

Deloitte.

It's time to choose your colour
Pick the right one



Graduate Career Opportunities

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Why Deloitte?

Deloitte with more than 550 professionals locally is one of the largest and fastest growing professional services organizations in Cyprus, providing a full range of services through its offices in Nicosia, Limassol and Larnaca. Each of Deloitte's 220,000 professionals, in more than 150 countries, brings unique knowledge and experience, delivering world class excellence and giving you the benefit of a global Firm with a local and personal touch.

Shape your future!

What makes us proud is that our standards are not something that we compromise, which is why we are able to persistently provide our clients with the highest levels of quality, integrity and confidentiality. To achieve this, we have always been committed to attracting, developing and retaining the best and most talented people. By investing in high calibre graduates and experienced hires, with a diverse educational background, we guarantee a continuous culture of professional and personal development. All we ask of you is to be hard-working, enthusiastic, results-oriented and of course career-minded.

What's standing between you and your dreams?

Being young equates to being progressive, not afraid to challenge convention, being able to think creatively, approach problems in new ways and propose innovative solutions. This is what clients want to acquire in the new economy that we are operating in, and in turn, this is what motivates people like you!



By joining our team
you will:

Work with people-oriented professionals who will inspire you **01**

Deliver exceptional services to quality clients **02**

Have an excellent career opportunity, with a fast-track promotions system **03**

Work in a Firm that is achieving great results on a local and international scale **04**

Benefit from world-class training **05**

Work with leading technology **06**

We are different because:

- We are a people-oriented Firm
- We are leaders in the implementation of HR best practices
- We make no compromises in the quality of people we aim to recruit
- We have one of the highest first attempt pass rates internationally
- We are proud that we have one of the highest percentages of trainees successfully completing their qualification
- We are proud to have the opportunity to select from the very best people

Always One Step Ahead

The simple but at the same time ambitious **vision** of Deloitte, which is *"To be the undisputed leader in professional services"* has helped us become the first choice of the most sought-after clients and talent. For us, it is a journey, rather than a destination.

Our mission

is to help our clients and people excel. We are one of the world's leading business advisory organisations. Our size, strength and resources will help us carry out our mission, now and in the future.

Our shared values

contribute to long lasting success at Deloitte. They are the foundation from which we make decisions and take action. They are the fundamental principles that link our diverse practices, cultures, and functions together. They are simple, yet make a powerful statement about what we value and how we act individually and as a global Firm.



We Value Our Culture & Beliefs

Talk straight:

Open, regular, honest and constructive communication is our norm.

Empower Trust:

Encouraging ownership and pride by empowering our teams, entrusting responsibility and delegating authority.

Continuously Grow and Improve:

Providing an environment of life-long learning.

Recognize Success:

Recognizing our peoples' effort and contribution.

Aim to Make an Impact:

Making our mark in the world, both individually and as Firm.

Play to Win:

Thinking globally, recognizing the power and value of the global team.



Have fun and Celebrate:

Getting to know each other and celebrating our achievements and personal milestones.

Respect and Support Work-Life Balance:

Supporting our people in their commitments other than work.

Recruit and Retain the Best:

Recruiting high quality people and engaging in retaining and growing our talent community.

Lots of Benefits

The Firm is constantly looking for new initiatives designed to enrich the work environment. We believe that investing in people, encouraging them to achieve a work-life balance and providing support for their personal and professional development, is the key to having satisfied, productive and successful people; best equipped to meet client needs. Some of our benefits include, among other:



Unlimited Opportunities

At Deloitte, you will never be just a number. For us people do matter, and that is why we want you to succeed. Our experts will help you find the best ways to contribute to your teams and your clients, through offering the right tools and practices needed to learn new skills and explore new opportunities. You will travel across Cyprus and around the world. One thing is for sure – you will progress in your career.

One size doesn't fit all!

Deloitte offers a broad range of services to a client base that includes both public and private companies. Our clientele in Cyprus consists of more than 6,000 international and local companies covering all sectors of the economy such as hospitality and tourism, manufacturing, pharmaceutical, technological, shipping, trading, financial, retail, academic, construction and many more. That means there are many opportunities to apply your growing knowledge and skills to a diverse portfolio of clients.



