

**Deloitte.**

**Your career  
starts here**



**Consulting**  
Canada

# Our #EverydayPurpose:

**Make an impact that matters**

At Deloitte, you can **make an impact every day and build a better future** for our people, organizations, communities, and country.

A person in a striped shirt stands on the dark silhouette of a mountain peak, looking out over a vast, hazy landscape of rolling green hills and mountains under a soft, overcast sky.

**Here,**

**we empower our people** to be the very best, not only for clients, colleagues, and communities, but also for their own careers and aspirations.

# What is Deloitte Consulting?

Consulting brings together **multidisciplinary capabilities**—technical, analytical, strategic, and creative skills—to solve complex problems and unlock value for our clients.

Simply put, we **shape every aspect of businesses** and help organizations across all industries to

**imagine, deliver, and run** their future.

STRATEGIC  
ADVISORY

BUSINESS  
TRANSFORMATION

TECHNOLOGY  
IMPLEMENTATIONS

MANAGED  
SERVICES

OUTSOURCED  
OPERATIONS

*The spectrum of Consulting capabilities at Deloitte*

## What does this mean for YOU?

### **More opportunities**

The breadth of our offerings allows you to explore different passions, domains, and industries.

### **Greater flexibility**

Whether it's influencing strategy, innovating operations, or creating digital experiences, you have a place here.

### **Maximized potential**

As you grow, you can choose where you want to specialize to become a leader in a domain area.

**At Deloitte, you can have  
30 careers in 30 years!**

affiliated entities.



# Your impact. Your choice.

There are endless opportunities for you in Consulting.  
Apply to 1 or 2 pathways to begin your journey.

