

# Deloitte Graduate Opportunities

## Ready, set, grow.

You have reached one of life's important crossroads. You may be about to leave college life behind to embark upon your professional career or you may be looking to gain professional experience as an undergraduate. Deloitte offers numerous graduate opportunities across all service lines in The Bahamas, and we are committed to supporting students through their designations - like the CPA and ACCA. Every year, we hire university graduates as assistants, and provide study/exam leave and exam preparation for those writing their designation exams. But it doesn't stop there – our continuing education program means that once graduates are promoted to seniors, we will provide them with formal and on-the-job training, supervision and review, and increased responsibility.

There are many career paths that you can choose from within professional services. Find out which one is right for you! To learn more, visit our website at <http://www.deloitte.com/>.

### Designation Program

All staff accountants are eligible for the Deloitte Designation program, and meet with their Counselor throughout the exam process. Each Staff Accountant is assigned to a Senior Manager or Manager. Staff Accountants are eligible for:

- ✓ Bonus amounts of up to \$12,000 for successfully passing CPA exams
- ✓ Up to 90 days of study leave
- ✓ Interest-free loans of up to \$6,000 for one year
- ✓ Access to a wide range of resources (technical and interpersonal, both locally and internationally)
- ✓ Cross Industry training (including Financial Services, Public Sector, Manufacturing, Insurance, Mutual Funds)

### Mentoring Program

- ✓ Provide leadership skills
- ✓ Guide/direct Staff Accountants along career path
- ✓ Share personal and professional experiences
- ✓ Build relationships
- ✓ On-the-job training

### Performance Management

Staff Accountants will be assigned a counselor who will guide them through an annual performance cycle by their counselor who will help set goals, provide career guidance, give ongoing, candid feedback and provide meaningful performance review dialogues.

The Performance Management Approach:

- ✓ Enables successful counselee / counselor relationships that involve maximizing the Staff Accountant's potential by learning from the counselor's knowledge
- ✓ Enables Staff Accountants to be proactive - the counselor's level of involvement will be driven by each Staff Accountant.
- ✓ Allows the Staff Accountant to take responsibility for their own career development by gathering feedback and providing counselors with ongoing information throughout the year.



# Why Deloitte?

## Top 10 reasons to join Deloitte



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