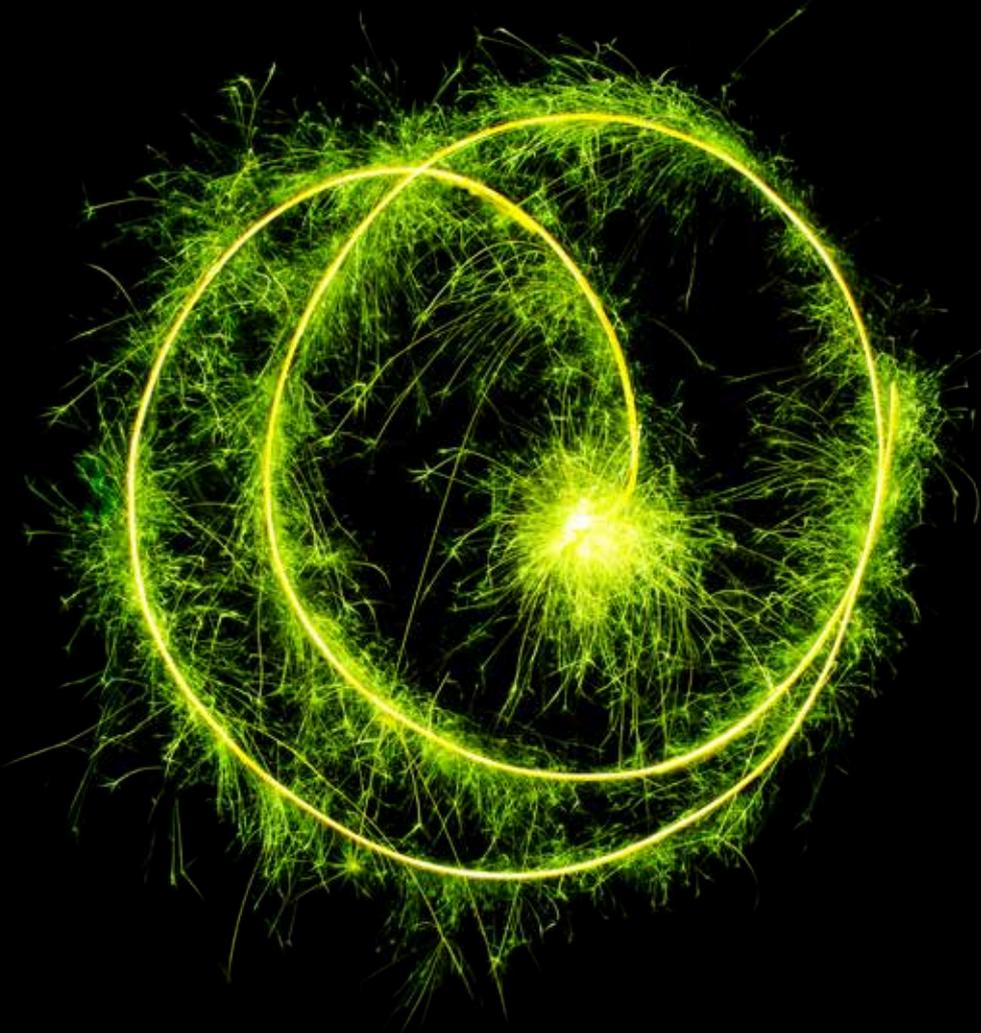


# Deloitte.



Graduate Recruitment 2019  
Graduate Employer of the Year

What impact will you make?



# Graduate Recruitment 2019

## "Success is..." at Deloitte

At Deloitte, success is part of our DNA. While our people come from diverse backgrounds, we are all driven by the same desire to succeed. That's what connects us. For everyone working at Deloitte, from our partners to our interns, success means making a positive impact – for our clients, our people and society.

There's a reason why we were voted **Graduate Employer of the Year at the 2018 gradireland Awards** – we provide a challenging but inclusive and enjoyable workplace and a career path where graduates can start to develop and grow as successful individuals. Above all, we will empower you to become leaders early on in your career, setting you on the path to success.

Our structured programmes provide a collaborative, open culture where you will have exposure to everything that goes on in the largest global professional services firm in the world. You'll enjoy a supportive environment where everyone is accessible and invested in your training and growth. You will learn from experienced colleagues and meet clients representing a variety of industries and environments as we help you make a smooth transition from student to professional.

Are you ready to grasp these opportunities, meet new people from around the globe and become a leader of tomorrow? If so, we look forward to meeting you and wish you the best of luck in your chosen career path.

