

Deloitte.



Careers for curious minds
Student and graduate opportunities

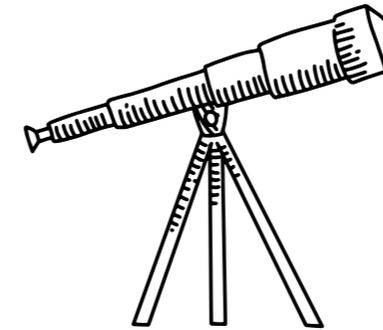
Looking for something distinctly different?

Welcome to the home of the curious. A place for those who know that imagination, ingenuity and solution finding are what humans are made of.

We offer life-changing careers and professional qualifications, for those who set no limits on their dreams and ambitions.

*"If you're interested in something,
you can pursue it."*

Rachel, Technology Consulting



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Which area is your best fit?

What makes impact happen?

What's the difference between joining a firm and joining more than 16,500 people who all share one purpose?

At Deloitte, you'll see and feel the difference every day. Together we're making an impact that matters for clients, colleagues and wider society.

Discover more at deloitte.co.uk/impact

"Deloitte's mission is to make a positive impact; it makes me proud to work here."

Rory, Transaction Services

An environment that breeds
innovation

£38million+
spent on Learning & Development
each year

Within 5 years we strive to impact
one million
futures

raising aspirations, improving skills
and developing leaders

*Stats as of July 2019

Culture of constant
opportunity
and **growth**

Almost **1/3**
of our people volunteer through
our programmes

Where does curiosity thrive?

From Aberdeen to Jersey, our people are creating ideas and impact in every one of our 23 locations across the UK.

You'll find opportunities everywhere: to specialise, work with local and global clients, and connect across the entire world.

"My project is currently based in Edinburgh. I've learnt to balance my personal and work life, it gives me a great opportunity to visit another city."

Catherine, Technology Consulting



Is there life beyond work?

Being part of Deloitte means being part of the world around you.

Volunteer, make lifelong friends, get involved in your local community, join in, and find support. Whatever your passion, there are people here who share it.

“The people are great, there is a family and community feel to the teams and there is such a wide variety of backgrounds and cultures.”

Conor, Global Employer Services

Networks

Connect with and support others with shared interests through our eleven diversity networks. Whether that's gender, ethnicity, faith, sexual orientation, disability, wellbeing, parenting or caring responsibilities.

Communities

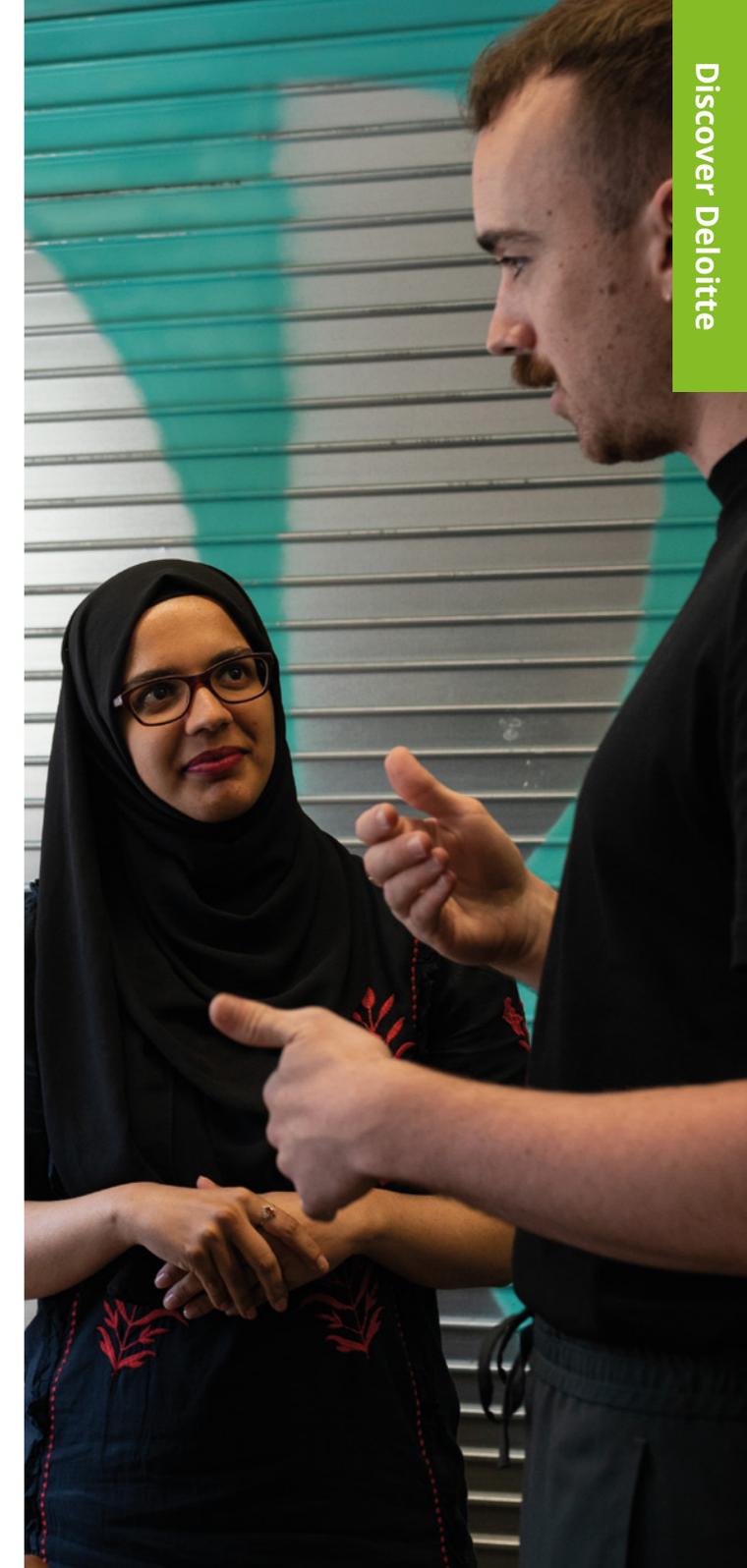
Into sport? Want to try something new? How about a fundraising challenge, such as our annual Ride Across Britain? Or, if you love to sing, why not join our choir?

