projects,” *M@n@gement*, June 2020, vol. 23, no. 2, pp. 61–75; <<https://doi.org/10.37725/management.v23i2.4622>>.
- 2016 (Invited) ALCOUFFE (Simon), MAURICE (Jonathan), GALY (Nadine) and GATÉ (Loïc), “Is the low diffusion of management accounting innovations really a paradox? A meta-analysis of the relationship between product diversity and Activity-Based Costing adoption,” *Comptabilité – Contrôle – Audit*, April 2019, vol. 25, no. 1, pp. 133–164; <<https://doi.org/10.3917/cca.251.0133>>.
- 2013 MAURICE (Jonathan), “Quand les choix comptables liés à l’environnement ne sont pas qu’opportunistes : cas des provisions comptables environnementales,” *Finance Contrôle Stratégie*, March 2019, vol. 22, no. 1; <<https://doi.org/10.4000/fcs.3197>>.
- 2012 CHO (Charles H.), MAURICE (Jonathan), NÈGRE (Emmanuelle) and VERDIER (Marie-Anne), “Is Environmental Disclosure Good for the Environment? A Meta-analysis and Research Agenda,” *Korean Accounting Review*, June 2016, vol. 41, no. 3, pp. 239–277; <<http://goo.gl/ugNnWv>>.
- MAURICE (Jonathan), ROUAIX (Agathe) et WILLINGER (Marc), “Income Redistribution and Public Good Provision: An Experiment,” *International Economic Review*, August 2013, vol. 54, no. 3, pp. 957–975; <<http://dx.doi.org/10.1111/iere.12024>>.
- BONACHE (Adrien), MAURICE (Jonathan) and MORIS (Karen), “Participation budgétaire et performance managériale : lien non significatif et contingences,” *Comptabilité – Contrôle – Audit*, September 2012, vol. 18, no. 2, pp. 125–184; <<http://dx.doi.org/10.3917/cca.182.0125>>.

#### NON-REFEREED ARTICLES IN ACADEMIC JOURNALS AND BOOKS

- 2018 GIBASSIER (Delphine), MAURICE (Jonathan) and CHO (Charles H.), “Guest Editors’ Introduction: (Editorial) 2010
- (Editorial) 2021
- 2010 (Invited) 2021

2022 Sustainability Accounting, Management and Policy in France,” *Sustainability Accounting, Management and Policy Journal*, July 2018, vol. 9, no. 3, pp. 202–206; <<https://doi.org/10.1108/SAMPJ-07-2018-151>>.

GIORDANO-SPRING (Sophie), MAURICE (Jonathan) and CHO (Charles H.), “Guest Editors’ Introduction to the Special Section,” in Ataur BELAL and Stuart COOPER (Ed.), *Sustainability Accounting: Education, Regulation, Reporting and Stakeholders (Advances in Environmental Accounting and Management)*, vol. 7., Bingley, Emerald Publishing Limited, April 2018, pp. 69–70; <<https://goo.gl/pSXodk>>.

BONACHE (Adrien), MAURICE (Jonathan) and MORIS (Karen), “A best evidence synthesis on the link between budgetary participation and managerial performance,” *Journal of Applied Economic Sciences*, summer 2010, vol. 5, no. 2, pp. 34–47; <<https://goo.gl/dB7C1n>>.

#### ARTICLES IN PROFESSIONAL JOURNALS

BONACHE (Adrien), MAURICE (Jonathan) and MORIS (Karen), “Détection de fraudes et loi de Benford : quelques risques associés,” *Revue française de comptabilité*, April 2010, no. 431, pp. 24–27; <<http://goo.gl/z9M0d0>>, postprint.

#### RESEARCH REPORTS

BAKKALI (Chaffik) and MAURICE (Jonathan), “COVID-19 et relance économique des entreprises françaises”; <<https://hal.science/hal-04154558>>.

#### PRESS ARTICLES AND INTERVIEWS

GAUDY (Camille), GODOWSKI (Christophe) and MAURICE (Jonathan), “Les auditeurs RSE souhaitent passer du pur contrôle à une action de conseil,” *Le Monde*, December 2022; <<https://tinyurl.com/>>

mvz2ahtw>.

MAURICE (Jonathan), “Budgets participatifs : il faut « donner aux citoyens de nouvelles capacités d’agir »,” *Le Monde*, March 2022; <<https://tinyurl.com/znvtpd72>>.

2021

MAURICE (Jonathan), “Proposer des budgets participatifs pour remobiliser les citoyens,” *Acteurs publics*, November 2021; <<https://tinyurl.com/2axdczaa>>.

