

The opportunity of a lifetime

Graduate and undergraduate
career opportunities 2015





Students voted us the number one Graduate Employer in *The Times Top 100 Graduate Employers* survey for the last 11 years.



In *Universum's 2014 Student Survey*, we were selected as the number one most applied to company in the UK amongst business students.



We've been named as one of *The Times Top 50 Employers for Women* for the last 4 years in a row.

We like to give our people lots of visibility and exposure to the best opportunities. That's why everyone you see in this brochure works with us.

“Great people make us a great business. So not only do we look for the best; we go to extraordinary lengths to help our people continue to grow. Join us and the skills, knowledge and relationships you build right from the start will benefit you for life.”

Ian Powell

Chairman and Senior Partner, PwC UK LLP



Your career is just that; yours. You choose it. You live it. You make it happen. To get the best from it, you need the best opportunities. That’s why opportunities are at the heart of a career with us. Opportunities for you to grow as an individual, to build lasting relationships and make an impact in a place where people, quality and value mean everything. And we’re proud, based on the opportunity we offer, that students have voted us the number one Graduate Employer in *The Times Top 100 Graduate Employers* survey for the last 11 years.

Smart, courageous people who are able to forge strong relationships make us the best at what we do: measuring, protecting and enhancing what matters most to our clients. And although the work we do will vary, the way we work will not.

We’re passionate about making a difference for our clients and each other, constantly creating and adding value. It’s an inspiring backdrop for your career, whether you’re making a difference to a public or a private company, a government or charity. Be part of something special and find out how your drive and initiative could open up new opportunities for you and our clients.

A man with dark hair, wearing a dark suit jacket over a white shirt, is sitting in a red stadium seat. He is looking towards the camera with a slight smile. The background is filled with rows of red seats, creating a sense of a large, empty arena.

The opportunity open to you

Chris, Assurance



Our graduate opportunities

Decide where in our business you could make your mark

Work experience opportunities

Get a feel for working with us before you graduate

Our rewards

Discover what you can look forward to

Case studies

Explore the breadth of work we do for our clients

Applying

Find out what we're looking for and how to apply

The background of the slide is a blurred photograph of a classroom. In the foreground, several rows of red chairs are visible, facing towards the back of the room. In the background, there is a large chalkboard and a window with light coming through. The overall color palette is muted, with reds, greys, and soft blues.

The opportunity to make the right choice

Jer, Consulting



Our business areas

We tackle a wide range of business issues and complex commercial challenges. And our ideas boost the performance of all sorts of organisations. So it's not surprising that we offer a huge variety of career paths. Over the next few pages you can start to explore the possibilities. And as there are so many, you're bound to discover something that fits you perfectly.

Actuarial



Actuaries work with uncertainty. Join us and you'll help clients analyse how future events – anything from a corporate takeover to a major natural disaster – could affect them. You might be calculating the impact of changing demographics or legislation on pension schemes; the effects that changes in financial markets have on different organisations; or how likely a business is to be hit by an earthquake.

You'll learn how to use complex financial and statistical theories to weigh up the risks and estimate the odds of what might happen. Just as important, you'll develop a flair for presenting your findings in simple, easy-to-understand language. What's more, early client exposure will broaden your experience.

You can choose from one of two business areas – both among the leading actuarial practices in the UK.

In **Human Resource Consulting** you'll work in either our pensions team or our reward team. In pensions, you'll work with a wide variety of companies, advising them on how to best achieve their objectives in relation to their pension or benefit schemes. You'll consult on a spectrum of issues including the redesign of pension benefits, de-risking legacy pension schemes,

negotiating with trustees on how to fund schemes, potential mergers or acquisitions and the impact of legislative changes. In reward, you'll help companies incentivise their most senior employees. As part of a multi-disciplinary team, you'll use broad consulting skills underpinned by financial modelling techniques to develop reward structures that support business strategy and are acceptable to shareholders and employees alike.

In **Actuarial & Insurance Management Solutions**

you'll work with clients from the insurance industry (both life and general insurance), but also from outside the insurance industry where you'll work with clients from the banking sector (retail and investment), the healthcare sector, the public sector, as well as corporate clients from the non-financial services sector like energy and utility providers. Your advice could cover solvency, reserving, economic capital, risk management, mergers and acquisitions, company restructuring and de-risking, financial modelling, underwriting, new legislation, the viability of new products and the efficiency of claims or reporting processes.

Find out more at [pwc.com/uk/work-in-actuarial](https://www.pwc.com/uk/work-in-actuarial)

Assurance



You'll be part of the team that gets to grips with every aspect of clients' activities, understanding their business to identify where our high-quality audit can add insight and value. It's critical work that enhances corporate governance and reinforces the reliability and relevance of business information. It's a career that's about so much more than numbers.

You'll go beyond the obvious and develop real insights into a client's markets, technology, people and management, as well as its finances. Your intelligence, courage and ability to embrace change will be key. And you'll need to think independently and confidently about sharing your point of view. We're constantly drawing on the breadth of our experiences and relationships to provide a tailored and risk-focused approach to the audits we do for them.

