



Let your curiosity lead you.

Graduate and undergraduate opportunities

Start your journey in Audit, Consulting,
Deal Advisory, Tax & Pensions,
Technology & Engineering
or KPMG Business Services

kpmgcareers.co.uk





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Welcome

I started my own journey here over 25 years ago, and I have never looked back.

If you're seeking an opportunity to work with some of the brightest minds in business, gain broad experience across a wide range of industries and clients, and be supported to learn every day, then you've come to the right place. All of us at KPMG have different backgrounds and perspectives, but we share similarities too. We're curious, we love to collaborate, and we're focused on delivering the highest quality results and building trust with our clients and the communities we work in.

At KPMG, you have the opportunity to develop your career in many directions. For me, I started out in Audit in one of our regional offices, and since then have worked in numerous business areas as well as going on an external secondment. KPMG has given me the opportunity to travel, working as the Chief Operating Officer in Denmark for two years. Since returning to the UK I have been the Head of Learning, and now I am KPMG's Head of People. As my career story shows, there are excellent opportunities to move around, experience different areas and progress within our firm.

It really is an exciting time to be part of our journey here at KPMG. With the pace of global change and digital transformation, we're thinking beyond borders, working in a fast-paced environment and embracing advanced technologies to transform how we help our clients achieve success, today and in tomorrow's world.

I'm particularly proud of the achievements we've had in promoting wellbeing and inclusion in the workplace this year. We've been awarded a Mind Silver Award for Workplace Wellbeing for our actions to promote and support positive mental health. We've been recognised in The Times Top 50 Employers for Women 2019 table and awarded two Women in Tech Employer Awards 2019 for our activities to help close the gender gap within the IT and Tech sector.

I'm also delighted to share that we've improved our position in the top 10 companies of the 2019 Times Top 100 Graduate Employers, and as a top 10 firm for UK Business students in Universum's Most Attractive Employers Rankings. These achievements highlight our commitment to providing exceptional career opportunities for graduates.

Wishing you the very best of luck, wherever your career journey takes you.



Anna Purchas
Partner and Head of People,
KPMG in the UK

Why KPMG?

From intellectually stimulating challenges and supportive colleagues, to the chance to work with advanced technologies, this is a place that will empower you to learn, grow and thrive.

Big enough for any ambition

KPMG in the UK is part of a global network of member firms with 16,000 colleagues across 22 UK offices. Our largest practice is Audit, which provides independent challenge and delivers quality audits to organisations of all shapes and sizes. In Consulting, Deal Advisory, Tax & Pensions, Technology & Engineering or KPMG Business Services, we work shoulder-to-shoulder with clients to help them solve some of their most complex business challenges.

With offices across the globe, we work with everyone from small start ups and individuals to major multinationals in virtually every industry imaginable. Our vision is simple: to be the clear choice for our clients, our people and our local communities.

A culture that inspires

As a firm, we believe innovation is nurtured by having a rich diversity of people and perspectives which is why KPMG colleagues come from a variety of degree disciplines and backgrounds. From the moment you join us, you'll find yourself in an environment that's welcoming and inclusive, where your enthusiasm and natural curiosity will be valued.

A bright future

In a digitally transforming world, KPMG has never needed to be more agile or technologically adept than we are now. It makes us an exciting place to build a career. We work in a fast-moving environment, using advanced technologies like artificial intelligence and the latest Cloud tools to deliver the highest quality insights and results for our clients.

Recognising and motivating you

Our people enable us to deliver quality outcomes for our clients. As a KPMG graduate trainee, you'll make an important contribution, and you can be sure we'll give you plenty in return.

Our benefits range from preferential banking and mortgage rates, staff discounts and cash towards your student loan payments through to 25 days' holiday – and even your birthday off work. We'll also give you all-encompassing learning opportunities, including challenging on-the-job experiences, a wide range of courses and support for professional qualifications. We also have a number of Employee Networks which help to make this a welcoming, inclusive environment.

Undergraduate opportunities

Get ahead of the curve

Our range of undergraduate programmes are a great way to gain practical experience and get a head start in the world of work. With the opportunity to learn every day, you'll be encouraged to use your natural curiosity to discover more about our firm and where you feel you most belong.

Working alongside and learning from inspirational colleagues, you'll make new contacts and experience our vibrant community. Plus, you could even find yourself fast tracked towards a graduate programme, once you've completed your degree.

kpmgcareers.co.uk/undergraduate



Insight programmes

It's never too early to start thinking about your future. On our Insight programmes, you'll get a taste of life at KPMG and they could even pave the way to a place on a Vacation or Graduate programme with us further down the line.

We offer the following Insight programmes

First Year Insight Days

Our Insight Days are the perfect opportunity to get a head start in your career and an insight into what you can expect as a graduate at KPMG. This programme is packed full of practical takeaways which you can draw upon across everything you do in the future.

If you'd like to get an insider's view of one of the world's leading professional services firms, this is the perfect place to start.