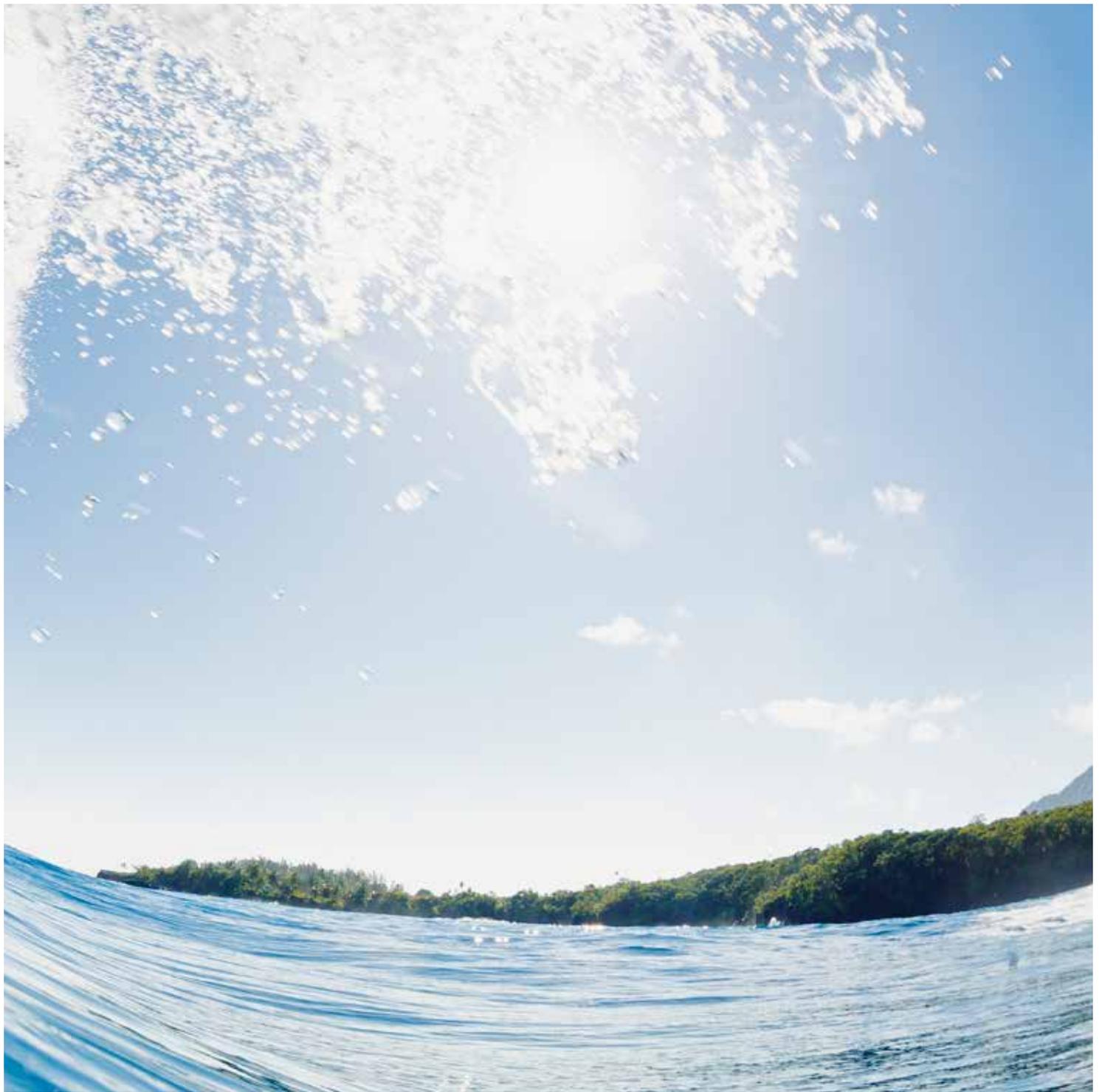
**What impact will you make?**



**Orla Graham**  
Chief Human Resources Officer







# The Deloitte Graduate Programme

Success at Deloitte means many different things: winning awards, losing inhibitions, gaining skills for work, gaining skills for life, making lasting memories and most importantly, making an impact. For everyone working at Deloitte, from our partners to our interns, success means making a positive impact – for our clients, our people and society.

Our structured Graduate Programmes provide a collaborative, open culture where you can have a voice and bring your great ideas to life.

Joining Deloitte is your opportunity to become part of the worldwide leader in professional services and consulting, a global network of 263,900 people in 150 countries.

