



*The key  
to finding incredible  
value is knowing where to  
look. Don't stay within the lines.  
Make new ones. Force equals mass times  
acceleration. Every story has a beginning.  
If a path doesn't exist, create your own.  
With the right inspiration, everything  
is possible. You can take up space or  
you can define it. Together, everything  
is within reach. Leave an impression  
that defines you... What  
impact will you  
make?*

## **Your Deloitte**

Opportunities for students and graduates

Baku, 2018

# THE DELOITTE WORLD

Starting a career is a time of new discoveries. It is also an opportunity to explore your strengths, gain an understanding of your true interests, choose your profession, and realize what is really important to you. For that you need to find an employer that can offer you the widest choice.



## Welcome to Deloitte!

As one of the largest audit and consulting companies in the world, we help our clients from the most diverse sectors of the economy evaluate the results of their activities, determine their goals for the future, and optimize their costs to achieve their goals. Just like you, we are building the most ambitious plans for the future. Let's build a future together! But first, in order to do this you need to find your Deloitte.



We have **19 offices** throughout the CIS.



Currently we have **more than 3,700 employees** in offices across the CIS.



We provide services in **5 areas**: audit and assurance, consulting, corporate finance, risk advisory, and tax and legal.



Tourism and hospitality, media and telecommunications, financial institutions, retail, entertainment, charities and sponsorship, manufacturing, real estate, and government and public sector are just a few of the industries and sectors with which we work.

# THE PATH TO SUCCESS BEGINS WITH ONE STEP

Every employee at Deloitte has their own story. A story based on the talents, ideas, and aspirations of each one of them. Which of the descriptions below best represents you? Please go to the appropriate section to find out how your story at Deloitte might start.



**Choose one of the descriptions and go to the appropriate page of the section.****1**

You have a developed and logical way of thinking, you pay attention to details, and are interested in working with numbers. You easily process information and understand what it means. You feel you have the potential for rapid professional growth and the ambition of a future leader.

**See page 6-7.****4**

You are a sociable and confident person ready to use your mental talents working with different areas of business. You are always full of energy, ready for any challenges, and you are not afraid of complex large-scale projects.

**See page 12-13.****2**

You are by nature a curious person, you like to understand the way people think and the principles of the work of organizations. You do not miss opportunities and know how to anticipate potential problems before they occur.

**See page 8-9.****5**

You can look at the company's financial performance and see the whole picture, and its figures that help you do this. You like difficulties, and you happily solve problems, viewing them from different points of view.

**See page 14-15.****3**

You are striving to get the maximum amount of knowledge possible and become part of a new, developing, and dynamically changing profession. Regardless of whether you work in an international corporation or one of the most famous groups of companies on the planet, you would like to know how your work can affect their overall performance.

**See page 10-11.**

# Your calling just might be in the Audit and Assurance department

The work that we do in the Audit and Assurance department requires analytical thinking and close attention to detail. Here you will acquire practical skills and work experience required by businesses, attend training courses developed by Deloitte for your employees, and receive a professional qualification recognized worldwide. (ACCA, CPA, etc.).

As a specialist in the Audit and Assurance department, you will join a group of specialists who provide audit, consulting, and transaction support services to our client companies which occupy leading positions in their industries and sectors of the economy. You will get acquainted with all the subtleties of how Deloitte's clients do business, learn the business processes of organizations, and get the necessary skills for building a successful career anywhere in the world.

You will perform both individual tasks and take part in team projects. Also you will be able to work not only in Baku, but also in other cities across the CIS. You will learn to make responsible and important decisions, and also be able to coordinate in the future the work of your team, working with specialists and senior executives of clients.

## In the Audit and Assurance department you can become an expert in the following industries:

- Financial services;
- Consumer products;
- Energy and resources;
- Technology, media and telecommunications



## Audit and Assurance department



Up to **3 employees** currently work in other countries within the framework of **international exchange programs**



**20 graduates** will be joining the Audit and Assurance department in 2018



A standard audit is **from 1 to 6 months**



**28 years old** is the average age of our employees



More than **4,000 e-learning modules** that you will have access to

# Risk Management may be your calling

Our risk management service team is one of the fastest growing groups in the CIS. Its clients are corporations from various industries, large state monopolies, highly specialized enterprises, and companies representing developing sectors of the economy. The Risk Management department will provide you with unique opportunities to become part of a team of specialists who implement large-scale individual and innovative projects

Our department provides organizations with advice on identifying, assessing, and reducing key risks, and also helps in raising awareness of the risks with the aim of making rational managerial decisions and using favorable opportunities. We also help clients solve issues related to the prevention and management of risks faced by the organization in the course of conducting its financial and operational business processes, as well as in the use of technological solutions.