One Million Futures

This is our social impact goal; to support a million people to get to where they want to be through access to education and employment, by raising aspirations, improving skills and developing leaders.

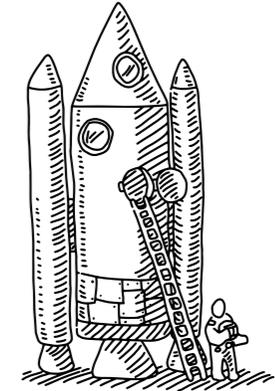
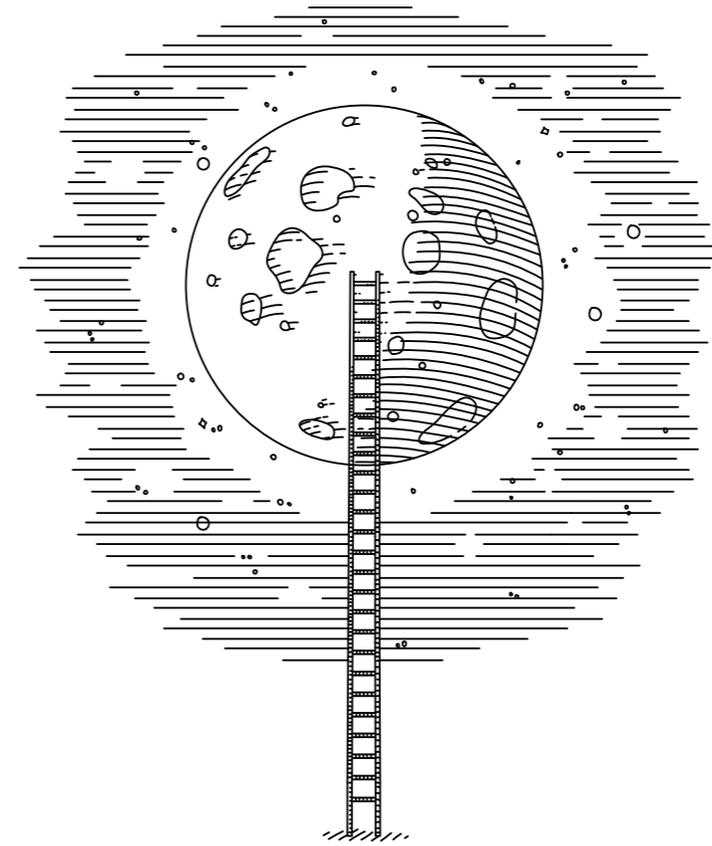
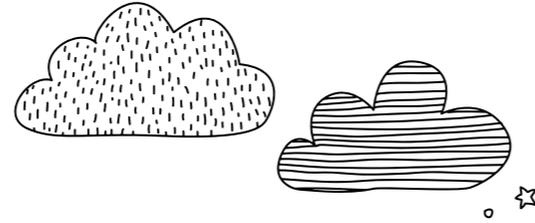
Volunteering

Making an impact on wider society is integral to who we are. You can work with organisations supporting children and youth, education, mental health, disability, homelessness and more.



Where will your journey begin?

Wherever you are now, we have opportunities, designed to help you explore your unique potential.



Our programmes

During GCSEs

After GCSEs

During A-levels

After A-levels

Uni years

After Uni

Two-day Career Shapers

Discover what professional life is really like on these inspiring programmes for Year 10 and 11 students.

Entry Level Apprenticeship

Learn on-the-job. Study towards your apprenticeship. Develop your future.

Three-day Career Shapers

Dive into the exciting world of professional careers at Deloitte. For students in Years 12 and 13.