## **Problem Solver:**

Explore and solve diverse business challenges across industries

## **Finance**

### **Transformationalist:**

Advise and optimize finance functions

## **Technical Engineer:**

Design, build, and deploy hardware and software systems

# SEVEN PATHWAYS

+ optional choices in  
**INDUSTRY & PROBLEM  
TYPES or FUNCTIONS**

## **Certified Technologist:**

Become a configuration professional in a leading-edge technology

## **Digital Enthusiast:**

Combine creativity and technology to elevate human experiences

## **Business Strategist:**

Create strategies for growth, differentiation, and value creation

## **AI and Data Specialist:**

Maximize business value through data and AI capabilities

OUR BRANDS

**Deloitte.** **OmniaAI**

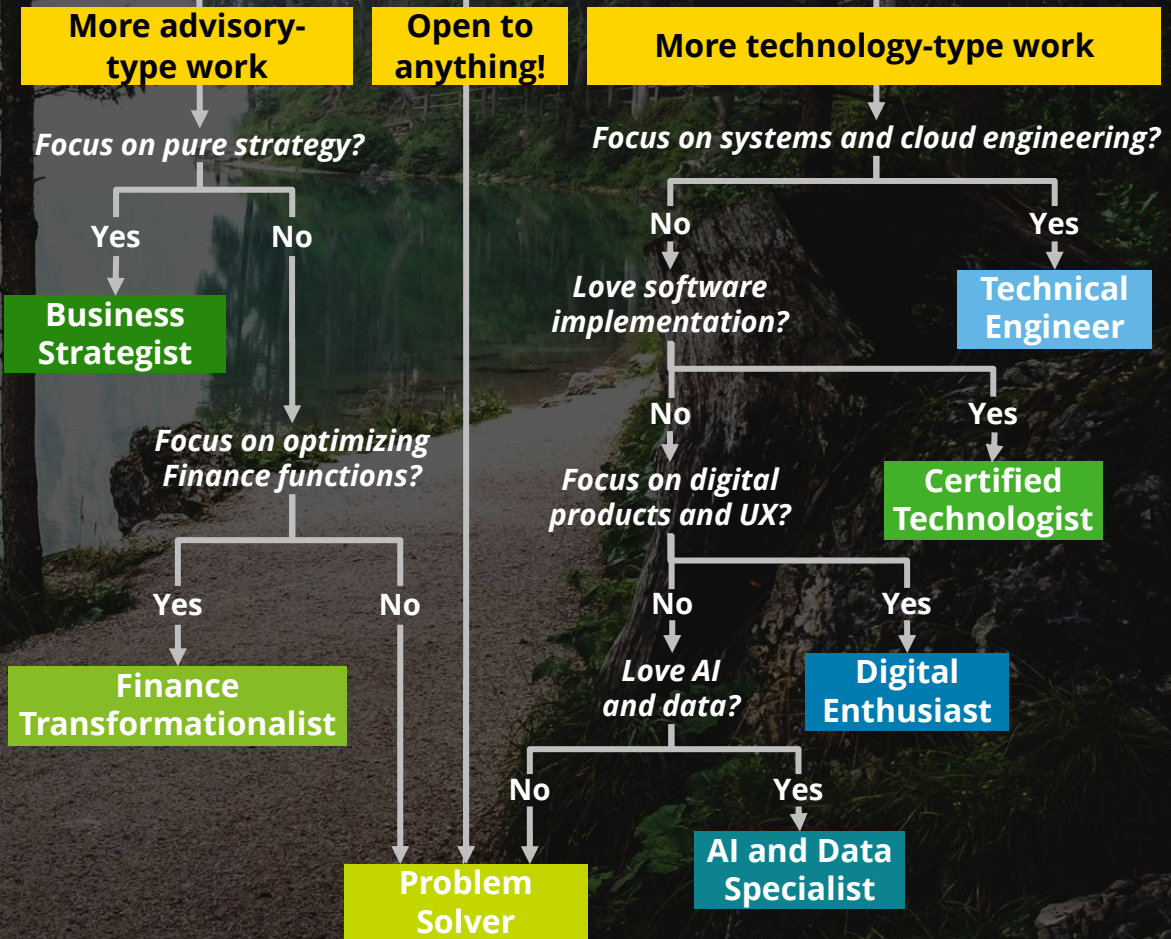
**Deloitte.**  
Digital

Monitor  
**Deloitte.**

# Which pathway is for me?

Balancing your skills and interests with business needs, you will be interviewed for one pathway to join a team.

Where are you interested in focusing?



In your application, you can indicate further preferences (100% optional):

- **New grads** can select preferences for **PROBLEM TYPES** (see pathway pages)
- **Interns / co-ops** can select preferences for **BUSINESS FUNCTIONS** (see page 24)
- **ALL students** can select preferences for **INDUSTRY** (see page 24)



# Problem Solver

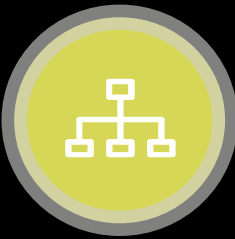
*This pathway focuses on helping clients identify business challenges, define a recommended course of action, plan the execution of the solution, and manage the change.*

## What types of problems are you interested in solving?

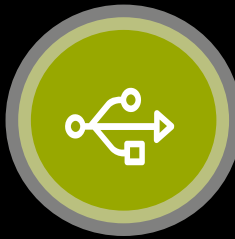
During the application process, new grads can optionally indicate preferences for problem types relevant to this pathway (you can also select no preference):



**People, Org  
& Workforce**



**Strategy Execution  
& Business Ops**



**Systems &  
Technology**



**Supply Chain  
Management**



**Mergers &  
Acquisitions**



## Choose this pathway if:

- You enjoy exploring different roles, topics, and domains
- You want exposure to a wide range of projects and a variety of business problems
- You're not seeking a specialist designation or technology certification

**7 PATHWAYS:**

**Problem  
Solver**

**Technical  
Engineer**

**Certified  
Technologist**

## What could I be working on?

This pathway will expose you to different experiences, including but not limited to:



Current state  
assessment



Business case  
development



Operating  
model design



Process design  
and optimization



Roadmap  
development



## Sample project: Provincial vaccine solution

### CLIENT ISSUE

In response to the Covid-19 pandemic, a Ministry of Health in Western Canada along with the provincial health authority had a pressing need to deliver a vaccine management solution for the people of the province.

### OUR APPROACH

Over the span of 18 months and 60 releases, we leveraged support from 150+ resources across 7 countries to develop and deploy a vaccine management solution enabled by Salesforce that incorporated 160+ user stories and allowed citizens to register for and receive a vaccination. The solution also enabled clinicians to document immunizations.

