



Cyber Graduate Programme

Business Area	Technology & Engineering – Cyber
Length of programme	3 years
Qualifications you'll work for	Technology specific accreditations
Location	Nationwide. Please search the website for latest location availability
Entry requirements	As a general rule, you'll be expected to meet the following requirements: <ul style="list-style-type: none">– Minimum grade B GCSE(*) Maths– Minimum grade B GCSE(*) English Language– Minimum of 300 UCAS tariff points(*)– Minimum 2:1 degree or above in any discipline Note: (*) Or equivalent

Please note, we only consider a candidate's 'top' 3 A Level grades and do not accept General Studies.

At KPMG, we look at more than just your academic results. We will review your application, together with your performance in our assessments, to ensure that you have the best opportunity to demonstrate your potential. We will be considering your strengths and achievements against KPMG's capabilities alongside a number of other metrics, including technical background and/or experience, to ensure that you have the skills to succeed at KPMG.

KPMG has been acknowledged by Forrester as a leader in the provision of cyber security consultancy. We are an expanding team that offers a range of cyber consulting services to meet a growing demand and provide a comprehensive range of cyber security solutions to many of the largest corporate companies in the world.

We help our clients to protect, detect and respond to high end cyber threats; helping them understand the cyber threat landscape, make sensible decisions on investment priorities, and build out the specialist capabilities they need to counter cyber-attacks and other threats. We believe that cyber security is about helping our clients to harness business opportunities securely and protecting clients' personal information and intellectual property. For us, cyber security goes beyond technical issues and includes organisational design and changing peoples' behaviour; it is a holistic approach to understanding and mitigating the risk.

In depth

Our teams routinely work alongside KPMG's broader advisory practice to link cyber security to financial crime, risk management, operational resilience, IT transformation and organisational design. Our 3 year graduate programme offers the client exposure and the support you need to build a successful career in cyber security consulting. You will develop core consulting and technical skills, commercial acumen, collaboration and team work with a flair for business to enable you to deliver real value to our clients.

As you progress, your Performance Manager will work with you to identify your goals and tailor any additional training you might need. Naturally, your colleagues will provide the support and a blend of development opportunities to help you achieve your potential through formal learning, mentoring, coaching and learning on the job.

Who we're looking for

People who are curious about technology, security and how people interact with it. Thirsty for knowledge within cyber security you will also have a desire to understand the different industrial sectors ranging from energy to financial services. Analytical and self-starting, you will be excited to work in a highly dynamic, environment, collaborate with colleagues and learn new skills on the job.

Our team has computer scientists, psychologists, art historians and many others besides. Yes, it helps if you have knowledge of information and operating technology, however your drive to learn and passion for building innovative cyber solutions for large global clients which can impact the wider society, is also vital.

We encourage applicants who are interested in a career in cyber security and display a willingness to learn new technical roles. Graduates who have technical skill will have the opportunity to build them, and if you don't have a technical background you'll get the opportunity upskill in line with our clients' issues. Everyone will be supported to rapidly learn and develop a dynamic career path that resonates with your passion and business objectives.

What to Expect

You will add value to our clients and business from day one. Projects are varied, so you'll need the flexibility to work across different technologies with a diverse range of people, clients and issues. You could find yourself working in any one of the following areas

Strategy and Governance

The Strategy and Governance capability is designed to help our clients prevent a cyber-attack, making them aware of the threats and risks they face and being able to design and implement appropriate controls to protect themselves. We evaluate companies' risk exposure and governance in the context of their cyber threat landscape (both internal and external), their peers and regulatory expectations. We also define cyber security strategy to enable companies to manage cyber risk against risk appetite.

Transformation

In order to effectively manage the threats to their business, companies must be continually adapting themselves, investing in solutions and processes to manage the risks to their systems and data. We assess whether the right people have the right access, at the right time to an organisation's critical systems. We leverage leading enterprise security solutions to transform, automate and strengthen user access controls; reducing risk, improving operational efficiency and compliance. We also identify and prioritise the privacy risks companies' face. With increasing scrutiny from regulators and new EU legislation, this is a focus area for clients that process personal information.

For more advanced clients we also help them to design

and implement organisation wide security architectures which help them drive security improvements, govern change and maximize their return on investment.