2019

MAURICE (Jonathan), “L’absence de lignes directrices précises en matière de provisions environnemen- tales permet bien des manipulations,” *Le Monde*, October 2019; <<https://tinyurl.com/y66h4ohr>>.

MAURICE (Jonathan), “Pépinières et incubateurs : une efficacité améliorable,” *Comprendre pour entre- prendre*, June 2019.

MAURICE (Jonathan), “Comment repenser l’accompagnement public des ‘start-up’,” *Acteurs publics*, April 2019; <<https://tinyurl.com/y69u4q4q>>.

2018

BÉNÉT (Nathalie), BRAVO (Ketty), CARBOU (Guillaume), GRISARD (Claudine), MARAIS (Magalie), MAU- RICE (Jonathan), MISSIRE (Régis), NARO (Gérald), NÈGRE (Emmanuelle), PALPACUER (Florence), SIN- TOMER (Yves) and VERDIER (Marie-Anne), “« Le RIC ou rien »? Une vraie question de démocratie,” *Libération*, January 2019; <<https://goo.gl/KznGbQ>>.

2014

MAURICE (Jonathan) and BAKKALI (Chaffik), “Mieux accompagner les start-ups,” *Start & Co – Les Échos Start*, November 2018.

MAURICE (Jonathan), “Des chercheurs d’Occitanie créent un outil pour améliorer les incubateurs,” *La Tribune – Toulouse*, November 2018; <<https://goo.gl/mxqgHM>>.

MAURICE (Jonathan), “Les pauvres donnent davantage,” *Toulouse School of Management Newsletter*, April 2014, special issue “*La recherche*”.

MAURICE (Jonathan), “Divulguer les risques environnementaux,” *Comprendre pour entreprendre*, March 2014.

## PRESENTATIONS AT CONFERENCES AND SELECTIVE WORKSHOPS

NOTA.—The presentations done by my coauthors are in grey. In a PDF reader, you can move your mouse pointer above years in burgundy to have details about presentations.

2023

2022

2018

2021

2017

2019

2016

83rd Annual Meeting of the Academy of Management (AOM) in Boston, 45th Annual Congress of the European Accounting Association (EAA) in Espoo.

66th International Council for Small Business (ICSB) World Congress in Washington, 43rd *Association francophone de comptabilité* (AFC) Conference in Bordeaux, 44th Annual Congress of the European Accounting Association (EAA) in Bergen.

16th Conference of the *Réseau international de recherche sur les organisations et le développement durable* (RIODD) in Montpellier, Global Management Accounting Research Symposium 2021 online, 43rd EAA Annual Congress online.

2019 American Accounting Association (AAA) Annual Meeting in San Francisco, 79th Annual Meeting of the Academy of Management (AOM) in Boston, 19th European Academy of Management (EURAM) Conference in Lisbon, 42nd EAA Annual Congress in Paphos, 40th AFC Conference in Paris, *Meditari Accountancy Research / Accounting Forum* Joint Conference 2019 in Seoul.

2018 Alternative Accounts Conference in Montreal, 11th Workshop in Management Accounting as Social and Organizational Practice (MASOP) in Copenhagen.

2017 Critical Perspectives on Accounting (CPA) Conference in Québec, 17th EURAM Conference in Glasgow, 38th AFC Conference in Poitiers.

30th Research in Entrepreneurship and Small Business (RENT) Conference in Antwerp, 61st Annual ICSB World Conference in New York, Annual Conference of the Canadian Academic Accounting Association-

- tion (CAAA) in St. John's, 37th AFC Conference in Clermont-Ferrand, 21st Conference of the Association information et management in Lille.
- 2015 3rd French Conference of the Centre for Social and Environmental Accounting Research (CSEAR) in Cergy-Pontoise.
- 2014 5th Italian CSEAR Conference in Padova, 26th International Congress on Social and Environmental Accounting Research (ICSEAR) in St Andrews.
- 2013 8th Conference of the RIODD in Lille, 34th AFC Conference in Montreal, 2nd CSEAR France Conference in Montpellier.
- 2012 24th ICSEAR in St Andrews.
- 2011 23rd ICSEAR in St Andrews, 1st CSEAR France Conference in Paris.
- 2010 31st AFC Conference in Nice, 23rd Irish Accounting and Finance Association (IAFA) Conference in Belfast.
- 2009 Economic Science Association (ESA) European Meeting in Innsbruck, Annual Congress of the *Association française de science économique* (AFSE) in Nanterre, 11th International Network for Economic Research (INFER) Conference in Stirling, 5th International Meeting on Experimental & Behavioral Economics (IMEBE) in Granada (plenary session), 30th AFC Conference in Strasbourg.

