

Deloitte.

Discover a world of opportunities
Cayman Islands,
the adventure of your career



Do you value quality of life,
and have the drive and
experience to have a
rewarding, challenging career?
If so, consider Deloitte
Cayman; where you can work
for a leading professional
services firm and enjoy the
unique island life of Grand
Cayman.



About the Cayman Islands

- Located 480 miles south of Miami, Florida, USA
- The Cayman Islands are a British Overseas Territory
- The three islands, of which Grand Cayman is the largest, have a combined population of 55,000
- Tourism and finance are the major industries, and the Cayman Islands are the world's leading centre for alternative investment funds, with more than 7,000 funds - 80% of the worldwide total
- There are approximately 400 offshore banks in the Cayman Islands, as well as more than 700 offshore captive insurance companies which affords them the title of the second largest offshore captive insurance centre in the world

Lifestyle and Activities

- The Cayman Islands offer pristine beaches with world class water activities
- The island's infrastructure supports an extensive range of social, community and sporting activities including: diving, snorkeling, kayaking, swimming, rugby, cricket, squash, beach volleyball, basketball, baseball, badminton, ball hockey, tennis, soccer, wakeboarding, boating and many more
- There is year-round tropical sunshine with temperatures ranging from approximately 25°C (70°F) in the winter to 30°C (90°F) at the height of summer
- The islands have the highest standard of living in the Caribbean
- There is easy travel access to and from the Cayman Islands with daily flights to the United States and frequent flights to Canada, United Kingdom, Jamaica and the Bahamas
- There is no income tax in the Cayman Islands

“The Cayman Islands are home to people from nearly every country around the world and are the unparalleled leader in hedge funds and other financial services industries.

One of the best things about Cayman is that you can gain global experience and still enjoy the sea, sun and sand every day. Cayman truly provides the best of both worlds – worldwide companies like Deloitte in the beautiful environment of a Caribbean island.”

Jennifer Bodden

**Internal Finance - Senior Manager
from the Cayman Islands**



Life at Deloitte...

Our reputation for being a great place to work precedes us. Our open-door and first-name policies contribute to an atmosphere that is friendly yet professional, where people feel comfortable asking questions. We are proud of the positive feedback from both clients and former employees about our unique environment.

Deloitte Cayman Office Facts

- Operating in the Cayman Islands since 1973, Deloitte is a member firm of Deloitte Touche Tohmatsu
- The Deloitte Cayman practice delivers services in five professional areas: Audit, Tax, Enterprise Risk, Consulting and Financial Advisory Services
- Standard work hours are 37.5 per week, although some overtime, especially in busy season, may be required
- We are able to provide our clients with the best service possible due to the training staff receive, the knowledge they gain on the job, our unique culture that promotes a social atmosphere, and high staff morale
- Staff gain valuable exposure to the financial services industry and quickly become experts in that field
- Forward mobility is an attainable goal for high performers, as are opportunities to move interdepartmentally within the firm
- The office fosters a culture where continuing professional development is encouraged and supported (this includes programmes such as the Chartered Financial Analyst qualification)
- Deloitte Cayman is a member of the Deloitte Caribbean and Bermuda Cluster

Deloitte's Shared Values

- Integrity
- Outstanding value to markets and clients
- Commitment to each other
- Strength from cultural diversity

The shared values of Deloitte and its member firms binds them together and promotes trust among partners and professionals, thus enhancing the confidence of the capital markets. These values join employees from different cultures, customs and languages and are the foundation for collective successes. Carefully identified through a global consultation process, these shared values are all-encompassing and embrace the cultures in which Deloitte's member firms operate. This thorough process has resulted in universal shared values that form a basis for a consistent approach to service delivery worldwide.

Culture and Beliefs

At Deloitte, our people make the difference. We strive to provide a culture in which our people can thrive and grow professionally and personally. In return, our people are committed to providing outstanding service to clients.

In the Cayman Islands, we aim to make Deloitte the outstanding firm, renowned in the marketplace for quality in everything we do. This aspiration recognises the powerful combination of values, integrity and client service along with our unique capabilities and strong standing in the marketplace.

Diversity

“Working previously in South Africa, the concept of diversity was not a new one to me, nevertheless upon my arrival at the Deloitte Cayman office it did not fail to amaze me once again. Interacting with people from all over the world on a daily basis both inside and out of the office really opens one's eyes to different customs, cultures and traditions. It becomes a learning experience, one which no book could ever teach you. Experiencing the diversity truly has been one of the most prominent highlights of my Cayman experience to date.”