BrightStart Apprenticeship

University not for you? Earn-while-you-learn, gain professional and degree level qualifications and get stuck in from day one.

Pathfinders

A journey of growth and discovery which begins with a 9-month paid placement where you'll gain real experience. During university you'll return for 4 weeks each summer before moving on to our graduate programme.

Spring into Deloitte

Two-day programme giving you an insight into what a professional services career really involves. On completion, transfer your application to the following year's Summer Vacation Scheme.

Summer Vacation Scheme

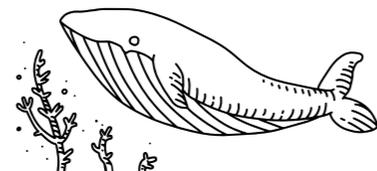
Gain a true insight into life at Deloitte with this short placement. A great opportunity to gain valuable work experience and to secure a graduate role on completion, before you head into your final year at university.

Industrial Placement

Year-long placement with world-class training, hands-on experience, and a potential place on our graduate programme.

Graduate Programme

World-class training scheme and permanent job with a competitive salary, professional qualification, and endless opportunities to progress.



Can you know something before it happens?

What's a professional job really like?

Taking your first step on the career ladder can be both daunting and exciting. It's a pivotal moment. It's a time of discovery that will shape your future and change your life forever.

We believe exploring new possibilities should be fun. So, we've created a number of programmes to encourage your curiosity before you take the plunge. Spend some time with us, meet inspiring people, take part in business skills sessions and imagine what you could achieve with us.

Career Shapers

This intensive but fun two-to-three-day programme gives school students in Years 10 to 13 a taste of life at Deloitte. Explore great career opportunities, learn about leadership and see how to tackle client projects before having the chance to come back and apply to join full-time.

Pathfinders

Beginning with a 9-month paid placement between college and university, this programme is designed to help you grow and gain real-world experience working in our team. We'll continue to boost your development throughout university, as you return for four weeks every summer before being given the chance to join our graduate programme.

Summer Vacation Scheme

Put your summer break to work with a three-to-six-week placement in our team. You'll work on real projects, solve complex client problems and get paid for doing so. If you're in your penultimate year of study or considering a masters, this scheme could be your first step to a career with us.

Industrial Placement

Take us for a test drive. Our year-long placements offer world-class training, hands-on experience and a competitive salary. Working alongside first year graduates allows you to get your teeth into exciting projects and see exactly what our graduate scheme has to offer.



Want to choose your future, your way?

Everyone's different. Everyone's unique. So, why are so many people stuck doing the same things? You don't have to go to college or university to make a success of yourself. Break away from the crowd and explore a different path with an apprenticeship at Deloitte.

Our structured programmes bring out the best in you by giving you the chance to develop both practical and academic skills working in teams all over UK. From the moment you arrive you'll be involved with real projects, earn a generous salary and have access to all the training and support you need to realise your potential.

If you're hardworking and committed, you'll complete your apprenticeship with a degree-level qualification and more experience than most university graduates.

Entry Level Apprenticeship

Become a key member of our team working on critical day-to-day tasks, from research to admin to project management. This is not just making tea and filing; you'll be working on Deloitte's largest and most influential clients, in constant communication with the client-facing teams, including senior partners.

We'll help you become an expert in your chosen field. You'll learn on the job, gain recognised qualifications and open the door to a world of incredible career options here at Deloitte.

BrightStart Apprenticeship

Take your place in our team solving some of our clients' most complex problems. As an apprentice you'll be valued and respected just like any other employee. You'll always have opportunities to develop and we'll teach you all the skills, knowledge and behaviours you need to succeed.

Training can take from 15 months to 4 years (depending on your chosen programme) and you'll earn yourself a degree or master's-level qualification, lots of professional experience, and a career with unlimited opportunities to progress.



When does the future begin?

Imagine your ideal career: what will it bring you?

Constant development? Leadership? Opportunities to make an impact on the world? Respect for who you are as well as your work? An inspiring environment, among smart, caring people who share your values and support your aspirations?

At Deloitte, we can give you all this and more, wherever you live in the UK. Our Graduate Programme is more than a world-class training scheme. This is a job that comes with a competitive salary and benefits, the chance to gain professional qualifications and accreditations, and endless opportunities to learn and progress.

Graduate Programme

You'll work with clients from the start, on projects that have a genuine impact on their success. Working with, and learning from, some of the world's best business minds, you'll discover how to build trust and become an expert in your field.

All our projects are about problem solving, which we think happens best when we work collaboratively. Throughout your graduate training, and entire career, you'll connect with colleagues across different teams to tackle our clients' trickiest challenges.

How about an early start?

Did you know you can begin your graduate journey with us while you're still studying at university? Try out a career at Deloitte, and get fast-tracked through our application process on one of our internships or undergraduate programmes: Spring into Deloitte, Summer Vacation Scheme and Industrial Placements.



Our programmes

What does success look like?

Are you right for Deloitte? And is Deloitte right for you?