### VALUE DELIVERED

Since launch, the solution has been used by 4.5 million registrants and 18,000 users to deliver over 11.5 million immunizations. Energized by this success, the province is looking to standardize its digital citizen interactions on Salesforce, expand the platform to support all vaccines, and harness the post-pandemic momentum to revisit digital health care in the province—talk about saving lives!

Business  
Strategist

AI and Data  
Specialist

Digital  
Enthusiast

Finance  
Transformationalist

# Technical Engineer

*This pathway focuses on helping clients enable end-to-end technology delivery capabilities via full stack development, platform integration, and adoption of cloud, Agile, and DevOps.*

## What types of problems are you interested in solving?

During the application process, new grads can optionally indicate preferences for problem types relevant to this pathway (you can also select no preference):



**Systems &  
Applications**



**Cloud  
Services**



**Product  
Development**



**Enterprise  
Platforms**



## Choose this pathway if:

- You have strong technical skills in programming and computer engineering
- You enjoy architecting and integrating systems and applications
- You want to drive innovation and new ways of working enabled by cloud technology

**7 PATHWAYS:**

**Problem  
Solver**

**Technical  
Engineer**

**Certified  
Technologist**



## What could I be working on?

This pathway will expose you to different experiences, including but not limited to:



Application  
architecture



Front- and back-  
end development



Cloud  
delivery



Application  
management



Roadmap  
development



## Sample project: Federal digital identity

### CLIENT ISSUE

A federal health agency was looking to enable verifiable vaccine credential solutions to support international travel for over 37 million citizens. With many provinces / territories developing unique credentials, the client faced urgency for a consistent national standard that could be used for international travel, regardless of a resident's home region.

### OUR APPROACH

Deloitte was engaged to deliver a standardized vaccine credential for residents. We brought forward a multi-disciplinary team of architects, health and public policy specialists, and project managers to work hand in hand with the agency team and accelerate development work.

### VALUE DELIVERED

Leveraging our digital identity experience to provide insights on the current international credential landscape, Deloitte developed the end-to-end architecture and data standards for vaccine credential issuance. Critical to success was leading the engagement of each province / territory in order to launch a standard vaccine credential for all residents.

Business  
Strategist

AI and Data  
Specialist

Digital  
Enthusiast

Finance  
Transformationalist

# Certified Technologist

*This pathway focuses on helping clients select, configure, and implement software solutions and maximize their technology investments with architectural and sustainment strategies.*

## What types of problems are you interested in solving?

During the application process, new grads can optionally indicate preferences for problem types relevant to this pathway (you can also select no preference):



**HR  
Technology**



**Finance  
Technology**



**SAP  
Solutions**



**Oracle  
Solutions**



**Emerging ERP  
Solutions**



## Choose this pathway if:

- You enjoy working with and configuring cloud technology
- You're savvy at translating business requirements into technology solutions
- You have a keen interest in becoming a deep specialist in a leading software solution

**7 PATHWAYS:**

**Problem  
Solver**

**Technical  
Engineer**

**Certified  
Technologist**

## What could I be working on?

This pathway will expose you to different experiences, including but not limited to:



Requirements  
gathering



Solution and data  
architecture



Software  
configuration



Business  
process design



User acceptance  
testing

## Sample project: Global bank reimagines HR

### CLIENT ISSUE

A Canadian bank with global operations embarked on a multi-year journey to transform HR and better align the employee experience of its global workforce with its digital strategy. To achieve that, the client needed to implement new cloud technology and reimagine its HR organization.

### OUR APPROACH

Deloitte applied its global implementation methodologies to configure an integrated HR platform based on business and functional requirements through iterative prototyping cycles. We also engaged client stakeholders across key countries to develop a global design with localization needs incorporated into HR processes and operating model shifts.

### VALUE DELIVERED

Deloitte provided holistic end-to-end services from program mobilization and system go-live to post go-live support and change management to ensure that the client was successful in their transformation journey. Ten functional HR modules were configured in one unified platform and all data conversions, integrations, and security delivered.