Marcin Czarnocki
Financial Advisory - Manager
Started his Deloitte career in the
Deloitte Durban, South Africa office

“The opportunity to live and work in Cayman has been rewarding, both professionally and personally. Professionally, the opportunity to obtain focused financial services industry experience has allowed me to specialise in a dynamic, growing industry. Personally, the opportunity to work with and become friends with people from all over the world has been a great experience.”

Laurie Mernett,
Assurance and Advisory - Director
Started her Deloitte career in the
Deloitte Winnipeg, Canada office



“From Manila to Singapore to Cayman! I found my transition to Deloitte was as smooth as relocating from one city to another. My move from a fast paced life to easygoing Cayman, has been a truly blissful experience. The nature of audit work in any Big 4 is pretty much the same - what separates each firm are the people and the work environment. Being surrounded by highly motivated people makes working in Deloitte a challenging and rewarding experience.”

Maria Solas

Assurance and Advisory - Senior
Manager from the Phillipines



Career Development and Success Support

Deloitte's success depends upon hiring the best people and investing in their ongoing development. This means that as your career goals change and grow, we can support you with the knowledge, skills and education you will need to keep advancing. Throughout your career at Deloitte Cayman, both professional and personal development is progressed by undertaking challenging work supported by great colleagues.

Through our professional development policy, we encourage our staff to take advantage of professional development programs and support those interested in working towards additional designations that will help to benefit their career development. Our people's success is the firm's success, and we encourage staff to take the initiative in their careers whenever possible.

Performance Management

Talent has a way of rubbing off on people. Which is why, thanks to our Performance Management Approach (PMA) programme, the great people who join have a habit of becoming outstanding people at Deloitte.

Our PMA programme is a strategic and integrated process of setting, tracking and measuring individual performance objectives against organizational goals and competencies—those skills that lead to business success. This approach helps to develop the capabilities of individuals and teams to deliver sustained success to organizations. The programme also allows you to gain the feedback you need to develop your skills.

Our office also incorporates a strengths-based approach into the performance management process. You are encouraged to identify your areas of strengths and further your focus in those areas.

We also encourage our people to talk to their more experienced colleagues, at all levels, to receive guidance and advice on any questions they might have.

Making the move to a new office or company can require some adjustments—and those adjustments can be magnified with a move to a new country as well. Our "Ambassador" program partners you with a current staff member to help you adjust and settle in to your new career with Deloitte Cayman even before you arrive on the island. The system is especially valuable during your first few weeks in the office, and is great for introducing you to the social side of the firm and the island.

Giving Back to the Community

Our culture allows staff to grow professionally and personally through community involvement guided by our firm's values. Deloitte Cayman has been generously supporting worthy causes within the wider community for many years. Our objectives are to support and have a positive impact on community initiatives and worthy causes within the Cayman Islands, and to encourage our people to participate in activities that help achieve these aims. We support our community through:

- Donations
- Volunteering
- Pro bono services
- Board appointments on not-for-profits
- Green initiatives

Deloitte IMPACT Day

Deloitte Cayman participates in the annual Deloitte IMPACT Day, which reinforces the global organisation's and member firms' overall commitment to community involvement. A day is set aside each year to celebrate and recommit to the community for the upcoming year. Staff collectively volunteer their time at one of several organisations in need of assistance. "We have received nothing but positive feedback from the staff who participated and the organisations and people who benefited from IMPACT Day," says Audit partner Michael Pilling (now retired). "Our firm's strong view is that it is our responsibility to give back to the community."

Sports and Social

You know what they say about all work and no play! To help ensure our staff have the right balance; our Social Committees organise annual events such as the Holiday Party and Beach Day. The firm also sponsors sporting events that our staff can get involved in. With all of these options, there's always something going on in the office to look forward to and participate in!

Assurance and Advisory

In the Cayman Islands, our people work in a range of onshore and offshore financial service sectors, with the majority of our audit clients falling into financial services and alternative investment vehicles such as mutual and hedge funds as well as special purpose vehicles. We also have a large number of captive insurance and banking clients.