As part of a team working with FTSE 100 companies as well as thousands of smaller organisations, you'll be able to gain specific industry experience and work across a number of our Assurance businesses.

In our mainstream **Assurance (Financial Audit)** business you'll

provide market-leading audit services to an unprecedented range of clients including the largest share of FTSE 100 companies of any UK audit firm.

In **Public Services** you'll focus on clients in the public sector and help make sure taxpayers' money is being spent wisely.

In **Risk Assurance** you'll help clients deliver business controls to protect and strengthen every aspect of their business, from people to performance, systems to strategy, business plans to business resilience.

In **IT Risk Assurance**, which is part of our risk assurance practice, specialists work with clients to help them anticipate, manage and mitigate risks to their IT systems and support them with their IT security and controls.

Our work in Assurance is client-focused and you'll be working at client sites, or away from home, and often to tight deadlines which means longer hours. What you get out of your career in Assurance depends on what you put in, but above all this serves to give you the best possible training that can be offered and sets you up for your career in whichever direction you choose to take it.

Find out more at [pwc.com/uk/work-in-assurance](https://www.pwc.com/uk/work-in-assurance)

Consulting



You'll get to work closely with the best in industry, finance and government in the UK and abroad, bringing fresh insights and motivation to the problems they face. Our clients might want us to help them enter new markets; address the challenges created by organisational change; or draw up a sustainability strategy that aligns their commercial objectives with broader environmental and social concerns.

You can choose to start in **Management Consulting**, building core skills on a two-year, market-leading, structured programme where you'll experience the full range of what we do, across all industries. This will give you a taste of helping clients drive innovation and growth, manage costs and operate effectively. The experience will help you decide where you want to specialise within Consulting. Or, if you'd rather specialise straight away, you can join one of three Consulting practices:

In **Economics Consulting** you'll advise high-profile, senior-level clients in the public and private sectors, providing key insights and evidence to help inform their business and shape their organisations.

Our work addresses the most complex business and policy issues facing our clients: navigating competition and state aid investigations and commercial disputes; designing and implementing market reform; and developing strategies for growth.

In **Sustainability & Climate Change Consulting** you'll help clients embed sustainability in their strategies and throughout their organisations, while helping them make the most of the opportunities for innovation and growth created by a world economy that's becoming greener.

Or you could join Strategy& and work in **Strategy Consulting**.

Strategy& was born when Booz & Company combined with PwC in 2014. Together, PwC and Strategy& have created the world's leading strategy-through-execution firm. You'll address the key strategic issues on the minds of CEOs and senior executives. Our joint expertise means we're uniquely placed to help industry leaders solve their toughest corporate and M&A challenges and seize their greatest opportunities, delivering them an unrivalled mix of capabilities to drive the value they're looking for.

Find out more at [pwc.com/uk/work-in-consulting](https://www.pwc.com/uk/work-in-consulting)

Find out more at [strategyandyou.pwc.com/uk](https://www.strategyandyou.pwc.com/uk)

Deals



Help put together major mergers and acquisitions and sort out business crises. You could work on anything from international take-over bids to economic crime investigations and cases of insolvency.

Valuations are a diverse and collaborative team who work alongside clients to support them in making key commercial and strategic valuation decisions on business deals or restructuring, disputes, tax regulation and financial reporting. Valuing a business involves a blend of technical and industry knowledge, commercial and market acumen and an inquisitive mind.

Corporate Finance offers a full range of financial advisory services, from acquisitions and disposals for corporate and private equity clients, to advice on infrastructure, energy and public sector projects. We operate across all industry sectors and your clients could range from corporates and private equity houses, to major government departments and private sector contractors and developers.

Our **Business Recovery Services*** practice is one of the UK's largest. Here you'll advise under-performing UK and European companies on

restructuring, refinancing, accelerated mergers and acquisitions and insolvency – finding the best way forward for the business and its stakeholders.

In **Forensics*** we help our clients to investigate, analyse and solve a wide range of business risks and issues. These can range from major public enquiries to expenses fraud, rogue trader allegations to assertions of bribery. The financial and reputational risks of economic crime and disputes can be critical. You'll investigate and resolve potential crises as part of our team of specialists, and the forensics advisory services you'll provide on topics such as ethics, integrity, project management and anti-money laundering will prevent issues arising.

Transaction Services* supports private equity firms, investment funds and corporate clients through mergers, acquisitions and disposals. Advising throughout the life of the deal, you'll see both the buy and sell side of the work, develop specialist sector understanding and build key skills in financial due diligence.

**These areas can only be joined through shared schemes (see pages 12-13)*

Find out more at [pwc.com/uk/work-in-deals](https://www.pwc.com/uk/work-in-deals)

Tax



Learn everything the UK's leading tax practice with the leading reputation can teach you. Your knowledge will help high-profile businesses, entrepreneurs and private clients understand complex rules and make informed decisions with significant impacts. You'll also help governments ensure the efficient operation of tax systems and use your insight to solve long-term problems.