Our Learning Solutions

*Will your education stop
or will you be a lifelong learner?*

You are never too experienced or too senior to learn. No matter what practice area you join, each area has a personal development plan set up to help you excel, combined with the assistance of your assigned mentor. You will have access to more than 9,500 e-learning courses from our e-learning platforms. In addition, you will have the opportunity to improve your technical and professional skills and knowledge by attending accredited technical, management and leadership development programmes.

Global Mobility *Make a flying start*

Once a member of Deloitte, you will also have the chance to participate in Deloitte's Global Mobility Scheme, which offers you the opportunity to work in another member Firm. In addition, you will be able to work abroad in the context of international engagements.

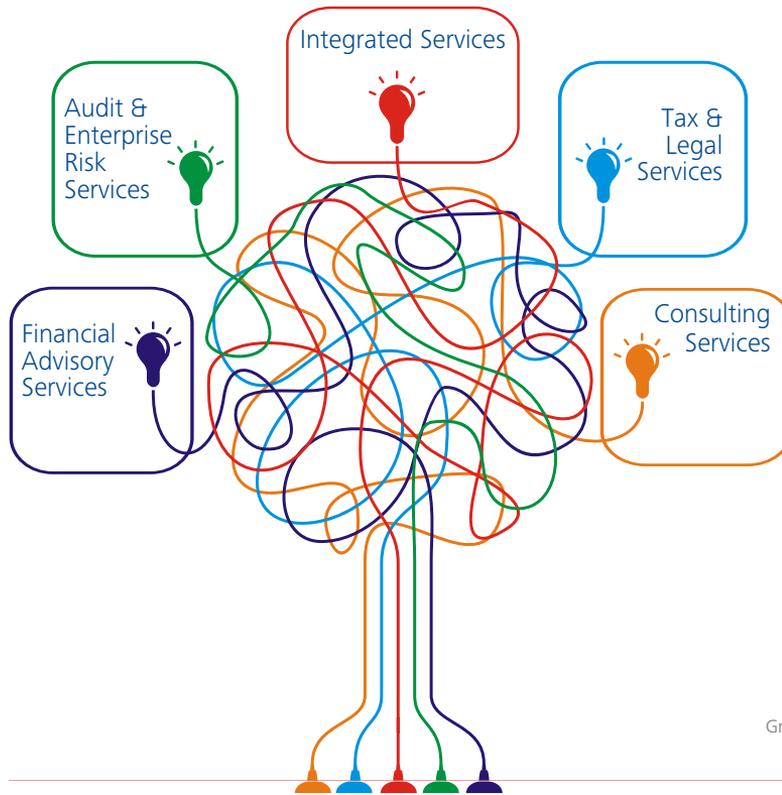
*We focus on having the right people,
in the right places, at the right times,
to support our business needs*



Our Services

Choose the Service Line that works for you.

It's worth taking the time to read around the different service lines here at Deloitte and think carefully about which best suits your competencies and aspirations. All of them offer distinct career paths, but choosing one now doesn't necessarily limit you in the long-term. This is a truly collaborative environment, so there are many opportunities for internal mobility within the Firm, allowing you to gain exposure across other service areas as you progress your career with us.



Starting a Career in Audit & Enterprise Risk Services

Deloitte's internationally recognized audit tools harness the power of a new generation of content, methodology, professional mindset, and technology. Within Deloitte, auditors have the audit tools and capabilities to perform a truly world-class engagement. It's the type of innovation that partners, practitioners, and clients have come to associate with the Deloitte brand.

As a new recruit you will be working in audit teams and you will have the opportunity to assume responsibility at a very early stage of your career; through your accumulated experience, knowledge, teamwork and access to continually updated resource centers, you will have the opportunity to develop and grow both at a professional and at a personal level as well.