We aim to provide the best possible service to our clients by having professionals with the relevant qualifications, experience and skills on our teams. We achieve this by ensuring our people are equipped with specialist financial skills, particular knowledge of industry issues and relevant support and experience. We train our professionals to be the best because in today's challenging and competitive environment, our clients require the best advice available to them. By listening to our clients' individual needs, we consider the business implications and tailor our solutions accordingly.

We provide clients with professional advice and assurance on their controls and accounting systems all year round. We understand our clients' operations, their industry and the issues they face, enabling us to provide them with relevant advice. The combination of our specialist skills, industry expertise and ongoing investment allows us to anticipate complex business problems for our clients and recommend preventative action.

Services provided to clients range and may include some of the following:

- Audit and assistance in financial statement preparation in accordance with International Auditing Standards or those generally accepted in the United States, Canada or the United Kingdom
- Special purpose reviews and interim financial statements
- Coordination of multinational engagements and internal control reviews

- Consultation on accounting for complex financial instruments
- Consultation on investment company startup
- Advice on selection of service providers
- Consultation on segregated portfolio companies
- Advice on formation of insurance captives

All audit work is currently conducted on AuditSystem/2—a computer based audit system utilising the underlying technologies of our client Microsoft. Comprehensive training on the package commences as soon as you join the office. Testing for Engagement Management System (EMS), our new global audit software, will soon commence for the Deloitte Cayman office. Using EMS, Deloitte offers consistent, high quality audits around the world to provide our clients with a seamless, borderless audit, bring added value to clients.

For those who seek it you will have the opportunity to take on responsibility quickly, while being supported and listened to by the firm's managers and partners. You will also be given frequent constructive feedback to aid your progression, ensuring that you have an input into the direction and pace of your own development.

Secondments to clients' offices in Cayman and abroad are a regular feature of your role in the audit department. These situations occur when a client requires assistance with a particular assignment or has a short-term need. These secondments provide our staff with very useful experience and an insight into the workings of that company. You may also have the opportunity to supplement your audit experience with a temporary transfer to other departments.

Tax

The Cayman Islands are a tax-free jurisdiction; however our clients are offshore companies operating around the world. The Tax team works with our clients to minimise their tax liabilities and ensure their organisation complies with local, federal and international tax law. We offer a fresh look at our client's tax position with an eye towards broader business objectives, working closely with them to understand their global goals and strategies and how industry and economic trends affect their business. We provide a wide range of tax planning and compliance assistance to hedge funds, captive insurance companies and individuals. We also develop tax strategies to help streamline compliance processes.

“Working for the Deloitte Cayman Tax Practice has been a better opportunity than I ever imagined. It has allowed me to work with an outstanding team of professionals as well as sophisticated hedge funds, all while enjoying the exceptional aspects of the island. The Cayman firm has definitely positioned me to achieve career goals that were not possible prior to joining this team.”