We help design, implement, and improve the internal control system, and develop automated solutions for risk management and internal control.

## You will be able to develop in the Risk Management department in the following areas:

- Risk advisory;
- Internal controls;
- Internal audit;
- Information security; and
- Corporate social responsibility.



## Risk Advisory department



We often work in teams with colleagues from other Deloitte practices to assist with the implementation of our clients' **international projects**.



We are leaders in providing services for the design of automated controls for SAP solutions and implementing programs such as **Governance, Risk and Compliance (GRC)**.



We offer **training sessions** in risk management and internal audit, and also implementing appropriate automated solutions.

# The best solution for you is tax consulting

You want to gain as much knowledge as possible in business, consulting, finance, and law, and the best place for this is one of the most highly valued groups for providing tax services.

The profession of a tax consultant is relatively young and is still being formed together with the growth and development of our clients' needs, the tax practice of Azerbaijan, changes in international law, and the requirements of IT systems and technologies. In order to properly build the process of taxation in the organization, the consultant needs to have a good understanding of how the client's business as a whole is structured, take into account its needs and features, and, of course, take into account the mechanisms with regard to tax norms. This profession is for you if you want to understand how business functions and learn how to develop and implement comprehensive tax solutions in Azerbaijan.

Such a wide range of work will allow you to obtain extensive and in-depth knowledge of the business. In addition to providing basic knowledge in finance, business, consulting, and law, we will also provide you with all the necessary support to obtain the necessary professional qualifications.

## **In the Tax and Legal department you will be able to develop in the following areas:**

- Corporate tax;
- Transfer pricing;
- Accounting and tax advisory;
- International taxation;
- Servicing financial institutions;
- Tax dispute resolution;
- Legal consulting; and
- Private company and client services.



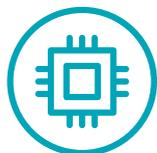
## Tax & Legal department



On average, our employees devote **20%**  
**of their working hours** to trainings  
and professional development.



**Great Britain and Luxembourg** are the most popular  
countries among our employees for gaining international  
experience in our exchange programs.



**In 2020** the number of our employees  
with technical or IT degrees will increase, and the number  
of specialists with legal degrees will somewhat decrease.

# The consulting department is what you need

Are you young, determined, full of enthusiasm and new ideas? Are you ready for business trips? You have every chance of building a career in the Consulting department! In it you will be able to develop all your talents and reach your full potential.

Some companies providing consulting services specialize in developing strategic thinking in the long term, others are aimed at improving business processes. Start your career with us and be part of a unique team recognized not only for its extraordinary thinking, but also for its non-standard way of acting.

Here you will assist clients with solving a number of extremely complex tasks: from developing ideas to providing solutions and evaluating the end results. The projects themselves are also very diverse. You may need to determine in which areas and how the company needs to optimize its systems and processes or find new ways of development.

## In the Consulting department you will be able to explore the following areas:

- Operational excellence;
- Implementation and support of business applications;
- Supply chain management;
- Financial management;
- Personnel management;
- Technology integration;
- Development of integrated and industry solutions; and
- Development of strategy and implementation of digital technologies.



## Consulting department



In the past year, our international practice of advisory services has brought in

**USD 9,000,000,000** in revenue.



Our international practice of advisory services includes

**44,000** people.



**Deloitte was named the world leader** in providing services for the implementation of CRM and Customer Experience software solutions in 2016

# Corporate finance suits you

Are you ambitious, would you like to provide professional services and work in a modern dynamic business sector? This characterizes you, as a specialist who takes pleasure in solving rapidly changing tasks and striving for a wide variety of career opportunities in the field of corporate finance.

At Deloitte, we work with clients on complex and often serious transactions. We occupy leading positions in the corporate services market and offer our customers a variety of solutions: from conducting pre-investment analysis (due diligence), financial modeling and evaluations of the company's activities, to launching financial investigations.

University graduates play an important role in the development of our business. We appreciate energetic people who enjoy and actively participate in finding solutions, are prepared to overcome difficulties, possess serious business knowledge, and are able to work with a large number of people, invariably demonstrating a high level professionalism and tact. In exchange, you will be able to build your career in various fields and gain a deeper understanding of the sectors of the economy.