That's what our assessment process is all about. Will we measure up to your ambitions? Of course, this is for us to assess your potential too, but it's not just about your grades. How you think, act and feel are just as vital.

We've designed our application process so we can assess everyone's merits in the context of their educational and personal circumstances. We do have entry requirements, but we'll sometimes adjust them to reflect this context. Our application form will capture this for you.



How do you get here?

Your qualifications

Usually, you should have – or be on track for – GCSEs Maths grade 6* and English grade 4 to apply for all programmes; plus 104 UCAS points for BrightStart and Graduate Programmes; plus a 2:1 degree for Graduate Programmes. (Pre-2017: GCSE grades B in Maths, C in English & 260 UCAS points). This can vary, please see our website for details.

* The process and academic requirements may vary, please see website for details.

Apply online

It takes about 20 minutes to begin your adventure with us. Simply answer questions about you, your education and your background.

Immersive Online Assessment

Get a taste of what it's like to work here while we get to know you better. You'll be asked to look at possible work scenarios and answer honestly how you'd respond, using rank order or multiple choice questions. Untimed but allow around 40 minutes.

Job Simulation

Dig deeper in our challenging and truly immersive online case study assessment. Everything here relates to the type of things you can do and achieve at Deloitte, with questions in different formats: written, video, rank order and multiple choice. Think of it like a face-to-face interview.

Final Stage Assessment

An interview with a senior person from the business area you've applied to join. We'll ask you to complete some exercises and do a presentation too. Don't worry, you'll get all the details beforehand, so you'll have plenty of time to prepare.

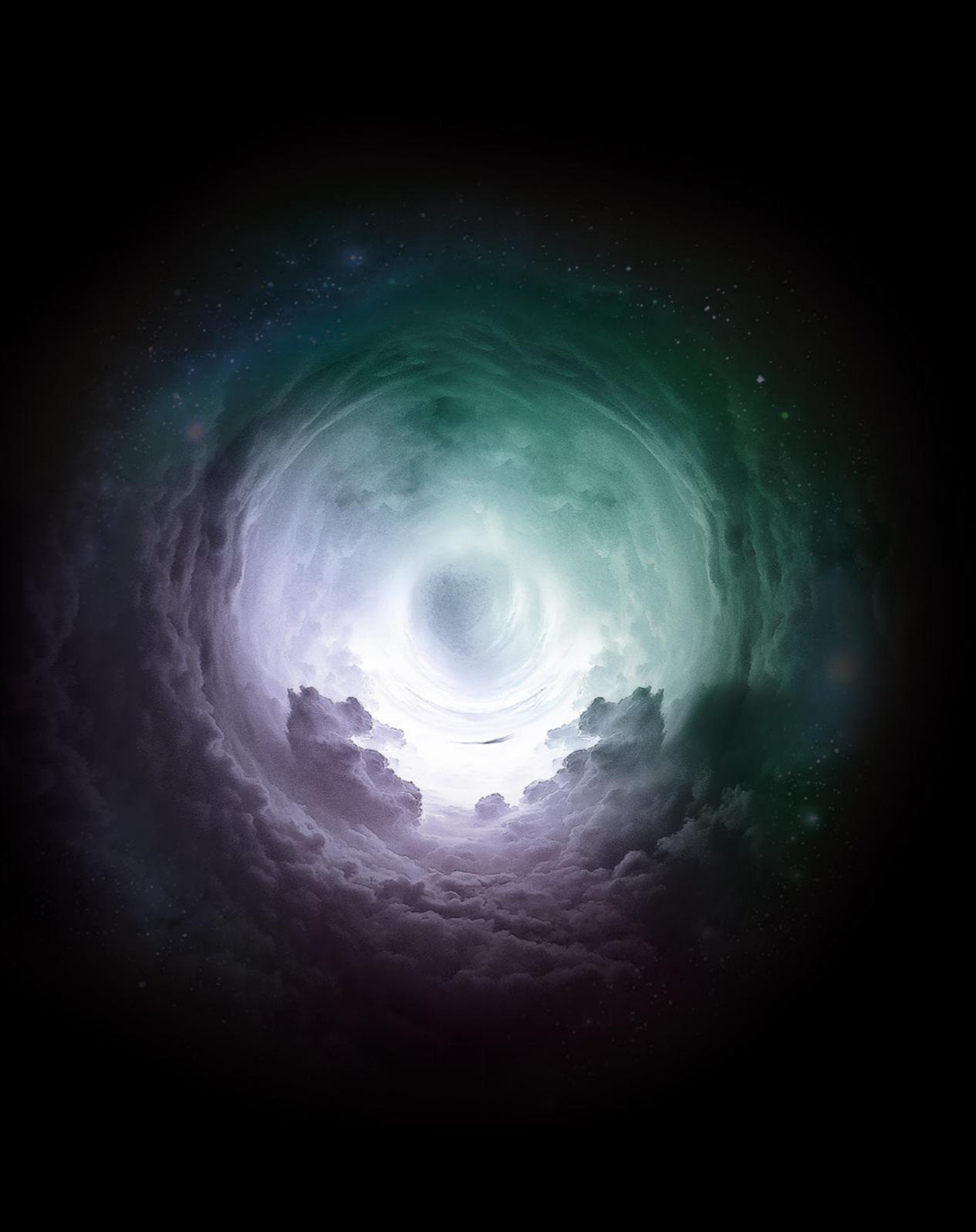
Make the most of your assessment

We've put together some handy hints and tips to help you at every stage of the process. Visit deloitte.co.uk/careers/hintsandtips

Do you expect the unexpected?