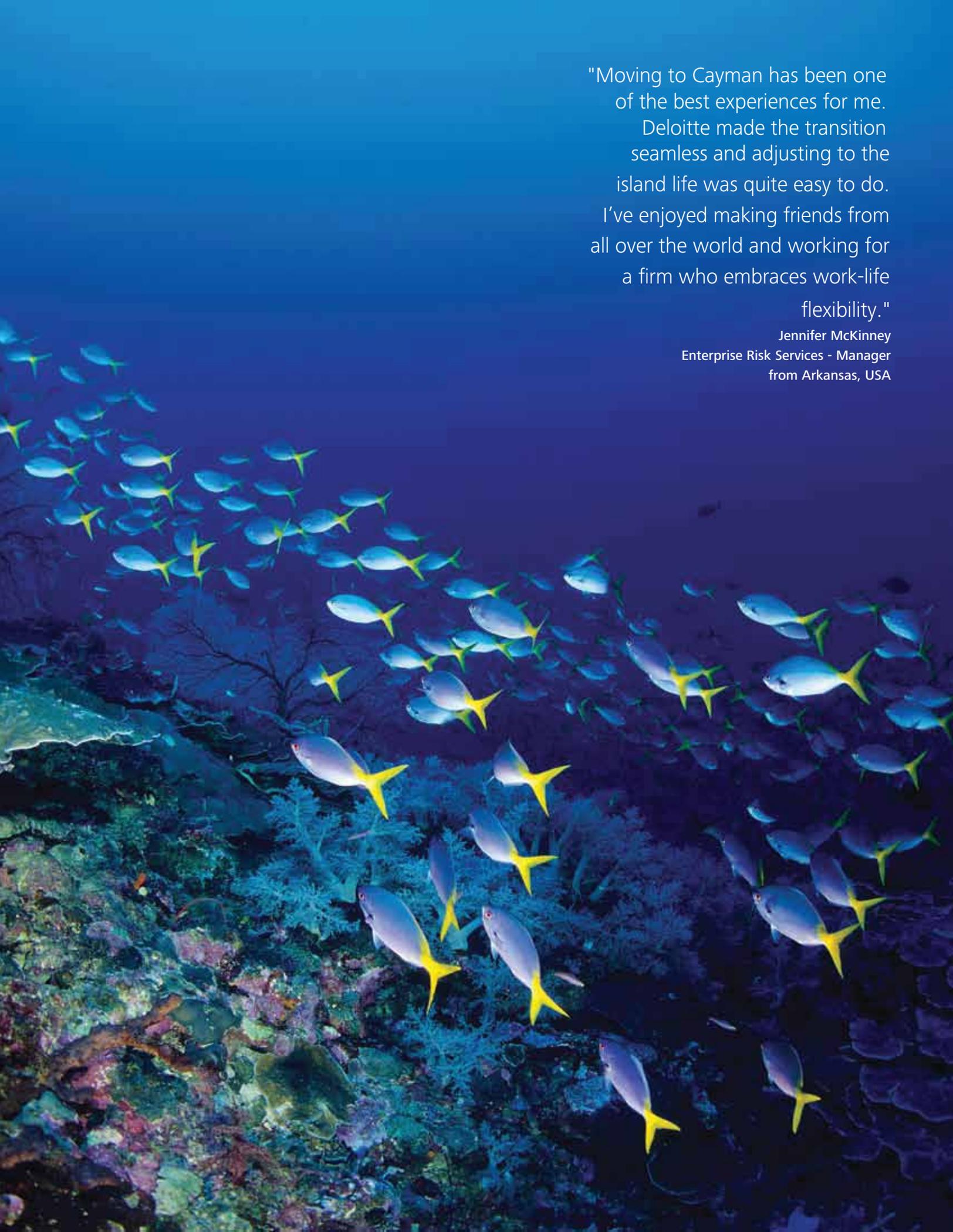
Anthony Fantasia
Tax Partner

Started his Deloitte career in the
Deloitte Chicago, USA office

"I wanted to join the Deloitte Cayman Islands practice in order to apply my technical and management skills to help others. Working at Deloitte helped me to get the experience of working in a smaller community and develop new perspectives in work and life. I'm happy to have friends among my colleagues and be exposed to the multinational team with a lot of interesting people that I can learn from."

Alexandra Simonova
Enterprise Risk Services - Manager
from St. Petersburg, Russia





"Moving to Cayman has been one of the best experiences for me. Deloitte made the transition seamless and adjusting to the island life was quite easy to do. I've enjoyed making friends from all over the world and working for a firm who embraces work-life flexibility."

Jennifer McKinney
Enterprise Risk Services - Manager
from Arkansas, USA

Financial Advisory Services

We have a dedicated and very experienced Financial Advisory Services (FA) practice. Our FA team members have diverse backgrounds encompassing asset tracing and recovery, fraud and financial investigation, litigation support, forensic IT, corporate restructuring, anti-money laundering and compliance reviews. We have a proven track record working on a significant number of large, complex, multi-jurisdictional engagements involving banks, hedge funds, captive insurance companies, corporate service providers and special purpose vehicle companies. We have the capability to provide a variety of services tailored to our clients' needs including:

Forensic & Dispute Services

- Asset Tracing and Recovery
- Business Intelligence Services
- Forensic Investigation and Litigation Support
- Analytical and Forensic Technology
- Business Valuation
- Risk Management Consulting

Insolvency & Reorganisation Services

- Business Viability and Recovery Services
- Corporate Restructuring
- Due Diligence and Transactional Services
- Receiverships, Controllershops and Provisional Liquidations
- Compulsory and Voluntary Liquidations

Regulatory Consulting Services

- Anti-Money Laundering Reviews
- Regulatory Compliance and Due Diligence Reviews
- Development of Regulatory Framework

Our FA team includes Chartered Accountants, Certified Public Accountants, Chartered Business Valuators, Certified Fraud Examiners, Qualified Insolvency Practitioners, Forensic IT specialists, and others. It is the largest in the Caribbean region and works closely with other Deloitte practices and clients throughout the Caribbean and the rest of the world.

