



accenture

High performance. Delivered.

Strategy | Consulting | Digital | Technology | Operations



YOUR
CAREER.
YOUR
ADVENTURE.

Building a rewarding career at Accenture



Welcome

Hello and welcome! We're pleased you've decided to learn more about Accenture. We hope this brochure gives you a good idea of who we are, what we do and how you could develop a rewarding career with us.

If you're keen to find out more about joining Accenture and how you can develop your career with us, you'll find a wealth of additional information online. Or why not follow our bloggers for an insight into what they get up to on our programmes at [accenture.com/gradblog](https://www.accenture.com/gradblog)

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Select a brochure tab to read more, or visit [accenture.com/ukgraduates](https://www.accenture.com/ukgraduates)

What We Do

As one of the world's largest consulting and technology firms, we hire talented people, people like you, to help our clients achieve their aims – whether that's increasing profits, gaining a greater market share, redefining strategies, working with new technologies or offering better customer experiences.

If you want to see examples of what we've done for some of our clients, turn to pages 19–20.

What Does Accenture Do?

We examine a client's organisation, work out how best to improve it, and then shape and implement agreed actions to bring about positive, lasting and profitable change.

For us, it's not just about coming up with the big ideas, it's also about successfully delivering and implementing them. Every organisation relies on technology, which means that our solutions will lean heavily on improving what and how technology is used.

We are also about being at the forefront of innovation – understanding everything there is to know about the latest technologies, and using them to help our clients become even better. This is one of our strengths as a company; it's how we set ourselves apart in the industry and, as you'll see on pages 5 & 6, it's reflected in how we're set up as a business.

What This Means For You

With the breadth of expertise and diversity of clients we have, wherever you join, there's an avenue open for you to explore a fulfilling career and get the skills you need now and in the future. As part of a company that prides itself on developing its people, you'll have access to a wealth of tools, training and colleagues that can help you build the professional career you always wanted.



Find out more at [accenture.com/ukgraduates](https://www.accenture.com/ukgraduates)

Our Organisation

Accenture works with 4,000 companies in 120 countries. To manage the broad spectrum of challenges our clients face, and support our joined-up approach to projects, our organisation covers a range of separate but interconnected businesses:

Accenture Strategy

How do businesses transform? Where should they be going? How can they get there? These overarching questions determine the success of any organisation. Within Accenture Strategy we help our clients set out their goals for the future and how they can achieve them.

Accenture Consulting

Accenture Consulting has the insights to transform companies and the capabilities to do it. We work in partnership with our clients to help them become better businesses, advising them on tools they should use and how they should implement them.

Accenture Digital

Digital is an essential part of every business. But not every business knows how to make the best use of it. Using industry-leading professionals and a host of digital expertise, Accenture Digital helps our clients do just that.

Accenture Operations

Accenture Operations manages the transactional data and processes for many of our clients. Using process expertise and deep industry knowledge, we help our clients gain new insights and achieve greater efficiency.

Accenture Technology

New technologies arrive on the market at an incredible pace. In Accenture Technology, we investigate and explore them to determine how our clients can use them – helping their businesses innovate, grow and improve.

Corporate Functions

These teams, which include HR, Finance, Legal, Sales Support, Marketing and Communications amongst others, power Accenture. Whether working directly with clients or managing important internal initiatives, their effort, insights and drive make a real and measurable difference to our business.



Find out more at [accenture.com/ukgraduates](https://www.accenture.com/ukgraduates)

Graduate Careers At Accenture

We have a variety of graduate programmes at Accenture, which you can find on pages 9–12. Each has a focus on a distinct skillset and different requirements. The one thing they all have in common, is the market-leading training and development opportunities for everyone who joins.

Initial Training

Wherever you join, you'll enjoy the perfect mix of intensive training and live project experience. It all starts with an award-winning induction, which will introduce you to how we work, your new colleagues and members of our leadership team. After that, you'll join a community of graduate peers and mentors specific to your programme. They'll help you integrate into the team and feel part of Accenture.

A Real Role

After your induction, your career really begins. And that will be unique to you. Every one of our graduates has a different experience at Accenture and every experience has its own benefits. Most of our grads are immediately placed on client projects and can get stuck in straight away, others work on internal projects first and have more opportunity to find their feet. Your first few projects may last only a couple of months, which means you learn different skills or could last for over a year, giving you in-depth knowledge in a particular area. Whatever your experience, you can guarantee that your contribution will be making an impact on world-changing projects for our clients and our business.