Our Audit services include:

- Statutory audits of financial statements
- Non statutory audits and other attest opinions
- International Financial Reporting Standards (IFRS) services
- Governance services

Enterprise Risk Services (ERS) professionals focus on services related to risk. They advise organisations on how to effectively mitigate risk and make informed and intelligent risk decisions to maximize opportunities. This includes helping our clients prevent and manage risk-related issues regarding financial and non-financial business processes, technology and operations. Where appropriate, our advisory services extend to the design and implementation of revised control frameworks including the technology solutions.

The services offered fall under three main platforms:

- Governance, Regulatory & Risk
- Controls Transformation & Assurance
- Security, Privacy & Resiliency

Starting a Career in Tax and Legal Services

Deloitte has one of the largest teams of tax experts in Cyprus, providing a full range of business and personal taxation services. Our tax experts keep our clients up to date on the developments that may affect their business, help them interpret their significance and integrate tax considerations into their strategy. We are proud to provide quality taxation advice and services to large multinational groups, corporations and owner-managed businesses both in Cyprus and abroad.

Services include:

- Corporate Tax
- International Tax
- International Trusts
- Personal Tax
- Tax Technology Solutions
- Transfer Pricing
- VAT and other Indirect Taxes
- Legal



Starting a Career in Consulting Services

Our professionals help clients improve business performance and increase shareholder value. We are the only Firm to combine expert business strategy and financial skills with the ability to deliver major business change programmes.

Services include:

– Strategy

- Design of Corporate & Functional Strategies
- Re-establish the Organizational Model
- Determination of Key Performance Indicators & Balanced Scorecards
- Strategic Change
- Growth Strategy

– Human Capital Services

- Executive Recruitment Services
- Executive Training Programmes
- International Migration Solutions
- Support for the implementation of the Investors in People
- Manpower Analytics & Planning
- Talent Performance & Rewards
- Re-Organizational Studies
- HR Audits
- Surveys (Employment Opinion Surveys, Culture Print, Benchmarking & Salary Surveys)
- HR Software-Oasys HR

– Actuarial & Insurance Solutions

– Investment and Wealth Advisory - Private Client Services

– Real Estate Advisory Services

– Funds Advisory Services

Starting a Career in Financial Advisory Services

Our professionals provide strategic and financial advisory services to clients throughout every phase of the financial, economic and strategic cycle. By managing our service offerings, we can extract synergies from our deep specialization and through leveraging with the shared knowledge from our global network, we provide added value to our clients.

Services include:

- Corporate Finance Advisory
- Mergers and Acquisitions - Transaction services
- Valuation services
- Reorganisation services
- Forensic services
- Grants and Incentives



Starting a Career in Integrated Services

Our Integrated Services Department provides a broad range of professional services which are tailored to support both international and local clients who do not maintain fully fledged offices in Cyprus and clients who elect to outsource specific accounting and administration processes.

Our team of highly trained and suitably qualified accounting, legal and other professionals, recognise the specific needs of our clients and offer an extensive range of accounting, administrative, corporate secretarial support and other services, providing the necessary assistance and professional support to enable our clients to operate their business enterprises smoothly and efficiently.

Services include:

- Accounting and Payroll
- Contract Administrative and Other
- Corporate secretarial support
- Tax Compliance
- Formation and Administration of Companies, Partnerships and Trusts



Summer Trainee Scheme

Deloitte offers a three week Summer Scheme, eligible for students who are due to proceed to the final year of their university studies and want to pursue Chartered or Certified Accountancy traineeship. Interested applicants need to submit their application before the end of April of the current year of interest. The minimum requirements for our Summer Trainee Scheme are the same as for our ACA / ACCA Trainee Scheme.

We may also offer other Summer Placements in various departments across the Firm, based on the associated manpower need.

“The people most of all, the environment, the endless possibilities and the potential to learn and develop yourself made the perfect package...”

Nicosia Summer Trainee

“I had the opportunity to work in various departments of the Firm, guided by the assistance of my mentor.

I also had a chance to visit client premises where I was assigned constructive audit work”

Limassol Summer Trainee

Professional Qualifications at Deloitte

You deserve the best start!

