

The opportunity of a lifetime

Graduate and undergraduate
career opportunities 2016





Students voted us the number one Graduate Employer in *The Times Top 100 Graduate Employers* survey for the last 12 years. We've also been recognised again this year as the UK's Graduate Employer of Choice for Consulting and Accounting with *The Times*.



240,000 students around the world have ranked PwC the number one professional services network of firms globally, and the second most attractive employer for business students, after Google, in the *Universum World's Most Attractive Employer* annual ranking for 2015.



We've been named as one of *The Times Top 50 Employers for Women* for the last 5 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 12 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 make sure all our people are prepared for the challenges of the future through our global leadership framework, The PwC Professional.

Our purpose is to build trust in society and solve important problems. We do this for our clients by helping them tackle complex business challenges, improve how they work and create the value they need. 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.

We'll be transparent about our impact on the environment and we'll show you how PwC is about people as much as it's about numbers. Be part of something special and find out how your drive and initiative could open up new opportunities for you and our clients.

*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

Meet our people

Hear from some of our people

Applying

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

*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 take-over 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. There are two business areas you can choose from – both among the leading actuarial practices in the UK.

In **Actuarial Services** 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.

In **Human Resource Consulting** you'll work in either our Pensions team or Pay, Performance and Risk 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 **Pay, Performance and Risk**, 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.

Assurance



Our purpose is to build trust in society. Providing decision makers with information they can trust and giving investors confidence. Our high-quality audit adds insight and value and shows if a company is sustainable and profitable.

Our role impacts everyone's lives. From auditing local councils to make sure budgets are being spent wisely and for the benefit of the community, through to auditing the financial results of the UK's leading businesses. Or providing assurance to online banking and retailers that they have the right controls in place to protect their customers' money and data.

It's work that matters. It matters for businesses, governments and society at large. And as a result of legislative and regulatory change, as well as the constantly evolving needs of our clients, tendering activity in the audit market is significantly increasing. These changes make it a fast-paced and varied career. There's never been a more exciting time to join the profession.

For you, joining our graduate programme means:

- *A fascinating and challenging career.* Being supported through a three-year development programme that will see you become a fully qualified Chartered Accountant and allow you to develop leadership skills, build on your strengths and reach your potential

- *Variety and breadth.* You could specialise in a particular industry or sector. Or you could enjoy working across all sorts of businesses
- *Being a pioneer.* We create new markets. This means you'll be in a job that keeps up with cutting-edge advances in technology
- *Being part of an inclusive culture.* Nobody works on their own. We're supportive and collaborative
- *Working hard.* Being prepared to work at client sites, sometimes away from home, as well as in our offices.

Join Assurance and you could find yourself involved in:

External Audit – you'll provide market-leading audit services to an unrivalled range of clients

IT Risk Assurance – you'll be part of our risk assurance practice, helping clients anticipate, manage and reduce risks to their IT systems

Public Services – you'll focus on public sector clients, helping to make sure they're spending taxpayers' money wisely

Risk Assurance – you'll set up controls to protect and strengthen every aspect of our clients' businesses.

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 to 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 four 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.

Strategy& is PwC's **Strategy Consulting** practice. You'll work on challenging and varied assignments – from helping a company identify attractive new markets, advising a private equity client on game-changing investments, to helping industry leaders solve their toughest corporate and mergers and acquisitions challenges.

In **Sustainability & Climate Change Consulting** you'll help clients embed consideration of sustainability matters in their strategies and throughout their organisations; while helping them to make the most of the opportunities for innovation and growth, created by a world economy that's becoming greener. Our work with international aid agencies also seeks to resolve some of the most pressing issues for the developing world including tackling climate change, economic development and poverty reduction.

In **Technology Consulting** we assist our clients in maximising the value from their technology investments by combining our business and technical skills in Chief Information Officer (CIO) Advisory, digital and emerging technologies, enterprise applications and information management. This helps us to deliver sustainable benefits in response to our clients' rapidly changing business needs and dynamic market conditions.