Rewards and Benefits

The rewards and benefits will vary depending on which area you join (please see our website for more information), but for every graduate programme you can look forward to:



What We Look For

While every programme will have specific requirements, there's definitely a mind-set that will see you succeed at Accenture. Ambition is obviously a prerequisite but moreover, we want to hear from people with a hunger for knowledge. People who want to learn from every experience and are happy to roll their sleeves up to get the job done.

Ours is an industry that's driven by client demand. Which means that, we have to place people in

the industries and geographies where our clients need them most. So, as well as being flexible, an open mind, coupled with patience and adaptability are a real bonus.

Overall, if you can talk to people at all levels, build a solid network and can combine that with a passion for technology, we would love to hear from you.



Find out more at [accenture.com/ukgraduates](https://www.accenture.com/ukgraduates)

Our Graduate Programmes – At A Glance

Which Programme
Is Right For You?

Graduate Programmes	What You'll Do	What You'll Need To Apply	What You'll Learn
Strategy Graduate Programme	Graduates will work as part of a project team to drive innovation and shape new business models – helping our clients to succeed in the digital world.	340 UCAS points across your top 3 A-Levels (excluding General Studies). Minimum 2:1 degree (any discipline – achieved or predicted). Deep strategic thinker – you must be able to demonstrate project evidence of this in your application. Creative problem solver. Passionate about business and technology. Team player.	Build the deep, valuable industry and functional expertise you need to succeed. You'll work alongside global companies to solve significant business issues and develop strong leadership, problem-solving and people management skills.
Consulting Graduate Programme	Graduates will work with clients as part of a project team to identify market opportunities and transform their business across people, process and technology. More than just an advisory role, you will work at the heart of our clients' organisations to help address their most complex issues. You'll build your skills through interesting, challenging work focused on specific industries: Financial Services, Products, Communications Media & Technology, Health & Public Service and Resources.	340 UCAS points across your top 3 A-Levels (excluding General Studies). Minimum 2:1 degree (any discipline – achieved or predicted). Curious about business and technology. Project management and problem-solving skills. Proactivity. Communication skills.	Through hands-on client work and structured development, you'll build deep industry knowledge and grow your experience across business and technology as you devise and deliver ground-breaking tailored solutions. You'll build credibility, relevance and meaningful relationships with both colleagues and clients alike.
Analytics Graduate Programme	Deliver complex analytic solutions for our clients, working on big data and becoming familiar with intricate databases. Work with a team of experts producing analytics for internet marketing campaigns.	340 UCAS points across your top 3 A-Levels (excluding General Studies). Minimum 2:1 quantitative degree preferred, such as maths, statistics, data science or computer science. Flair for analytical and logical problem solving. Strong numerical skills. Excellent communication skills – ability to articulate numerical concepts to a non-numerical audience.	Gain an understanding of how data, statistical and quantitative analysis, combined with exploratory and predictive models and fact-based management, delivers data-driven business insights.
Client Delivery Graduate Programme	Work with a client team to deliver business transformation. This will include designing, building and testing strategic solutions ready for implementation. You could be involved in changing processes and technologies – working with a range of onshore and offshore delivery teams to formulate a plan of action and get it done.	University degree (any discipline). Passion for technology. Project management and problem-solving skills. Interest in process improvement. Communication skills.	Opportunity to build market-leading project management and specialist technology skills. Outstanding training and on-the-job learning with the world's most influential companies.

Our Graduate Programmes – At A Glance

Which Programme
Is Right For You?