Enterprise Risk Services (ERS)

We provide a broad array of risk management consulting services that allow our clients to better measure, manage and control risk so they can enhance the reliability of systems and processes throughout their enterprise. With core competencies encompassing control assurance, internal audit, corporate governance and regulatory consulting, business continuity management and security and privacy services, our professionals progress their careers in the field of risk management by assisting clients in various industries and locations throughout the Caribbean.

We have risk management consulting opportunities for qualified professionals who have completed their accountancy qualification, internal audit certification, or relevant IT designation.

Accounting Services

Professionals in our Accounting Services team gain exposure in assisting businesses efficiently and effectively manage their day-to-day affairs and continue to grow. They help clients in all sectors of the Cayman Islands economy with a broad range of accounting and financial services needs. Some of the services that our accounting services staff gain exposure to are:

- Compilation engagements for private investment companies and local businesses
- Net Asset Value (NAV) calculations
- Designing and implementation of accounting policies, procedures and controls
- Providing advice on technical accounting issues
- Providing analysis and recommendations on financial accounting systems utilisation

Human Capital Consulting

Our team members are more than HR consultants, they are broad-based business consultants who specialise in integrating people issues with business strategy. Our team of consultants has the opportunity to be involved in exciting projects and work with outstanding people to assist our clients in many different areas, including:

- Driving an increased contribution from staff and establishing a performance culture
- Identifying and managing people costs in the business
- Aligning people, brand, and structure with business strategy
- Managing the people implications of business strategy
- Securing and sustaining the business case benefits of major change programmes
- Embedding a new culture and new ways of working
- Improving the effectiveness and performance of the HR function
- Building a pipeline of talent

Strategy & Operations

Our team enables clients to realise their potential by helping them envision their future, formulate strategy and implement operations. We advise public and private sector clients on process design, supply chain, organisational performance, performance management, change management and programme leadership. Members of our team help clients to:

- Deliver efficient and effective business models through the transformation of large scale processes
- Work with clients to develop strategic plans or carry out in-depth organisational reviews to assess performance of key objectives

"I joined the Deloitte Cayman practice for the opportunity to focus my career in the International Tax Service line and the financial services industry. The firm offered me the opportunity to learn the principles of International Tax from the ground up."