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

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

Deals



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

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.

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.

In **Forensic Services*** we help our clients to investigate, analyse and pre-empt a wide range of business risks and issues. These include major public enquiries, rogue trader or bribery allegations, and commercial and transactional disputes across all industry sectors. You could be involved in any one, or all of these types of engagements.

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.

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.

**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, understand their obligations 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 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 advising clients on how to improve the effectiveness of their workforce, or helping their senior leaders understand their personal complex tax obligations. 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.

A breadth of skills and experience is highly valued and you'll be actively supported to experience different areas of Tax, or the wider firm, throughout your career.

Technology



We recognise that to bring value to our clients, we need to provide the best advice around technological innovation. With us, you'll be at the forefront of new IT initiatives and explore emerging technologies and trends to help businesses. Whether that's helping clients understand how technology can help them unlock their potential and protect their businesses, or using Big Data to provide insight and help steer strategy, this may be the right opportunity for you.

In **Cyber Security** we deal with some of the most urgent issues facing businesses and governments today. We help organisations operate securely in the digital world. Our technical expertise enables clients to resist, detect and respond to cyber-attacks; as well as understand risks and build better defences so they can effectively manage their operations. You'll be part of a specialist team working across all sectors with some of the brightest people in the industry, helping our clients grow and innovate safely.

In **Data and 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 eDiscovery and Computer Forensics.

In **Digital Trust** we look at managing the risk associated with technology in businesses and predominantly focus on consulting engagements supporting clients in the areas of IT Risk. This includes IT governance, business continuity, disaster recovery, and information security. You'll be working across all industry sectors, with client opportunities across the UK.

In **Technology Consulting** we assist our clients in maximising their technology investments by combining our business and technical skills in Chief Information Officer (CIO) Advisory, digital and emerging technologies, enterprise applications and information management to deliver sustainable benefits in response to our clients' changing business needs and market conditions. Join us and you'll help transform the way technology supports businesses in reducing costs, increasing efficiency and productivity and make sure IT drives business success.

Shared schemes

These programmes are unique and offer the best of two worlds. They provide the benefit of training to become a qualified accountant while gaining hands-on practical experience in two areas of our business.

If you choose our **Assurance and Consulting** shared scheme, you'll work in our Assurance and Consulting businesses, training to become both an Accountant and a Consultant. This is a five-year programme and the experience will make you an extraordinarily well-rounded business adviser – someone with a breadth of experience developing technical expertise, as well as proven consulting skills. As a result, it will prepare you for the most senior roles with us.

If you choose a shared scheme in **Assurance and Deals**, you can select from four business areas; Business Recovery Services, Forensic Services, Transaction Services, or Valuations. These are three-year programmes where you'll study to become a Chartered Accountant with the Institute of Chartered Accountants in England and Wales (ICAEW). After you complete the programme, in the following two years, you'll experience different areas of Deals, helping you to grow your internal network and providing you with a good foundation in all aspects of Deals and the area you've chosen within that. You'll obtain a breadth of professional experience and more in-depth knowledge across our Deals propositions.

Alice, Economics



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

Find out more at [pwc.com/uk/careers/shared-schemes](https://www.pwc.com/uk/careers/shared-schemes)



Assurance



Consulting • 5 years

In Consulting you'll rotate across our **Management Consulting** business, benefitting 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.



Deals • 3 years

Within Deals, you can select from four areas of the business.

In **Business Recovery Services** 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 **Forensic Services** you'll help clients to investigate, analyse and solve a wide range of business risks and issues.

In **Transaction Services** you'll support private equity firms, investment funds and corporate clients through mergers, acquisitions and disposals.

And in **Valuations** you'll help clients understand what their business, shares or assets are worth in the context of transactions, financial reporting, disputes, tax or group restructures.