In Ireland, Deloitte is a team of nearly 3,000 talented and driven individuals. Each year, we have over 300 graduate opportunities and over 200 undergraduate opportunities available in Dublin, Cork, Limerick, Galway and Belfast.

## Which business area should I apply for?

At Deloitte, our people make us who we are. Some of us are into Tax, others Audit & Assurance or Corporate Finance – the list goes on. Are you into innovation? We are. A supportive environment? That too. We want each other to do well.

Each of our graduate programmes has a different focus. If you join our Audit & Assurance programme, for example, you'll learn how to advise clients on their accounting systems and controls, ways to improve them and reduce risk.

Whereas, in Technology, you're more likely to be designing new systems or developing IT strategy. And in Tax Consulting, as you'd expect, you'll become your clients' expert in all things tax-related.

We are excited this year to launch our new **Find your Fit** online assessment which will give you a broad indication on which area you should apply for. For more information log onto [www.deloitte.ie/students](http://www.deloitte.ie/students)

## What kind of work will I be doing?

You'll be an important part of the team from day one. Throughout your graduate training and entire career, you'll connect and collaborate with colleagues across different teams, to tackle challenges for our clients. With more projects focused on technology and the latest digital developments, we approach every client with a clear eye on the future to help the biggest businesses make some of their biggest decisions.

As our clients' businesses grow so will your expertise. You will gain "hands on" project experience working with professional and experienced teams. As you go, you'll enjoy a supportive environment where everyone is invested in your training and growth.

## Apply Now

We encourage applications from a wide range of disciplines including business, engineering, maths, science, law, technology and arts. Our success consistently lies in the fact that we recruit people who look at complex issues through a different lens.

We're ambitious and committed to being a leader in the delivery of five world class business areas:

**Audit & Assurance**



**Tax**



**Risk Advisory**



**Corporate Finance**



**Consulting**





# Department breakdown



## Audit & Assurance

### What is Audit & Assurance?

Auditing is about much more than just the numbers. It illuminates the what, how, and why of change so businesses are always prepared for what's ahead and can make the most appropriate decisions.

Finance and accounting solutions are in our DNA – it's what we do; it's what we've always done. Deloitte provide assurance and advisory services that future visions are built on.

### What is the work like?

Whether it's conducting due diligence reviews and statutory audits or providing accounting advice on technical issues or corporate governance, we provide our clients with the highest quality accounting information, know-how and processes to ensure their financial information is well ahead of the game.

Your day-to-day activities at Audit & Assurance will see you work with highly experienced audit teams, focusing on financial statement components, reviewing client operations and controls, identifying weaknesses and providing recommendations to remedy any issues found.

You will also gain exposure to leading clients and will get all the support you need to take leadership roles early in your career.

### Paths to qualification

Associates with Audit & Assurance complete the Chartered Accountants Ireland qualification (ACA) comprising of three sets of professional examinations: CAP1, CAP2, and the Final Admittance Exam (FAE).

Associates who would like to complete the ACA exams are encouraged to complete a recognised Masters in Accounting or Post-Graduate diploma in Accounting, which if successful at interview stage will be offered sponsorship by Deloitte to do so.

If this is not for you, our direct entry route allows graduates to join us directly after university to combine work and study throughout their training contract.

Deloitte is committed to supporting our associates through this course of study by providing on-the-job training through our Professional Education support programme.

### What kind of person are we looking for?

We are looking for creative problem solvers who enjoy a fast-paced team environment, are naturally inquisitive and enjoy using technology to solve problems to make a lasting impact.

We believe that our team represents the best assurance and advisory talent in Ireland. The future of audit is constantly evolving and innovation is an area of focus across the Audit & Assurance business.

**Name:** Ryan Basquel

**Degree:** Commerce in UCD and a Masters of Accounting in Smurfit Business School (UCD)

#### What makes Deloitte stand out as an employer?

The culture set in the company makes Deloitte stand out. There is a friendly atmosphere, a strong team ethic and a good work-life balance. At the same time, it's a professional environment with lots of learning opportunities and a good chance to grow your career.

#### What do you feel makes a good leader in Deloitte?

A good leader in Deloitte is someone who is a good communicator and is good at working as part of a team. The better you can do this, the better the team will perform. A good leader also takes responsibility for their own work and performs that to a high standard.





## Tax

### Why a career in Tax?

At Deloitte, success is about building teams that make a global impact. Our multi-award winning Tax team is one of the largest and fastest growing tax advisory service providers in Ireland.