Business  
Strategist

AI and Data  
Specialist

Digital  
Enthusiast

Finance  
Transformational  
list



# Business Strategist

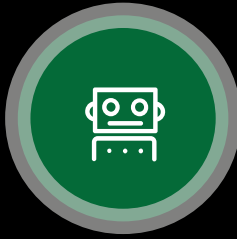
*This pathway focuses on helping clients create executable strategies in increasingly uncertain environments and make the right choices to confidently navigate a world of disruption.*

## What types of problems are you interested in solving?

During the application process, new grads can optionally indicate preferences for problem types in other strategic domains (you can also select no preference):



**Business Design  
& Strategy**



**Technology  
Strategy**



**Workforce  
Strategy**



**Operations  
Strategy**



## Choose this pathway if:

- You're inspired to solve complex problems through critical and creative thinking
- You enjoy thinking about the big picture and have no issue diving deep into the details
- You're extremely curious and excited to learn about a diverse range of topics

**7 PATHWAYS:**

**Problem  
Solver**

**Technical  
Engineer**

**Certified  
Technologist**

## What could I be working on?

This pathway will expose you to different experiences, including but not limited to:



Growth  
strategy



Corporate and  
business unit  
strategy



Strategic  
foresight /  
sensing



ESG  
strategy



Business  
design and  
transformation



## Sample project: Charting the future

### CLIENT ISSUE

A large energy company was looking to understand the possible ways in which decarbonization and energy transition will take place, how that will impact the business as constituted today, and what strategic considerations should be accounted for as they transform for the future.

### OUR APPROACH

Leveraging global specialists and industry insights, Deloitte developed a variety of likely scenarios and supported the executive team and board of directors to evaluate the range of options and their implications on the business, organization, and workforce throughout the transition.

### VALUE DELIVERED

The analysis and insights presented helped to align the executive team and board on several critical choices about the future of their organization and influenced the strategic direction of the business and its workforce needs. The strategy work ultimately led to a series of M&A transactions, an enterprise transformation program, and a series of innovation initiatives to position the organization for success.

**Business  
Strategist**

**AI and Data  
Specialist**

**Digital  
Enthusiast**

**Finance  
Transformationalist**

# AI and Data Specialist

*This pathway focuses on helping clients solve business problems through applications of artificial intelligence, machine learning, and advanced data analytics.*

## What types of problems are you interested in solving?

During the application process, new grads can optionally indicate preferences for problem types relevant to this pathway (you can also select no preference):



**AI & Data  
Strategy**



**Data Engineering  
& Architecture**



**Data Science &  
Visual Analytics**



**Intelligent  
Automation**



## Choose this pathway if:

- You have strong analytical and technical skills in data science and AI applications
- You enjoy manipulating data to uncover hidden insights
- You're fascinated with data structures, and have a passion to model and build data solutions

**7 PATHWAYS:**

**Problem  
Solver**

**Technical  
Engineer**

**Certified  
Technologist**



## What could I be working on?

This pathway will expose you to different experiences, including but not limited to:



Use case  
identification



Data  
wrangling



Proof of concept  
development



Operating  
model design



Roadmap  
development

## Sample project: Global GHG monitoring

### CLIENT ISSUE

Clients are looking at greenhouse gas (GHG) reduction as an important global target due to its impact on climate change. The need for emissions reporting has also accelerated due to added regulations—between 2019 and 2021, there was a 700% increase in mentions of environment, social, and governance (ESG) goals during corporate earnings calls.

### OUR APPROACH

Deloitte developed a solution called **SpaceESG** that detects, monitors, and quantifies the GHG emissions of organizations, plants, sites, and facilities anywhere around the globe based on satellite imagery data analyzed through **CortexAI™**, our proprietary AI and data analytics platform.

### VALUE DELIVERED

SpaceESG enables organizations to quantify emissions and mitigate environmental and compliance risks through leak detection from unexpected sources. The tool can provide actionable insights and performance benchmarks against industry comparators to inform business decisions for an organization's overall decarbonization strategy and goals.