Cyber Defence

Within the cyber practice our Cyber Defence Services (CDS) team undertakes penetration testing, red teaming and a variety of technical security reviews. This helps them to understand the effectiveness of the controls they have in place, and importantly where the gaps may be. Our clients are some of the largest and most demanding clients in the world; including major banks, pharmaceuticals, oil and gas, telecommunication and government organisations.

Cyber Response

In the event of a Cyber-attack we have a team of experienced incident responders who help our clients to manage the response to a data breach. Identifying the root cause of the breach, containing and eradicating the source of infection and then helping them to recover and resume normal services.

Why Cyber

As one of the fastest growing areas of KPMG, it's a great place to develop your business understanding, consultancy skills and career. The breadth of our work, expertise and clients means there's always the chance to learn new things. We'll also provide a strong support network for you to maximise every opportunity that comes your way.

Training and development

Training will continue throughout your career at KPMG but during your first couple of years, we focus on equipping you with further technical and industry knowledge. The exact shape of your training will be influenced by the type of work you're engaged in, but will involve learning market-leading technologies and industries, and formal training on a number of delivery and consulting approaches. We'll also assign you to projects that put your formal training to practical use.

Plus we offer on-the-job coaching, the chance to study for relevant industry qualifications and access to wide-ranging training that will help you to manage your time, influence stakeholders, manage finances and lead others.

You may also have the opportunity to study for an industry accredited qualification focusing on key technology specialisms that will help you through your graduate programme and into your future career.

Please see below for case studies.



Name: Val
Business Area: Technology & Engineering – Cyber
Based: London

The recruitment process

I was very impressed with the recruitment process. After the initial application, online tests and audio submission, I was offered a spot on a Launch Pad which consisted of all the remaining assessments taking place all in one day. Everyone is really friendly and wants you to succeed. I received a call within two working days letting me know that I had passed.

Why KPMG?

I wanted to work for a firm that would allow me to work with global companies and help them with their challenges. I also wanted the opportunity to work in a fast-paced environment that would let me develop professionally and encourage me to develop my business insight across industries.

Qualifications and support

In Privacy, you have a learning path that includes internal training courses and you may also have the opportunity to complete external certifications and qualifications. For example, some mandatory internal training that I took was around consulting skills and project management. For external training and certifications, there is a lot of flexibility in terms of what you can sign up to do. The variety of qualifications available means you can shape your professional development however you want; there is a lot of support and study leave if you need to find time off from client work, because the team understands that qualified and certified professionals show clients our commitment to being subject matter experts - and builds trust. You will also find that you will have built up expert knowledge from your experience 'on the job', which makes the qualifications easier!

Day-to-day

It really depends on what you are working on, there is such variety here! Since I started working at KPMG, I have led a significant work stream on a multimillion pound engagement for a company with a global footprint, and also travelled to client sites in the UK to conduct interviews. I have also worked on an engagement that required me to travel to Australia for a deep dive into a financial services firm's privacy programme. It's been very exciting!

Right now, I am supporting the development of a new KPMG proposition – technology-enabled privacy. It is an area that KPMG has identified as a key growth opportunity and I am working with Partners and Directors to shape this proposition, which will help our clients with uplifting their privacy processes and transform the manual into automated.

My advice

Be curious and don't be afraid to clarify points that you are not quite sure you understood. Thoughtful sense-checking is appreciated and shows you are able to bring yourself up to speed in the right way. Also, make sure to connect with your peers – they will have a perspective that is close to yours and will be able to provide insights and help.

Be open to opportunities and make the most of what is available. You never know what will be useful and what is going to lead to further opportunities.

Working with clients

It's what makes the job interesting! I really like working with clients. Privacy is an interesting area to work in, because it requires getting to grips with regulatory requirements with clear understanding of how a business works. Without both, we cannot provide sensible advice to our clients. Our clients trust us to know what we are doing. As a junior member of the team, you will have the opportunity to learn from experts on the job.

Social life

There are a lot of opportunities as a team to socialise and get to know one another. As a regular occurrence, we usually go out for casual drinks and food. Around festivities, we organise team events like dinners – or even escape room games! Within the larger Cyber Security team, we have socials after our regular team meeting, and we like to plan a good festive party.