Graduate Programmes	What You'll Do	What You'll Need To Apply	What You'll Learn
Software Engineering Graduate Programme	<p>Work with a team to create technology solutions and deliver across multiple environments. Drive technology development programmes and deploy in a variety of environments.</p> <p>You'll work with some of the most advanced technology in the market and develop industry-leading specialist skills.</p> <p>Use your programming knowledge to create effective solutions for clients.</p>	<p>University degree in IT, computer science or a technology-related subject.</p> <p>We also accept maths, science and engineering graduates who can demonstrate a passion and flair for IT and technology.</p> <p>Some programming knowledge.</p> <p>Passion for software engineering and end-to-end design and delivery.</p>	<p>You'll work with some of the most advanced technology in the market and you will develop industry-leading specialist skills.</p> <p>Advanced training and the opportunity to gain industry certifications.</p>
Technology Architecture Graduate Programme	<p>Shape and direct the technical solutions and blueprints that solve our client's biggest business challenges.</p> <p>Work on projects that develop our most technically complex and cutting-edge solutions.</p> <p>Collaborate with our delivery teams to ensure the design, implementation and delivery of solutions are feasible and functional.</p>	<p>Minimum 2:1 degree (any discipline - achieved or predicted).</p> <p>You don't need a technical degree but a keen interest and technical understanding is key.</p> <p>Team worker with strong communication skills and a creative and problem solving mind-set.</p>	<p>Grow to become an expert in exploring how a client's vision is achieved through using the latest technologies.</p> <p>Gain an industry recognised Technology Architecture certification.</p>
Information Security Graduate Programme	<p>Develop your expertise in information security and business consulting.</p> <p>Collaborate with our clients to design, build and implement pragmatic security solutions.</p> <p>You'll work with our technical partners such as Symantec, Oracle and HP, understanding the security architecture, and assisting in implementing and managing new security systems.</p>	<p>Minimum 2:1 degree (achieved or predicted). We look for either a STEM degree (science, technology, engineering, maths) with information security subjects or relevant work experience, such as an internship.</p> <p>Communication skills.</p> <p>Willingness to learn and take on new challenges.</p> <p>Flexibility.</p>	<p>Comprehensive training includes the possibility of individual self-study leading towards CISSP, CISM and ISO27001 lead auditor qualifications.</p> <p>Working alongside managers and senior managers on big-name client engagements, you'll develop skills in project management and methodology, solutions delivery and security assessment.</p>
Teach First	<p>Spend two years transforming the lives of young people as a teacher before using the key skills you've learnt to embark on a career at Accenture.</p>	<p>The appropriate requirements for the graduate scheme you want to apply to. See our website for more details.</p> <p>A confirmation of acceptance on the Teach First programme. If you have already completed the two years' Leadership Development Programme (or are currently taking part), you will be fast-tracked through our application process. Please see our website for further detail.</p>	<p>Give something back at the same time as building the skills we value at Accenture – such as leadership and the ability to handle a variety of challenging situations.</p> <p>Outstanding training and on-the-job learning with the world's most influential companies.</p>

Your Community

When you join any programme at Accenture, you won't just be joining Accenture, you'll be plugging in to a ready-made community of like-minded people who you can learn with and from as you progress your career. You'll share experiences, tips and advice – even a well-earned social event.

Once the projects begin you'll continue to build relationships at all levels. These will become your ongoing support network wherever you go and whatever you do throughout your career. What's more, from volunteering and charity work to taking part in corporate social responsibility activities, we'll help you make the most of every opportunity as we offer you three paid days to volunteer each year.

Depending on which programme you've applied to, you'll either join the Analyst Consulting Group (ACG) or the Technology Analyst Group (TAG).

What is the ACG?

The ACG brings together all the Analysts who join us on our Strategy, Consulting and Analytics graduate programmes and will be your home in the company from the time you join until your promotion to the next level.

As part of this supportive and sociable cohort, not only will you have access to the training and development you're looking for, but also the advice, guidance and mentoring you need to make your fledgling career a real success.

What is the TAG?

Everyone who joins our Client Delivery, Software Engineering and Technology Architecture graduate programmes becomes part of the TAG community – a group that aims to attract and grow the next generation of Business and Technology Integration experts, Software Engineers and Technical Architects.

Fostering a culture of learning with a diverse range of people, roles and skills, the group offers mentoring and guidance and the opportunity to develop a variety of technology skills. You'll also collaborate and network with peers through a range of community and social events.



Clubs and Societies

Wherever your interests lie outside of work, there's an excellent chance we've got a club or society that's right up your street. From rock climbing to rock music, wine tasting to ski racing, we've plenty going on. Here's a quick snapshot of some of our most popular clubs and societies.

Networking Groups

Networks are incredibly important at Accenture. As well as encouraging you to build your professional network while you're on a project, we also support a wide range of networking groups. These include the African & Caribbean Network, the Working Parents Network and the Lesbian, Gay, Bisexual & Transgender Network. We also run women's mentoring programmes, celebrate International Women's Day and have an active Accent on Gender Network.