Business  
Strategist

AI and Data  
Specialist

Digital  
Enthusiast

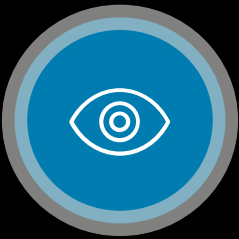
Finance  
Transformationalist

# Digital Enthusiast

*This pathway focuses on helping clients reach their untapped digital potential through creative crafts in experience design, branding, technology platforms, and integrated solutions.*

## What types of problems are you interested in solving?

During the application process, new grads can optionally indicate preferences for problem types relevant to this pathway (you can also select no preference):



**Marketing & Commerce**



**Customer Strategy & Innovation**



**Customer Experience Platforms**



**Product Design & Engineering**



## Choose this pathway if:

- You obsess over how people interact with the digital world
- You're always looking at how UX / UI can be improved
- You have an eye and passion for branding and advertising
- You enjoy working creatively with front- / back-end systems

**7 PATHWAYS:**

**Problem  
Solver**

**Technical  
Engineer**

**Certified  
Technologist**

## What could I be working on?

This pathway will expose you to different experiences, including but not limited to:



Customer and  
user research



Digital / mobile  
strategy



Marketing  
content



Experience and  
process design



Software  
development

## Sample project: Launching digital grocery

### CLIENT ISSUE

As part of its digital transformation and growth strategy, a national supermarket chain was looking to launch an online grocery delivery service under a new banner. The client engaged Deloitte to develop the approach, design the technological solution, and provide their digital marketing team with the capabilities to support the developed solution.

### OUR APPROACH

Deloitte implemented a number of key technologies to increase the efficacy of the e-commerce platform: Salesforce Marketing Cloud to scale marketing campaigns; Salesforce Service Cloud to enhance the customer service experience; OpenText Media Management to integrate disparate digital asset networks; and an IT solution to manage product data.

### VALUE DELIVERED

Deloitte delivered a five-day Digital Marketing Academy to upskill the client's marketing team on how to best leverage their technology investments to achieve strategic objectives. The client asked Deloitte to provide continued support of the e-commerce solution as they expand their digital footprint.

Business  
Strategist

AI and Data  
Specialist

Digital  
Enthusiast

Finance  
Transformationalist



# Finance Transformationalist

*This pathway focuses on helping clients transform and optimize their finance functions and advising them through the origination, execution, and closing of business deals.*

## What types of problems are you interested in solving?

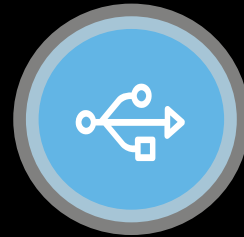
During the application process, new grads can optionally indicate preferences for problem types relevant to this pathway (you can also select no preference):



**Finance Strategy  
& Operations**



**Corporate  
Transactions**



**Systems &  
Technology**



## Choose this pathway if:

- You're inspired to solve complex financial problems through critical and creative thinking
- You enjoy optimizing processes, as well as financial analysis and data modelling activities
- You are pursuing a CPA or CFA designation (not mandatory)

**7 PATHWAYS:**

**Problem  
Solver**

**Technical  
Engineer**

**Certified  
Technologist**

## What could I be working on?

This pathway will expose you to different experiences, including but not limited to:



Finance vision  
and strategy



Operating model  
design



Forecasting  
and analytics



Process design  
and automation



System  
implementation



## Sample project: Transforming insurance

### CLIENT ISSUE

A multibillion-dollar insurance company was looking for a strategic partner to support their finance transformation journey, which entailed optimizing all aspects of their finance function, including completely redesigning the end-to-end close, consolidation, and reporting processes.

### OUR APPROACH

From upgrading their current on-premises enterprise resource planning and enterprise performance management solutions to the cloud, to addressing complex actuarial requirements stemming from a new international reporting standard, Deloitte played an orchestrating role in helping the company modernize its finance architecture and data environment.

### VALUE DELIVERED

The client valued our strong partnership and when they acquired another insurance company with international presence, ultimately asking Deloitte to lead the post-merger integration activities to ensure a seamless transition of the target to the acquirer's environment.

**Business  
Strategist**

**AI and Data  
Specialist**

**Digital  
Enthusiast**

**Finance  
Transformationalist**







**Why join  
Deloitte?**

# Our promise? To be where potential comes to life

Our Talent Value Proposition delivers on **four promises**:



## **Be yourself, and more.**

Diverse perspectives and life experiences make us better. Whoever you are and wherever you're from, we want you to feel like you belong here.