## PH.D. DISSERTATION AND MASTER'S DEGREE THESES

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- 2012 MAURICE (Jonathan), *Fiabilité des provisions comptables environnementales : apports d'une lecture institutionnelle*, Ph.D. dissertation in financial accounting, Montpellier University (Advisors: Gérald Naro and Yves Dupuy), December 2012; <<http://goo.gl/HuL1hU>>.
- 2008 MAURICE (Jonathan), *The Influence of a Redistribution of Income on the Private Provision of a Public Good: Theoretical Results and Experiments*, Master's degree thesis in economics, Montpellier University (Advisor: Marc Willinger), September 2008.
- 2006 MAURICE (Jonathan), *Détermination des provisions comptables environnementales et cognition*, Master's degree thesis in accounting, Montpellier University (Advisors: Gérald Naro and Yves Dupuy), June 2008.
- MAURICE (Jonathan), *Marché d'assurance concurrentiel avec aléa moral et anti-sélection : un modèle fondé sur l'hétérogénéité des aptitudes à la prévention*, Master's degree thesis in economics, *École normale supérieure Paris-Saclay* (formerly *de Cachan*) (Advisor: François Pannequin), June 2006.

## AWARDS AND GRANTS

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- 2022 2013
- 2016

2011	RIPEC C3 award for scientific excellence from Toulouse Capitole University for three years – €15,000. First thesis prize from the
2010	<i>Académie de comptabilité</i> , Salustro Prize – €5,000. Grant from the “New research staff” program of the Toulouse
2008	University IDEX for three years – €14,000. Third ADERSE-ORSE thesis prize – €400.
2004	Bursary from the Association of Chartered Certified Accountants to attend the 23rd International Congress on Social and
1999	Environmental Accounting Research – £455. American Accounting Association Doctoral Consortium fellow (Lake Tahoe, California). Admission to the CEFAG ( <i>Centre européen de formation approfondie à la gestion</i> ).
	Doctoral scholarship from the <i>École normale supérieure Paris-Saclay</i> (formerly <i>de Cachan</i> ) for three years – €59,000.
	Undergraduate scholarship from the <i>École normale supérieure Paris-Saclay</i> (formerly <i>de Cachan</i> ) for four years – €62,500.
	Merit-based scholarship from the <i>Conseil général de l’Oise</i> – F1,500 (€230).



## ACADEMIC SERVICE

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### MAIN RESPONSIBILITIES

2016–. . .	Head of the first year of the management control master at TSM.
2017–2026	TSM-Research council member (as an elected member, 2021–2026; as the head of the accounting re- search department, 2017–2020).
2016–2025	Elected member of the National Committee for Scientific Research (CoNRS), section 37, Economics and Management.
2017, 2023	HCERES expert committee member for CNRS research units: <i>Dauphine recherches en management</i> (2023) and the <i>Institut interdisciplinaire de l'innovation</i> (2017).
2019–2022	Risk steering
2017–2020	committee member of
2013–. . .	Toulouse Capitole
2015–2020	University. Head of
2011–2015	the accounting research department, TSM-Research.

### ACADEMIC ASSOCIATION BOARDS

2015–. . .	CSEAR France Office (webmastering, bi-annual conference organization).
2015–2018	<i>Association francophone de comptabilité</i> (webmastering). <i>Ateliers de Thésée</i> association (academic association of the former CEFAG participants; organization of workshops).
2016–2018	

### EDITORIAL SERVICE

2013–2023	Scient. com. Editorial board member of <i>Accounting and the Public Interest</i> (2015–2021), <i>Sustainability Accounting, Management and Policy Journal</i> (since 2018), <i>Accounting Forum</i> (since 2019) and the <i>Revue de l'organisation responsable</i> (since 2021).
	Co-editor: <i>Sustainability Accounting, Management and Policy Journal</i> Special Issue associated with the 4th CSEAR France Conference, <i>Advances in Environmental Accounting and Management</i> Special Issue associated with the 3rd CSEAR France Conference.
2011–2023	Org. com. Guest editor of <i>Sustainability Accounting, Management and Policy Journal</i> (seven manuscripts).

### CONFERENCE AND WORKSHOP SCIENTIFIC AND ORGANIZING COMMITTEES

CSEAR France Conferences (the 7th in Montpellier, 6th online in partnership with the Environmen- tal and Sustainability Management Accounting Network [EMAN], 5th in Paris, 4th in Toulouse, 3rd in Cergy-Pontoise and 2nd in Montpellier).