Find out more at accenture.com/ukgraduates

Undergraduate Schemes & Events

The best way to find out if a career at Accenture is right for you is to apply to one of our Undergraduate Schemes or attend one of our events. As well as getting a taste of what it's like to work with us, you'll gain some valuable live project experience and enjoy a competitive salary on our schemes.

Year Group	Summer Vacation Scheme	Industrial Placements	On Campus Events	Inspiring Women Events
1st Year Undergraduates	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
2nd Year Undergraduates	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
3rd Year Undergraduates	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
4th Year Undergraduates	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>

For all of our schemes we fill places on a first-come, first-served basis – competition is fierce so apply early to avoid disappointment.

Summer Vacation Scheme

If you're a penultimate year student and you're looking to do a little more with your summer, our vacation scheme could be the perfect solution. Over eight weeks during July and August, you'll get a real taste of life at Accenture, have the opportunity to learn new skills and get an insight into the work you could be doing as a graduate. What's more, if you do well, we may offer you a permanent role after you graduate.

Industrial Placements

If you're studying a degree that offers the option of an industrial placement, we can offer you a fantastic opportunity to discover more about how we work while building your skills. You can join us in one of two areas:

Consulting Industrial Placement

Here, you'll take on real responsibility. You could be involved in undertaking research, compiling reports, analysing complex information or testing software. Whatever your day-to-day role, the aim is to give you an insight into what life is like at the sharp end of business and technology evolution. And, by the end of the year, you will come away with some valuable skills – and hopefully an offer to join us when you graduate. You'll also be part of a vibrant graduate community with training, support and social events.

You can look forward to a competitive pro-rata salary and relocation allowance, as well as a generous holiday allowance, subsidised gym membership and a personal laptop.

Technology Industrial Placement

On this 12-month programme, you'll study technologies including Java, Digital, DevOps, testing and SAP (ABAP). Then we'll assign you to a project where you'll build your skills on the job.

Over the course of the placement, you'll gain exposure to many different assignments from development to deployment. By the end of the year, you could be ICTTech certified and, hopefully, come away with an offer to join us when you graduate. You'll also be part of a vibrant graduate community with training, support and social events.

Throughout your time at Accenture you will be rewarded with a competitive salary and other benefits include generous holiday allowance, an interest-free season ticket loan, subsidised gym membership and a personal laptop.

Inspiring Women Events

Throughout the year we host a series of Inspiring Women Events. These give you the opportunity to hear from successful women and talk to a range of Accenture professionals. Tickets for these events are limited, the good news is that, should you receive a ticket for one of the events, you'll also be fast-tracked through the application process for our Undergraduate or Graduate roles.



Find out more at accenture.com/ukgraduates

On Campus Events

There's never been a more exciting time to join Accenture. Come along to one of our on campus events and you'll see why. It's your chance to meet people from our business, ask questions, build new skills and discover more about life at Accenture. You'll see how we are using our strategy, digital, consulting, technology and operations expertise in innovative ways to help our clients.

Our recruiting team will be there to chat with you about current opportunities and you can drop by and talk with some of our colleagues who began their careers just like you. Keep an eye out for upcoming events by checking our events calendar and keeping up to date with our social channels.



Ayomide

"So far, the thing I'm most proud of is when I delivered a project by myself. It was the first time I had been on client site and the deadlines were very tight. At that point I felt out of my depth, however, through asking lots of questions and speaking to different people on the project, I picked things up. I think building a strong network and positive relationships with colleagues is so important in the world of consulting."

Tech Talks

If you want to find out how Accenture is using technology to make a real impact on business, then sign up for one of our Tech Talks. Led by Accenture thought leaders, previously these talks have covered everything from artificial intelligence to the internet of things – all with a focus on how industry can leverage these technologies in the future.



Stuart

"During my time on the Consulting Graduate Programme I have worked across three different industries and on four separate projects. Having the chance to work with so many interesting and talented people from all over the world has been of huge benefit to me and has provided great opportunity for personal growth."

"I studied computer science and since joining Accenture I have been on an amazing journey. I started my first project within the Innovation Programme where we learnt the latest app development technologies to design and develop innovative solutions to client's problems. I am currently on my second project with a large utilities client. My career counsellor and managers helped guide me whenever I needed advice on decision making. At the beginning it is important to network and be open to the type of role you might do."