## **You shape how we make impact.**

Our people are driven to learn, gain experience, and develop skills. We provide flexible working options to support you and how you can contribute.



## **Be the leader you want to be.**

Some guide teams, some change culture, some build essential skills. We offer opportunities and experiences that support your growth as a leader.



## **Have as many careers as you want.**

We are uniquely able to offer you new challenges and roles—and prepare you for them with a lifelong network of friends, peers, and mentors.

In Consulting, this is amplified through **#EverydayBehaviours**—6 commitments linked to behaviours that define what we stand for and how we treat each other.

# Only@Deloitte experiences



**Deloitte.**  
University

## Continuous learning

Apprenticeship is part of our DNA and we provide you with world-class learning and experiential programs at each milestone in your career at our state-of-the-art **Deloitte University North**.

## People-first culture

From Day 1, you get assigned a buddy and career coach to set you up for success as you build lifelong relationships across our global network.



## Diversity, equity, and inclusion

The firm has teamed up with First Nations University of Canada and Reconciliation Education to launch a mandatory course as part of our reconciliation journey. Our employee resource groups include:

- AccessAbility
- Women's Impact Network
- Canadian Asian Network
- Canadian Black Professional Network
- Deloitte Parents
- Deloitte Trailblazers
- Indigenous and Allies
- Pride Community
- Deloitte Jewish Network
- Deloitte Latin American Community



## Deloitte Days

All employees enjoy 11 additional days off to disconnect with confidence as a firm-wide collective to enhance well-being.



## Innovation mindset

We face disruption head on by driving innovation across all our services and facilitate breakthrough labs with clients at the **Deloitte Greenhouse**.



## Health and wellness

Deloitte believes in embedding well-being in the flow of work—you can take full advantage of the numerous benefits offered:

- \$1,300 myBenefit Dollars\*
- \$4,000 mental health support\*
- 15 vacation & 3 wellness days\*
- Recharge fitness facilities
- Core health & dental coverage
- Gender affirmation coverage
- Parental leave top-up
- And much more!

*\*For students, amounts are pro-rated for the duration of your term.*



# Innovation and mash-ups!

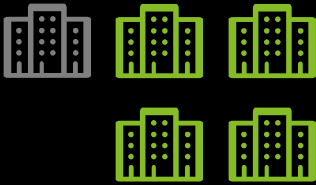
With Deloitte, you can design and build innovative solutions and products in collaboration with our thriving ecosystem of industry-leading alliances and technology relationships.



Don't see your favourite technology?

*Ask us about it!*

# Did you know?



Deloitte serves **4 out of 5 Fortune Global 500® corporations and thousands of private companies** through our network of member firms in **over 150 countries**.

Students will have the opportunity to support clients across various domains—if you have a preference, let us know in your application!

**Both new grads and interns / co-ops** can optionally select preferences for an **INDUSTRY**:



Consumer



Life sciences and health care



Government and public services



Higher education



Financial services and insurance



Technology, media, and telecom



Energy, resources, and industrials

**Interns / co-ops** can optionally select preferences for a **FUNCTION**:



Business operations



Human resources



Enterprise technology



Software engineering



Finance



Mergers and acquisitions



Supply chain



Customer experience

# What are you waiting for?

## Come join a world-class firm

The steps below provide an overview of our campus recruitment process. Apply now and discover how you can make an impact that matters at Deloitte!



### Discover the pathways

Understand what your interests are and which pathways best align with your passions



### Apply online

Scan the QR code below to start your application and select up to two preferred pathways



### Record a video interview

Just be yourself and show us who you are—no trick questions!



### Complete live interviews

We want to learn more about you through behavioural and pathway-specific assessments



### Accept your offer

You made it this far—congratulations!

Scan to  
apply:





# Unleash your potential with Deloitte Consulting





**[www.deloitte.ca](http://www.deloitte.ca)**

### **About Deloitte**

Deloitte provides audit and assurance, consulting, financial advisory, risk advisory, tax, and related services to public and private clients spanning multiple industries. Deloitte LLP, an Ontario limited liability partnership, is the Canadian member firm of Deloitte Touche Tohmatsu Limited. Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee, and its network of member firms, each of which is a legally separate and independent entity.

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