We provide a full range of business and personal taxation services to a wide range of clients, from the largest multinational companies to family-owned businesses and private individuals.

### What is the work like?

Tax Consulting is all about solving complex intellectual challenges. We help our clients make the right business decisions, on a worldwide scale, by working collaboratively and creatively.

Which means you get to see the bigger picture, and become an expert in your specialist field.

### Paths to qualification

Associates within Tax have the option of completing a dual qualification of both ACA and AITI exams over the duration of their contract or alternatively, focus solely on their AITI exams.

There are three main stages to both sets of exams:

- The Chartered Accountants Ireland qualification (ACA) comprise of three sets of professional examinations: CAP1, CAP2, and the Final Admittance Exam (FAE)
- The AITI Chartered Tax Adviser qualification (CTA) Part 1 – 3

Deloitte is committed to supporting our associates through this course of study by providing on-the-job training to develop the competencies required of a Chartered Accountant and through our Professional Education support programme.

### Entry Routes

Associates who would like to complete both AITI and ACA exams are encouraged to complete a recognised Masters in Accounting or Post-Graduate diploma in Accounting, which if successful at interview stage will be offered sponsorship by Deloitte to do so.

If this is not for you, our direct entry route allows graduates to join us directly after university to combine work and study throughout their training contract.

### What kind of person are we looking for?

To succeed as a tax professional, you need to be able to respond to your clients, providing them with value added services and advice, while ensuring that your client understands complex tax issues and the associated financial consequences.

Tax is changing; it's more high profile than ever. We need creative problem solvers who will drive innovation in tax consulting and make a lasting impact.

**Name:** Sybil Smyth

**Degree:** Commerce in UCD, Masters of Accounting in Smurfit Business School (UCD)

**What does success at Deloitte look like to you?**

Success at Deloitte is working in a collaborative environment, enjoying my work and achieving my personal goals, including for example passing the ACA and CTA professional exams.

**How have you made an impact at Deloitte since joining the firm?**

I have taken part in Deloitte's impact day. This year, my particular project involved helping out at Fettercairn Youth Horse Project in Tallaght where we helped out by painting the fences around the arena's and the jumping poles. Additionally, within my day-to-day role, I have been given a lot of responsibility to work with other members of engagement teams to meet deadlines and manage client expectations.





## Corporate Finance

### What is Corporate Finance?

At Deloitte, success is about protecting, enhancing and realising value for our clients.

Whether our clients are seeking to expand organically or through acquisitions, realise value through a disposal or restructuring, raise new finance or improve balance sheet funding efficiencies, the emphasis is on delivering innovative, effective solutions tailored towards our clients' specific requirements.

### What is the work like?

Our market-leading business offers an unparalleled range of services from advisory to due diligence, valuation and restructuring services. Our property business, Deloitte Real Estate, advises clients about their property portfolios.

Our clients come from a range of industry sectors, which contributes to the diverse and varied nature of assignments. We work in teams that vary in size according to the assignment and are designed to foster a collaborative working approach across all levels.

From an early stage, associates are dealing with senior level personnel in companies and are working on high profile transactions which are often highly confidential and complex in nature.

You can be sure working within Corporate Finance is going to be an interesting, and even inspiring, journey. We'll develop your business acumen, and a range of people will look to you for advice.

You'll constantly pick up valuable industry sector insights from experienced people specialised in M&A environments that will set you on the path to a successful career.

### Paths to qualification

Associates with Corporate Finance complete the Chartered Accountants Ireland qualification (ACA) comprising of three sets of professional examinations: CAP1, CAP2, and the Final Admittance Exam (FAE).

Associates who would like to complete the ACA exams are encouraged to complete a recognised Masters in Accounting or Post-Graduate diploma in Accounting, which if successful at interview stage will be offered sponsorship by Deloitte to do so.

Deloitte is committed to supporting our associates through this course of study by providing on-the-job training to develop the competencies required of a Chartered Accountant and through our Professional Education support programme.

**Name:** William Egan

**Degree:** Bachelor's Degree in Environmental and Earth System Sciences at UCC and an MSc in Energy Finance at Smurfit Business School (UCD)

#### What makes Deloitte stand out as an employer?

Deloitte welcome and integrate newcomers and all employees are very amicable. Working for Deloitte also allows you the opportunity to work with some passionate, talented, smart people who are genuinely interested in your personal growth and development. Over the course of your time with Deloitte, you are continually learning and developing as a professional, and expanding both your skillset and knowledge.