You'll be part of a business that's proactively engaging in the tax policy debate and focused on leading views and new ideas. Our people need to be agile and ready to build strong relationships, networks and leadership skills.

Our expertise covers every conceivable area of taxation. Over 3,000 tax experts work in some 20 key areas on projects ranging from preparing annual accounts to restructuring multimillion-pound property portfolios and from buying a business to advising celebrities on the tax implications of worldwide tours.

In **Corporate Tax** you'll help clients – from the largest organisations to budding entrepreneurs and high-net-worth individuals – manage their tax risk and comply with complex legislation.

You'll tackle a broad range of work that includes multinational advisory projects, tax compliance and researching business issues that affect clients' tax affairs – all while keeping pace with regularly changing tax rules.

In **Human Resource Consulting Services** you'll help some of the world's leading UK and international employers make the most of their biggest asset – their people. It's such a diverse area, you could work on projects helping clients define their HR strategy, through to helping clients improve the effectiveness of their workforce. This might include: international pensions, communications, employment law, talent management, tax compliance, and reward and employee incentives.

In **Indirect Tax** a highly commercial, ever-changing and extremely wide-ranging field, you'll be advising businesses on all areas of indirect tax such as VAT while building your knowledge and expertise and working with clients on matters critical to their business.

You could be involved in purely UK activities or global projects, working on more efficient internal processes or on a merger or acquisition.

Find out more at [pwc.com/uk/work-in-tax](https://www.pwc.com/uk/work-in-tax)

Technology



90% of technology CEOs believe that technology advances will transform their business the most over the next five years*. We recognise that to bring value to our clients, we need to provide the best advice around technological innovation as it's so critical to our clients' growth. If you're passionate about technology, you'll get expert training and the opportunity to specialise in a sought-after discipline.

In **Cyber Security** we deal with some of the most urgent issues facing businesses and governments today – how to operate securely in the cyber environment and provide the technology skills our clients need to resist, detect and respond to advanced cyber attacks. You could join us to work in Cyber Security, Threat Intelligence, Detection and Response or Threat Vulnerability Management.

In **Data Analytics**, we're helping our clients rise to the challenge of analysing big and complex data sets with agility, trust and a customer-centric focus. Join us and you'll be working on high-profile projects, applying the latest technologies, and working alongside industry-recognised specialists in Data Assurance, Forensic Data Analytics and Electronic Discovery.

In **IT Risk Assurance**, we help to look at managing the risk associated with business management systems and predominantly focus on consulting engagements supporting clients in the areas of IT Governance, Business Continuity and Disaster Recovery, Infrastructure and numerous other IT risk areas. You'll be working across all industry sectors, at mostly local clients, but with opportunities across the UK.

Technology Consulting is one of our specialist groups within Management Consulting. Join us on a two-year structured graduate programme and you'll develop expertise in business technology and how it supports clients across a range of industry sectors. You'll help transform the way technology works for our clients, reducing costs, increasing efficiency and making sure IT helps to drive business success.

Or, join us as a **Human Resource Technology** adviser and help organisations define and implement strategies to improve the effectiveness of technology across the entire HR function. Our HR Transformation team reviews operational performance to make sure clients get the best value from their HR function and that it supports business strategy – and demand is growing.

**PwC's 17th Annual Global CEO Survey*

Find out more at pwc.com/uk/work-in-technology

Shared schemes

These are exceptional programmes. And they're aimed at exceptional talent. As well as excellent academic credentials, you must be endlessly curious, intellectually agile and commercially savvy. And, of course, you'll be up for a challenge. This is no easy option. But the skills, expertise and confidence you'll gain are just the start of an outstanding career with us.

In **Assurance** you'll work in mainstream financial audit as well as our specialist Assurance teams, learning how to get under the skin of a client's business, and developing the business know-how to advise, add value and boost performance. While you're in Assurance, you'll also study to become a Chartered Accountant.

Assurance 

+

**Consulting
(Management Consulting)** 

In **Consulting** you'll rotate across our Management Consulting business, benefiting from market-leading training and development to help make you a great consultant. You'll dissect the huge range of issues our clients face – from launching new products and adapting to new markets, to restructuring an existing business – and come up with answers that generate measurable benefits.

Assurance 

+

**Deals
(Forensics)** 

In **Forensics** we help our clients to investigate, analyse and solve a wide range of business risks and issues. These can range from major public enquiries to expenses fraud, rogue trader allegations to assertions of bribery. The financial and reputational risks of economic crime and disputes can be critical. You'll investigate and resolve potential crises as part of our team of specialists.

Find out more at pwc.com/uk/careers/shared-schemes



All our Deals schemes are three-year programmes, while our Consulting scheme is based around a five-year programme. Whichever route you take, you'll have the opportunity to build a unique skill set through a structured career path.

