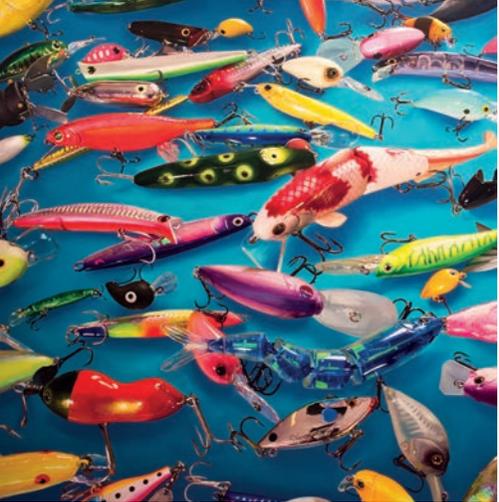




Deloitte.

An introduction
to the world of
business that
opens the door
to amazing

BrightStart Business Apprenticeships



Enjoy career opportunities that'll take you as far as you decide to go



Work alongside and learn from leading industry figures



Amazing starts here

Deloitte.



Gain fully-funded professional qualifications and get paid time off to study

Develop a fantastic insight into the wider world of business



Earn a market-leading salary plus a variety of benefits



Have the support of a buddy and mentor to ease your transition into professional life



Four paths to amazing

You'll enjoy real world, hands-on experience coupled with first-class training and development. Not to mention professional qualifications that are recognised around the world and rewards that reflect the valuable contribution you bring. Our BrightStart apprenticeship scheme is a great way to launch a successful career in business.

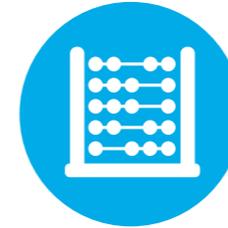
There are four different starting points and whichever one you choose, you'll get to work with a rich variety of clients across a range of different sectors and industries, and develop a powerful mix of business advisory and consultancy skills as well as finance and general professional abilities that will stand you in good stead as your career with us unfolds.



1

Audit & Risk Advisory

Since 2006, we've reviewed the voting behind every BAFTA awards celebration, to make sure those famous bronze masks end up in the right hands. And that's just one of the more surprising roles you may not have attributed to our Audit & Risk Advisory team. More typically, in Audit we examine a client's financial records to make sure they present a true and fair reflection of the company's commercial performance. Or, in Risk Advisory we provide clients with tailored expertise and support, helping them mitigate risks to their business and make informed decisions on new opportunities. It's therefore a great way to get under the skin of different organisations and discover how they work.



2

Tax Consulting

Want to help all kinds of businesses manage their tax responsibly? And offer the kind of insights that help shape government policy too? Then Tax Consulting could be the perfect way to launch your career. The breadth of clients we work with and the complex intellectual challenges they present make Tax Consulting a fascinating area to join. And the wide range of business, consulting, finance and legal skills you'll develop while you're here will lay foundations for a great career ahead.



3

Financial Advisory

Projects don't get much more high profile than when a major high street retailer experiences a crisis. Or more involved than when a big real estate client wants to realise the potential of its property portfolio. Here in Financial Advisory, you'll get to work with clients on complex and often headline-making projects like these. And all the while you'll be developing your business acumen and picking up valuable industry insights that will give a great start to your career.



4

Consulting

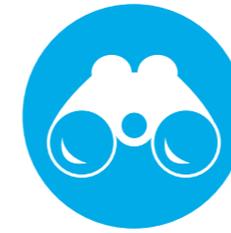
With the sheer diversity of challenges we tackle here in Consulting comes an incredible breadth of opportunity. You could be showing clients where and how to improve their business processes; advising them on how to make better use of the latest technology; or helping them realise the full potential of the talented people who work with them. Whatever projects you work on, you'll be solving complex problems and shaping entire businesses while adding to your own set of knowledge and skills.

Gain some amazing qualifications

Financial support towards a professional qualification is a big part of the BrightStart scheme. Your studies will be fully-funded by the firm while you continue to earn a salary. To give you the best possible chance of success, you'll also get paid time off to learn, attend tuition and gain your professional qualifications.