#### What is the social life like while working at Deloitte?

Deloitte is a firm believer in promoting the work life balance and believes that happy employees are good employees. Within Deloitte there are a number of societies and activities from tag rugby, golf and surfing which fosters a healthy work life balance and allows you to develop relationships with other employees from varying departments, which may not be possible during the course of your work.





## Risk Advisory

### What is Risk Advisory?

Deloitte is the leading provider of Risk Advisory services and offers the opportunity to be involved with a wide array of high profile projects across all sectors including Financial Services, Insurance, Banking & Funds, Consumer & Technology Business, and Government, Public and non-State organisations.

### What is the work like?

We offer services designed to understand IT and business risks, determine acceptable exposure levels, implement controls, and provide follow-up and constant monitoring in the risk and regulatory environment.

Within Risk Advisory you will work with organisations to identify, manage and prepare for risk, develop strategies to minimise risk and react quickly and confidently when faced with an issue or crisis.

You will work with our global network to share ideas and take advantage of new technology to understand and resolve issues.

Our nationwide team is home to a diverse range of employees, skill-sets and specialisations. You can join a team that offers variety specialising in Strategy Risk, Regulatory Risk, Financial Risk, Operational Risk and Cyber Risk.

### Paths to qualification

Risk Advisory associates and Analysts complete their professional examinations during their Deloitte training contract and there are many professional examination routes and qualification pathways available:

Internal Audit Associates within Operational Risk will study for the Institute of Chartered Accountants Ireland qualification (ACA) with the benefit of financial and operational Risk Advisory audit experience.

We have opportunities available within Regulatory Risk for associates interested in the following professional pathway:

- Professional Diploma in Compliance (ACOI)

Technology Assurance, Data Analytics and Cyber Risk Analysts within our Risk Advisory Technology service lines have the opportunity to study for a range of professional qualifications including:

- Certified Information Systems Auditor Qualification (CISA)
- Certified Information Privacy Professional/Europe (CIPP/E)
- Systems Security Certified Practitioner (SSCP)

Other qualification pathways include:

- Financial Risk Manager Examinations (FRM)

**Name:** Arushi Doshi

**Degree:** BA in Computer Engineering and a MSc. Computer Science

#### What does success at Deloitte look like to you?

Success at Deloitte is working with an exceptional group of people and constantly learning from them. Success to me is being able to choose the direction of my career and having a mentor's support at every step of the way. Finally, success is training, passing exams and using my skills to make a positive impact on society.

#### How have you made an impact at Deloitte since joining the firm?

As our team provides a range of services, I have been able to work on different projects and collaborate with colleagues across Deloitte member firms. As part of Deloitte's Corporate Responsibility, I have volunteered with the Age Action programme to promote digital skills among the elderly. I am also a part of the Respect and Inclusion Council that promotes diversity and inclusion as I believe that this initiative will foster a more collaborative and tolerant environment.





## Consulting

### What is Consulting?

At Deloitte, success means using logical thinking, leading global methodologies and our knowledge of industries to help Ireland's largest organisations solve their most complex problems. Strategy, innovation, and a thorough knowledge of what makes an organisation run effectively are increasingly valuable skills in an ever-changing business environment.

First, we gain a deep understanding of our client's business – including their challenges and opportunities. Then, we serve our clients by addressing their particular need – whether by improving on existing services, transforming an organisation's leadership function, streamlining the way businesses function, or helping to implement a new product, service, or technology solution. Our projects range in length from a few weeks to months or years, and are often time-critical.

### What we do

We spend a lot of time with our clients, meaning that we form lasting relationships and become increasingly familiar with the industries they operate within.

This is what makes Consulting so engaging – every project is different from the last, and you are able to immerse yourself in a new world on each engagement, becoming an 'expert' in each client's business. This is a rich, exhilarating and challenging way to begin your career.

### Why Deloitte?

Joining Deloitte's consulting department will provide you with the opportunity to become a member of one of Ireland's largest multi-functional consultancy practices.

As part of a global firm, we are always pushing ourselves to innovate and improve the services we provide to our clients, drawing on and contributing to cutting edge thought leadership around the world.

Deloitte are the only major global consultancy practice to combine professional business and accounting skills with the ability to deliver major business change and information technology programmes.

Our clients include both domestic and multinational firms of varying size and encompass all major industry sectors including financial services, consumer business, energy and resources, technology, media and telecommunications as well as the public sector.

### Entry Routes

We offer a level of unparalleled career variety and personal development. Our team works across a wide range of areas including Strategy and Operations, Finance Transformation and Human Capital Management. Analysts within our Finance Transformation service line are required to complete the CIMA examinations as part of their contract.