**When you make an impact, what is it made of?
Where does it begin?**

**There's a universe of career options for you here, all with
endless future possibilities. From those professional areas
you already know, to those you might never expect.
Read on to discover yours.**



Audit & Assurance

We are innovating every day to offer deeper insights for our clients and greater freedoms for you to think creatively, work agilely, and choose your own path.

Tech-enabled, quality enhancing and highly-automated, the value of Audit & Assurance at Deloitte goes beyond underpinning the accuracy of a company's financial information.

"The best thing is that every day is different and I get to meet so many new people, which makes it interesting."

Jodie, Public Audit



Jodie's story

As a newbie, do you get much help or do you just get on with it?

I always feel supported with my work and I have never felt like there wasn't anyone there helping me. Our managers know what it's like to be new and unsure about the work, so they want to support you and help you learn as much as they can.

Everyone is always more than happy to answer my questions; in fact they encourage me to ask. I definitely feel like I can always ask anything, whenever I need to and however often I need to.

We have lots of catch ups throughout the day, to ensure I'm getting on okay with the work. These are usually via a Skype call or a quick chat. When work is assigned, the manager will sit down and explain what they need me to do in detail; this is a good time to ask even more questions!

Best and worst things about working in Audit & Assurance?

The most exciting job for me was when I worked with an aviation client in Cheltenham. They gave us a factory tour while we were there and it was really interesting to learn about the business. This is something I would never have done if I didn't work at Deloitte.

You'll love it here if you enjoy meeting new people, learning new things and have a business-curious mind.

Busy season is usually considered the worst part of audit. I didn't actually know what that was! But I have endured my first busy season and you'll be glad to know it wasn't too bad.

Business & Financial Advisory

Analytical and creative in equal measure? You'll thrive here. So much more than financial planning and diligence, this is about finding the smartest solutions to the most complex challenges.

From helping struggling businesses to shine again, to advising the NHS, to combating financial crime, we do it all here.

"I love that my job really makes a difference - I enjoy seeing clients make changes based on the feedback and recommendations that we've made."

Hazel, Financial Crime



Hazel's story

Tell us about your business area. What are the best things about it?

There is a significant amount of legislation and regulatory standards in place to safeguard organisations against financial crime risks. We help our clients understand these and remain compliant with everything they need to. This could be in relation to money laundering, terrorist financing, bribery and corruption, fraud, weapons proliferation, and much more.

There are amazing opportunities to work with high profile clients, such as global banks, and with very senior members of the Deloitte teams. I love that my job really makes a difference - I enjoy seeing clients make changes based on the feedback and recommendations that we've made.

Obviously the work is challenging, but I thrive on that. We work to a lot of tight deadlines, but as a team we make sure we plan tasks ahead of time. I've learnt to manage my time well and I know I can ask for support if I need it.

What's special about the people of Deloitte?

I'm surrounded by a team of very talented people; I learn so much from them. There is a lot of diversity in experience and skills too, I love that everyone has a different story - some have a legal background, some are physicists, and some have always been involved with compliance work and financial crime.

My managers are very supportive and always encourage me to push my boundaries. And there is a great culture of respect and inclusion; I definitely feel like I can bring my true self to work which is really important to me.

Cyber

Cyber security takes more than deep technical expertise; it takes people with true business intelligence.

Together we help keep our clients safe, secure and one step ahead, by providing everything from “red button” crisis response, to guidance on which cyber threats could have the biggest impact on their business.

“Deloitte leaders care about what you think and do what they can to help you be successful.”

Lauren, Cyber



Lauren's story

What do you do? And what do you like most about it?

When I describe my job to friends I say “Remember the cyber attack that happened to X organisation? My job is to help make sure that either doesn't happen again or, if it does, that they can respond and recover as quickly as possible”. All four Cyber groups: Strategy, Secure, Vigilant and Resilient are growing fast. So, whatever industry or area you're interested in, there's always an opportunity to put your hand up to get involved.

I love the diversity of projects, people and places we work. I love the opportunities I am given to shape the career I want. I love the flexibility to work when I need to, and the focus on adding value, not just being present for the sake of it. You'll love it here if you enjoy travelling around the country, learning lots all at once, and want to have an interesting, increasingly relevant career. However, it's not for you if you still use 'password' or any variant, as your password.

Do you get many learning and development opportunities?