Business area	Where you could work	Will you gain a professional qualification?
Actuarial	<ul style="list-style-type: none"> Actuarial Services Human Resource Consulting. 	Yes. Fellow of the Institute and Faculty of Actuaries.
Assurance	<ul style="list-style-type: none"> Assurance IT Risk Assurance* Public Services 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 Forensic Services Management Consulting Transaction Services Valuations. 	Yes. You'll gain the qualification outlined above in Assurance.
Consulting	<ul style="list-style-type: none"> Economics Consulting Management Consulting Strategy Consulting** Sustainability & Climate Change Consulting Technology 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 or Finance 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 and Analytics Digital Trust 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.

** Please visit [pwc.com/uk/careers/strategyand](https://www.pwc.com/uk/careers/strategyand) to apply for Strategy Consulting roles with Strategy&.

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 320 UCAS tariff with a B in Maths A-level.
In our offices and, for much of your time, at client offices UK-wide.	2:1 in any degree subject. We no longer use UCAS tariff as an assessment tool for this programme.
See Assurance and either Consulting or Deals details.	2:1 in any degree subject. We no longer use UCAS tariff as an assessment tool for this programme.
<p>In our London or regional offices and, for much of your time, at client offices UK-wide.</p> <p>For Sustainability & Climate Change Consulting you'll be in our More London office.</p>	<p>Economics Consulting needs: 2:1 in an Economics-related Undergraduate degree and a 340 UCAS tariff, or 240 but achieved/on track for a 1st class degree.</p> <p>Management Consulting needs: 2:1 in any degree subject and no UCAS tariff.</p> <p>Strategy Consulting needs: 2:1 in any degree subject and at least a 340 UCAS tariff.</p> <p>Sustainability & Climate Change Consulting needs: A Sustainability-related Master's (e.g. Environmental Science/Economics or Development Studies).</p> <p>Technology Consulting needs: 2:1 in any degree subject and no UCAS tariff.</p>
In our offices and, for much of your time, at client offices UK-wide.	2:1 in any degree subject. We no longer use UCAS tariff as an assessment tool for this programme.
Mainly at our offices UK-wide.	2:1 in any degree subject. We no longer use UCAS tariff as an assessment tool for this programme.
In our offices and, for much of your time, at client offices UK-wide.	2:1 in any degree subject. We no longer use UCAS tariff as an assessment tool for this programme.



***The opportunity
to plan ahead***

Layo, Tax

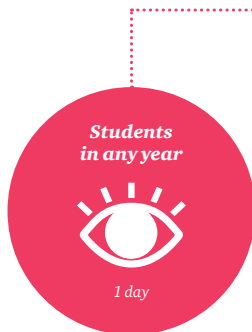


Work experience opportunities

Be spoiled for choice. Turn the page to check out our range of career and work experience opportunities. From our Talent Academies which will boost your employability skills, to our 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 and 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 with our tailored training electives, take part in an interactive business challenge and spend time with PwC staff and Partners – who will share their own 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 for the following year.

Our **Tech academy** is aimed at those with a passion for technology – you'll discover why we're placing so much focus on Cyber Security and Data and Analytics, while getting first-hand exposure to the nature of the work that we do at a senior level.

At our **Oil and Gas academy**, you'll get a unique insight into the industry, and learn from our recruiters and top business professionals in the oil, gas and energy sectors.

