

Making an impact that matters

Opportunities for students and
recent graduates in The Bahamas



Deloitte.



Making an impact that matters

Deloitte is led by a purpose: to make an impact that matters — for clients, for our people, for society, **for you.** This purpose defines who we are. We inspire our people to deliver value, mentoring and developing future leaders and colleagues for life. If you're ready for a career with a dynamic organization, in an environment that fosters professional development and career advancement, focused on making an impact that matters, then you're ready for Deloitte.

Deloitte in the Caribbean and Bermuda Countries operates as an integrated firm serving the English-speaking Caribbean region, from offices in the Bahamas, Barbados, Bermuda, British and United States Virgin Islands, Cayman Islands, and Trinidad and Tobago.

With more than 500 professionals dedicated to bringing their talents to bear on our clients' unique issues, Deloitte has a strong presence in the wider Caribbean and Bermuda region focused on an unwavering commitment to quality and excellence across borders.

Worldwide, Deloitte has more than 220,000 professionals at member firms in more than 150 countries and territories. The diversity represented by our employees is one of Deloitte's greatest strengths.

Five reasons to join Deloitte

- 1 The network you'll build** At Deloitte you will interact with clients and contribute solutions to client problems. In addition, you'll have access to thousands of other professionals across the member firm network who are eager to listen and share.
- 2 The experience you'll gain** Working alongside a team of professionals who are specialists in their chosen area, you will develop your professional skills and abilities in addition to gaining an understanding of our business. The work is engaging, challenging and you will have the opportunity to make a real impact.
- 3 The training you'll receive** Once on board, we provide those pursuing designations with financial support, study leave and dedicated mentors to help our graduates through exams.
- 4 The career you'll launch** When you participate in one of our student programs, you have the opportunity to have a career discussion which often leads to the opportunity of a graduate job offer. Once you have qualified, you'll also have the option to consider a global mobility assignment, which offers you an opportunity to gain valuable international experience. This can lead to enhanced career prospects while enabling professionals to contribute to the success of Deloitte member firm global operations.
- 5 The enjoyment you'll feel** We've put this last, but really we know this should be first! Attractive benefits, sports and social events, volunteering and giving programs, employee wellbeing initiatives — you will have many opportunities to experience all of what we have to offer as an employer!



Making a choice that matters

Choosing where to start your career is one of the biggest decisions that you'll ever make. At Deloitte, we recognize that everyone is unique — and we offer many paths you can follow to suit your career aspirations. The professional services provide many areas of focus. Find out which one is right for you.

A career in professional services

Audit

If you're good with detail and as happy gathering data as you are teasing out what it all means, perhaps Audit is for you.

Working in Audit involves understanding all aspects of a business. State-of-the-art tools enable us to continue to deliver the assurance service excellence that is implicit in the Deloitte brand and which the financial community and public expect, as we serve the Financial Services and Public sectors.

Consulting

If you're confident, a natural communicator and keen to use your intelligence to influence all sorts of organizations, you should consider Consulting. You'll also need to be eager to go wherever your work takes you and not be put off by demanding projects or challenging deadlines. Deloitte consulting services clients from strategy to implementation and helps them solve their most complex business challenges, realize their greatest opportunities, and achieve meaningful, lasting results.

Enterprise Risk Services (ERS)

The focus of ERS is managing risk in a broad spectrum of areas — regulatory, contractual, financial, economic, and operational, from people and processes to technology and facilities. You would potentially be implementing internal audits, IT audit and cyber risk assessments.

Financial Advisory

If you can look at the business or financial pages and see the big picture, Financial Advisory could be your calling. You're comfortable with complexity and good at looking at problems from lots of different angles. You would be helping clients with restructuring, insolvency and valuation. You might also assess, measure, and minimize the impact of fraud on business. You could be handling M&A transactions, disputes, reorganizations, liquidation, and other related challenges.

Tax

If you're interested in combining insight and innovation from multiple disciplines with business and industry knowledge, Tax services could well be the answer for you.

Your work here would be about helping your clients manage their affairs, through offering practical advice and managing compliance across a broad range of tax matters. Our team supports companies in the areas of corporate and international tax, and individual tax. We provide tax advice in specialist fields such as transfer pricing, mergers and acquisitions, tax planning and the tax situations of financial services institutions.



Building a career that matters

We are committed to growing the world's best. We offer student and graduate opportunities annually across all service lines, and applications are encouraged from students of all academic disciplines, including accounting, business, law, economics, finance, math and others. At Deloitte, you can be sure that you will have both the range of opportunities and the supportive culture you need to become the best professional you can be.