Every bit as important as the financial support, however, is the fact that many of our best people have worked their way up from where you are now; carving out successful careers for themselves. They understand the challenges of balancing study with day-to-day work and they're here to offer advice and guidance every step of the way.

Here's a quick run-down of the professional qualifications you'll work towards on the BrightStart scheme – all of them internationally recognised and all of them fantastic springboards to a successful career in the wider world of business:



Audit & Risk Advisory

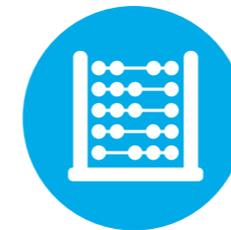
In the first 18 months, you'll complete the Professional Accountant Level 4 Apprenticeship, completing exams to gain the **Chartered Accountant Certificate** before going on to study for professional and advanced level qualifications. The institute/awarding body supporting the professional examinations may vary depending on where you join us.



Financial Advisory

In the first 18 months, you'll complete the Professional Accountant Level 4 Apprenticeship, completing exams to gain the **Chartered Accountant Certificate** before going on to study for professional and advanced level qualifications.

There are alternative routes, including studying for a degree in Estate Management or Building Surveying depending on the business area you join.



Tax Consulting

In the first 18 months, you'll complete the Professional Accounting/Tax Technician Level 4 Apprenticeship, completing exams to gain the **Chartered Accountant Certificate** before discussing options about studying for further professional and advanced level qualifications. The professional qualifications will vary depending on which of the business areas you join.



Consulting

In the early years, you'll complete the Trailblazer Junior Management Consulting Apprenticeship, alongside other professional exams. These will vary by business area and examples include the **Chartered Institute for IT certification (BCS)** and the **Chartered Institute of Management Accountants (CIMA)**.

Visit www.deloitte.co.uk/brightstart for further information on the variety of professional qualifications available to you.

Start an amazing journey

Wherever you start your BrightStart journey, you'll find our approach to learning and development is focused on giving you the broad spread of technical and client relationship skills it takes to be an effective business advisor.

You'll be allocated your very own buddy (usually a fellow BrightStart from an earlier intake) to help you settle in, and mentor (a more experienced colleague), who'll share their knowledge, skills and insights to help you develop. You'll also have access to a huge range of learning resources, including e-learning facilities, videos, books, mentoring and online support.

The exact nature of your learning and development and professional exams studied will vary according to the business area you join, but broadly speaking this is how you can expect to progress during the course of the scheme.



You begin your training with a comprehensive induction and start developing core business and advisory skills.

This year is also a great opportunity to settle into professional life and build relationships with your fellow BrightStarts.

In most cases, this is when you will start your higher apprenticeship, studying towards a professional qualification, taking exams and developing key skills.



Your business skills have developed, your confidence has grown and you now play a more active role in client projects.

You are now well on your way to completing a Level 4 Higher Apprenticeship.



You continue to develop your skills and experience, and take on more responsibility.

Your experience means you're perfectly placed to buddy one of this year's new BrightStarts.

Through career conversations with your appraiser you'll talk about your career pathway and agree on whether to pause exams at this point or go on to gain a Level 6 or 7 Apprenticeship, taking more exams. This will vary by individual and business area.



You are now leading projects and managing teams of your own. You complete exams and the Level 6 or 7 Apprenticeship.

You consider the wealth of amazing opportunities your time on the BrightStart scheme has opened up.

What amazing means to me

We asked some of our BrightStart students what they've enjoyed most about their time on the scheme so far, what they're looking forward to next and how they feel they've grown.

"The work we do in Audit & Risk Advisory is incredibly varied. And I'm generally based on site with the client."

On one project recently, I spent two weeks at Daytona Beach in Florida. That really was an amazing experience."

Alasdair

"The firm made it so easy for me to make the transition into the working world."

I moved out of my parents' home about a year ago into a big townhouse with a few of the guys from the office, and it's been fantastic! It's really helped me grow as a person, but in a much more independent way than I would have been able to do at university."

Connor

"I've had more hands-on experience in my first 12 months at Deloitte than I ever did in school or my year at university."

That was a big surprise for me as I didn't realise just how much responsibility could be gained even from one year of working here."