Women in Deal Advisory Insight Programme

During this three day programme, you'll meet our Deal Advisory teams. They'll show you how to develop your commercial awareness and how we help our clients deliver better results – whether that's buying, selling, partnering, funding or improving an organisation. You'll be given the chance to build valuable personal skills you can use across all future professional interactions.

Women in Technology Insight Programme

Working with colleagues from all areas of Technology & Engineering, you'll gain an invaluable insight into some of the big issues our clients are currently facing – everything from managing business risks using technology, to predicting the next big thing in cyber security.

During this three day programme, you'll find out how we work side-by-side with clients, build their trust and create change.

Black Heritage Talent Insight Programme

This three day programme is the perfect opportunity to learn more about our business and develop your professional skills. It could also lead to an offer for one of our Graduate programmes. Primarily aimed at students of Black Heritage seeking an insight into a career in professional services, you'll get to meet the people who make KPMG an inspiring place to work and explore the variety of opportunities available across the firm.



One Year Business Placements

By choosing a One Year Business Placement, students looking to undertake a sandwich placement can gain a breadth of professional experience while working with a diverse range of curious people.

You'll have access to our latest technology, technical training and personal development opportunities. This is an experience that will boost your confidence and give you the skills you need to succeed in your chosen area of business.

We typically offer One Year Business Placements in the following areas

Audit

The largest of our UK practices, in Audit we undertake work that affects investment decisions, inspires confidence in public sector expenditure and supports our economic growth. Some of the world's biggest companies rely on us to provide independent insight, challenge and high quality audit expertise. On this placement, you'll get both technical training and personal development opportunities that will equip you with the skills you need to succeed in your career.

Global Mobility Services (GMS) Technology

You'll help multinational organisations manage their global workforce and use technology to provide tax and advisory services to companies and individuals. We'll support you to develop your tax advisory and technology consulting skills, as well as build your knowledge of how companies do business globally.

Tax – Capital Allowances

You'll work with a wide range of organisations and individuals, such as retail businesses, hotels and infrastructure clients, helping them to implement a tax approach that suits their needs. You'll get the technical training and industry-leading work experience you need to develop a rewarding career.

Vacation programmes

Our Vacation programmes are designed to help you find out more about KPMG and the different types of work we do to help our clients thrive. You'll discover what it's like to be part of our culture as you explore one of our business areas.

These programmes are an opportunity to gain experience on real-time, real-life projects. A chance to learn new skills, enhance your CV, learn about the world of work and, most importantly, get your foot in the door of one of the UK's leading professional services firms. You'll also have the potential to secure a Graduate role upon completion of your degree.

We offer Vacation programmes in the following areas

Audit

Working in the largest of our UK practices, you'll help our teams in Audit develop a deep understanding of organisations. You'll help them assure stakeholders that the published annual accounts are a 'true and fair' reflection of their financial performance.

Deal Advisory

Here, you'll work with our Deal Advisory teams to help our clients to buy, sell, fund, fix and partner with confidence. You could find yourself performing research which leads directly to a deal for a client, or working with an investment bank on the stock exchange listing of a high profile client. By the end of this programme, you'll have made new contacts and gained practical experience in this fast-paced environment.

Pensions

Balancing the costs and risks of a pension scheme as well as trying to run it in line with best practice is becoming increasingly complex, but essential to the success of a business. Here you'll gain invaluable experience in a fast-paced and demanding sector.

Tax

We work alongside clients to help them understand the intricacies of tax across the globe so they can operate responsibly, sustainably and ethically. Everything we do is aligned with our own Tax Principles which commit us to act with integrity at all times, give quality advice, offer objectivity and independence, and ensure we are fully transparent. In this team, you'll work on a range of intellectually-stimulating projects, operating within a robust framework, but with real scope to innovate.

Technology & Engineering

You'll have the opportunity to meet a range of KPMG's technology colleagues. You'll help to develop forward-thinking solutions to interesting and important technology-led issues – everything from online banking and new financial technologies to large-scale infrastructure changes. You'll learn how to continually adapt your skills and knowledge to help our clients proactively manage their technology risks and use their data to its full potential.

Graduate opportunities

Find a spot that suits you

KPMG is a place where the curious come together. A place where you'll enjoy diverse challenges, use innovative approaches and help deliver quality results. It's a place where you'll be surrounded by inspirational people and exciting opportunities. Wherever you join us as a graduate – in Audit, Consulting, Deal Advisory, Tax & Pensions, Technology & Engineering or KPMG Business Services – you'll find yourself in a friendly and supportive environment. Your contribution can make a real difference to our colleagues, clients and communities alike.

kpmgcareers.co.uk/graduate

Programmes & locations

There are a wide range of programmes to choose from in our offices across the UK. Please visit kpmgcareers.co.uk/graduate to check programme availability by office location.

