Now that you have taken valuable time to complete our application process, discover what comes next. Our selection process has a number of stages to give you the chance to learn about us, as well as help us learn about you.

Deloitte is committed to delivering a consistent and timely process for all candidates throughout the recruitment and selection experience. Due to the diversity of our business, the process and timing for service lines may vary. Your Recruitment Consultant will communicate a more detailed process relevant to the particular role you have applied for.

**Application**

**What happens?**
Browse the Deloitte roles we are currently recruiting for on our [jobs board](#). If you are interested in a role, hit “Apply Now” to begin your application. Make sure you have the below documents ready for your submission:

1. Updated CV
2. Cover letter
3. Academic transcript (if required)

**Initial screening**

**What happens?**
Your online application will be reviewed by the relevant Recruitment Consultant sourcing for the role. They will assess your skills and experience to determine your match to the key selection criteria. The job advertisement will give you a clear understanding of the requirements for the role.

**When?**
In most circumstances, a member of the Recruitment team will be in contact within 7 days of receiving your application. In periods of high volumes, this may take longer.

**Interview process**

**What happens?**
Our interviews are competency-based and are conducted by experienced interviewers:

- The first interview will generally be a phone screen with a member of the Recruitment team. This is also your opportunity to ask any questions about the role and the firm.
- This is generally followed by interviews with the service line you are applying for. The number of interviews varies between service lines.
- You may also be required to complete a case study assessment which considers situation analysis and numerical interpretation. The case study is an interactive interview and you are encouraged to ask questions, seek clarification and bounce ideas off the interviewer.
- The final stage will be a more in-depth interview and discussion regarding your technical and motivational fit for the role, team and firm. This will be with a Partner from the service line you may be joining.

For international candidates, we conduct interviews via video (live and pre-recorded), VC and phone.

**When?**
As soon as practically possible, determined by the availability of the candidate and the relevant Partner or employee.

**Testing (if applicable)**

**What happens?**
Depending on your role/service line, you may be required to complete a psychometric or skills-based assessment.

**When?**
Online or face-to-face as required, within two weeks.

**Pre-employment checks**

**What happens?**
Following the interview process, if we are wishing to progress to the final stage of an employment offer, pre-employment checks are conducted. These include employment references and work rights checking via DIBP.

**When?**
Following finalisation of the interview process.

**Offer**

**What happens?**
Following pre-employment screening and offer approval:

- A verbal offer will be made by the Recruitment Consultant.
- This is followed by a written offer that is accessible via a confidential online and onboarding candidate portal.
- This portal allows you to access details of the offer and employment conditions.

**When?**
Once offer has been approved.

*Not applicable to all business units.*
Our recruitment process enables us to assess whether or not we are a good match for you, and if you are a good match for us. Take a look at the steps below to understand the recruitment process for our student and graduate programs.

**Application**
The online application takes into consideration your:
• Work, leadership and team experience
• Extra-curricular activities
• Academic results
• Passion, enthusiasm and motivation
• Resume

**Online assessment**
Our interactive graduate assessment is a unique assessment experience which can be completed online and should only take about 20 minutes of your time. This part of the process is intended to assess your fit with the Summer Vacation and Graduate positions available at Deloitte and to give you a little taste of what it may be like to work with us.

We strongly suggest that you find some quiet space and plenty of time to undertake this test. You will find it a little different to anything you have experienced before and while you may find yourself having fun, concentration will definitely help you complete it to the best of your ability.

You’ll be notified via email if you have been selected to participate in this part of the process. Regardless of how many roles you have applied for, you will only need to complete the test once.

**Phone interview**
You will have a phone call with a member of the Graduate Recruitment team to discuss:
• Your motivation to join Deloitte
• Your interest in your choice of Business and Operating Unit
• Career opportunities

**Assessment centre**
The assessment centre may include:
1. An information session
2. Group activities
3. Case study
4. Interview
5. Networking with Deloitte team members

**Case study**
In some cases, you will need to complete a case study assessment which considers situation analysis and numerical interpretation. The case study is an interactive interview and you are encouraged to ask questions, seek clarification and bounce ideas off the interviewer.

**Partner interview**
At this stage, you will undertake a behavioural-based interview with a Partner in the business unit you are looking to join.

**Offer**
You will always hear from us, regardless of whether you are successful or not. If you haven’t yet heard, that means your application is still being considered.

*Not applicable to all business units.*