Assurance 

**Deals
(Transaction
Services)** 

In **Transaction Services** you'll support private equity firms, investment funds and corporate clients through mergers, acquisitions and disposals. Advising throughout the life of the deal, you'll see both the buy and sell side of the work, develop specialist sector understanding and build key skills in financial due diligence.

Assurance 

**Deals
(Business
Recovery Services)** 

Our **Business Recovery Services** practice is one of the UK's largest. Here you'll advise under-performing UK and European companies on restructuring, refinancing, accelerated mergers and acquisitions and insolvency – finding the best way forward for the business and its stakeholders.

Business area	Where you could work	Will you gain a professional qualification?
Actuarial	<ul style="list-style-type: none"> Actuarial & Insurance Management Solutions Human Resource Consulting. 	Yes. Fellow of the Institute and Faculty of Actuaries.
Assurance	<ul style="list-style-type: none"> Assurance Public Services Risk Assurance IT Risk Assurance*. 	Yes. Chartered Accountancy qualification from ICAEW, ICAS or CAI.
Shared schemes	Assurance and either: <ul style="list-style-type: none"> Business Recovery Services Forensics Management Consulting Transaction Services. 	Yes. You'll gain the qualification outlined above in Assurance.
Consulting	<ul style="list-style-type: none"> Economics Consulting Management Consulting Risk Consulting Strategy Consulting** Sustainability & Climate Change Consulting. 	No, but our market-leading programme will equip you with the ability to advise clients how to work smarter and grow faster.
Deals	<ul style="list-style-type: none"> Business Recovery Services Corporate Finance Forensic Services Transaction Services Valuations. 	Yes. Chartered Accountancy qualification. Corporate Finance: Yes. Chartered Financial Analyst qualification.
Tax	<ul style="list-style-type: none"> Corporate Tax Human Resource Consulting Services Indirect Tax. 	Yes. Chartered Accountancy qualification from ICAEW, ICAS or CAI.
Technology	<ul style="list-style-type: none"> Cyber Security Data Analytics Human Resource Technology IT Risk Assurance* Technology Consulting. 	No, but you'll gain the know-how you need to transform the way IT works for our clients.

*IT Risk Assurance does not follow a professional qualification but you'll still gain certifications and accreditations relevant to the area you work in. You'll need at least a 260 UCAS tariff to join.

Where you'll be based	What you need to get in	
Mainly at our offices UK-wide.	2:1 in any degree subject. At least a 320 UCAS tariff. B in Maths A-level.	Or 1st class honours degree in any subject and a 240 UCAS tariff.
In our offices and, for much of your time, at client offices UK-wide.	2:1 in any degree subject. At least a 300 UCAS tariff.	Or 1st class honours degree in any subject and a 240 UCAS tariff.
See Assurance and either Consulting or Deals details.	2:1 in any degree subject. Assurance with Consulting needs: At least a 340 UCAS tariff. Assurance with Deals needs: At least a 300 UCAS tariff.	Or 1st class honours degree in any subject and a 240 UCAS tariff.
In our London or regional offices and, for much of your time, at client offices UK-wide.	2:1 in any degree subject. At least a 340 UCAS tariff. Economics Consulting needs: Economics-related bachelors degree. Risk Consulting needs: A PhD in a highly numerate discipline. Sustainability & Climate Change Consulting needs: A Sustainability-related Masters (e.g. Environmental Economics).	Or 1st class honours degree in any subject and a 240 UCAS tariff (excluding Risk Consulting and Economics Consulting).
In our offices and, for much of your time, at client offices UK-wide.	2:1 in any degree subject. At least a 300 UCAS tariff. Corporate Finance needs: At least a 320 UCAS tariff.	Or 1st class honours degree in any subject and a 240 UCAS tariff.
Mainly at our offices UK-wide.	2:1 in any degree subject. At least a 300 UCAS tariff.	Or 1st class honours degree in any subject and a 240 UCAS tariff.
In our offices and, for much of your time, at client offices UK-wide.	2:1 in any degree subject. Cyber Security and Data Analytics needs: At least a 280 UCAS tariff. Human Resource Technology needs: At least a 300 UCAS tariff. IT Risk Assurance* needs: At least a 260 UCAS tariff. Technology Consulting needs: At least a 340 UCAS tariff.	Or 1st class honours degree in any subject and a 240 UCAS tariff.

***Please visit strategyandyou.pwc.com/uk to apply for Strategy Consulting roles with Strategy&.*



*The opportunity
to plan ahead*

Layo, Tax

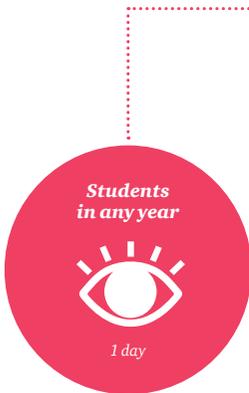


Work experience opportunities

Be spoilt for choice. Turn the page to check out our range of career and work experience opportunities. From our talent academy for first year students, which will boost your employability skills, to our six-week summer internships, where you can work alongside specialists in your chosen business area. Find out more about all the different ways we can help you launch your career.