Our Firm is one of the most reputable training offices, and has been authorized by the Institute of Chartered Accountants in England and Wales (ICAEW) and the Association of Chartered Certified Accountants (ACCA) for many years. For our ACCA programme, we have been accredited with the Platinum Level Employer Status, which is only awarded to the top quality employers globally.



We welcome applications from graduates who are eligible to become student members of either the ACA or the ACCA. Upon the completion of your ACA or ACCA qualification, you will also be eligible to become a member of the Institute of Certified Public Accountants of Cyprus, ICPAC.



Trainee Scheme (ACA/ACCA)

For undergraduates and postgraduates interested to enter the profession, life is full of opportunity, potential and excitement. Our immediate goal is to help you achieve a winning edge and start you on the path of a long-term career. In order to achieve this, we sponsor individuals who meet our entry requirements and wish to embark on a full-time three year training programme in order to become Chartered (ACA) or Chartered Certified (ACCA) Accountants. To assist you in that, we cover all training-related expenses such as tuition fees, training material, paid study leave and exam fees.

While there is no deadline for sending your application, the recruitment process ends when positions for each year have been filled. Our experience has shown that graduates usually look to apply one year prior to graduation.

Entry Requirement for the ACA/ACCA Graduate Trainee Scheme:

- Secondary education results
- Personal traits, competency & potential
- Additional interests & activities
- Graduates from any degree discipline who meet the following criteria:
 - UK Universities: minimum grade of 2:1
 - Cyprus and Greece Universities: minimum GPA of 7,5 (7,25 if you have 5 or more exemptions)
 - Private Cyprus Universities and Colleges: minimum GPA of 3.5 and a confirmation letter by the University/College indicating that you are in the top 10% of performers in your subject
 - US Universities: minimum GPA of 3.0 to 3.4 depending on the national ranking of the University

Why wait? Apply Now

The Application Process

Submission of Application Form

**Same for Trainee and Summer Scheme*

You need to complete and submit an Application Form by visiting: www.deloitterecareers.com.cy

Note: By filling and submitting the Graduate Trainee Application Form you are eligible to be considered both for the ACA / ACCA Trainee Scheme and the Summer Scheme (as long as you are due to proceed to the final year of your studies).

Completion of Two Online Tests

If you meet our minimum requirements, you will be invited to take two online tests - numerical ability and critical thinking.

First Interview (Competency Based)

If you successfully pass the tests, you will be invited to a first interview, with members of the Human Resources Team. The interview will last for about 30-40 minutes.

Final Interview (Potential Based)

Provided that you are successful on the first interview, you will then be invited for a second interview, with Senior Members of the Firm. This will determine whether you will be offered a position in the Trainee Scheme.

**For candidates who will attend our Summer Scheme, the final interview will take place towards the end of the three-week programme.*



Our Achievements

Our recent achievements of which we are particularly proud:

Investors in People accreditation

We have achieved the Investors In People accreditation, which constitutes an important recognition of the best practices adopted in the area of human resource management and development. The fact that Deloitte is the first organization in Cyprus to achieve this accreditation, as well as the first organization to achieve the highest level of recognition, the Investors in People-Gold and International Champion Status in 2011, reflects the importance and value we place on our human capital.



Equality Employer Award

Deloitte was one of the first organizations in Cyprus to be recognized as an Equal Opportunities Employer, by the Ministry of Labour, Welfare and Social Insurance, under the framework of the Program "Actions for reducing the compensation gap between male and female employees". The award reflects the Firm's commitment in providing equal opportunities to all members of staff, a work environment which is free from discrimination, fear and harassment of any kind as well as recognition of each person's contribution to the Firm. At our Firm, providing equal opportunities goes beyond ensuring equality in the pay levels amongst genders and encompasses equality amongst all members of staff in relation to growth & development opportunities, in offering objective performance evaluation and fair career advancement opportunities, based on merit.



Social Excellence Award

Deloitte is a people-oriented employer, and for this we have been awarded with the "Award of Social Excellence" by EQUAL for implementing best practices in relation to Work-Life Balance.