The learning curve in the first year is massive. I never thought I'd get the hang of fulfilling the (rightly) high expectations of the client and managers, but the support is there and those that want to succeed can, even if it seems an impossibly high mountain to start with.

I hope to develop specialist knowledge in the 'people' side of Cyber, be that Insider Risk, cultural training and awareness, or elsewhere. I'm starting to work with colleagues that specialise in these areas, so I can learn more.

I'm currently working on a big client with over 150 other Deloitte people. They have a large international presence, with opportunities to work in Denmark, the Netherlands, the US and more. I've gained some great experience and built a fantastic network – it's a wonderful opportunity to learn.

Governance, Risk & Regulation

Uncertainty defines the world today. Which means businesses face increasing risks, from technological to financial. It's our job to anticipate these risks and help our clients come out on top.

Complying with ever-changing regulations is just the start. You'll do more than advise, you'll deliver innovative solutions; defining clients' futures and transforming their businesses.

"If you are willing to get stuck in and try your hardest at every opportunity that comes your way, you'll love it here."

Madhura, Strategic, Regulatory and Operational Risk



Madhura's story

What do you enjoy most about your job?

I love the fact that I can work for some of the most well-known companies in the world, and see the impact that my work has made first hand. The people I've worked with have been very supportive and have given me the constructive criticism I needed to progress in my career.

There are also many opportunities to get involved, across almost every industry. During my three years at Deloitte, I've worked in the banking, utilities, public sector, private sector, healthcare and energy industries. The roles you can support on vary with each client, and make the work more interesting.

My role involves working with different organisations to assess and mitigate risks to their business. These risks can vary across different areas of the company, including financial, regulatory, operational and business-as-usual. We usually identify a scope at the start of the engagement, which includes the areas that the business would like us to focus on.

Scopes can be quite broad and include multiple areas of the business, but can also focus on one particular area. Fieldwork follows, usually involving meetings with key client stakeholders and testing their processes and controls as per the agreed scope. After completing fieldwork, the report is reviewed by managers and partners. We then discuss our findings with the client and issue the report.

How do you make an impact at Deloitte?

Deloitte offers lots of volunteering opportunities, from supporting the development of children in schools to climbing Mount Kilimanjaro for charity. We hold bake sales, boat races and days out to raise money for charity as well.

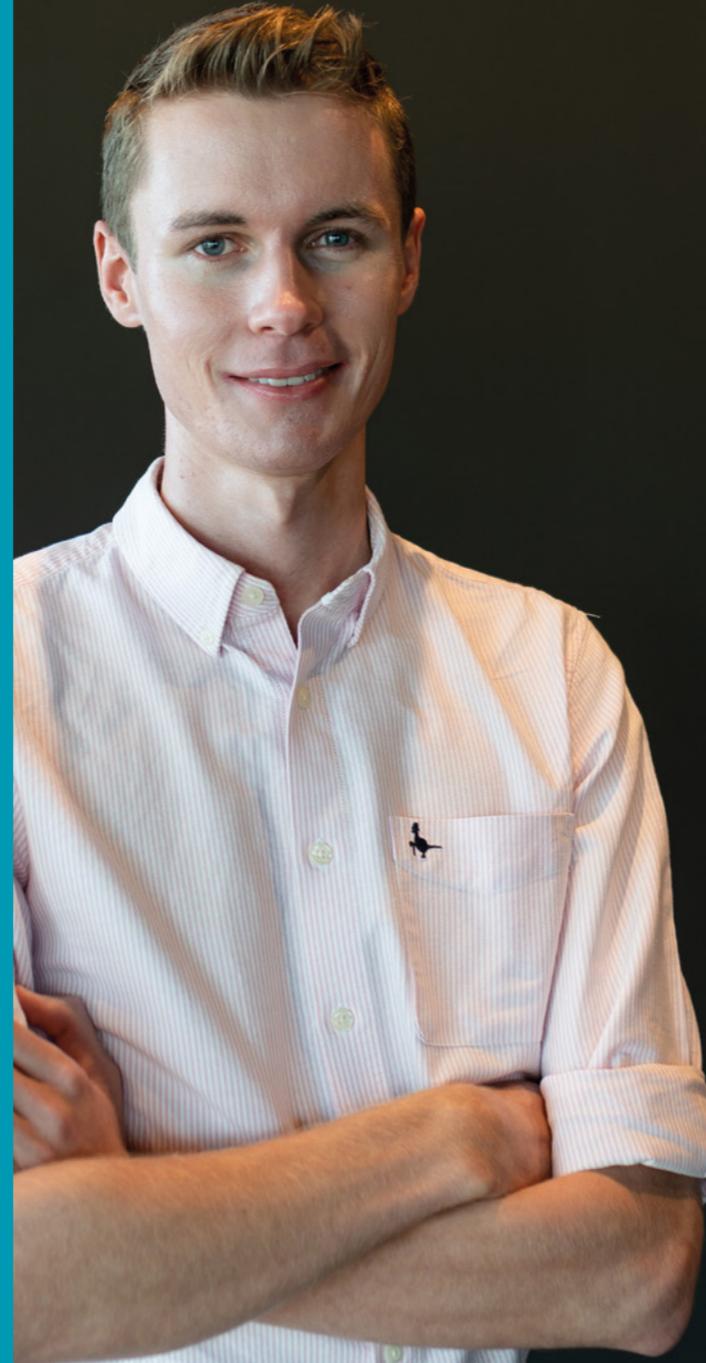
I'm also part of the Deloitte Women's Network which arranges events to help empower women at the company. These include networking events with senior Deloitte people, as well as external keynote speakers.

