

**Deloitte.**



**Deloitte in the Bahamas**  
Making an impact that matters  
Co-operative Program

# Co-op Program

## Program overview

The Deloitte and Touche Bahamas Co-op program is a Deloitte signature program designed to create growth opportunities for young college attendees who aspire to work for an accounting firm. This unique program allows students to obtain invaluable work experience in our Audit, Tax, FAS and ERS practices while completing their university degree at The College of the Bahamas.

The objective of this program for local students to be able to have the best experience of their college life. Co-ops are the future of Deloitte and we want them to consider Deloitte as the only option upon graduation.

Co-ops, although contractual, are managed in the same manner as regular employees. This is our way of introducing students to a real work experience as they prepare for full time employment.

## Our Audit Practice

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.

Deloitte in The Bahamas assists companies large or small, public or private. Our integrated approach combines keen insights with industry knowledge to help our clients excel. We are dedicated to strengthening corporate standards & accountability.

## Why join us?

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.

By joining our co-op program, you will have the opportunity to be a part of a vibrant and diverse organization, and get to work with people who are forward thinking and committed to making a difference. We believe this is what makes us uniquely Deloitte.





“More than 50% of our associates at Deloitte in the Bahamas have participated in the Co-op program. I participated in a similar program in Texas early in my career and this experience was instrumental in forming the Co-op program here at The College of The Bahamas, of which Deloitte is proud participant.”

**Raymond Winder**  
Bahamas Office Managing Partner

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

**Shervano Collie, Co-op participant**  
2015 - present

### Program Guidelines

Our Co-op Program caters to students at The College of The Bahamas throughout their course of study which ranges from one to four years provided they meet the minimum Grade Point Average (GPA) set by us.

Co-ops are required to submit transcripts after each semester to ensure that the minimum GPA is being achieved. Failure to maintain and/or submit grades may result in the reduction of co-op hours.

Students are able to set their working hours based on their class schedules and are paid on an hourly basis. Students are able to combine the knowledge learned in the classroom with practical on-the-job experience.

### Benefits of the program

- Application of college knowledge to real work experience
- Flexible schedules to support balancing work, school and social commitments
- Ongoing mentoring and support from a dedicated and experienced management team
- Competitive compensation based on hours work (starting at \$9.00-\$13.50 per hour)
- Financial assistance in the form of loans.
- Recognition program for top performers

### What we expect from you

It is our intention that our successful co-ops will join us as full time employees upon graduation. In order to succeed in this program, we expect the following from you:

- Maintain a GPA of 3.5
- Be consistent in the schedule you set at Deloitte
- Commit to your development
- Have a strong work ethic and be professional at all times
- Follow the guidelines of Deloitte’s Code of Ethics, Talent manual and Confidentiality Codes
- Respect the program guidelines
- Submit transcripts at the end of each semester

### How can I join?

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.

- Select the relevant program that you wish to apply for
- Register a username and password (if you haven’t previously registered)
- Complete the online application
- Attached your resume, academic transcript and BGCSE results

If you have any questions or Issues, you can contact our HR Manager, Jacquelyn Beneby at [jbeneby@deloitte.com](mailto:jbeneby@deloitte.com).

### Contact us

CBCRecruitment@deloitte.com  
[www.deloitte.com/bs/en/careers/students](http://www.deloitte.com/bs/en/careers/students)



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