

A young woman with curly hair, wearing a black and white athletic jacket, stands on wooden bleachers in a stadium. She is looking out over a large, open stadium area with a running track and a field in the background. The scene is brightly lit, suggesting a sunny day.

Deloitte.

Do what
matters to you

School leaver opportunities

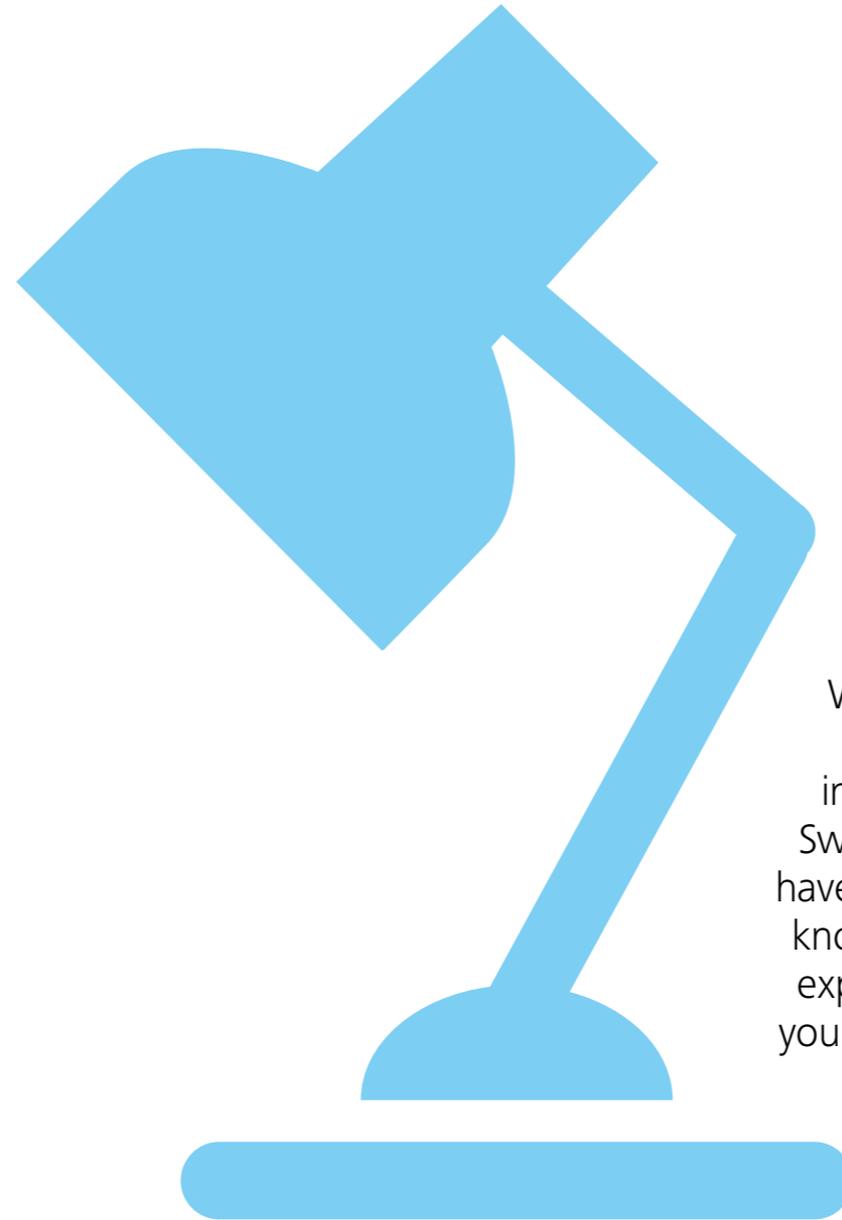
Whatever it is, you'll find it here

Keep learning and get some more qualifications under your belt? Or start earning and develop your experience in the real world? Thankfully, there's no longer a reason to choose between them. Because with the Deloitte BrightStart and Scholar schemes you can have it all.

We're one of the world's largest providers of professional services. That means we work with a wide range of organisations – from small businesses to major corporations and government bodies, and give them specialist advice about running their businesses better.

In some cases, that might involve checking that their records match the reality of how their business is performing, guiding them through paying tax or finding them more efficient ways to work. In others it could mean reducing the risk they face in their day-to-day operations or advising them on high-profile business transactions like merging with or buying other companies. You could say we're like a doctor for business - we make organisations healthier.

We can give you a better start to your future too. A place on either our BrightStart or Scholar schemes will give you the chance to gain hands-on experience while you carry on learning and put yourself on the path to a successful long-term career.