## **In the Corporate Finance department you can develop in the following areas:**

- Support of transactions and conducting pre-investment analysis;
- Valuation and financial modeling;
- Conducting financial investigations;
- Capital projects advisory
- and management of construction projects.



## Corporate Finance department



**Our customers are mainly large corporations,** as well as private equity funds.



Founded in 2016, Deloitte's Corporate Finance department in Azerbaijan has more than

**7** talented employees,  
with the growing number.



We provide support services for **transactions in the field of mergers and acquisitions,** as well as **financial investigations.**

# Feel the difference!

What are the advantages of choosing Deloitte?  
We can name five main reasons  
why you should choose our company.



## **1 You will be able to achieve meaningful results**

By providing advice and developing recommendations on the most serious and complex business solutions, you will be able to directly influence each client you work with. The results of your work will be important not only for business, but for society as a whole.



## **2 You will gain invaluable experience**

Regardless of which direction you choose, you will take part in solving complex problems from the very beginning, constantly expanding your understanding of the principles of doing business.



### **3 You will be part of a team that inspires**

A unique culture of interaction and support, and relationships built on trust with colleagues and customers are the main advantages that set us apart from other companies.



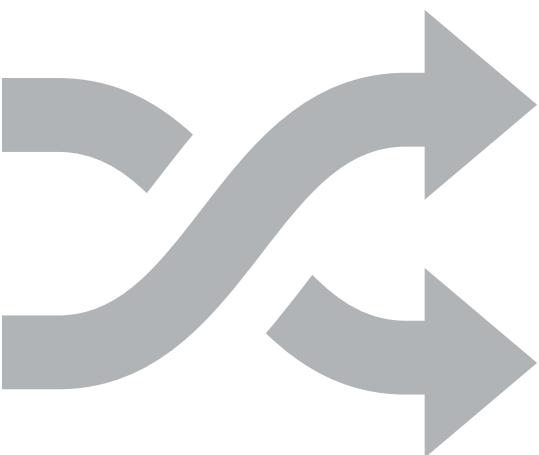
### **4 You will be able to establish necessary contacts**

The people you will meet here (clients, colleagues and other university graduates like yourself) will push the importance of making professional contacts.



### **5 You will be able to lay the groundwork for your future**

Joint work and training side by side with the best specialists and highly qualified professionals, and unique opportunities to enhance personal and professional growth will allow you to build a successful career in the future.



# Develop your skills and gain work experience!

Regardless of when you join us and in what capacity, you will need to promptly enter the engagement. The specifics of the business of customers, industries, commercial concepts, technical approaches — all this by itself is part of the accelerated learning process, and we are counting on the fact that you can quickly cope with all of this.

However, you will not be left on your own. The experience of our employees is what builds the reputation of our company, therefore we devote a lot of time and effort to ensuring the optimal training and development process for our specialists. Throughout your professional activities, you will be able to receive regular recommendations and necessary instructions that will help you improve your professional level and become in every sense a highly qualified specialist.

Regardless of which department you choose, one of your main goals will be to obtain a professional qualification. The type of qualification you receive will depend on the department you choose, your talents, and expectations. You will be able to obtain the following certificates:

### Audit and Assurance department

- Association of Certified Chartered Accountants (ACCA)
- Certified Public Accountant (CPA)
- Azerbaijani Statutory Audit License

### Risk Advisory department

- Association of Certified Chartered Accountants (ACCA)
- Chartered Internal Auditor (CIA)
- Certified Information Systems Auditor (CISA)
- SAP Business Process Integration, Authorization and GRC certifications
- Financial Risk Manager (FRM)
- Professional Risk Manager (PRM)

You most likely will need to prepare for exams while performing the current tasks for projects, which can be a challenge even if you have free time to learn and seek help from mentors. However, the real successes of our current graduates

### Tax & Legal department

- Diploma in International Financial Reporting (DipIFR)
- Professional Accountant

### Consulting department

- CMA Certified Management Accountant
- CIMA Chartered Institute of Management Accountants
- Association of Certified Chartered Accountants (ACCA)

### Corporate Finance department

- CFA (USA) Chartered Financial Analyst
- Association of Certified Chartered Accountants (ACCA)
- CFE (USA) Certified Fraud Examiner

reflect the level of support they received in training. We provide support throughout your professional development at Deloitte by means of trainings and counseling via e-learning modules and performance management.