Further career opportunities at KPMG

The world is your oyster. There are lots of opportunities here at KPMG, and you need to take ownership of what do you want to do to develop your career. There will be someone who can support you in your decisions – you just need to ask the right questions!



Name: Sophie
Business Area: Technology & Engineering - Cyber
Based: London

The recruitment process

I went through the recruitment process for my Vacation Programme role in 2015, and was then offered a graduate role after completing this. I found the recruitment process to be a lot simpler than I thought it would be.

Why KPMG?

During my internship, I met some fantastic people and I got the sense that KPMG has a really great culture. This influenced my decision to join the firm as a graduate the following year. I was also inspired by the range of opportunities available to me at such a large company and the fact that there are opportunities to travel.

Day-to-day

There is no such thing as an 'average' day, because your work can vary so much depending on the project you are on. Some of the memorable things that I have done at KPMG include: testing the security of smart metering devices at various locations around the UK, taking part in a Cyber Bootcamp in Utrecht, hacking into a buildings CCTV system, crafting phishing emails to test a client's defences and attending conferences such as CREST Con.

My advice

The advice I would give is to proactively seek out the type of work that you want to be doing and carve out your own path based on that. Show that you are willing to learn new skills and put in extra hours to develop yourself if necessary. In addition, try not to worry about feeling out of your depth or having to ask lots of questions – everyone has been in the same situation at some point.

Working with clients

I have really enjoyed my experiences of working on client site. It is interesting to get an understanding of how different companies work. I think that one of the things KPMG does really well is giving you a high level of responsibility quite early on, which means that you learn really quickly and gain valuable experience. You have quite a lot of interaction with senior leadership teams, which is something you just would not get at another company at this stage in your career.

Social life

I think that KPMG offers a great social life to graduates, which is particularly valuable when you have just moved to a new city, like I had. The residential induction week is really good fun and allows you to meet other graduates from different Technology & Engineering departments... The Cyber department has a social club which allows you to meet people across the grades and network in an informal setting. There have been some great events this year including bowling, team dinners and drinks after work.

Further career opportunities at KPMG

I find that my work is very interesting and massively varied, which means that I am constantly developing and learning new skills. Members of the team often choose to specialise in a particular area further on in their career, for example web application testing or infrastructure testing, so there is the opportunity to become an expert in a particular field. Additionally, as KPMG is such a large firm there are plenty of opportunities to complete secondments in other teams and gain experience of different types of work, if that is what you want. As long as you proactively seek out these opportunities, and talk to the right people then it is possible to move around. There are also opportunities to travel, I have heard of people completing secondments in Australia and America, for example.

FAQs

Will I work with other teams?

Absolutely, this is very much part of being a consultant. The programme is part of a much wider function within KPMG. Working with teams across KPMG to deliver truly bespoke solutions, you'll gain a broader understanding of the role that our clients' technology functions play within their business. You may also get the opportunity to work on projects in other teams where you can utilise the skills you have developed or gained through training will also help you become a more rounded individual and increase your internal and external networks.

Which clients could I be working with?

Our clients tend to include organisations that are undergoing rapid growth, experiencing technology issues or using large, complex information systems. Sometimes they'll be implementing emergent technologies, or may be looking to refresh their technology to better compete in a rapidly evolving marketplace. You will work across all sectors.

Will I get the opportunity to work in different business areas of the wider KPMG UK firm?

As a professional services firm, KPMG support their clients in a variety of different ways and as you develop skills on your graduate programme, you will often find yourself collaborating on projects with colleagues from other areas of the firm.

Opportunities for you to work on projects in other teams where you can utilise the skills you have developed or gained through your studies will also help you become a more rounded individual and also increase your internal and external networks

Is there much travel involved in the role?

We work where our clients need us to be, so depending on the project that could be at their client site or in our own offices. That means there will be travel involved in the role but it is difficult to say how much, so be adaptable and prepared to change your routine.

What happens after I finish my Graduate Programme?

Given our amazing growth, you'll be supported to progress and have a really varied career in Technology, as you build specialist skills and broad consulting knowledge.

How are projects organised?

We assemble teams with appropriate skills at bid stage or select them to meet specific client requirements for ongoing projects. The teams are led by an engagement manager and partner, who allocate work and the time spent.

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