**Name:** Ross O'Neill

**Degree:** Business and Law in UCD

#### What does success at Deloitte look like to you?

Success to me is pursuing and attaining whatever is important to you. This 'looks' extremely different person to person, as everyone values different things. I've seen some colleagues succeed by having flexible hours, enabling them to fully commit to extra-curricular endeavours. I've seen other succeed by working abroad with international clients. In

Deloitte, if you know what success would look like for you and you take initiative, leadership will always try to work with you in helping you attain this success.

#### How have you made an impact at Deloitte since joining the firm?

Sometimes 'making an impact' can be perceived as walking into a client and solving all their problems in an afternoon. However, this is never going to happen! I like to think that making an impact isn't really what you do, it's how you do it. Everyone works hard and often work can be stressful, however, maintaining a positive disposition and working with your client through difficult times with positivity can be more impactful than you think!





## Technology Consulting

### Why a career in Technology?

Business today depends on technology as never before, to drive transformation, productivity and growth.

Organisations must innovate to stay ahead of the game, using technology to enable change. Deloitte combines powerful process with implementation capability enabling our clients to maximise their investments in technology.

From strategy and advisory to technology-led transformation programmes, digital, analytics, on-premises and cloud ERP, and custom development, we help our clients solve their most complex business challenges.

### What we do

Technology is all-encompassing, and it is growing exponentially. This is forcing business change at a faster rate than ever before and leading to tough questions; - "How can we establish a digital presence with our tech-savvy customers?", "What consideration should we be giving to cloud computing?", "How can we best integrate our legacy and modern systems?"

Navigating the pitfalls and complexities of these questions requires a measured combination of technical expertise and management capability - this is where Deloitte's Technology Consultants step in.

We work alongside our clients to help bridge the gap between their business needs and technology requirements, and ultimately deliver technology solutions that meet their most pressing demands.

### What is the work like?

Technology Consulting is as much about project management, strategy, and problem solving as it is about the design, build, and delivery of technical solutions.

We have experts across both areas and encourage our graduates to gain hands on experience across the board.

You will have access to an extensive programme of training including consultant development skills and specific technical training. You'll be encouraged and expected to think for yourself, use your initiative and work collaboratively to deliver pioneering solutions for our clients.

Within Technology we offer a variety of career options where you'll learn how to create innovative business, technology and operational solutions and develop the expertise to implement them.

**Name:** Vidisha Vishwasa

**Degree:** B.E in Information Technology and Masters in Applied Computing for Technologists

#### What makes Deloitte stand out as an employer?

The management team at Deloitte regularly recognise the good work of those they supervise and the positive contributions they make. Deloitte provides employees with ongoing opportunities and incentives to learn, develop and grow.

#### What were your first impressions and how easy did you find it to become integrated at Deloitte?

First impression - 'I was very much delighted to be Deloitted'. The ecosystem is incredible: very easy going and a friendly environment. I was thoroughly impressed with the professionalism and enthusiasm within the firm. This helped me integrate and adapt quickly to Deloitte's work environment.



# Why work with Deloitte



## **Our People**

People come to Deloitte for a lot of reasons. Our people are one of them. This is an organisation where you are surrounded by intelligent, forward-thinking people. We are proud to add Graduate Employer of the Year 2018 to last year's big win of the Most Popular Graduate Recruiter in Ireland as voted by students and Most Popular Graduate Recruiter in Accountancy & Professional Services at the annual gradireland awards.



## **Connecting Strengths**

A focus on strength based performance bringing out the best in every person.



## **Collaboration**

Our leaders promote a culture of collaboration ensuring we lead with purpose, values and innovative solutions solving complex issues for clients and the community.



## **Global Network**

We are the number one professional services firm globally with a network of 263,900 people in 150 locations, and nearly 3,000 in Ireland. We can offer opportunities to work across industries, gain international business skills, foster relationships with professionals around the world.



## **Leaders at all levels**

We are proud of our culture as a place where leaders thrive and provide opportunities to lead irrespective of level or grade.



## **Unique Career journey/Career acceleration**

We create unrivalled opportunities for our people to build successful careers that meet their aspirations. Our Talent Management programmes includes career plans to support your personal and professional objectives.



### **Make an impact beyond your job**

Being part of Deloitte means being part of the world around us. Our Deloitte IMPACT Day positively encourages you to volunteer in the local community making a wider impact on our society.