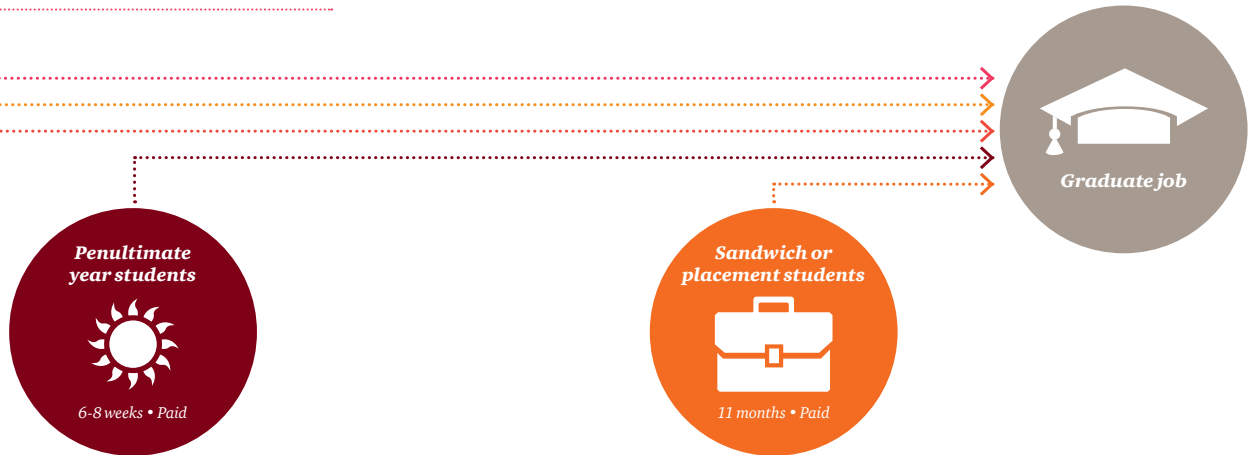


Diversity in business

On our **Women in business** programme, you'll find out what it takes to make it to the very top of PwC from the perspective of one of our female leaders. You'll get an insight into how we drive our business, shape the market and see first-hand how we invest in our client relationships. Do well and you could get a place on our summer internship, or a graduate job offer.

Aimed primarily at people interested in the growth in Africa, the **Africa Business Group** programme gives you the opportunity to find out how the group supports development in the continent. You'll work in a diverse environment and learn about the range of services offered by PwC UK and PwC Africa.

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



Summer internship

Working alongside specialists in your chosen business area – you’ll be a valued member of the team. You’ll work on client projects for 6-8 weeks to give you the best insight into what we really do. Alongside that, you’ll build networks with your colleagues and peer group through our client-focused internship challenge. Do well and you could go back to university with a graduate job offer.

Undergraduate work placement

An opportunity to develop your commercial understanding, critical thinking and core technical skills with this 11-month scheme. In some business areas you’ll also study towards a professional qualification.

This programme is ideal if you need to complete a placement as part of your degree, and it could lead to a graduate job offer – plus you’ll qualify faster when you rejoin. If you’re studying a degree, or have graduated with a degree, in a data analytics discipline, we’re offering a one-year placement in our Data and Analytics team. On this programme you’ll see how we’re helping our clients rise to the challenge of analysing big and complex data sets with agility, trust and a customer-centric focus.

Graduate work placement

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 six months out before starting your new career. Or join us on our 10-month **Flexible Associate** graduate scheme. You’ll work where the business needs you the most, which could be in any of our business areas. It will be a demanding role that gives the opportunity to gain experience across different parts of our business, or to specialise in one area.

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 academies

Diversity 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
	✓	✓	✓	✓	✓	✓	✓
		✓	✓	✓	✓		
		✓	✓	✓	✓		
				✓			
				✓			
						✓	✓
					✓	✓	✓
					✓	✓	✓

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

ICAS: Institute of Chartered Accountants of Scotland

CAI: Chartered Accountants Ireland

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.
In Tax, you'll also experience our rotation programme.

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 or Finance qualification. You'll also undertake on-the-job training to become a financial adviser with practical Deals experience.

Experience the Deals rotation programme.

Over three years (or four years for Assurance and Consulting) 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.

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'll 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
 a wide range of discounts on services and products
 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
 gym membership
 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
 gadget insurance
 health screening
 enhanced life assurance
 partner life assurance
 critical illness insurance
 personal injury insurance
 PwC group personal pension (GPP)***.

**Choices is our flexible benefits scheme and provides a wide range of benefits that can be tailored to suit your needs.*

**And you can also trade up or trade down up to the equivalent of one working week of your standard holiday entitlement.

***If you decide you don't want to join the PwC GPP, we'll still have a statutory duty to enrol 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.