UK Offices



Graduate programmes

- Accounting Advisory Services
- Actuarial
- Analytics
- Audit
- Audit Mandarin
- Cloud Transformation
- Customer
- Cyber
- Data & Technology Consulting
- Deal Advisory
- Financial Modelling
- Forensic
- Global Mobility Services (GMS) Technology
- Internal Audit, Risk & Compliance Services
- Investment Advisory
- Japan Practice in Tax
- KPMG Business Services
- Management Consulting
- Mergers & Acquisition
- Pensions Actuarial
- People Consulting
- Risk & Regulatory
- Software Engineering
- Solutions Consulting
- Strategy
- Tax
- Technology Audit (Information Risk Management)
- Transport & Public Sector Accounting Advisory

Audit

The big picture is all about small detail

As the largest of our UK practices, our Audit teams undertake work that affects investment decisions, inspires confidence in public sector expenditure and supports economic growth. Some of the world's biggest companies rely on us to provide independent insight, challenge and high quality audit expertise. All of which means you'll get a close up of business, whilst embracing technologies of the future.

Working in Audit

Audit is all about examining organisations and ensuring their published accounts reflect a 'true and fair' view of their financial position. As an auditor, you'll help us play a vital role in inspiring the confidence that business and society need to thrive.

We deliver quality outcomes by working to the highest standards and continuing to invest in tech-enabled solutions. Artificial intelligence, machine learning and advanced data analytics enable us to provide deeper insights for our audit engagements. At the heart of this investment is KPMG Clara, our progressive, global collaboration and analytics tool, which will help you to deliver even greater consistency and collaborative working.

What you'll need

Whatever your degree background, you'll need to bring a keen eye for detail and a critical mind as well as a resilient attitude. You'll also be curious and enjoy achieving results through teamwork.

Your development

We train our graduates to become experts in their field. In addition to a range of development opportunities, you'll be supported as you study for the ACA qualification if you're based in England and Wales, or the CA qualification, if you're based in Scotland.

Depending on your chosen location, you'll have the opportunity to choose between applying for our Intensive programme or our Empowered programme.

Audit programmes

Audit

Working as part of our Audit team, you'll spend a significant amount of time with colleagues on site at the companies you're auditing. If you like to get under the skin of a variety of organisations, this is the right place to be.

You'll gain a breadth of expertise and experience, working in the largest of our UK practices to deliver independent and high quality audits. We'll help you to develop valuable technical skills and an in-depth knowledge of one or more industry sectors. Working alongside our audit professionals, you'll have access to the support you need to handle each audit engagement with confidence.

We know everyone likes to learn in different ways, so we offer a choice of two study routes to achieve your qualification over the three year programme.

Empowered

This study route allows you to have a blend of work experience and study, spreading your ACA or CA exams over the course of the three year programme.

Intensive

On this route, you'll front-load most of your ACA exams in the first year, allowing you to focus on work experience for the rest of the three year programme.

Accounting Advisory Services

This three year programme has been designed to help you develop your business and accounting skills. You'll have the opportunity to work with cross-functional teams, including Transaction Services, Corporate Finance and Tax. On the technical accounting side, you'll work on a variety of audit engagements, in areas ranging from the implementation of new accounting requirements to group restructuring and mergers and acquisitions.

Audit Mandarin

The key difference with this programme is that, if you're a Mandarin speaker, you'll enjoy an additional opportunity after you qualify – the chance to work with KPMG in China. The firm has 13 offices and more than 9,000 employees. You'll get to see this first hand as you take on an important role in KPMG in China's strategy to further strengthen teams, client relationships and build our local market position.

Technology Audit (Information Risk Management)

Our Technology Audit team provides specialist IT audit support to our external and internal audits. On this programme, you'll provide independent advice and technical expertise to help organisations manage their business and IT-related risks. The work is largely investigative, and will give you exposure to global organisations through to local businesses across all industry sectors. You'll be supported to achieve an ICAEW Certificate in Finance, Accounting and Business (CFAB).

"What I most enjoy about Audit is that it's varied. Every day is different. I also like that I'm learning so much every day. It challenges me in a good way and I've definitely grown in confidence."

Vanessa

Graduate Trainee – Audit in Bristol
Degree in International Business Management

Tax & Pensions

Challenge can be rewarding

If you enjoy tackling complex problems, this is an opportunity to make your talents truly count. A career in this team means advising clients on diverse issues to help shape their success. It will certainly be challenging. But if you have the ambition we're looking for, you'll also find that this is an exceptionally fulfilling place to be.



Working in Tax & Pensions

The areas of tax and pensions are increasingly under the spotlight, and new regulations and legislation are making it an ever-more complex landscape. It means life here is both challenging and rewarding – especially because the scale and breadth of what we do is so wide-reaching. Our services span a range of areas such as Corporate and Indirect Tax, Private Client Advice, Global Mobility Services and Pensions.

Technology and digitalisation underpin the world of business and at KPMG, we are harnessing transformative tech-enabled solutions such as artificial intelligence and machine learning to add value for our clients. It means that although our Tax & Pensions teams work within a robust framework, you'll have real scope to innovate on intellectually-stimulating, future-focused projects.