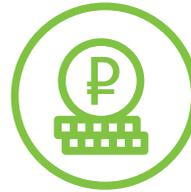
# Feel how we care!



Employee insurance



Payment for sick leave



Corporate discounts



Flexible working hours



Training and development programs



Casual business attire on Fridays



Childcare allowance



Corporate culture



Participation in charitable programs



A program aimed at encouraging a healthy lifestyle and the welfare of employees



Employee incentive programs for those who go above and beyond professionally



Support in obtaining professional qualification certificates

# Corporate social responsibility

Our company's activities in the sphere of corporate responsibility and sustainable development envisage the participation of our employees in programs that enable them to develop leadership qualities and promote civility. Our goal is to change society for the better!



## Charity



Charitable projects



## Training



Investments  
in educational projects

Mentoring programs



## Social innovation



Up2Start –  
Corporate Accelerator  
for Deloitte employees



## Care for the environment



Eco programme  
for school children

# Discover Deloitte for yourself!

What could be better than a personal meeting with people you may end up working with? We hold events where you can listen to the speeches of our experts, ask them questions, and start building relationships even before joining the company.



**There are even more chances of getting hired** for those who participate in our events!



**5,000 students** attended events organized by Deloitte last year.



Last year Deloitte employees from various departments **participated in organizing and holding our events.**



### Professional Job Fairs

We take part in various professional job fairs in the leading universities across the country. You can come to them with pre-prepared questions and get all the necessary information about the opportunities that we offer.



### Presentations

You can come to our presentations which we hold at universities and learn about the opportunities available at Deloitte to build a career in various services. We will tell you everything you need to know and help you make an informed decision as to whether or not Deloitte is your firm.



### Educational programs

We conduct annual educational programs, lectures, and seminars in Azerbaijan's leading universities. Our specialists will give you not only theoretical knowledge, but will also bring real examples from practice.



### Career counseling

We will increase your chances of successful employment! We will tell you what recruitment specialists pay attention to when assessing your potential.



### Internships

We open programs for internships in all departments in the summer. Keep up with updates on our website.

# To achieve the goal you need to believe and act!

We have developed our own procedure for selecting graduates and students, which allows both parties to make the right choice. You can demonstrate to us not only your skills and personal qualities, but also communicate your ambitions, advantages, and goals for the future.



1

**Online application**

If you leave a request for a vacancy that interests you on our online portal, your resume will be sent to a recruitment specialist. The specialist will evaluate your work experience for compliance with the requirements of your chosen position (which you applied for on the "Career" page). The more information you provide about your work experience, the faster we can evaluate whether or not you are a good fit for the chosen vacancy.



2

**Testing**

Due to the special characteristics of some positions, sometimes we conduct a practical assessment of candidates' skills and work experience for compliance with the proposed positions. For that we conduct testing which includes a psychometric evaluation of candidates, evaluation of their skills and their ability to solve business cases.

3

**Interview**

The purpose of the interview is to assess candidates and their skills. As a rule, within the framework of the interview candidates meet with one or two of our experts. The interview is an opportunity to ask questions, learn more about the company and its corporate culture, as well as demonstrate what you can offer us.



4

**Final interview**

As a rule, in order to obtain a final evaluation, candidates are interviewed with the director or partner of the department to which the application was submitted. During the interview, your work experience if required and skills, as well as the ways of developing your professional activities in Deloitte, will be considered.

We will keep in touch with you by email or phone at all stages of the selection process. When applying, please make sure that you provided the relevant contact information.

# We will be glad to answer any questions you may have.

Regardless of which area you choose, you will have to make a serious decision. You need to be able to ask questions and show interest in your work. So why not ask us questions directly? You can do that a number of ways.



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company/deloitte-  
azerbaijan](https://www.linkedin.com/company/deloitte-azerbaijan)**

Here you can find photos and information about our events and vacancies, and also discuss any question you have regarding our hiring process.



**[www.facebook.com/  
DeloitteAze](https://www.facebook.com/DeloitteAze)**

Here you can find videos, photos, and information about our internal and external events.



**[www.youtube.com/  
Deloitte Azerbaijan](https://www.youtube.com/DeloitteAzerbaijan)**

Here you can see the latest videos on our professional activities, employees, and the opportunities Deloitte provides.



**[www.instagram.com/  
deloitte\\_cis/](https://www.instagram.com/deloitte_cis/)**

Here you can find photos of our projects and other corporate events.





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## **deloitte.az**

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