Adam

"I earn enough to cover my own rent, pay my own bills and run my own car"

as well as the ability to treat myself every now and then. I am really proud to be able to say I am financially independent."

Candice

"Meeting a massive range of new people has to be the most enjoyable part of being at Deloitte."

The networks and friends you make are invaluable, and everyone is incredibly friendly."

Kieran

"The scheme really appealed to me as I learn much faster on the job."

When I was considering university I much preferred the idea of earning money, working and doing exams at the same time. I also realised that there were so many more opportunities at Deloitte such as placements abroad."

Holly

Feel an amazing sense of independence

There's a good chance that joining the BrightStart scheme will mark your transition from education to professional working life. For many it will also involve moving away from home for the first time. We realise these are big steps to take and we're here to make the whole experience a positive and enjoyable one.

With that in mind, everyone involved in the BrightStart scheme is as focused on supporting you personally as they are on giving your career the best possible start. Here are some of the big questions you're probably asking yourself right now:



Where will I live?

Finding affordable accommodation can be a challenge in itself. Fortunately, for those who join us in London, we've negotiated preferential rates with an accommodation supplier, which should help to make the move that much easier.

That's not to say you'll be on your own if you join us elsewhere. Wherever you are, the BrightStart team will give you hints and tips on where to stay. Our Facebook group is also an excellent way to meet with other new BrightStarts before you join and organise flat-shares amongst yourselves.



How will I get to work?

All of our offices are centrally located and easy to get to by public transport. And to help with the costs in London we offer interest-free season ticket loans. When you're working on clients' premises with the client away from your home office, all of your travel costs will be covered by the firm.



What will I be expected to wear?

If in doubt, and certainly when you're meeting a client for the first time, it's best to keep things formal. So that's suits, ties, smart dresses or blouses and skirts.

That said, when you're working on site with a client, it's best to take your cue from them. Very often, their dress code will be more 'business casual' or indeed dress down, particularly at the end of the month on a Friday. In those situations, dressing for the client's environment will often mean smart trousers and a shirt, no tie and sometimes jeans.

We realise you may not have that kind of wardrobe right now. The good news is, if you accept a place on the scheme, we'll offer you an interest-free salary advance, so you can stock up on a few essentials before your first day.

Enjoy an amazing social life

Just like students in their first few weeks at university, our BrightStarts quickly make new friends and get together in their own time to socialise and have fun. There's plenty we do as a firm to help you settle into your new life too.

The BrightStart committee – with reps from every year group, business area and a good geographical spread – has worked together to create a strong sense of community. The list of organised events and initiatives for BrightStarts is growing all the time.

Beyond the scheme itself, Deloitte gives everyone the chance to pursue hobbies and discover new interests by getting involved with numerous clubs and societies.



The social side

Then of course, there's the social life at Deloitte, which is so vibrant that rarely a week goes by without an event or two to put in your diary – from small team outings, breakfasts and lunches to large-scale community events and nights out – all of them a great chance to socialise with your fellow BrightStarts and other colleagues from across the firm.



Interests and hobbies

Whatever captures your imagination, there's almost certainly something out there for you. From football to wine tasting, there are all sorts of societies which you can get involved with. And if you feel your hobby or interest is underrepresented, you can always set up your own club and encourage your colleagues to join.



Networks

The diversity of our people is one of our major strengths as a business. And it's something we promote through our diversity networks. From our multi-cultural, faith-based and women's networks, to those for people living with disabilities, parents, carers and LGBT employees, these groups are open to everyone and play a key role in the life of the firm, connecting people with similar interests and priorities.