Work experience opportunities

From your very first day on campus, there are a number of different ways to experience working with us. Each one offers you the opportunity to discover what a career with us is really all about, gain a deeper insight into our culture as well as boost your employability.



Career open day

Spend a highly interactive day with us and learn about the work we do. It will help you decide which of our graduate career opportunities is right for you.



Talent academy

Develop your employability skills, take part in an interactive business challenge and spend time with PwC staff and Partners – who will share their experiences and career progression. A great way to develop your business skills, and it could lead to an offer to join our summer internship or undergraduate work placement programme.



Women in business

See what it takes to make it to the very top of PwC from the perspective of one of our female leaders. Do well and you could get a place on our summer internship, or a graduate job offer.

Find out more at
pwc.com/uk/work-experience



Summer internship

Work alongside specialists in one of our business areas. You'll work on client projects for 6 to 11 weeks, to give you the best insight into our work. Do well and you could go back to university with a graduate job offer.



Undergraduate work placement

Gain a deep insight into our business and develop your technical skills by studying towards your professional qualification. This opportunity is ideal if you need to complete a placement as part of your degree, and could lead to a graduate job offer plus the opportunity to qualify faster.

On our 6 month **Tax Graduate work placements** you become part of our Corporate or Indirect Tax team doing client work while building your expertise in this area. Do well and you could get the option to extend your placement to an 11 month placement and get a job offer to join our full-time Tax Graduate programme. You'll get the option to take 6 months out before starting your new career.

Who our programmes are aimed at

Find out which of our opportunities is right for you, then get all the information you need on the following pages.

Work experience opportunities

Career open day

Talent academy

Women in business

Summer internship

Undergraduate work placement

Graduate work placement

Career opportunities

Graduate opportunities

Teach First opportunities (deferred entry career route and summer internship)

	School and college leavers	First year students	Second year students	Penultimate year students	Final year students	Graduates	Career changers
	✓	✓	✓	✓	✓	✓	✓
		✓	✓*				
		✓	✓	✓	✓		
				✓			
				✓			
						✓	✓
					✓	✓	✓
					✓	✓	✓

*Open to second year students on a four-year degree programme

Training, development and career management

To succeed at PwC, you need to take personal responsibility for managing your career. If you do, we'll provide the support and encouragement you need to succeed.

Our training programmes are underpinned by a learning environment that broadens and deepens your knowledge, and stresses the relative importance of learning from doing, learning from others and formal training. That means you'll learn most from an outstanding variety of work, picking up the business, personal and technical skills you need to do well.

If you're on the path to a professional qualification, we're with you all the way. We'll financially support you through your exams and help you prepare fully with study and exam leave. Plus you'll enjoy widespread support along the way – from expert tutors and a dedicated Professional Qualifications Team, as well as your People Manager and peers. Longer term, you may have the opportunity to try new things too. You might work in different teams and offices; sample different clients and projects; try out new roles and even other business areas. It will all help you progress in line with your personal goals as well as our ever-changing business needs.

Graduate opportunities

Assurance or Tax



Actuarial



Consulting



Deals



Shared schemes



Professional qualifications key

ICAEW: Institute of Chartered Accountants in England & Wales

CAI: Chartered Accountants Ireland

ICAS: Institute of Chartered Accountants of Scotland

First and second year

Third year

Fourth year and beyond

Your future

As well as business and professional skills development you'll gain a Chartered Accountancy qualification from ICAEW, ICAS or CAI at the end of year three.

Ongoing professional development and career progression.

As well as business and professional skills development you'll qualify as a Fellow of the Institute and Faculty of Actuaries, usually within four years.

Undertake on-the-job training to become a consultant*.

Ongoing professional development and career progression.

Over three years you'll develop your business and professional skills and gain a Chartered Accountancy qualification**. You'll also undertake on-the-job training to become a financial adviser with practical Deals experience.

Rotate across other areas in Deals.

Over three years*** you'll develop your business and professional skills and gain a Chartered Accountancy qualification. You'll also undertake on-the-job training to become a well-rounded business adviser.

Ongoing professional development and career progression.

Your five-year development plan will be packed with challenge and variety. And at every stage you'll have our total support as you drive your career forward to meet your professional goals. These might include promotion, working in another team, industry, or business area, or a move to a different office or even country. And with the support of our dedicated internal Careers Service, whatever your aspirations, we'll help you progress and reach your full potential.

* For Management Consulting you'll enjoy a structured rotational programme.