Global prizes by the ICAEW and ACCA

So far we have celebrated a significant number of global awards for our trainees who have received an Order of Merit by the Institute of Chartered Accountants in England and Wales (ICAEW), as well as several national awards by the ACCA.



Best Workplace Award

In the context of the 2012 ceremony of the InBusiness Awards, Deloitte received the “Best Workplace” Award, as a result of public voting as well as the decision of the InBusiness Awards Committee.



The InBusiness Award for Best Work place is another acknowledgement which demonstrates that Deloitte is the preferred employer for the most talented people, and in return, offers its talent the outstanding working conditions that they deserve.

Cyprus Tax Firm of the year 2014

Deloitte Cyprus received the “Cyprus Tax Firm of the Year” award for 2014, at the 10th Annual International Tax Review (ITR) European Tax Awards. That was the second consecutive year that Deloitte Cyprus received this highest recognition.



Business Excellence Award

We have been awarded with the 2009 Excellence Award in the professional services sector from the Cyprus Employers and Industrialists Federation (OEB).



Corporate INTL Global Awards 2012

Deloitte Wealth Investment Services Ltd was the winner of the 2012 Corporate Intl Magazine Global Award for the category “Wealth Management Advisory Firm of the Year in Cyprus”.



Corporate Social Responsibility

Giving back is something that is important for us!

Being the standard of excellence, we believe in giving 100% in everything we do and not just when it comes to client work; we are equally committed to supporting the wider community in which we are operating. Since mid-2011, €852,255 has been used to support individuals, non-profit organizations, schools and hospitals, sports clubs, social clubs, and other institutions and events. The increasing number of people contributing to the fund each year is a clear demonstration of our peoples' trust and engagement in this initiative; corporate social responsibility received the highest scores in the Firm's latest employee engagement survey, reflecting positive recognition of the Firm's efforts. "Make an Impact" Corporate Social Responsibility activities provide employees the opportunity to take ownership of how they make a positive impact. Their efforts not only direct engage them in making socially responsible decisions, but enhance a personal sense of pride for employees and for a Firm that chooses to make an impact that matters.

Health

We offer support to institutions / foundations whose purpose is to assist both mentally and physically people who are in need of our help.

Some of our activities:



Christodoula March for cancer Patients



Donation to "Make a wish" supporting children with cancer



Donation for Children with special needs



Blood Donation



Renovation of The Bank of Cyprus Oncology centre



Lobby renovation of children's Hospital Makarios III

Corporate Social Responsibility

Environment

We undertake and support initiatives that contribute towards issues such as the climate changes, energy wastage, water wastage, potential environmental hazards and all sorts of pollution (urban and rural)

Some of our activities:



Paper, Plastic,
Aluminum
Recycling



Energy Saving
Initiatives



Tree Planting



Education

Education is the cornerstone of our society's growth. It helps us progress further and define new practices and ideas. We have become a part of this continuous development by supporting fellow citizens and educational institutions, in their quest for knowledge, academic excellence, research and technological advancement.

Some of our activities:



Pancyprian Accounting
Olympiad Sponsor



Awards to top
performing University
Students

Corporate Social Responsibility

Social Consciousness

Having a social consciousness means moving towards collective wellbeing. We aim to make an impact through our social actions on the wellbeing of others, by creating a supportive culture to social causes and events.

Some of our activities:



Clothes & Good Collection to help Syrian refugees



Sponsor of Lemesia



"Make an Impact lunch" at the kindergarten premises of "Koinoniki Merimna Agion Omologiton"



Sponsor of children's chess tournaments



Social activities with disadvantaged children



Donation to Europa Donna Cyprus on Women's Day



Unicef Christmas Bazaar

Get in Touch with Us

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www.deloittecareers.com.cy

For more information about students please visit:
www.deloitte.com/cy/students



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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, Deloitte brings world-class capabilities and deep local expertise to help clients succeed wherever they operate. Deloitte's approximately 220,000 professionals are committed to becoming the standard of excellence.

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