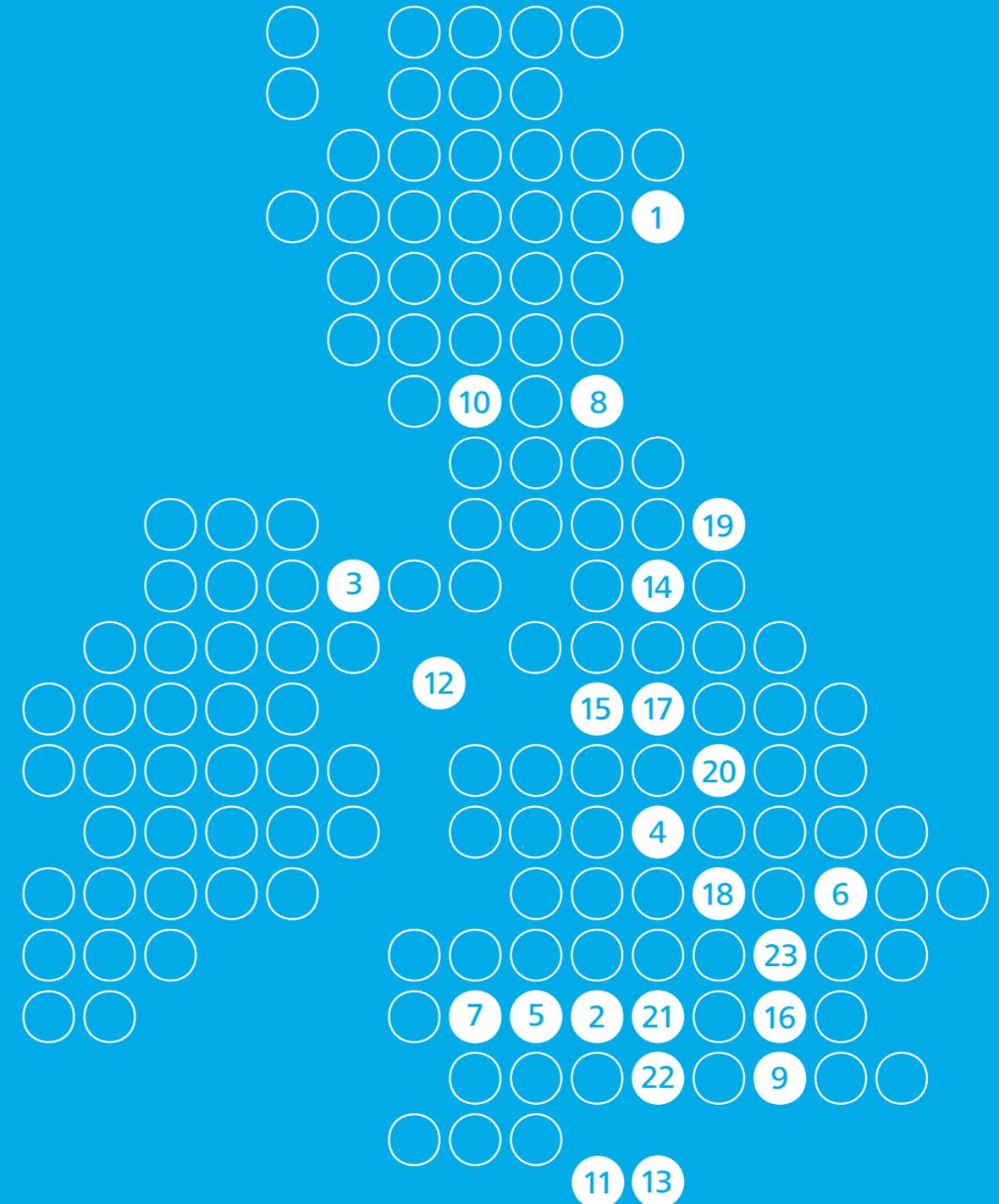
Where will you find your door to amazing?

Opportunities are available at 23 Deloitte offices across the UK. Check our website for updates on which of our four business areas are recruiting and where. You can find out more about those business areas on pages 2 & 3.



- | | | |
|---------------------|-----------------------|-------------------------|
| 1 Aberdeen | 9 Gatwick | 17 Manchester |
| 2 Bath | 10 Glasgow | 18 Milton Keynes |
| 3 Belfast | 11 Guernsey | 19 Newcastle |
| 4 Birmingham | 12 Isle of Man | 20 Nottingham |
| 5 Bristol | 13 Jersey | 21 Reading |
| 6 Cambridge | 14 Leeds | 22 Southampton |
| 7 Cardiff | 15 Liverpool | 23 St Albans |
| 8 Edinburgh | 16 London | |

www.deloitte.co.uk/brightstart



10 amazing things you may not know about us



1 Back in the 1950s

we were the first big accounting firm to automate bookkeeping. Today, more than 30 Deloitte apps created for smartphones and tablets prove we're still at the cutting edge.