What you'll need

You'll need to demonstrate excellent communication skills and the motivation to work collaboratively with others. Moreover, you should be curious and willing to embrace new technologies.

Your development

You'll learn to deliver comprehensive and commercial advice on a broad range of issues for either company or people-focused services. You'll develop specialist skills and gain expert industry knowledge and insights working on challenges at the heart of our client organisations. All of that, together with the chance to study for recognised professional qualifications, such as the ICAEW CFAB, ATT and CTA, make this an excellent starting point for a successful business career.

Tax & Pensions programmes

Global Mobility Services (GMS) Technology

This programme offers exposure to multinational clients and provides the training and experience needed to develop both tax advisory and technology consulting skills. Graduates will have the ability to use technology to help companies manage their workforce and provide comprehensive tax and advisory services. You'll have the opportunity to study for the ATT (Association of Tax Technicians) qualification as well as a technology-specific qualification.

Investment Advisory

This team advises pension trustees and corporate clients on diverse investment-related subjects. Drawing on your initiative and financial acumen, you'll develop your own investment ideas. You'll study either for the Chartered Financial Analyst exams, including the Investment Management Certificate, or for actuarial exams to qualify as a Fellow of the Institute and Faculty of Actuaries.

Japan Practice in Tax

You'll help our UK firm's Japanese clients with any issues that could affect their European operations – Japanese language skills and a good cultural appreciation are both essential. Based in London and working with colleagues across our network, you'll support the day-to-day running of our client portfolio, helping to run a compliance programme involving personal tax returns and tax advice for international assignees. You'll study for a dual qualification in Accountancy and Tax.

Pensions Actuarial

You'll build a strong foundation in a fascinating and fast-moving sector – one which is subject to governmental scrutiny and new legislation. It's a high profile field giving you the chance to develop broad consultancy skills. You should have excellent numeracy and communication skills with the enthusiasm and motivation to study towards becoming a Fellow of the Institute and Faculty of Actuaries.

Tax

We work with a range of individuals and organisations, helping them to implement the tax approaches that best suit their needs. All of our Tax graduates will study towards a dual qualification in Accountancy and Tax. These will provide you with a breadth of technical knowledge and expertise as well as the flexibility to broaden your experience within the different areas of Tax.

"I love being pushed out of my comfort zone. You are given loads of opportunities to learn and use your initiative. I've realised at KPMG, I've found myself a career, not just a job."

Emily

Graduate Trainee – Tax in Birmingham
Degree in Economics



Consulting

Enjoy greater exposure

The sheer breadth of our work here in Consulting cannot be underestimated. From start ups to major multinationals, we work side-by-side with our clients on their most crucial challenges. These include areas such as Strategy, Forensics and Management Consulting.

Working in Consulting

We work shoulder-to-shoulder with our clients to help them overcome the challenges they face in this ever-changing, increasingly complex world. We immerse ourselves in our clients' organisations and apply fresh thinking to deliver the best possible outcomes. What's more, we are always thinking of how we can apply the most innovative, tech-enabled and data-led solutions to give our clients real value and competitive edge.

You could be working on projects ranging from a week to a year, everywhere from Swindon to Singapore, offering advice on how companies can grow with confidence, avoid unnecessary risk or manage the unexpected. Every client is different and every project is uniquely challenging, particularly given the diverse range of industries and sectors we support. Therefore, you can expect exposure to a variety of projects, solving complex problems and creating positive change for lots of different organisations.

Consulting is all about delivering quality results for our clients, so if you want to embark on a Consulting career in a firm that will give you the quality experiences you need to thrive, we can help you carve out a long-term career and define where you want to take it next.

What you'll need

We take applications from any degree background – from Law to History, Biosciences to Music. To join, you'll need the ability to collaborate well with others and enjoy building positive working relationships with a wide range of people. You'll also need to be inquisitive, willing to learn new skills and curious about the opportunities that new technology brings.

Your development

We have a number of different specialisms, so there'll be huge scope for you to explore your potential and develop your consulting skills and commercial awareness. We offer a variety of training options that will empower you in all areas of your development; technical, professional and leadership. And, where necessary, we'll support you to gain a relevant professional qualification such as CFAB, CIMA, ACA or CA qualification.

Consulting programmes

Actuarial

Our Actuarial team helps organisations manage financial risk. Using detailed analysis of past events, you'll create accurate models of the future and advise on the financial implications. It's a highly technical role, so you should be numerate, ambitious and able to communicate complex ideas to non-specialists. With our support, you'll study for the Institute and Faculty of Actuaries' exams.

Customer

Our Customer team uses customer insight to dive deep into the ways people interact with our clients' brands. They look at the experiences those customers have before reimagining things and designing future consumer experiences. It's all about creating connected capabilities to help organisations win hearts and minds, and to drive economic growth. On this programme, you'll build your commercial understanding and business acumen to deliver real value to our clients. Learning through a number of certifications, accreditations and on-the-job training, you'll start to develop expertise from day one.