AFC Conferences (the 44th in Lyon, 43rd in Bordeaux, 42nd online, 41st online, 40th in Paris, 37th in Clermont-Ferrand and 36th in Toulouse).

French Conferences on Critical and Interpretive Accounting Research (the 2nd in Toulouse and 1st on- line).

21st Governance International Conference (in Toulouse).

*QRAM* Paper Development Workshop for French Speaking Accounting Scholars (in Paris).

Workshops in accounting of the France Master CCA Association (the 3rd in Nice and 2nd in Toulouse).

CSEAR France Conferences (the 7th in Montpellier, 5th in Paris, 4th in Toulouse, 3rd in Cergy-Pontoise and 2nd in Montpellier).

AFC Conferences (the 36th in Toulouse and 32nd in Montpellier).

French Conferences on Critical and Interpretive Accounting Research (the 2nd in Toulouse and 1st on- line).

21st Governance International Conference (in Toulouse).

2nd workshop in accounting of the France Master CCA Association (in Toulouse).

## PH.D. STUDENT CO-ADVISOR AND THESIS COMMITTEE MEMBER

- 2022-. . .  
2017–2020 Youssef Lagsaibi, *Management control systems and social performance*, co-advised with Simon Alcouffe. Camille Gaudy, *Espoirs et désillusions des auditeurs financiers dans le champ de la RSE. Une ethnographie en cabinet non-Big*, co-advised with Christophe Godowski.
- 2014–2019 Charles Zinsou, *Reporting intégré (RI) : étude de sa diffusion, de sa mise en œuvre et de son adoption par les sociétés cotées françaises*, co-advised with Christophe Godowski.
- 2023-. . .  
2021-. . . Wanny Takour-Bellaire, *Le reporting durabilité volontaire et l'engagement RSE : facteurs de structuration d'un écosystème en construction*, thesis committee member, Montpellier University.
- 2018–2022 Ousmane Soumaré, *Statut de société à mission et expertise comptable : une évolution vertueuse de la mission et de la relation avec les parties prenantes?*, thesis committee member, Montpellier University. Bastien David, *Du changement climatique au « reporting climat » : entre connaissances scientifiques et réponses des entreprises aux attentes de la société*, thesis committee member, Montpellier University.
- 2015–2018 Juliette Senn, *L'information comptable à caractère environnemental dans un cadre réglementaire : de la diffusion à l'utilisation de l'information*, thesis committee member, Montpellier University.
- Nov. 2020  
Sept. 2020  
Oct. 2019  
Jan. 2019

## PH.D. DEFENSE COMMITTEES

- Nov. 2018 Camille Gaudy, *Espoirs et désillusions des auditeurs financiers dans le champ de la RSE. Une ethnographie en cabinet non-Big*, Toulouse Capitole University, co-advisor.
- Oct. 2018 Batoul El Mawla, *Les déterminants de la divulgation d'informations sociétales : une étude comparative France / Canada*, Toulouse Capitole University, examiner.
- Nov. 2022 Charles Zinsou, *Reporting intégré (RI) : étude de sa diffusion, de sa mise en œuvre et de son adoption par les sociétés cotées françaises*, Toulouse Capitole University, co-advisor.

Journals 2012–2023

Ouehchia Hamouche, *Défis et enjeux de mise en place d'une comptabilité environnementale en Algérie*, École supérieure de commerce d'Alger, examiner.

Juliette Senn, *L'information comptable à caractère environnemental dans un cadre réglementaire : de la diffusion à l'utilisation de l'information*, Montpellier University, examiner.

Conf. and Workshops 2013–2023

Mauricette Sonia Hougbo, *Inopérance du contrôle de gestion dans les entreprises publiques béninoises : un problème de cohérence entre le mode de contrôle et les valeurs organisationnelles*, Toulouse Capitole University, examiner.

## DBA DEFENSE COMMITTEES

Sagar Misra, *Three Essays on Asymmetric Cost Behavior*, Toulouse Business School, examiner.

## AD HOC REFEREE AND DISCUSSANT

*Sustainability Accounting, Management and Policy Journal* (14), *Comptabilité – Contrôle – Audit* (8), *Accounting and the Public Interest* (5), *European Accounting Review* (3), *Finance Contrôle Stratégie* (3), *Revue de l'organisation responsable* (2), *Accounting Forum* (1), *Accounting in Europe* (1), *Corporate Social Responsibility and Environmental Management* (1), *Financial Reporting* (1), *Management international* (1), *Mathematics and Computers in Simulation* (1), *M@n@gement* (1), *Organization Studies* (1), *Revue française de gestion* (1), *Revue française de gouvernance d'entreprise* (1), *Social and Environmental Ac- countability Journal* (1).

