

**Deloitte.**



## **Making an impact that matters**

Opportunities for students and recent  
graduates in Barbados



## **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 245,000 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.

## Risk Advisory

The focus of Risk Advisory 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

## 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.

## Deloitte's International Virtual Experience (DIVE)

Deloitte's International Virtual Experience is your chance to gain invaluable business experience and start building a worldwide network that will benefit you for a lifetime — and you don't need your passport to do it! Interns who are selected to take part in the DIVE program will be part of a global team of interns working virtually to solve real business challenges facing organizations today. The selected interns will form a cross-cultural and cross-border team and work on the DIVE Project 1-2 days a week for 4-6 weeks during their summer internship. Ultimately, as part of this elite group, you will build a global network that can enhance your career for a lifetime.

## 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/bb/en/careers/students](http://www.deloitte.com/bb/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 practical 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
- 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

- Paid study leave (and unpaid if required)
- Paid study materials, course and exam fees

### **Here's what we can offer you in addition:**

- Competitive salary and performance bonus
- 15 days of paid vacation
- A flexible and collaborative work environment

# Which accounting professional qualification is right for you?



## Association of Chartered Certified Accountants

### About the Association of Chartered Certified Accountants

- 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.

Students must successfully complete all exams at the Fundamentals and Professional levels; complete the online Ethics Module and have 3 years' relevant experience in an accounting or finance related role to qualify for ACCA membership.

### What you need to enroll in the ACCA

- A university degree is preferred as it enables a fast track route through the award of exemptions. However, other entry requirements include: Diploma in Accounting and Business (via or Foundation in Accountancy program) OR 3 CXC passes and 6 CAPE units.



## Chartered Professional Accountants of Canada

### About the Chartered Professional Accountant (CPA) designation

- The professional program consists of two core module exams with workshops, focusing on financial and management accounting, and two electives chosen from either tax, finance, assurance and performance management. This culminates in a final exam.
- This is the only program where you are able to develop leadership, critical thinking and presentation skills by working through a business case with a group of students across Canada.
- Prerequisite courses are provided for those that have not taken accounting degrees in university or those who have degrees from other countries.
- Exams questions vary between multiple choice and case study questions.
- A structured program is offered with weekly assignments to guide your studying and preparation for the exams.
- Exams can be completed within one to two years.

### What you need to enroll in the Canadian CPA

- You need to obtain a university degree to be eligible, preferably with a concentration in business or accounting as this will shorten the path to becoming a CPA (reduces the number of pre-requisites required).
- If you have studied accounting in Canada, it would be in your best interest to join the CPA Canada program as most accounting degrees coming out of Canadian universities cover all of the prerequisites.



## **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
- 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.

// Where you take your career depends on where you start. I began my career as an intern and transferred as an associate to Milan, Italy before returning to Bermuda and progressing to CEO.//

**John Johnston, CEO, Deloitte Caribbean and Bermuda Countries**

// The opportunity provided by Deloitte's Summer Internship Program is an excellent stepping stone towards a successful accounting career. It gives students a taste of what it feels like to be working in the accounting industry and allows you to meet professionals who can give you much needed advice. Additionally, the Summer Internship helped me to put my theoretical knowledge into practice and it allows me currently to envision real life scenarios when doing subjects related to the field.//

**Asha Edwards, (2015 Intern)**

// The Deloitte Internship Program was incredible! It was my first time gaining experience in my career choice. I was able to put acquired theoretical knowledge into practice, as the staff all chime in to create a wonderful, propelling learning environment to assist in developing my professional skills.//

**Shaneka Greene, (2015 Intern)**

// Participating in the Deloitte Summer Internship program provided me the opportunity to obtain hands-on practical experience where I was embraced as a member of the engagement teams and the Deloitte family. This made for a smooth transition from student to full time employee.//

**Nia Green, Audit Associate (2012 and 2013 Intern)**

// Deloitte Summer Internship was truly a positive experience for me. It provided me with a means of practical guidance, and educated me greatly in the lines of accounting. The hands-on help which I received from those I came into contact with during my internship was another positive, as it boosted my confidence and encouraged me to keep moving forward rather than becoming timid and having second thoughts in relation to a career in auditing. I would say hands down, that the warm atmosphere, and respect shown to each staff member, something that is not always seen in some institutions, played a major role in my development and understanding of accounting.//

**Romario Collymore, (2015 Intern)**

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