Annual revenues of more than **£2.5billion** reflect the scale and scope of our organisation



With **14,500 employees** in the UK and Switzerland we have a wealth of knowledge and experience that you can tap into

A network that extends to **150 countries** presents exciting, international career opportunities

With **23 offices** across the UK, the chances are we'll have one that's close to you



So, what matters to you?

Everyone has their own ambitions, personal priorities and professional motivations. These aren't always best served by heading straight to university after your A-Levels. That's why, here at Deloitte, we offer two interesting alternatives that may be better aligned with the things that matter to you. Across the page, you'll see a pair of statements. See which best describes you, then turn to the relevant section and start planning your future with Deloitte.

Choose
a path 

I've got a keen interest in business and finance and big plans for my future, but I've decided university isn't for me. I'd rather get my career under way and start earning while I learn on the job.

Go to pages 4-7

I'm planning to go to university, then on to a career in business or finance. But it'd be good to get some professional experience and do something different in the gap year before I start my degree. Maybe I'll go travelling or save some money.

Go to pages 8-11



BrightStart school leavers' scheme

Real world, hands-on experience coupled with first-class training and development. Professional qualifications that are recognised around the world. Rewards that reflect the valuable contribution you bring. Our 3-5 year BrightStart scheme is a great way to launch a successful career in business - straight from your A-Levels.

There are six different service areas to choose from - Audit, Tax, Consulting, Corporate Finance, Risk Consulting and Deloitte Real Estate. You can find out much more about each area on our website. Whichever team you join, you'll get to work with a rich variety of clients across a wide range of industry sectors – from large multinationals to celebrities and everything in between.

During your time on the scheme, you'll also develop a powerful mix of business, finance and general professional skills. All of which will stand you in good stead as your career with Deloitte unfolds.

You'll take on more responsibility and start building relationships directly with clients. By the time your final exams come around, you'll be ready to explore the many long-term opportunities open to you here.

"For me, BrightStart was a far better option than going to university. I've been working - and earning - from day one. I've gained many industry standard qualifications. But perhaps most valuable of all has been the hands-on experience that comes with helping clients work through real projects and challenges."



Dominic
Senior Associate – Consulting

Generous salary and a range of big company benefits from the day you start



1,000 students will be joining alongside you at Deloitte

Early responsibility means you'll manage teams early on



All the support you need to gain a **professional qualification**

3 to 5 year scheme designed to prepare you for a successful career in business



Opportunities **UK-wide**

www.deloitte.co.uk/schools

Applying for our BrightStart scheme

1 Online application

Once you've researched who we are and what we do, complete and submit your online application form at [deloitte.co.uk/schoolleavers](https://www.deloitte.co.uk/schoolleavers). We'll screen it and get back to you within three working days, and if you're successful, we'll invite you along to the next stage.

2 Online tests

Our online numerical and critical thinking tests will tell us a lot about your abilities.

You'll have plenty of opportunity to practise for the 30-minute numerical test. Whether it's presented in words or tables, it'll check your ability to quickly analyse numerical or financial data and come to conclusions.

The critical thinking test will show us if you can look at a situation from multiple perspectives and separate facts from opinions and assumptions. Some questions are straightforward, others more complex. There are 40 in total, and you'll have 30 minutes to complete them.

3 Interviews

If you're successful with the online section, we'll invite you for an interview. This will take place in the office you've applied to, will assess your behaviours and will last about an hour. If you apply for a Consulting role (excluding Actuarial) you'll also take a group exercise at this stage.

Pass the first interview and we will invite you to a second. This one will include a presentation and a further assessment of your values and motivations with a senior member of staff from the area you're applying to join.

Before you apply, please make sure you check our entry requirements. In most instances – we'll usually expect you to have:

- **GCSE English Language – C**
- **GCSE Maths – B**
- **A-Levels** – applicants must be on track to achieve 300 UCAS points

For full details on specific entry requirements for each of our schemes please visit our website at www.deloitte.co.uk/schools

Lots more information about the recruitment process can be found on our website – including plenty of hints and tips to help you with your application.

www.deloitte.co.uk/schools

Parents and teachers

We launched BrightStart with a very clear aim: to give high-achieving school leavers the chance to embark immediately on a high-calibre career.

But, of course, it's a big decision. So as a parent or teacher, you'll be looking for reassurance that it's the right option for your child or student.



Students join us as permanent employees with a training contract that lasts up to five years.



The scheme is designed to offer the same professional qualifications and career opportunities as our graduates.



We pay for all their training and development and give them time off to study.



Everyone is assigned a buddy to ease the transition to professional life.



They work alongside and learn from leading industry figures.



They have a ready-made social life. Many end up sharing accommodation, too.



Opportunities are available at offices across the country.

