

Experienced professionals Our recruitment process



Now that you have taken valuable time to complete our application process, discover what comes next.

Our selection process has several 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 Talent Acquisition Specialist will communicate a more detailed process relevant to the 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 an updated CV ready for your submission.

Initial screening

What happens?

Your online application will be reviewed by the relevant Talent Acquisition Specialist recruiting 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 Talent Acquisition team will be in contact within 7 – 14 business days of receiving your application. In periods of high volumes, this may take longer.

You can check the status of your application at any time by visiting ‘My Profile’ on our [jobs board](#) to log into your candidate profile, and selecting the ‘Jobs Applied’ tab.

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 Talent Acquisition 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.

When?

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

Where?

Interviews are conducted either face-to-face or virtually.

Offer

What happens?

If you’ve been successful to progress to the final stage of an employment offer:

- A verbal offer will be made by the Talent Acquisition Specialist.
- On offer approval, this is followed by a written offer that is accessible via a confidential online portal.
- This portal allows you to access details of the offer and employment conditions.
- The offer of employment is conditional pending the successful completion of your pre-employment checks.

When?

Following the finalisation of all interviews with candidates for the role.

Pre-employment checks

What happens?

Pre-employment checks and background screening are conducted by Deloitte or our external third-party provider.

These include items such as employment references, work rights checks, criminal history checks and education checks.

When?

Following the verbal offer process.