Student and Graduate Program Overview

The Student Accounting Awards Ceremony

Deloitte hosts the Student Accounting Awards Ceremony annually, to recognize 12th grade students who have demonstrated academic excellence and an interest in Accounting. If you are one of the top three winners, you could receive a financial reward along with the opportunity of work experience with Deloitte through our Co-op and/or summer internship programs.

Summer Internship Program

Our summer internship program will open your mind to the astonishing breadth of opportunities out there in the business world. It's a great way to find out where your personal interests and motivations lie, and whether or not Deloitte is the right firm for you. Through practical project work, hands-on training, meetings and shadowing of senior colleagues, you'll be able to explore our work in detail. And at the end, you could even go back to university with a graduate job offer in your pocket.

Global Project Challenge

The Global Project Challenge is a truly unique opportunity for you to join our virtual network — and you don't need your passport to do it! Interns who are selected to take part in the Global Project Challenge will be part of a global team of interns working virtually to solve a real business challenge facing our organization today. The selected interns will form a cross-cultural and cross-border team and work on the Global Project 1-2 days a week for 4-6 weeks during their summer internship.

Co-op Program

Our Co-op program offers students the opportunity to combine the knowledge learned in the classroom with practical on-the-job experience. The program caters to students at College of The Bahamas throughout their course of study, which ranges from 1 to 4 years, provided they meet our minimum Grade Point Average. If you participate in this program, you will enjoy benefits including flexible schedules

to help balance work, school and life, financial assistance in the form of loans, and mentoring throughout the program. And if you meet our educational and performance requirements during your tenure with us, you could be offered full-time opportunities upon graduation.

Graduate Program

Deciding where to start your career is one of the biggest investments that you'll ever make. At Deloitte, you can be sure that the investment is worthwhile as you'll have both the range of opportunities and supportive culture to develop into the professional you have the potential to be.

From the moment you start as a new graduate hire, you'll be treated like a Business Advisor, valued for the unique contribution you make and the fresh ideas you bring. You'll work directly with clients on projects that have a very real and meaningful impact on their success. And as well as gaining a recognized professional qualification, you'll develop the kind of rounded business skills that will serve you well regardless of where the future takes you.

For more information about our student programs, visit www.deloitte.com/bs/en/careers/students



Building an impactful career as a graduate hire

Gain the skills to become the complete professional and realize your potential to be a future leader. Deloitte offers you unrivaled opportunities to work with the most interesting clients and build flexible, successful careers. You'll benefit from world-class learning and professional education as you develop exceptional careers and business experience. We are looking for students with proven academic ability, who can demonstrate a strong sense of teamwork and excellent communication skills coupled with drive, initiative, energy and enthusiasm.

Here's what you'll be doing in your role as a graduate hire:

- Building quality client relationships
- Keeping abreast of relevant technical and industry insights
- Providing practice consulting advice that makes a tangible difference to a client's business
- Studying towards a professional qualification

Here's how we can support you

Work Experience

- Hands-on practical experience across one of our service lines
- On-the-job coaching

Learning and Development

- Attendance to a weeklong new hire training program in Miami
- Annual learning curriculum including self-study e-learning courses and service line and industry in-house training courses

Career Guidance

- A performance counselor to provide on-the-job coaching, guidance and support throughout your career with Deloitte

Exam Support

- Up to 12 weeks of paid study leave (and unpaid leave as required)
- Access to Gleim, Wiley, Roger and BISK CPA Review to assist with preparing for the exams
- An interest-free loan of up to \$6,000 to support all designation costs
- A bonus of up to \$12,000 awarded for passing all sections of the designation within a set time period

Here's what we can offer you in addition:

- Competitive salary, a signing bonus (based on GPA and CPA exam results) and a performance bonus
- 15 days of paid vacation plus public holidays (that's 26 days off a year!)
- A flexible and collaborative work environment

Which accounting professional designation is right for you?



American Institute of Certified Public Accountants (AICPA)

About the Certified Public Accountant (CPA) designation

- The Uniform CPA Examination consists of four exams to sit (Regulation, Financial Accounting and Reporting, Audit, Business Economic Concepts) which can be sat independent of each other, in any order
- Exam sections consist of multiple choice questions and task-based simulation; all exams are between 3 and 4 hours
- Graduates are able to sit exams during eight months of the year
- Once you receive a passing score in a section, you have 18 months to pass all CPA examination sections before the score expires.