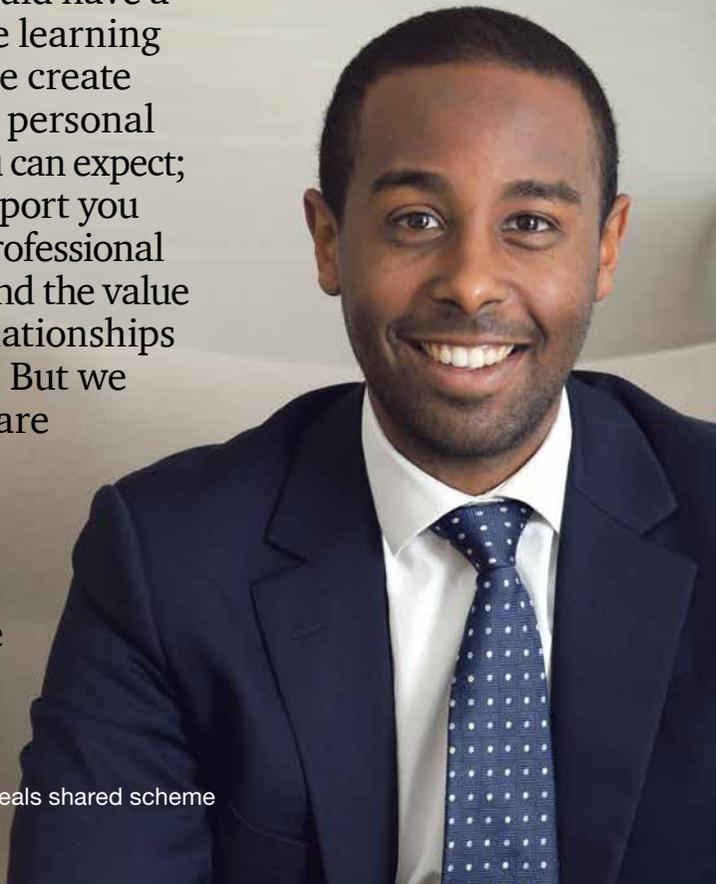
** For Corporate Finance you'll study the Chartered Financial Analyst qualification.

*** You'll qualify after four years on the Assurance and Management Consulting programme.

The opportunity to be valued

Our offer to you

By now you should have a good idea of the learning environment we create for you and the personal development you can expect; the way we support you through your professional qualifications; and the value of the lasting relationships you will create. But we know finances are important too. So, we offer all our people a competitive reward package as well.



Omar, Assurance and Deals shared scheme

Everyone gets:

a salary
 a Choices allowance*
 25 days standard holiday pro rata
 the option to join our pension scheme**
 you may also get a discretionary bonus.

You could also get:

a season ticket loan for travel
 a graduate loan of up to £7,000 provided by Santander UK plc, subject to status (conditions apply)
 a wide range of discounts on services and products including discounted gym membership
 and much more.

We use some of your Choices allowance to fund:

life assurance
 personal accident cover
 income protection (after one year)
 private medical benefit.

You can use what is left of your Choices allowance (plus some of your salary if you like) to request whichever of these Choices benefits suit you best:

travel insurance
 childcare vouchers
 company car
 a bike (through our Cycle to Work scheme)
 private medical benefit for your family
 PwC Donate – asking PwC to make charitable donations to the PwC Foundation
 dental insurance
 health screening
 enhanced life assurance
 partner life assurance
 critical illness insurance
 personal injury insurance
 PwC group personal pension (GPP)**.

***If you decide you don't want to join the PwC GPP, we have a statutory duty to enroll you automatically into a pension arrangement which complies with the Government's minimum pension requirements, but you can opt out of this if you like after you've been enrolled. And you can also trade up or trade down up to the equivalent of one working week of your standard holiday entitlement.*

**PwC's Choices, our flexible benefits scheme, provides a wide range of benefits that can be tailored to suit your needs.*

The opportunity to do great work

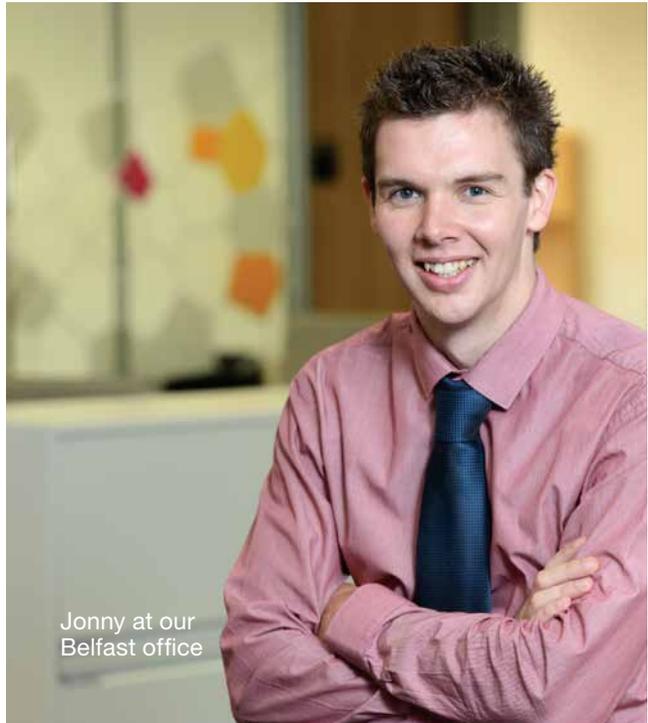
Just a couple of examples of the work our graduates get involved in.