Forensic

We help clients to protect their businesses by reducing risks to their reputation and commercial losses. Growing your skills in Investigation and Compliance, Dispute Advisory Services, and Intellectual Property and Contract Governance, this three year programme will see you working with clients across a variety of sectors and services. You'll also study with the ICAEW towards either the CFAB qualification & Anti-Money Laundering (AML) Diploma, for those who work in financial crime, or the full ACA qualification.

We know everyone likes to learn in different ways, so we offer two study routes to achieve your qualification:

Empowered

This study route allows you to have a blend of work experience and study throughout the programme, spreading your professional qualification exams over the course of the three year programme.

Intensive

On this route, you'll front-load most of your ACA exams in the first year, allowing you to focus on work experience for the rest of the three year programme.

For information on more of our Consulting programmes, please see overleaf.

"The most interesting project I've worked on was helping colleagues at a global bank to collaborate more effectively. We created an online platform enabling employees to share knowledge, but also be sociable and talk across teams. People really got behind it."

Dan

Graduate Trainee – Management Consulting in London
Degree in French and German

Internal Audit, Risk & Compliance Services (IARCS)

Our IARCS business enhances the efficiency and effectiveness of an organisation's existing risk management, supplemented by the skills of our Consulting and Deal Advisory teams. You'll get involved in internal audit functions, with enterprise risk management programmes, reviews of third party relationships, and risk and controls management. During the three year programme, you'll study towards becoming a chartered accountant, completing the ACA (England and Wales) or CA (Scotland).

Management Consulting

With exposure across a range of disciplines in a dynamic, fast-paced team, this programme offers an unrivalled insight into business. You'll help to add value from day one, working with a variety of clients that include some of the most well known organisations in the world. You'll study towards a full Chartered Institute of Management Accountants (CIMA) qualification.

People Consulting

We transform the performance of organisations by changing the way people are led, managed and developed. We'll help you to deliver real value to our clients straight away, and to build your commercial awareness and business acumen. You'll study for the Chartered Management Consultant Award, followed by a CIPD-accredited qualification in Human Resource Management.

Risk & Regulatory

We advise clients who want to stay on top of current issues and industry best practices in an evolving marketplace. You'll develop your commercial skills through both training and work experience. In Risk, you'll study for the Chartered Financial Analyst qualification. In Regulatory, you'll work towards your Investment Management Certificate.

Strategy

This team provides strategic advice on business and operating models to corporate, public sector and private equity clients. Developing well-rounded consultancy skills, you'll get wide variety from both a sector and proposition perspective. You'll complete the Chartered Institute of Management Accountants (CIMA) qualification.

Transport & Public Sector Accounting Advisory

Transport & Public Sector Accounting Advisory is a market leader in financial reporting and business planning advice to the land transport sector and the public sector. Joining this programme offers you the chance to experience a range of different projects across these two critically important service lines. You will likely be involved in supporting multi billion pound contract bids, the implementation of major restructuring and large scale mergers and acquisitions. This programme comes with substantial opportunity to travel around the UK and potentially globally.

KPMG Business Services

Go further together

Nothing we do would be possible without the support of our KPMG Business Services team. In every practice and on every project, we rely on their expertise. From HR, who attract and retain the best people, through to our Market Development professionals who spread the word about what we do. Working together, our teams play an important part in our firm's success.

"The work I'm doing constantly challenges me, but is interesting. I'm currently working in a team where we look for evidence of money laundering, financial crime, or things that just don't make sense. It's like being a financial detective."

Hannah
Graduate Trainee – Forensic in London
Degree in Mathematics

Working in KPMG Business Services

All areas of KPMG Business Services are vital and underpin the smooth running of the organisation – empowering our people to deliver exceptional results for our clients, colleagues and communities. In HR, you'll help us retain, utilise and engage people across the entire organisation. With our Market Development teams, you'll be delivering campaigns that secure new business and enhance our reputation.

What you'll need

Whatever your degree background, you'll need to be a team player – someone who enjoys working with others to innovate and deliver results. You'll also be keen to learn about the latest technologies and to explore how they could take us forward.

Your development

You can expect a supportive network to help tailor your programme to your interests while ensuring you get to experience a wide range of different projects. We'll also support you in gaining professional qualifications you can take forward wherever your career goes.

Go further together

For more information and to find out about our latest KPMG Business Services opportunities, please visit our careers website.

Deal Advisory

Freedom to float your ideas

Whether we're advising a company on a merger, how to turn a struggling business around, or how to see a new acquisition through successfully, we bring our imagination and insight to every stage of the deal cycle. We explore ideas. We create possibilities. We believe that's part of what makes life within our Deal Advisory teams so rewarding.