### **Diversity**

Everyone can thrive, develop and succeed here. Inclusion at Deloitte is about providing the tools, spaces and programmes that support the diverse needs of our people. We work hard to make sure our talent pool is as diverse as today's society.



### **Learning environment**

Our renowned Deloitte Academy provides high quality learning and support programmes to help you succeed at every stage in your career.



### **Exam Success**

People consistently excel in their professional exams at Deloitte and this is reflected in the tangible support offered to students. Deloitte achieved a 94% pass rate overall in the 2018 CAP1 exams, 13% above the national average and 84% overall in the 2018 CAP2 exams, 14% above the national average with two of our people placing 1st in their CAP1 and CAP 2 exams this year.



### **Professional and Personal Development**

You will be challenged to seek and embrace opportunities and assignments across the firm and the global network developing you for life within and beyond Deloitte. You will connect with a network of colleagues for life.



### **Insights through Innovation and cutting edge Technology**

We are passionate about harnessing technology for business gain and work with the best in the business to provide advanced technology solutions.



### **Recognising the importance of health and well-being**

We recognise the importance of positive well-being and the ability to achieve career-life balance and have a number of supports in place to help you manage your life and reward you for being part of a world class team.



# How to Apply

Before applying, discover what team suits you. At Deloitte, our people make us who we are. Some of us are into Tax, others Assurance or Corporate Finance – the list goes on. Each of our graduate programmes has a different focus.

Check out our new Find your Fit online assessment which will help you choose which of our graduate programmes best suit you. This is just a broad guideline but a good place to start if you are considering many opportunities.

## Types of graduate programmes

You can join one of nine graduate programmes, each focused on a different kind of role.



**Audit & Assurance**



**Actuarial, Reward & Analytics**



**Apprentice Solicitor Programmes**



**Consulting**



**Corporate Finance**



**Deloitte (Northern Ireland)**



**Risk Advisory**



**Tax**



**Technology Programmes**

## Who are we looking for?

Combined with strong academic results, we are seeking people who are analytical, confident, self-aware, results orientated and want to develop leadership skills early in their career. We encourage applications from a wide range of disciplines including business, engineering, maths, science, law, technology and arts, amongst others.

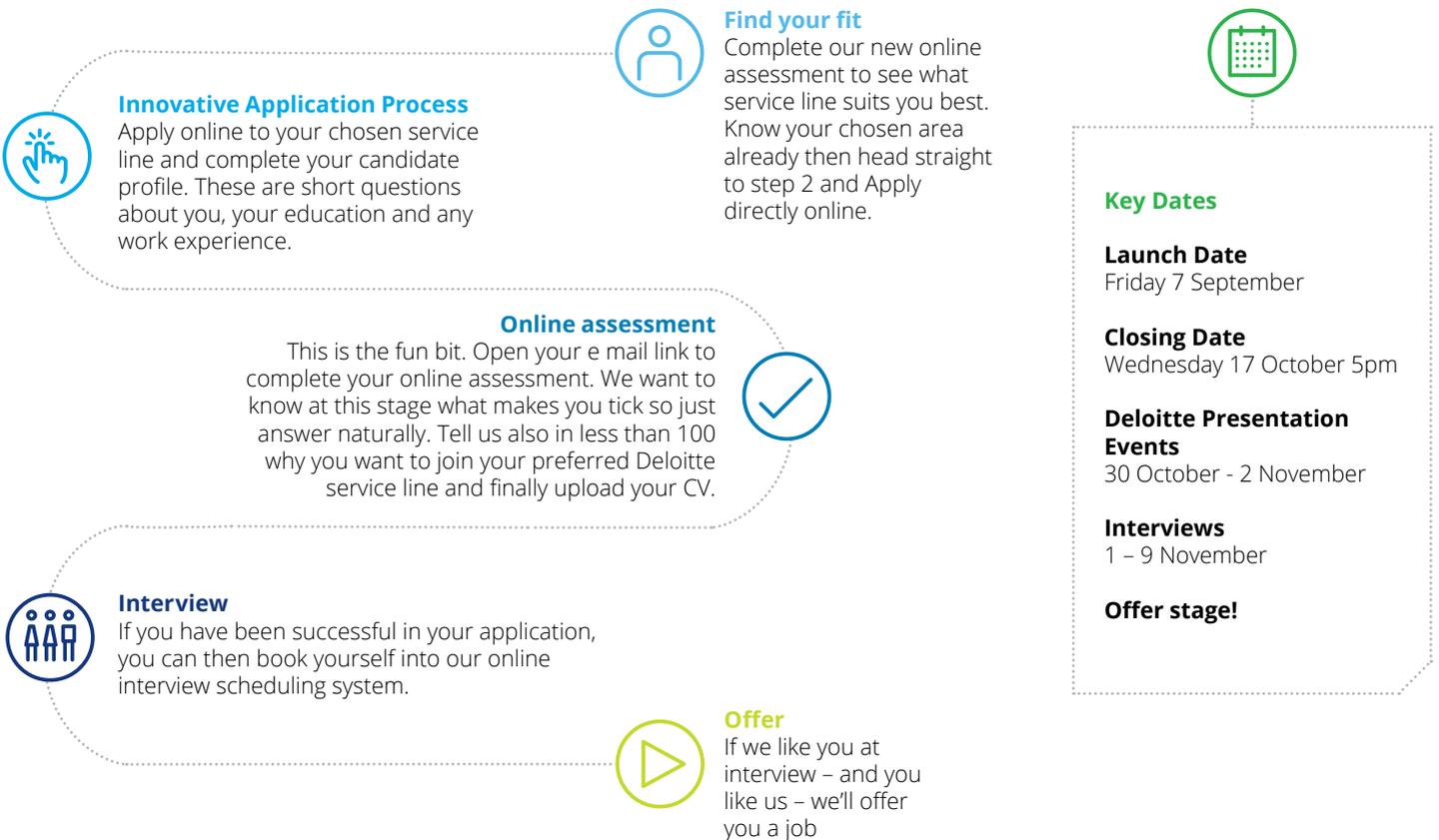
Other requirements include:

- Achieved or are currently on target for a 2.1 honours degree or higher
- A high level of self-motivation and commitment
- The ability to analyse and work through complex problems
- Flexibility, resilience and intellectual curiosity
- Ability to collaborate and work well within a team environment
- The ability to learn quickly
- Demonstrated leadership, creative problem solving and strong verbal and written communication skills



# Innovative Application Process

Deloitte is leading the way again this year with an award winning online application and assessment process. The scenario-based graduate recruitment assessment presents graduates with situations they are likely to encounter at Deloitte and provides a robust understanding of what makes people successful at the firm.



# Our benefits

Our approach is one of “Total Reward” encompassing competitive salary and benefits, exam awards, paid study leave and recognition of discretionary effort. At our firm, recognition doesn't just come from leaders. It's part of a culture where we take pride in our colleagues' accomplishments as much as we do our own.



21 days annual leave rising with service plus 1 additional Deloitte Day



Compressed working week - 2pm finish on Friday's during June, July and August



Comprehensive professional education and study leave programmes



Graduation leave



Employee assistance programme



Tax saver travel pass



Cycle to work scheme



Annual Corporate Responsibility Impact Day



Paid professional  
subscription



Advanced learning  
and development  
programmes



Employee recognition  
awards



Deloitte  
Unplugged  
programme



Corporate deals  
and discounts



Discounted health  
insurance



Life assurance

# Success is...

Seven figure deals.  
Seven new mates.  
Hitting targets.  
Hitting festivals.  
Earning qualifications.  
Enjoying celebrations.  
Skills for work.  
Skills for life.  
Winning awards.  
Losing inhibitions.  
Team wins.  
Team gins.  
Innovation expertise.  
Travelling overseas.  
Becoming a partner.  
Finding a partner.  
Travel for work.  
Work for travel.

## Winning Graduate Employer of the Year 2018.

What impact will you make?

[deloitte.ie/students](https://deloitte.ie/students)

**Deloitte.**







At Deloitte, we make an impact that matters for our clients, our people, our profession, and in the wider society by delivering the solutions and insights they need to address their most complex business challenges. As the largest global professional services and consulting network, with approximately 263,900 professionals in more than 150 countries, we bring world-class capabilities and high-quality services to our clients. In Ireland, Deloitte has nearly 3,000 people providing audit, tax, consulting, and corporate finance services to public and private clients spanning multiple industries. Our people have the leadership capabilities, experience and insight to collaborate with clients so they can move forward with confidence. This publication has been written in general terms and we recommend that you obtain professional advice before acting or refraining from action on any of the contents of this publication. Deloitte Ireland LLP accepts no liability for any loss occasioned to any person acting or refraining from action as a result of any material in this publication. Deloitte Ireland LLP is a limited liability partnership registered in Northern Ireland with registered number NC1499 and its registered office at 19 Bedford Street, Belfast BT2 7EJ, Northern Ireland.

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