Fashion forward

One of the most important jobs our Assurance teams perform is to reconcile year-end accounts. That means spending time at client sites, going through their financial statements, then contacting their bank to confirm that all the figures match up. There are lots of legitimate reasons for unreconciled items, from unpaid cheques to scheduled direct debit payments. And in the case of one client – a major online clothes retailer – all of the customer returns they've yet to receive. Against such uncertainty, this is an area where belt and braces thinking really comes into its own.



Stephanie on client site at a fashion retailer



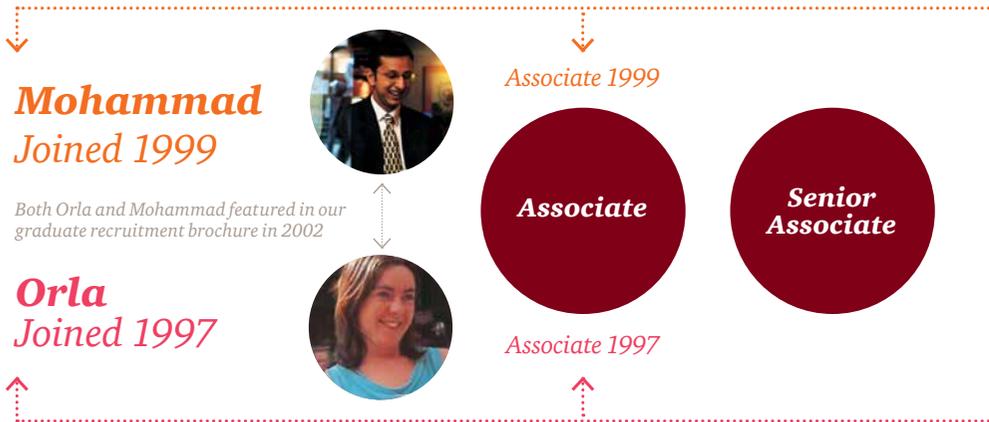
Jonny at our
Belfast office

Experience an industry first

We were mandated to delve deep into the data of Lehmans, an administration case on a scale never seen by the industry. And with no precedent to follow, we had to come up with new ways of working to manage the scale of investigations that lay ahead. Electronic information was key to the investigations carried out by our Forensics team. We had to pinpoint just what was owned by each affiliate office and return it to its rightful owners. That meant quickly getting our heads around the institution's technology landscape – really making the most of our technical expertise.

The opportunity to grow

When I first joined PwC I never realised that I had the potential to become partner. The training and opportunities at PwC have helped me, and continue to help me, realise my potential as a partner and beyond. Since joining as a graduate trainee, I've worked with many different clients on a wide range of projects, across a variety of countries. A series of short-term assignments took me to places like Germany, France, Trinidad and Tobago, Qatar, Kuwait and Canada. And it's this variety that has fuelled my progress. One thing has been constant though – the opportunity to solve problems for clients. One of my first projects involved creating a model to help an insurance client understand how much money it needed to hold against potential claims from people who might develop a disease in 50 years' time. More recently, I designed and implemented a strategy that reduced a client's costs by 25%. Having a positive impact on a client's business is hugely satisfying, whatever level you're at.



When I started out as a pensions consultant with PwC in London, I didn't expect I'd transfer to our New York office five years later, never mind that I'd be promoted to partner just five years after that. From advising on the actuarial issues associated with pension plans, I began specialising in coordinating the HR aspects of mergers, acquisitions, spin-offs and dispositions. It's an area I really took to and which generated many opportunities and promotions. Today I advise corporations and private equity firms, focusing on both the pre-deal analysis of people-related liabilities, costs and risks, and the post-deal integration issues around the HR function and reward. Most of my projects are international, so I'm leading cross-border teams who scrutinise everything from retirement and benefit plans, to executive compensation, to HR service delivery models.



Mohammad



Partner,
UK



Partner 2011



Director 2007



Senior Manager 2005



Manager 2002



Manager

Manager 2002



Senior
Manager



Director

Director 2004



Partner

Partner 2008



Orla



Partner,
US



Moved to US

A young woman with long, wavy blonde hair is smiling slightly at the camera. She is wearing a vibrant pink, long-sleeved blouse with a large, ruffled bow at the neck. She is standing outdoors in a garden, with several tall daisy flowers in the foreground to her left. The background is a soft-focus green landscape. The text 'The opportunity to make yourself stand out' is overlaid in the upper left quadrant in a white, italicized serif font.

*The opportunity to
make yourself
stand out*

Lucy, School Leaver



Your application

Before you apply to us, you need to know what we're looking for. And be able to say how your experiences and achievements inside and outside school or university can add value.