2nd French Conference on Critical and Interpretive Accounting Research (2), 7th CSEAR France Confer- ence (3), 44th AFC Conference (1), 27th Conference of the *Association information et management* (AIM) (1), 43rd AFC Conference (2), 21st Governance International Conference (1), 1st French Conference on Critical and Interpretive Accounting Research (4), 42nd AFC Conference (1), 6th CSEAR France/EMAN Conference (4), 25th AIM Conference (1), 41st AFC Conference (4), *QRAM* Paper Development Work- shop for French Speaking Accounting Scholars (1), 5th CSEAR France Conference (2), 40th AFC Confer- ence (4), 78th Annual Meeting of the Academy of Management (2), 2nd workshop in accounting of the France Master CCA Association (1), 38th AFC Conference (2), 4th CSEAR France Conference (3), 17th

Discussant 2009–2022

EURAM Conference (2), 2016 CAAA Annual Conference (2), 37th AFC Conference (2), 36th AFC Conference (1), 3rd CSEAR France Conference (3), 34th AFC Conference (3), 2nd CSEAR France Conference (4).

43rd AFC Conference in Bordeaux, 2020 AFC Doctoral Colloquium online, 2020 RIODD Doctoral Colloquium online, 40th AFC Conference in Paris, 2017 CPA Conference in Québec, 5th Italian CSEAR Conference in Padova (plenary session), 34th AFC Conference in Montreal, 11th INFER Annual Conference in Stirling.

2017–2025

2022

2021 **RECRUITING COMMITTEES**

CNRS – Research Fellows and Directors.

2020 Paris-Dauphine University –

2019 Assistant and

2018 Associate

2015–2016 Professors.

Paris-Dauphine

University –

Assistant and

Associate

Professors.

Lyon 3 University, iaelyon School of Management –

Assistant and Associate Professors. Montpellier

University, University Institute of Technology – Teaching Assistants.

Nantes University, University Institute of Technology –

Assistant and Associate Professors. Montpellier

University, University Institute of Technology – Teaching Assistants.

Paris-Dauphine University – Assistant and Associate Professors.

Montpellier University, Montpellier Management Institute –

Assistant and Associate Professors. Toulouse Capitole

University, TSM – Assistant and Associate Professors.

2014 Montpellier 1 University, Economic and Social Administration Faculty – Assistant Professors.

## MEMBERSHIP IN ACADEMIC ASSOCIATIONS

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Current

Seminars

Previous

Lectures

Centre for Social and Environmental Accounting Research (2011–present).

*Association francophone de comptabilité* (2010–2012, 2014–present). European Accounting Association (2017, 2020–present).

Academy of Management (2019–2020, 2023–2024).

American Accounting Association (2010, 2019–2020).

European Academy of Management (2018, 2020).

Canadian Academic

Accounting

Association (2016,

2019). European

Council for Small

Business and

Entrepreneurship

(2016). European

Institute for Advanced

Studies in Management

(2016).

Irish

Accounting and

Finance

Association

(2010).

*Association*

*française de*

*science*

*économique*

(2009).

International

Network

for

Economic

Research

(2009).

Management of environmental strategies (2021–present), introduction to research in management control (2017–present), management accounting and control (2013–present), financial analysis (2017–2022), financial markets (2019–2021), the Actor-Network Theory in accounting research (2019–2020; in English in 2020), institutional theories in accounting research (2017–2018), accounting and auditing (2014–2017; in English).

## TEACHING EXPERIENCE

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### DOCTORAL LEVEL

How to make a good presentation in academic accounting conferences (2018–present; in English since 2019), research in accounting and management control: trends, research designs and publication tips (*École supérieure de commerce d'Alger*, 2019), recruitment training for young Ph.D. (2018).

### GRADUATE LEVEL

Tutorials

Management accounting (2013–present), financial analysis (2017–2022), accounting and auditing (2015–2017; in English), financial accounting (2013–2015).

Lectures Tutorials

#### UNDERGRADUATE LEVEL

Organization theories (2014–2017).

Business game in management (2022–present) and in management accounting (2017–2019; 2021–2022), financial mathematics (2019–2022), organization theories (2014–2015), microeconomics (2011–2013), ‘building a professional career’ (2011–2013), financial accounting (2011–2012), management accounting (2008–2011).