3 William Deloitte was the first person ever to be appointed as an independent auditor.

In 1849, he conducted the world's first audit on the Great Western Railway.



2 The firm was born in 1845,

when William Welch Deloitte opened our first office in London. In 1880, we opened our first office overseas – arriving in New York six years before the Statue of Liberty.

4 Our Annual Review of Football Finance attracts headlines every year.

Our report in 2015 found that total transfer spending across all 92 English league clubs exceeded £1 billion for the first time in the 2013/14 season.



5 We're serious about making agile working a reality for our people –



offering flexible working patterns to allow our people time to follow their passions. For one manager, Alex Bosshardt, in our Sports Business Group that meant taking a 4-week time out to umpire at the Wimbledon Tennis Championships.

7 The fascinating people you'll work with here come from all walks of life.

One of our consultants, Lynn Webb, for instance, was previously a Wing Commander in the RAF.



9 To give Team GB the best chance of success at Rio 2016,

Deloitte secondees and volunteers are bringing our knowledge and experience to bear with both the British Paralympic Association (BPA) and British Olympic Association.



6 239 colleagues took part in 4 challenges across 4 continents

with the aim of raising £1 million for our 3 charity partners. Colleagues climbed Mount Kilimanjaro, trekked through a rainforest in Borneo and summited an active volcano, smashing the £1 million fundraising target.



8 20,000 bananas were eaten on this year's Deloitte Ride Across Britain –

our annual Land's End to John O'Groats challenge, which has raised £3.5 million for charity over the last five years.



10 Last year, we invested some £28.5 million in the learning and development of our people,

which goes some way to demonstrating our commitment to bright new joiners like you.





Amazing where it matters

Our vision is to make a positive impact on the reputation and success of our clients, the economy and the wider society. It's a vision that has spanned our 160-year history.

Today, we create unrivalled opportunities for our people to build successful careers that meet their aspirations as well as deliver for our clients. We nurture the talent of the future – volunteering in schools and mentoring promising entrepreneurs, helping grow business leaders who can have a wide impact.

We help our clients think about the future and develop innovative solutions to plan for change, supporting the growth and development of new ideas and new ways of doing business. We invest over £1 million a year to help social businesses grow, and we take an active role in ensuring business plays a positive role in society.

You'll discover for yourself that when we work together, we can achieve even more amazing outcomes. This year's Deloitte Ride Across Britain, for instance, was the biggest ever and saw more than 800 riders cycle the 969 miles between Land's End and John O'Groats. Together, they pushed overall funding for the British Paralympic Association (BPA) to nearly £1.5 million. Next year, that could be you.

And our links with the BPA don't end there. In the build-up to Rio 2016, full-time Deloitte secondees and volunteers from across the firm will be bringing our knowledge and experience to bear with both the BPA and the British Olympic Association to give Team GB the best possible chance of success. And that's just a taste of what you could be involved in.

We use our expertise to help entrepreneurs grow their social businesses

The Social Innovation Pioneers programme launched in June 2012 with the aim of supporting the most innovative social enterprises from across the UK. The Pioneers are businesses in the first instance – the difference is they are also tackling some of society's biggest challenges. Such as the sandwich shop that is tackling the lifecycle of homelessness, the stationery company which uses its profits to support micro finance in Africa, and the baby clothes provider that supports orphaned and abandoned children across the world.

We have to date supported 58 social businesses through the programme – engaging more than 2,000 Deloitte people in the process and providing over 15,000 hours of professional services support. The impact is tangible – on average each organisation has shown 35% growth in turnover per year.

We have a responsibility to make an impact that matters.

Because tomorrow matters.

To find out more, visit www.deloitte.co.uk/impact

You might think our BrightStart scheme is only open to those who've recently finished their A Levels. In truth, it's a great option for anyone who's looking to launch a successful career in business, and wants the chance to earn while they work towards professional qualifications.

"I've spent the last 18 months working with a small business.

Now I'm looking for something with bigger and broader prospects."