Find out more at www.deloitte.co.uk/schools/parents

Scholar scheme

The Scholar scheme is a structured 30-week programme designed for those who are taking a year out before going to university. It offers a great introduction to the world of professional services – a chance to see our work first-hand and start laying the foundations for a rewarding career.

There are five different practice areas to choose from - Audit, Tax, Consulting, Corporate Finance and Risk Consulting. But wherever you complete your initial placement, you'll have the chance to move around and explore the wider firm further down the line.

You see, the scheme doesn't end after 30 weeks. When your initial time here is up, we'll give you a £1500 bursary to spend on whatever you want and then build on the relationship we have throughout your time at university. Further paid placements during your holidays and the chance to get involved with our on-campus marketing will all help to broaden your mind, deepen your business understanding and accelerate your ambitions.

There's no obligation to commit your future to the firm. But it's a testament to the scheme that most Deloitte Scholars do apply for our graduate programme once they've finished their degree.

"Joining Deloitte as a school leaver enables you to gain insight into a professional career; building your potential, your skills and your focus. This scholar experience can only add to your university studies, providing the best of both worlds, with the opportunity to make great friends, have a job to return to during university and the freedom to travel."



Alice Stretch
Scholar in Tax – Financial Services.
Will be studying Political Economy at King's College London.

£500 annual
bursary during
your degree



£1500 bursary
to travel, save or
try something new



5 service areas
mean you can try out
Audit, Tax, Consulting,
Corporate Finance and
Risk Consulting during
your placement



1,000 students
will be joining
alongside you when
you start at Deloitte



30 weeks
of paid experience
before you go
to university



A minimum of
4 weeks of paid
placements
during each year
of your degree

www.deloitte.co.uk/schools

Applying for our Scholar scheme

1 Online application

Once you've researched who we are and what we do, complete and submit your online application form at deloitte.co.uk/scholars. We'll screen it and get back to you within three working days, and if you're successful, we'll invite you along to the next stage.

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Before you apply, please make sure you check our entry requirements. In most instances – we'll usually expect you to have:

- **GCSE English Language – B**
- **GCSE Maths – B**
- **A-Levels** – applicants must be on track to achieve 320 UCAS points

For full details on specific entry requirements for each of our schemes please visit our website at www.deloitte.co.uk/schools

Lots more information about the recruitment process can be found on our website – including plenty of hints and tips to help you with your application.

Parents and teachers

University has for a long time been the default option for academically gifted students. But as a parent or teacher, you'll realise there are thousands who excel in their A-levels, attend top universities and perform well at interview.

So what does our Scholar scheme offer that can help your child or student stand out?



Practical work experience that will give them a head start in any business environment.



A fast track to final interview for those who apply for our graduate programme.



The chance of early promotion to recognise the quality of their work and experience they gained before joining as a graduate.



The chance to gain credits towards a professional qualification before they've even started their degree.



An insight into our business, our people, our clients, and the work we do.



Financial support during university, and to go travelling, save or try something new.

Find out more at www.deloitte.co.uk/schools/parents

Get to know us better

We hope this booklet has given you a taster of the two schemes we offer for school leavers here at Deloitte. There are lots of ways you can find out more - at one of the many events we organise, or by connecting with us online.



Find out when these are at
www.deloitte.co.uk/schools/events



[facebook.com/
yourfutureatdeloitteuk](https://www.facebook.com/yourfutureatdeloitteuk)

For videos, photos and events, plus our 'Green Room' and 'Just Like Us' apps



[linkedin.com/
company/deloitte-uk](https://www.linkedin.com/company/deloitte-uk)

Start building your network early



[@deloitteschools](https://twitter.com/deloitteschools)

For updates on our BrightStart and Scholar schemes



[youtube.com/
deloittecareersuk](https://www.youtube.com/deloittecareersuk)

For video insights into our business, people and careers

Events

Schools Insight Day

These events offer a real 'behind-the-scenes' look at our BrightStart and Scholar schemes. Students from both will share their experiences and you'll have the chance to take part in a business game highlighting essential skills needed in the business world.

Careers Presentations

Arranged directly with schools, these short sessions offer a detailed overview of the firm and our two school leaver schemes, plus advice on both the application process and developing employability skills. Careers advisors, please get in touch via our website if you'd like us to visit your school.

Careers Fairs

Sometimes it's good to consider all the possibilities in one place. It's easier to compare and contrast, weigh up the pros and cons of each option and determine which is best for you. It's with that in mind that we attend school careers fairs right across the country.

Parent, Teacher, Careers Advisor Insight Days

We realise there are a number of key people school leavers turn to for career advice. These sessions are designed to support those people and make sure the advice they give is as well-informed as possible.

www.deloitte.co.uk/schools

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