Working in Deal Advisory

A career in Deal Advisory will mean helping clients to buy, sell, fund, fix and partner with confidence, taking them from an initial idea right through to delivery. You can expect real variety because we're involved throughout the whole deal cycle. You'll undertake client-facing work, providing advice and adding value at every stage – including on some very high profile deals.

It's a fast-paced environment and you'll encounter plenty of challenges, but you'll have the support of a collaborative team where your perspective will always be welcome. We'll make sure you have the responsibility you need to grow quickly, along with the training to feel confident from the very start. We are also making a significant investment in technology to ensure we deliver the kind of quality work that builds trust and achieves positive outcomes.

What you'll need

We take applications from all degree backgrounds. To join, you'll need critical thinking skills, the ability to communicate effectively and teamworking skills. You'll also need to be motivated to learn about the latest technologies.

Your development

Combining structured training, work experience and on-the-job coaching, our Deal Advisory programmes offer plenty of opportunities for your career development. You'll build a broad commercial awareness of the challenges a business faces across the deal and economic cycle. We'll also provide you with the opportunity to study for the ACA qualification, if you are based in England and Wales, or the CA qualification, if you are based in Scotland.

Deal Advisory programmes

Deal Advisory

Our specialists guide clients across the entire deal cycle – it isn't simply about handling transactions. Joining our Corporate Finance, Restructuring or Transaction Services teams, you'll work with a range of clients, including private companies, the Public Sector, private equity houses, leading financial institutions and individuals. We'll support you to achieve a chartered accountancy qualification – ACA (England and Wales) or CA (Scotland).

We know everyone likes to learn in different ways, so we offer two study routes to achieve your qualification over the three year programme:

Empowered

This study route allows you to have a blend of work experience and study throughout the programme, spreading your professional qualification exams over the course of the three year programme.

Intensive

On this route, you'll front-load most of your ACA exams in the first year, allowing you to focus on work experience for the rest of the three year programme.

Mergers and Acquisitions

We are focused on adding value to our clients by providing a full range of lead financial advisory services across all industries and sectors including acquisitions; disposals, mergers and IPOs. Our wealth of experience in Mergers and Acquisitions means that we can provide our clients with the best possible advice, and that you can learn from experts in the field. Combining structured training, work experience and on-the-job coaching, this three year programme will give you a broad commercial awareness of the challenges a business faces across the deal and economic cycle.

Intensive

On this route, you'll front-load most of your ACA exams in the first year, allowing you to focus on work experience for the rest of the three year programme.

"I'm working in Transaction Services, which is focused on the early stages of a deal. I find it really interesting. It's great to have responsibility and Partners are genuinely interested in what you think."

Rani

Graduate trainee – Deal Advisory in Birmingham
Degree in Economics



Technology & Engineering

Join a team that sparks your imagination

In today's fast-moving world, it's vital for organisations to invest in the right technology. At KPMG, we provide the expertise that empowers clients in all sorts of fields to deliver results and avoid unnecessary risks. We help them to get ahead – and to stay ahead. If you're excited about opening up new possibilities for clients, you'll find a future here.

Working in Technology & Engineering

The pace of technological transformation makes this an exciting time to join us. Working side-by-side with a range of clients, we rely on an agile and robust approach to solve their most complex issues.

Technology is at the heart of what we do, underpinning every aspect of business. Along with helping us innovate for our clients, it enables us to work more effectively and collaboratively across teams. One of the reasons we're well placed to do this is because of the shared passion and entrepreneurial spirit of our people, not to mention our alliances with leading names such as Microsoft, Oracle, Google Cloud and IBM.

As a graduate trainee, you can expect to deliver a wide variety of digital solutions and undertake complex projects that are as challenging and exciting as they are rewarding. Right from the start, you'll learn new skills, leverage advanced analytics and work with emerging technologies such as Cloud, AI and machine learning, to help our clients succeed – today and in tomorrow's world.

What you'll need

Whether you already have technical experience or just the desire to work in this field, you'll definitely need a passion for technology, an inquisitive nature, a willingness to learn and the ability to communicate effectively.

Your development

Building on your passion for technology, a career in one of our Technology & Engineering teams will see you developing technical skills, commercial acumen and core consulting skills. You'll be supported to reach your potential in one of our fastest growing business areas.

You can expect to expand your knowledge quickly and develop your skills through a combination of on-the-job and formal training. You'll also have the opportunity to gain technology specific accreditations relevant to your programme, such as through AWS, Google and Microsoft.

Technology & Engineering programmes

Analytics

As a part of the Analytics team, you'll combine advanced data analytics and technologies with business intelligence to help clients tackle commercial issues and business performance. You'll develop technical skills, commercial acumen, core consulting skills and a flair for business, as well as study towards a technology-specific accreditation.

Cloud Transformation

Collaborating with the top three public Cloud providers, you'll deliver cutting-edge solutions to clients on a global scale. You will transform the way clients store and process data, giving them the flexibility to scale up operations based on demand. Everyone is encouraged to gain industry recognised certifications from AWS, Microsoft and Google, and engage with learning platforms like PluralSight and A Cloud Guru.