"I've just finished my A Levels

and was considering university. However, I want to get my career underway."

"I learnt a lot on my college course,

and now I want to put that theory into practice."

"I started a traditional degree,

but soon realised I'd rather do my training on the job."

"I was going to get a regular job,

when I discovered I could carry on learning and gain a professional qualification too."

Now that's what we call amazing

Your personal qualities will be just as important as the qualifications you've earned. Here's a quick run-down of what we look for:

Minimum 260 UCAS points – that's the equivalent of two Cs and one B at A Level in your first sitting (not including General Studies) for example.

An open mind – you need to be receptive to new ideas and excited by the prospect of learning something new.

Plenty of self-motivation – you must enjoy setting your own targets and monitoring your own progress.

A team-oriented approach – you'll need to be comfortable and enjoy working in teams.

Natural communication skills – and here it's as much about listening to others as it is about sharing your own ideas.

A dash of creativity – finding the best solution often means looking beyond the obvious and challenging established ways of doing things.

Bags of enthusiasm and ambition – ultimately, these are the qualities that will drive your success.

Clear self-awareness – to take charge of your own career, it is important that you understand where your strengths and development areas lie.

Show us how amazing you are

We've made our selection process as straightforward and accessible as possible.

In fact, you'll find that some parts of it are great fun. It's all about making sure we're right for each other and this is the right opportunity for you.

The application process breaks down into three key stages, which you'll see on the opposite page. You can find out more, plus handy application hints and tips, on our website.

01/

Complete and submit your application

Our online application form is quick and easy to complete. All we ask you for here are a few personal details and your academic qualifications so that we know you meet our essential criteria.

You'll find the application form at www.deloitte.co.uk/brightstart

02/

Log on and take our online challenge

Stage two begins with **Firefly Freedom** – an exciting new games-based challenge that gives you a chance to demonstrate how you react to different situations as you pick up as many tokens as you can. It doesn't just measure how many tokens you win, but how you go about winning them. It's engaging, has a fun competitive edge and gives us a real insight into how innovative and entrepreneurial you are.

Afterwards you'll receive a simple, easy-to-read report that summarises your potential and shows how you approach tasks. All of which will be very useful, both now and during the early part of your career.

Next there will be two more traditional online tests – one focused on numerical reasoning, the other on critical thinking. Again they're quite straightforward, and you'll be able to do some practice tests first via our website.

03/

Come along and meet us in person

If you've impressed us so far, we'll invite you along to join us at one of our assessment days.

It will include an interview, a group exercise and a written exercise. You'll also have the chance to meet some of our current BrightStarts over lunch and find out more about the firm.

Do well at your assessment day and we'll ask you to a final round interview. This will take place in the office you've applied to and include a formal presentation.

If you're successful at the final round interview we'll make you an offer to join the scheme.

To find out more and make an application, please visit
www.deloitte.co.uk/brightstart

Get closer to amazing

We hope this brochure has given you an insight into the exciting opportunities Deloitte holds for you, when you join the BrightStart scheme.

There are lots of ways you can find out more – at one of the many events we organise, coming along to one of our drop-in sessions with your family and friends or by connecting with us online.



Drop-In Sessions for you and your family

These late afternoon/evening events offer a real 'behind-the-scenes' look at the scheme.

Current BrightStarts will give you an insight into the firm and a few hints and tips to help you make the most of our application process. You'll have the chance to meet and talk to leaders in the business, take a look around the offices and decide if Deloitte is right for you.

Careers Fairs

Sometimes it's good to consider all the possibilities in one place.

It's easier to compare and contrast, weigh up the pros and cons of each option and determine which is best for you. It's with that in mind that we attend a variety of careers fairs right across the country.

Careers Presentations

Largely aimed at A Level and college students

and organised directly with schools and colleges, these short sessions offer a detailed overview of our firm and the BrightStart scheme, plus advice on both the application process and developing employability skills.

Teacher and Careers Advisor Insight Days

We realise there are a number of key people you'll turn to for careers advice.

These sessions are designed to support them and make sure the advice and guidance they offer is as well-informed as possible.

To find out more about our events please visit www.deloitte.co.uk/brightstart/events

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