Human Capital & Actuarial

We transform businesses with solutions that make the most of their greatest asset – their people. Whether it's managing risk and reward, leading complex programmes or predicting how robots will change the future of work, we help our clients overcome fascinating challenges and develop new ways for them to get the best out of their talent.

"I feel really comfortable working here – everyone is encouraged to be themselves."

Charlie, Workforce Analytics



Charlie's story

What are the best things about your job?

A lot of the projects we work on are really exciting. A really big drive for Human Capital consulting is the Future of Work – helping our clients make their workplace ready for the future employee. It's great knowing that we, as a firm, are leading this change across hundreds of organisations, and this is something that will affect all of our everyday lives as working people.

I also love how my particular role in workforce analytics is a balance of soft and technical skills. You need to know how to complete the analysis, and also how to communicate it to a client in a way they'll understand.

What skills do the best leaders have? And which ones are essential to your job?

My favourite leaders in the firm are always supportive and inclusive, and celebrate diversity. These are such important parts of the Deloitte culture. Our former CEO, David Sproul, joined

Deloitte at the Pride in London Parade; it's that kind of inclusivity that makes every colleague feel valued and sets Deloitte apart.

For me it's the soft skills that are really important to my role: managing stakeholders, analysing information from different sources, communicating complex concepts so they're easy to understand and impactful, working effectively with teams, logical thinking, and organisation... the list continues...

In addition to improving on these soft skills, I've developed a number of technical skills within my role, from data analysis to understanding analysis software such as Tableau and Excel. I also feel like my business acumen has really improved - this comes from being exposed to such a large variety of clients and businesses.

Legal

Experience the future of law, today. We're using our scale, experience and unparalleled global network to disrupt today's market and offer a seamless legal service. By bringing together accountants, consultants, technologists and strategists with our 2,000 legal experts we can provide complete legal solutions.

Our programmes allow you to become a qualified solicitor directly from school or university under the new Solicitors Qualification Exam (SQE) arrangements.

"The work is truly unique. We are often tackling problems that no-one has addressed before, so the team comes together to create something entirely bespoke."

Gemma, Legal



A new approach to legal training

Do you have to go to university to become a solicitor?

Not anymore. Our new six-year programme allows you to complete a level 7 apprenticeship whilst you work in our team. At the end of the course, you'll be a fully qualified solicitor with an undergraduate degree in around the same time it takes to go through university and training.

As champions of diversity and inclusion, we're proud to offer a new route to a legal career. It's a fantastic opportunity to earn as you learn and receive fully-paid tuition from a distinguished law school.

How can Deloitte Legal help university graduates?

If you're in your second or third year of university, you're probably anticipating an extra year or two at law school after graduation. But with Deloitte Legal, you can step straight out of university directly into our legal practice after obtaining an appropriate law qualification.

Instead of taking the traditional route and completing a Legal Practice Course, we'll help you complete your SQE and become a qualified solicitor on the job. This gives you the chance to kick-start your career, develop your skills and gain experience working on big projects with exciting clients.

What's different about Deloitte Legal?

We're using our status as a trusted, global professional services business to deliver a structured training programme that has the potential to revolutionise training in the legal sector.

We're giving you the opportunity to earn a competitive salary throughout your journey and we offer permanent contracts from the very start of our programme. We're committed to flexible working and after you qualify, we can open the door to all sorts of career opportunities in the legal sector and beyond.

Real Estate

Regenerating the Olympic Park. Advising the world's most influential businesses on their property portfolios. Planning a new town.

You'll gain experience across different sectors and industries within Deloitte Real Estate. We're a truly unique business that combines unrivalled property expertise with financial and business advice.

"It's great to be able to engage with and learn from such a diverse team, with such amazing skills and knowledge, on a day-to-day basis."

Diya, Real Estate Consulting



Diya's story

What's surprised you most about your role?

I'm surprised I use creative thinking so much in my job. I've learnt to use Adobe InDesign to support with creative work, designing documents, which I never would have expected.

I also need creative thinking for problem solving, as well as financial modelling. Quite often, as the client updates information, we need to identify the most efficient way to process the data. This is when I've had the opportunity to think outside the box and develop solutions for the tasks at hand.

What are the best things about your job?

For me, my favourite part of working in Real Estate is that it results in something tangible. You can witness a scheme come to life, and have a material impact on people's lives or way of living.