What we look for

Know what you're signing up for

Starting out in your chosen career and everything that comes with that will be exciting, stretching and challenging. But the rewards are well worth it. If you're ready to invest plenty of effort, commitment, flexibility and passion, we're ready to give you our full support and we'll invest in your future.

All routes offer you the same deal. The opportunity to grow as an individual, to meet new people, and build lasting relationships that will stay with you for life. In return we need people who are resilient, willing to work hard, are quick to learn, and who, above all, are passionate about going the extra mile to help our clients.

Bringing out the best in you

Throughout your career, you'll be supported by the best in learning and development – from specialist seminars, courses and toolkits to informal 'lunch and learn' sessions hosted by your peers. Your teammates will show you the ropes, and a People Manager will work with you to guide your career and support you in your learning. And at every stage, progression is based on merit.

The PwC Professional

All our people need to demonstrate the skills and behaviours that help us deliver our business strategy. This is important to the work we do for our business, and our clients. These skills and behaviours make up our global leadership framework, 'The PwC Professional'.

The PwC Professional focuses on five core attributes: **whole leadership**, **technical capabilities**, **business acumen**, **global acumen** and **relationships**. We use this framework to recruit, develop and assess our people at all grades and in all areas of our business, because we expect all of our people to be leaders.



Think about your skills

We'll be looking for you to show you can:



Develop yourself and others

Have you ever changed the way you did something after getting feedback?

Share and innovate

Have you applied something you've learned, in a part-time job or in class, to achieve a goal?

Be a strong communicator

Have you presented to your class, club or society?

Be a team player

Have you ever supported a teammate or classmate to help them achieve success?

Build your networks

Are you a strong contributor at your local club or society?

Be open and honest

Can you think of a time when you've had to keep something confidential?

Be organised

Have you juggled different priorities, such as degree studies, to meet an important deadline?

Prepare for the unexpected

Have you tried new things that are outside your comfort zone?

Keep developing your knowledge

Are you interested in business and current affairs?

Be passionate about what you do

Do you work hard to make things better, such as being part of a revision group or having a part-time job?

For more information on what we look for and The PwC Professional, go to pwc.com/uk/careers/pwcprofessional

The opportunity to apply

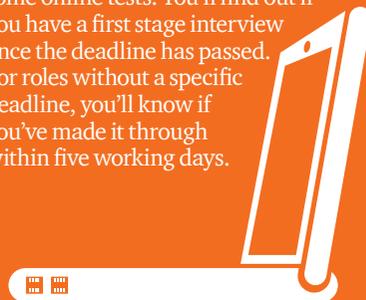
1 Research

At interview, you'll need to explain why you've chosen a specific business area, how you think it creates value for our clients, and what skills you can bring to it. You'll also need to show that you understand how much time you may have to invest in getting a professional qualification. So visit pwc.com/uk/careers and start exploring.



2 Get online

Decide on the one programme you want to apply for and the skills you can bring and register online. We'll then ask you to take some online tests. You'll find out if you have a first stage interview once the deadline has passed. For roles without a specific deadline, you'll know if you've made it through within five working days.



5 Final stage interview

Your second and final stage interview will be with a senior member of the team. Like your first stage interview, this will be competency-based so be ready to talk about your experiences, demonstrate your understanding of our business and show you have the attributes detailed in The PwC Professional.



6 Offer

We'll tell you whether we'd like you to join us as soon after the final stage interview as possible.

3 *First stage interview*

For most of our programmes this will be over the phone. It will be competency-based, so think how your experiences demonstrate the behaviours and skills we're looking for.

Find out more at pwc.com/uk/careers/pwcprofessional

And try our e-learning tools at pwc.com/uk/careers/elearn



4 *Assessment day*

We'll invite you to this if you have a successful first stage interview. There'll be numerical tests, then either logical or verbal reasoning skills tests; a group or individual exercise; and a written exercise. Some business areas also give you a case study or a presentation to do.



7 *Pre-employment screening*

Accept our offer and we'll check your grades and job history, so please make sure everything's correct before you send us your application. We're known for accuracy, so carrying out checks like this protects our reputation.



8 *Before you join*

The support starts as soon as you say 'yes'. So you feel part of PwC well before your first day, we'll invite you on to our onboarding website and Facebook app where you can keep in touch with news, advice and information. And you can also network with others about to join us.

Our offices

We have graduate opportunities at all of our offices listed on the map. Find out more at pwc.com/uk/careers



If you're interested in opportunities in the Republic of Ireland, please visit pwc.ie/graduate

“This brochure covers a lot. But you’re curious, so you probably still have questions. So feel free to get in touch with us on instant messenger through our careers website, or come and chat to us on campus. We want to help you make the most informed choice. And, if you join us, we’re keen that your experience from day one not only suits you, but stays with you as your career develops. Take the opportunity of a lifetime.”

Charles Macleod

Talent Leader, PwC UK LLP

pwc.com/uk/careers

Create value through diversity. Be yourself, be different.



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