What you need to enroll in the American CPA

- To be a licensed CPA in the US and Bahamas, you require a university degree with at least 150 hours. A Master's degree in Accounting is a great way to fulfill the necessary requirements.



Association of Certified Chartered Accountants of the United Kingdom

About the Association of Certified Chartered Accountants

- The ACCA exams are divided into two levels: Fundamentals and Professional. The Fundamentals level is divided into two modules: Knowledge and Skills. The Professional level is divided into two modules: Essentials and Options. Both of the modules at Professional level have been set at the same ability level as a Master's degree. All students have to pass the three papers in the Essentials module. The Options module contains four papers, but you only need to complete two.
- If you already have a degree or qualification, you may not have to take all of the exams in the ACCA Qualification. These exemptions mean that you will start your studies at the right level for your knowledge and skill.

- Students pursuing the ACCA can study full-time or part-time around their work. There are options for self-study or to study with a tuition provider.

What you need to enroll in the ACCA

- A university degree — Associate's or Bachelor's (although this isn't required, we encourage it as a business or accounting degree will assist you with exemptions).



Making an application that matters

Making your application is simple — just visit our website and click on the position you wish to apply for. The application process will take you through a number of stages and shouldn't take more than 15 minutes.

Making your application

To make an application from our website, you will be required to:

- 1** **Select** the relevant program that you wish to apply for
- 2** **Register** a username and password (if you haven't previously registered)
- 3** **Complete** the online application form
- 4** **Attach** your resume and academic transcript and BGCSE (Bahamas General Certificate of Secondary Education) results
- 5** Finally, **answer** all the application questions so as to provide us with the best overall picture of you

Our recruitment process

The breadth of opportunities at Deloitte means there are a number of different methods we use to make sure the process is fair and thorough.

Deloitte is committed to delivering a consistent and timely process for all candidates throughout the recruitment and selection experience. Our selection process has a number of stages to give you the chance to learn about us, as well as helping us learn about you.

- 1** **Initial screening**
Your online application will be reviewed by a member of our Talent team. They will assess your skills and experience to determine your match to the role or program that you have applied for.
- 2** **Interview process**
Our interviews are competency based and are conducted by experienced interviewers. The first interview will be with a member of our Talent team. This is also your opportunity to ask any questions about the role and the firm. If you are interviewing for our graduate program, this is generally followed by interviews with the service line you are interested in. The number of interviews varies from service line to service line.
- 3** **Testing (if applicable)**
We may require you to complete either a skills based test or a case study depending on the role and service line you have applied to.
- 4** **Pre-employment checks**
For full-time positions, following the interview process if we wish to progress to the final stage of an offer, pre-employment checks are conducted. These include reference and background checks which are approved by the candidate prior to initiating.
- 5** **Offer**
Following offer approval, a verbal offer will be made by Talent. This is confirmed by a written offer sent via e-mail.
- 6** **On-boarding**
Once you have signed your offer letter, you will receive an email outlining next steps for onboarding and for full time positions, be introduced to your buddy, a member of the service line you are joining who will be available for any questions that you may have.

“ I participated in a similar program in Texas early in my career and because of how impressed I was with that program, I was inspired to form the Co-op program between Deloitte and the The College of The Bahamas. Participation in this program assisted me in launching my career and pioneering this excellent program locally.”

Raymond Winder, Office Managing Partner

“ Experience is life’s best teacher. Reading and studying the information in your textbooks is important but being able to apply the knowledge to real life engagements is amazing. Deloitte’s internship program gave me this opportunity. I was able to gain first hand experiences that ultimately made me a better student and prepared me for my career ahead. ”

Ragin Martin, Graduate Program, Audit (2013 Intern)

“ IAs a co-op at Deloitte I received the respect of my manager and colleagues which enabled me to take responsibility for the tasks that I was given. I particularly appreciated the level of responsibility entrusted to me, not only by my peers, but by the partner of the Consulting and Advisory Services Department as well. It allowed me to challenge myself and rise to the occasion as a co-op and a leader among my peers. ”

Serissa Edwards, Graduate Program, Advisory (2015 Co-op student)

“ Deloitte’s interactive audit experience lays the foundation for future success. This is where knowledge can be cultivated and enriching careers can be harvested. If you want accuracy, expertise, exposure, opportunities, choose Deloitte. ”

Shervano Collie, Co-op Student

Contact us:

CBCRecruitment@deloitte.com

www.deloitte.com/bs/en/careers/students

[linkedin.com/company/deloitte-caribbean-and-bermuda-cluster](https://www.linkedin.com/company/deloitte-caribbean-and-bermuda-cluster)



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