Meet our people

Discover what a career with us is like from the perspective of some of our people.

I taught for two years on the Teach First scheme before joining PwC on a Summer Internship, where I had the opportunity to support a global project focused on girls' education. I was instantly struck by the range of opportunities at PwC and, two years on, no two projects have been alike.

I've been especially impressed with the level of training I get and really appreciate the freedom I have to choose my path through the organisation. I've mainly worked for private sector clients since joining and have gained exposure across industries such as retail, banking and pharmaceuticals. I'm currently sitting with the Deals Consulting team and love the balance between analysis and client interaction.

There are some incredible opportunities to challenge yourself and quickly take on responsibility. There are also plenty of ways to get involved in other business areas. For instance, beyond my project work I've been involved with some really exciting education and charity projects.

Adam
Joined 2013

.....
BA English Language
and English Literature at
University of Oxford, MA
Educational Leadership at
The University of Warwick
.....

Management Consulting





Maria
Joined 2011

.....
BA Modern and Medieval
Languages (French and
Spanish) at University of
Cambridge
.....

Tax

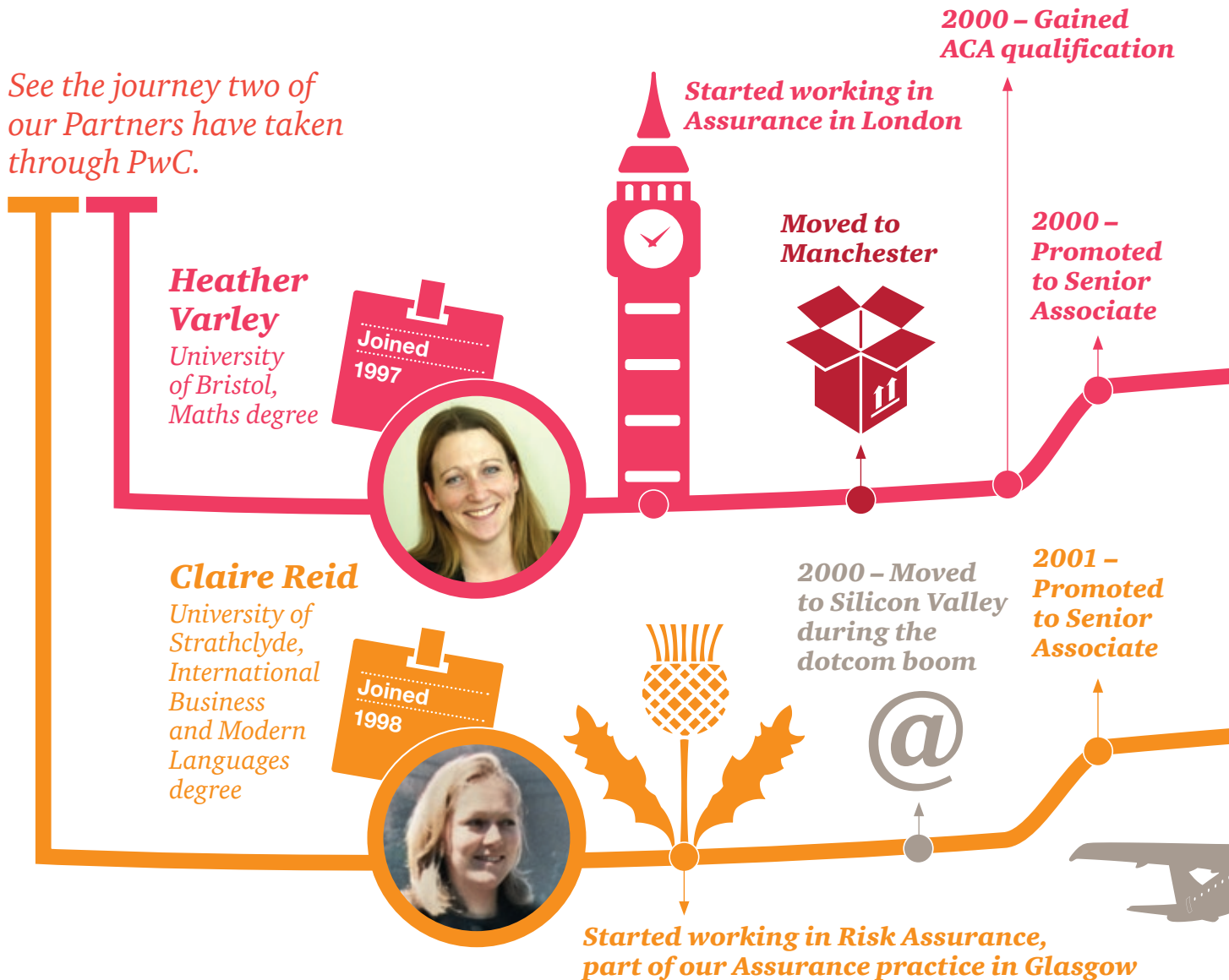
Learning languages and exploring new cultures has always been my passion, so I never imagined that I'd eventually become an accountant. I did know that I wanted to be challenged intellectually and enjoy variety in my career, and that's what led me to apply for a Summer Internship at PwC.