Cyber

Working with clients, you'll help them protect, detect and respond to high-end cyber threats and build out the specialist capabilities they need to counter future attacks. For us, cyber security goes beyond the technical. That's why we have a more holistic approach to understanding and mitigating risk. Wherever you join us, you'll build your expertise working with different technologies, a diverse range of people and a variety of clients and issues. You'll also have the opportunity to study for technology-specific accreditations.

Data & Technology Consulting

As a graduate, you'll learn the skills you need to analyse, advise and deliver solutions on a range of client issues. You'll leverage how data architecture, data quality and data governance can be used for business advantage. You could be in one of four teams but, regardless of where you join, we'll equip you with a solid foundation of technical and industry knowledge, and you'll have the opportunity to gain relevant technology accreditations.

Financial Modelling

You'll support clients to make critical business and financial decisions by building bespoke models that offer deeper insights into their data and a dynamic analysis of their options and opportunities. As a graduate, you'll work across all sectors and support the strategic direction of the whole business. We will provide plenty of support and a blend of development opportunities to help achieve your potential, as well as the opportunity to work towards a CIMA or CFA qualification.

Software Engineering

As a part of our Software Engineering team, you'll deliver and support innovative and flexible technology-enabled solutions to help solve our clients' most complex business challenges. Solutions developed will often take the form of web applications, mobile apps and data integration projects. All engineers participate in code reviews with their peers, so there's plenty of opportunity to gain constructive on-the-job feedback, and to study for technology-specific accreditations.

Solutions Consulting

Within this cutting-edge, supply-side business area, you'll solve real world business challenges. Using a combination of leading practices and processes, proven technology solutions and next generation delivery methods, you'll help deliver quality results for our clients on large scale projects. As well as benefiting from a number of training modules designed to develop your productivity and technical skills, you'll also have the chance to gain technology-specific accreditations. All whilst developing commercial acumen, core consulting skills and a flair for business.

[Get an insight from one of our Technology & Engineering Graduate trainees overleaf.](#)

"I think my degree lends itself well to technology consultancy. Chemistry involves a lot of problem solving and critical thinking and you need that here as well – I'm basically applying the same analytical mindset to solving business problems."

Hannie
Graduate Trainee
Data & Technology Consulting in London
Degree in Chemistry



Reward & benefits

We know how hard you work to deliver exceptional results, so we make sure we recognise and celebrate your accomplishments.

Among other things, you can expect to enjoy:

			
Competitive salary*	A day off on your birthday	25 days' holiday, with the option to buy an extra 10 days	Student joiner loan**
			
Lunch allowance	Financial support towards training, professional qualifications or accreditations	Flextra – a flexible benefits scheme that allows you to choose benefits that suit you	Study leave
			
Access private, remote GP appointments, anytime and anywhere	Staff discounts	Travel season ticket loan	Pensions options

*The starting salary for graduates varies by programme and location, please see website for details.

**Up to a specified value, please see website for details.



Training & development

Giving something back

We'll support you on your journey to reaching your full potential, helping you to develop your skills and build your confidence every day. You'll have access to:

The Academy

Our Academy gives you access to a community that offers support as you begin your career journey. It will help you build your network and offers inspiring talks, mentoring and events.

Professional qualifications

You'll benefit from funded professional qualifications or accreditations, relevant to your programme. As well as covering all the costs associated with attending courses for your exams, our dedicated Professional Qualification and Accreditation teams will make sure you're fully supported every step of the way.

Flexible learning

We recognise that everyone is different and so we offer different study routes to achieving your professional qualification. These range from **Intensive** to **Empowered**, giving you the choice of front-loading your exams and concentrating more on work experience later, or spreading the exams more evenly over the course of the programme.

Employee Networks

Whether you want to connect with similar people or learn more about others, you'll be able to expand your network by joining any of our Employee Networks.

As well as representing specific groups, our Networks help us increase collaboration, share best practice and help make KPMG an enjoyable place to work.

KPMG has long been a leader in corporate responsibility and we work to make a positive difference to the communities we work with and the global environment.

Volunteering and partnerships

The NSPCC is KPMG's national charity. The partnership aims to reach hundreds of thousands of primary school children with vital information that will help them have happier and safer childhoods.

Our commitment to giving back means that on top of your annual leave, you can expect to receive up to **six days of work time** each year for volunteering with the NSPCC or any number of other good causes.



Here are just some of the things we've achieved over the past year:

20,855

people supported through our community programmes

48,184

hours contributed to volunteering

7.4million

items of single use plastic removed across our offices

10,000

students have now been supported to build employability skills via WorkReady*

* Since the programme began in 2013.

How to apply

We hope this brochure has given you an insight into what we offer undergraduates and graduates, and why this is a great place to work. You'll need to make your application online, but before you start, we'd recommend exploring our website at kpmgcareers.co.uk so you can learn more about our business areas and opportunities, explore our Graduate trainee films and stories, and discover more about our culture.