Aaron Dorosh

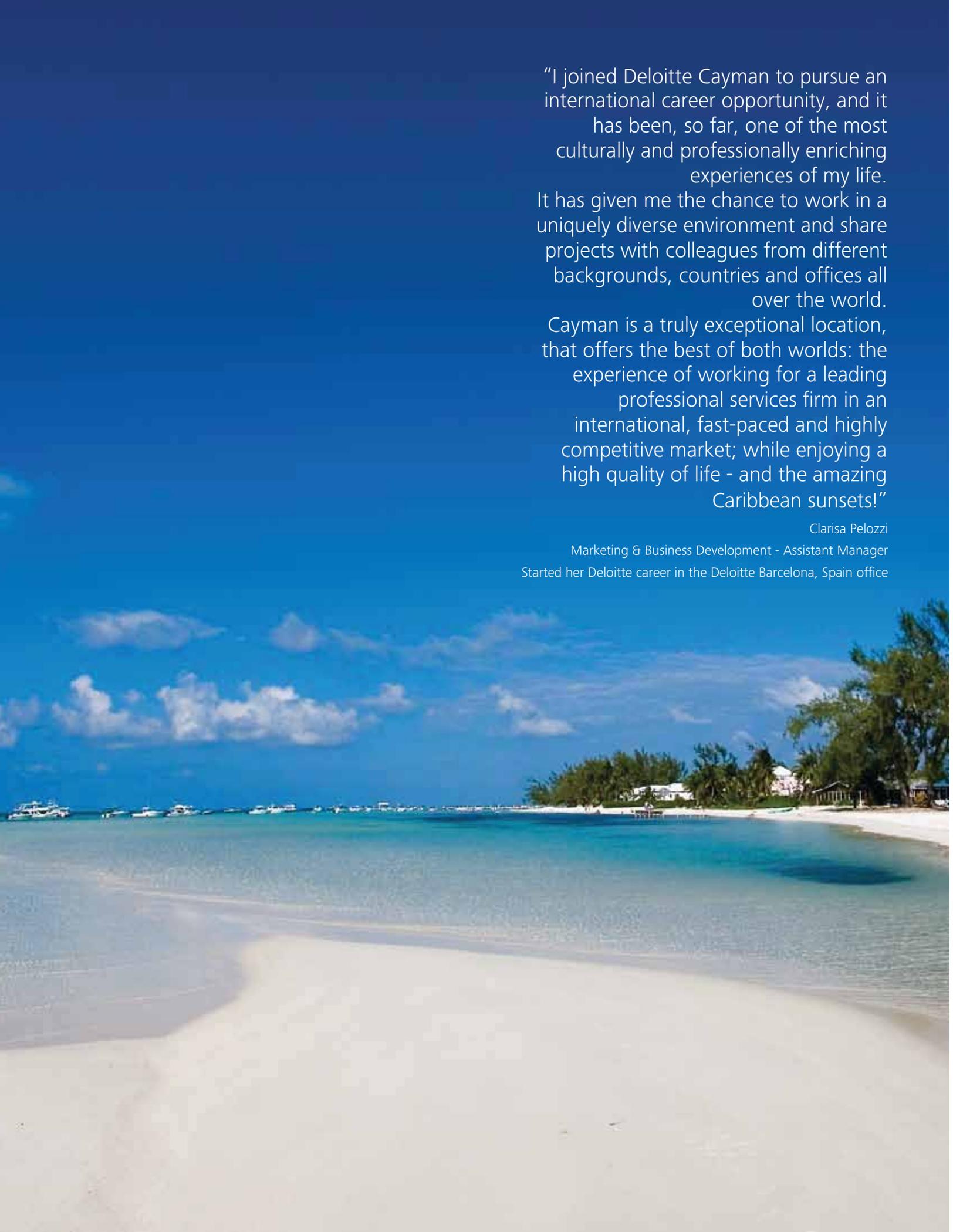
Tax Services - Tax Senior

Started his Deloitte career in the Deloitte Winnipeg, Canada office



"He Hath Founded it Upon the Seas"

Hon. W. McKeever Bush OBE, JP, Leader Of Government Business
Mr. D. Bezzard Miller, Chairman, Quincecentennial National Committee
Ms. Angela Martins, Executive Director



“I joined Deloitte Cayman to pursue an international career opportunity, and it has been, so far, one of the most culturally and professionally enriching experiences of my life. It has given me the chance to work in a uniquely diverse environment and share projects with colleagues from different backgrounds, countries and offices all over the world. Cayman is a truly exceptional location, that offers the best of both worlds: the experience of working for a leading professional services firm in an international, fast-paced and highly competitive market; while enjoying a high quality of life - and the amazing Caribbean sunsets!”

Clarisa Pelozzi

Marketing & Business Development - Assistant Manager

Started her Deloitte career in the Deloitte Barcelona, Spain office

Why join us?

Here are a few reasons...

- We offer a competitive salary with a full range of benefits
- We pay for your annual dues memberships for designations, provide you with professional development support through our on-line e-learning courses and provide additional monetary support and study time off with pay to enable you to pursue designations such as the CFA
- We provide staff with relocation assistance including airfare, an interest-free loan when you arrive on the island, initial accommodation and a settlement allowance
- Both initially and throughout their career, all staff will receive training in Deloitte methodology (if applicable), and extensive industry training
- Our office has casual Fridays and various social functions each month
- We have a number of in-house committees you can participate in to help develop your career
- Our unique culture—diverse, open, respectful and flexible, with a great group of people—is the right place to grow outstanding careers

How to Apply

If you are someone who shares our values and is interested in joining our team, please go to www.careers.deloitte.com, search for the openings in the Cayman Islands and apply online.

Successful applicants will experience an enhanced lifestyle offered by the Cayman Islands. Our positions suit an outgoing person who loves the outdoors and wants to gain greater exposure to a diverse international work environment.

Deloitte.

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Deloitte provides audit, tax, consulting, and financial advisory services to public and private clients spanning multiple industries. With a globally connected network of member firms in more than 150 countries and territories, Deloitte brings world-class capabilities and high-quality service to clients, delivering the insights they need to address their most complex business challenges. Deloitte's more than 200,000 professionals are committed to becoming the standard of excellence.

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