My internship experience made me realise that a career in finance wasn't just a passing interest – it was something I wanted to pursue long-term. The work was demanding, varied and rewarding, but it was the culture of learning and the support of my team that made me realise PwC was where I wanted to be.

I think if you're a linguist, your passion for language and culture is something that stays with you. And I do use my languages more than I thought I would. Recently I was working with the Bilbao office on a large transaction, and I'm often really glad of my language skills when I'm looking at foreign accounts or working on proposals.

The opportunity to grow

See the journey two of our Partners have taken through PwC.



2001 – Promoted to Manager

2004 – Promoted to Senior Manager

2004 – Got married



2006 – Started a family

2010 – Transferred into Financial Services in Assurance



2009 – Promoted to Director

2013 – Promoted to Partner



Member of PwC's Women network

2003 – Promoted to Manager

2005 – Promoted to Senior Manager

2006 – Moved from Glasgow to London

Travelled to clients in Hong Kong, South Africa, USA, Europe and Kenya

2008 – Promoted to Director

2008 – Got married



2010 – Started a family

2015 – Became People Partner of business unit

2012 – Promoted to Partner



Member of PwC's Women in Technology network and Women in Security Society





*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.

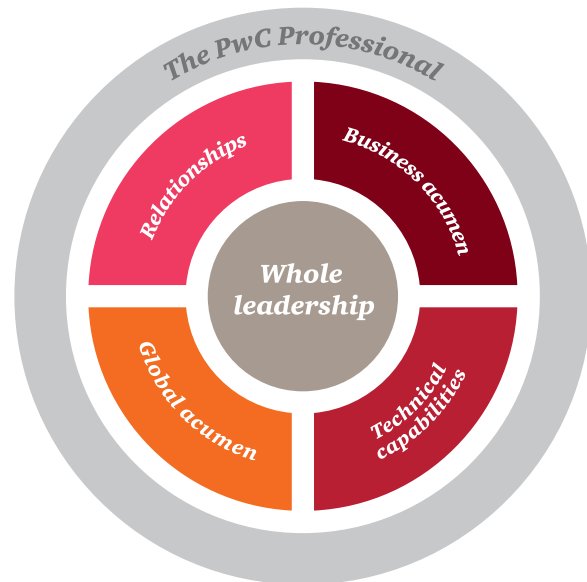
Bringing out the best in you

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**, **business acumen**, **technical capabilities**, **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?

To start preparing for the world of work, try our e-learns at pwc.com/uk/careers/elearn

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](https://www.pwc.com/uk/careers)



If you're interested in opportunities in the Republic of Ireland, please visit [pwc.ie/graduate](https://www.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.”

Richard Irwin

Director of Student Recruitment, PwC UK LLP

pwc.com/uk/careers

Create value through diversity. Be yourself, be different.



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