What we look for

We look for diverse people from all backgrounds and we'll look at your application as a whole; taking into account not only your academics, but your performance in our assessment process and any work experience. We'll want to see the following general academic requirements*:

- Grade B in both GCSE Maths and GCSE English Language (or equivalent)
- 300 UCAS Tariff points (or equivalent)
- 2:1 degree or above, in any discipline

* Requirements may vary by programme. Please see our careers website for full details. If you have fallen just short of our minimum academic requirements, we would encourage you to apply, as your performance elsewhere in your application may enable you to progress.

Ready, steady, go – making a successful application

Our application process is designed to give you the chance to show your potential as well as gain insight into working life at KPMG. Here are some tips to help you make the most of the opportunity. You can find further guidance and practice tests, at: kpmgcareers.co.uk/apply



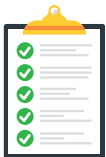
Apply early

Some routes fill faster than others, so we'd encourage you to apply as early as possible.



Just be yourself!

Our online assessments are designed to identify your strengths and potential, and to determine if you'd be a good fit for the role and our firm.



Be thorough

Give sufficient time and attention to make sure your online application is accurate. If you are made an offer with us we'll check details, such as academic certificates, against your application.



Do your research

We'll want to see you have a real passion for our firm, and for the programme and location you've applied to. Make sure you're happy with any study requirements too.

Key dates

It's never too early to start thinking about your future. And the sooner you make your application, the sooner you could have the peace of mind that comes with knowing you have a role lined up after you graduate. With our innovative Launch Pad assessment – the final stage of our recruitment process – you'll receive a job offer within just two working days if you're successful. Which also means you'll be free to focus on your studies.

Below are the dates you'll need to keep in mind. By joining our Talent Community you'll be able to keep updated on the latest vacancies, as well as our recruitment events and activities: student.kpmgcareers.co.uk/talentcommunity

First year	Second year	Penultimate year	Final year
Autumn 2019 Join KPMG's Talent Community, to receive alerts on application open dates	Autumn 2019 Join KPMG's Talent Community, to receive alerts on application open dates Apply for 2020 One Year Business Placement, starting in autumn 2020	Autumn 2019 Join KPMG's Talent Community, to receive alerts on application open dates Apply for 2020 Summer Vacation Programme	Autumn 2019 Apply for 2020 Graduate Programme, starting in autumn 2020
Early 2020 Apply for 2020 Insight Programme		Spring 2020 Start thinking about your 2021 graduate options	
Spring 2020 Start thinking about your 2021 Summer Vacation options		Summer 2020 Apply for 2021 Graduate Programme	
Summer 2020 Apply for 2021 Summer Vacation Programme			

What we look for

While we look for people from all backgrounds, there are some strengths that are key to success at KPMG. Before you apply, you might find it helpful to think about your own strengths, motivations and values, and compare them with what we look for at KPMG.

Our Strengths

Career Motivation

You've thought about why you want to work for KPMG, and have thought carefully about your chosen programme and location

Demonstrate Integrity

You're motivated to ensure your working practices adhere to rules and regulations and challenge business practices that you believe are unethical

Purposeful Collaborator

You thrive in achieving results through teamwork and are able to leverage collective expertise and embrace different perspectives

Communicate Effectively

You have the ability to communicate clearly in both written and verbal communication styles, so your message leaves an impact and is clearly understood

Drive Quality

You're proactive in taking ownership of tasks, pre-empting issues and determined to achieve high-quality results

Resilient Performer

You're able to maintain a positive attitude when faced with challenges. You understand your own emotions and can discuss difficulties in a constructive manner

Credible Connector

You enjoy building and maintaining lasting relationships with others; taking the time to get to know them and understand their opinions

Foster Innovation

You're comfortable with uncertainty and can quickly adapt to complex and ambiguous situations, as well as propose new ideas and solutions appropriately

Show Curiosity

You're inquisitive, able to learn from your mistakes and strive to develop and improve

Critical Thinker

You analyse and interpret complex information and can then use this insight to solve problems

Leverage Technology

You embrace new technologies and you are curious about the changes and opportunities that the latest technology brings

Values

Our values give us a sense of identity, they define who we are and how we do things:

*We lead by example. We respect the individual. We are open and honest in our communication. We work together. We seek facts and provide insight. We are committed to our communities. Above all, **we act with integrity.***

Application process

Generally, there are four stages to our application process, although it might vary for a small number of routes. You can find out more about each stage and get lots of helpful hints and tips in the: 'Applying to KPMG' section at kpmgcareers.co.uk/apply





To find out more or to apply:

kpmgcareers.co.uk

graduate@kpmg.co.uk

Freephone 0800 3285 764

And find us here:

 @KPMGRecruitment

 KPMGRecruitment

 [kpmgtraineesuk](https://www.instagram.com/kpmgtraineesuk)

 KPMG UK

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