Anusha



Find out more at [accenture.com/ukgraduates](https://www.accenture.com/ukgraduates)

Accenture In Your Day

Our work touches the lives of millions of people every day.
Read on to see how Accenture plays a part in your daily routine.

Get up—switch on

The energy industry is a key business sector for us. Some 5,000 Accenture employees across the world help energy companies save money, make the most of their resources and protect their valuable information.



Grab a coffee

Our blend of digital and technology expertise helped Nespresso personalise their customer offering, to make a morning cup just the way you like it.



Go for a run

Fjord helped adidas put the power of personal training in their customers' hands by transforming their training technology to perform perfectly on a smart watch.



Check last night's scores

Not only were we behind the technology that helped launch BT Sport, we also built the app that lets millions of fans stay up to date on all the latest sports news.



Nip to the bank

We help banks across the UK make the most of technology and digital innovations – developing 5-star apps and implementing strategies that revolutionise the way they interact with customers and do business.



Pick up a prescription

We're helping the NHS cut costs and improve patient care through digitising patient records.

A spot of shopping

We helped Argos improve their digital and in-store customer experience.



Grab something to eat

Our work with Mondelez is expected to deliver over \$1 billion of savings, which they're set to invest in more delicious innovations.

Relax with a book

We're helping HarperCollins write a new digital chapter, and connect you with your favourite authors.

Find a holiday

We helped GTA, part of the Kuoni Group,[™] reimagine their online booking portal so travel agents can deliver the experience that's right for every customer.



Visit [accenture.com/accentureinyourday](https://www.accenture.com/accentureinyourday) to discover more.

Apply Zone

When it comes to completing an application form or attending an interview, we appreciate it requires a great deal of preparation. All of our programmes have a different application process – please see our website for further details. However, below you will find a summary of what to expect and some top tips to make sure yours is a success.

1. Application

The application form is your chance to give us details of your experience and education and attach your CV. After submitting an online application form, you'll hear back from us within 5-10 working days.

- Check your spelling and grammar carefully as the smallest mistake could prevent you from moving on to the next stage.
- Don't just list your skills, give examples as to where these have been demonstrated and developed.

2. Online Test

Our online tests are designed to assess the very specific skills you'll need for the programme you are applying to. You'll have the opportunity to demonstrate that you have the necessary aptitude to be successful in the role. Depending on the role you apply for, you may be asked to take a situational judgement test or a logic test.

- Make sure you practice these kinds of tests. You can find plenty of examples on the internet.

3. Digital Interview

This is your opportunity to demonstrate your research into Accenture and the role. The interview is around 25 minutes and you can complete it at a time and location of your choice. You also have the option to re-record answers to give you the best possible chance.

- Research Accenture and its competitors and try to understand what makes us stand out in the marketplace.
- Take the time to formulate your answers – don't just dive straight in and risk losing track of the question being asked.

4. Assessment Centre

This will include a group exercise as well as a final one-to-one interview.

- Being part of group exercises is more important than leading them. Of course, it's always good to see leadership skills but we're also looking at how you interact with, and support others.
- In interviews, be excited and passionate – show why you want to work for us and what would really interest you.
- Don't be afraid to ask questions. You need to find out if we're the right company for you as much as we need to find out if you're the right candidate for us.



Events

Our graduate recruiters will be running events across UK universities, visit our graduate site to view a calendar of events.



Google Hangouts

A great way to learn about Accenture is from our people themselves. We cover a range of topics from life as a graduate, our application process as well as insights into technology and the work we do. Visit Accenture UK Careers on YouTube to watch our Google Hangouts.



Visit [accenture.com/ukgraduates](https://www.accenture.com/ukgraduates) for more details on how to apply.

About Accenture

Accenture is a leading global professional services company, providing a broad range of services and solutions in strategy, consulting, digital, technology and operations. Combining unmatched experience and specialised skills across more than 40 industries and all business functions—underpinned by the world's largest delivery network—Accenture works at the intersection of business and technology to help clients improve their performance and create sustainable value for their stakeholders. With more than 375,000 people serving clients in more than 120 countries, Accenture drives innovation to improve the way the world works and lives. Visit us at www.accenture.com.

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