Working at Deloitte Real Estate specifically, I enjoy the wide-ranging nature of the work we do, as well as the opportunity to engage with clients on a strategic level.

You're given responsibility very early on, and have the opportunity to learn and grow at an exponential rate.

What's special about the people in your team?

How friendly and supportive everyone is. If I have an issue, whether professional or personal, I can speak up and I know I'll be supported. Even the senior individuals always find time to help if you have a problem; they help you think through it, rather than telling you what to do, even if that takes them a little longer.

Strategy & Operations

In an age of disruption, business leaders must act with conviction, speed and knowledge. They need the sharpest insight, the best ideas, and the right support.

And that's exactly what you'll provide. Helping clients make the most important decisions affecting their businesses and keep them ahead of their competitors.

"There's nothing better than a workplace where you can have inspiring conversations with colleagues in an open, tolerant and positive environment."

Felix, Monitor Deloitte



Felix's story

What do Strategy people do? And what do you enjoy most?

In simple terms, we provide advice to companies and organisations to make them more efficient and prepared, considering the economic climate we're facing. We're free to do projects in any of the areas we cover.

My team is working on a major piece of thought leadership that aims to help companies be more socially responsible. I'm excited, as this is my first chance to be able to contribute on such a hefty report, and I look forward to the date of its publication. Although I haven't had much experience in business writing, it's evident that the firm is prepared to give us joiners the chance to prove our mettle.

No two projects are the same; you're never stuck with the same thing over and over again. The nature of this job provides you with flexibility and freedom on what you work on and who you work with.

How do your managers and the firm's leadership inspire you?

They are down to earth and approachable. One of my most memorable experiences during induction was playing table tennis with one of the Partners.

We are made to feel we can be ourselves here; the firm absolutely encourages it. In fact, that was the first thing that was reiterated during our induction.

Deloitte does not want robots, people who are uniformly the same; Deloitte wants a diverse workforce for a diverse global economy.

Tax Consulting

Join a new generation of tax consultants, fusing strategy, technology, compliance and tax advisory.

We help clients make the right decisions, on a worldwide scale, by working collaboratively, creatively and in innovative new ways.

You'll get to see the bigger picture and become an expert in your specialist field.

"Being trusted early on with this level of client visibility and responsibility is really motivating."

Conor, Global Employer Services



Conor's story

What do you do? And what's the most exciting thing about it?

I work with individuals who are being sent to work in a different country and we advise them on the tax implications of their move. Our main goal is to make sure the individual and company are both being compliant with the UK and local laws.

We work with global businesses and international employees, which means there are many different opportunities, including working abroad. Be that with another Deloitte office or on secondment with a client.

My most exciting project so far is one I'm working on right now: the Business Traveler tool. This allows employees to complete a pre-travel assessment to see if they're ok to take a business trip to a particular country, looking at the tax, immigration and social security implications of the move. It's something completely different and I'm excited to see this new proposition grow.

Is there life at Deloitte beyond the day job?

There's a lot going on here other than client work. I've been able to take part in Deloitte's One Million Futures programme, for example, and have signed up to be a mentor this year.

There's a good social side too. We have regular client, team and wider group socials. That's on top of the various seasonal, summer and Christmas parties.

Also, I occasionally work from home, whenever I need to get away quickly or have anything planned in the evening near home. Everyone is really flexible and accommodating. They understand we all have lives too.

Technology

In this ever-more complex world, we direct our clients to their best and most secure technology solutions. And we create them too.

As a strategist, developer, digital transformation expert, data analyst, forensic specialist... there are so many options here... you'll be helping to solve our clients' most critical technology challenges.

"I can see a clear progression here; they support your growth and development; they want you to succeed."

Catherine, Technology Consulting



Catherine's story

What do you do? And what's the most exciting thing about it?

To put it simply, I test whether mobile apps and websites work. There are great opportunities for me here, as digital testing is a growing area and there's a clear progression path set out for graduates at Deloitte.

My last project was particularly exciting, as it was my first project that I got to be there for the 'go live'. I was working for a challenger bank, where you can open a current account completely online, and I was involved in testing the account opening process. The project used some exciting, innovative pieces of technology, such as taking a selfie to verify yourself online.

Is there life at Deloitte beyond work?

Deloitte puts a lot of time and effort into ensuring there are good socials and celebrations of achievements.

There are socials of all sizes and for everyone. We have graduate socials once a month, yearly balls for Consulting, and quarterly events for Technology Consulting. For the Christmas ball last year, there was a battle of the bands where teams of Deloitte musicians competed and raised money for charity.

I've also got involved with 'BeyondMe', which pairs Deloitte employees with charities for essentially free consulting. A group of us are helping a water sanitation charity that's analysing data for the placement of toilets in less developed countries.

My manager is very flexible with my working hours and location too. I alternate between working from home and the office on Fridays, depending on my workload.

What impact will you make?

deloitte.co.uk/careers

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