



# Deal Advisory Intensive & Empowered graduate programmes



<b>Length of programme</b>	3 years
<b>Qualifications you'll work for</b>	ACA (or CA in Scotland)
<b>Location</b>	London & various regional offices. Please search the website for latest location availability
<b>Entry requirements</b>	<p>As a general rule, you'll be expected to meet the following requirements:</p> <ul style="list-style-type: none"><li>– Minimum grade B GCSE(*) Maths</li><li>– Minimum grade B GCSE(*) English Language</li><li>– Minimum of 320 UCAS tariff points(*)</li><li>– Minimum 2:1 degree or above in any discipline</li></ul> <p>Note: (*) Or equivalent</p>
<p>Please note, we only consider a candidate's 'top' 3 A Level grades and do not accept General Studies.</p> <p>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.</p>	

We help our clients to buy, sell, fund, fix and partner with confidence, taking them from an initial idea right through to delivery. It's all about blending our deep sector expertise with our execution skills, and working with teams from the wider firm to help each client make the right decisions.

Across everything we do, we want to deliver the kind of quality work that builds trust and achieves positive outcomes. One of the ways we're doing this is by giving you access to advanced technologies, through our very own KPMG Deal Tech, which delivers deeper insights to our clients through data enhancements, pricing and modelling, benchmarking and reporting.

As a graduate, you can expect real variety here in Deal Advisory. And because we're involved in the whole deal cycle, it isn't just about simply handling transactions. You'll be undertaking client-facing work, providing advice and adding value at every stage – including on some very high profile deals. It could be that you're advising a company on a merger, how to turn a struggling business around, or how to see a new acquisition through successfully.

It's a fast-paced environment and you'll come across plenty of new challenges. But you'll also have the support that comes from being part of a collaborative environment where fresh perspectives are valued and questions are welcomed. Put simply, we'll make sure you have the responsibility you need to grow quickly along with the training you need to feel confident from the start.

We'll support you to achieve a professional qualification too and you can choose the learning style that best suits you – you could frontload your exams or spread them out across the programme. Either way, you'll be an important part of the team from the start, with real scope to play your own part in shaping our future.

## In depth

Joining either **Corporate Finance, Restructuring or Transaction Services**, during the three years you will have the opportunity to enhance your commercial understanding and broaden your knowledge and networks.

In addition to your role and responsibilities, we will also support you to gain the Associate of the Institute of Chartered Accountants in England and Wales.

Qualification (ACA) or the Institute of Chartered Accountants (CA) in Scotland.

## Business area

In Deal Advisory, we apply deep technical knowledge and industry experience to a broad mix of complex and challenging transaction and business issues. We work with a range of clients including private companies, the Public Sector, private equity houses, leading financial institutions and individuals across three core areas: **Corporate Finance** advise across a broad spectrum of corporate finance issues including valuations, debt financing and project financing. We can help our clients to:

- Value the assets/businesses they are buying or selling.
- Identify commercial issues that are critical to the success of a transaction.
- Engage with buyers and tailor the marketing of the business to their needs.
- Develop their negotiation and deal tactics.
- Identify and allocate the risks found in large-scale infrastructure projects.

**Restructuring** supports companies to address the complex challenges that cause them to underperform or threaten their survival.

Restructuring are engaged by a wide range of stakeholders to companies, or the businesses themselves, to provide them with advice wherever an element of stress or distress is evident in a company's operations. We can help by:

- Acting as advisors to businesses or their key stakeholders, providing a range of operational, strategic and financial assistance.
- Restructuring financially troubled businesses; often performing reviews focused around the structure of existing debt, and based on current and forecast trading performance. This can be carried out on behalf of financial institutions in addition to working directly with corporates.
- Providing turnaround services to underperforming businesses, including reviews of cash and working capital as well as more operational restructuring.
- Acting in a formal insolvency capacity as an administrator, liquidator, receiver or trustee. In these processes, we are wholly responsible for day-to-day management of the insolvent's affairs and have responsibility for maximising the outcome from the process for the benefit of creditors.

**Transaction Services** advise clients through the deal cycle – from pre-deal planning to post-deal support. Bringing our extensive experience in mergers and acquisitions, joint ventures, leveraged buy-outs, IPOs (Initial Public Offering) and the capital markets; we help clients to buy, sell and finance businesses. We also help to analyse potential transactions, highlight risks and opportunities and develop strong accounting, finance and tax structures by:

- Making sure that deals are in line with their strategic business objectives.
- Performing robust due diligence.
- Maximising the value of business integration and realising business synergies.

Note: Transaction Services within Deal Advisory has a high volume of cross border deals and is seeking individuals who are fluent in a second European language such as, but not limited to German, French and Spanish. For anyone that is interested in Transaction Services and is fluent in a second European language your language skills would be advantageous.

## What to expect

You'll contribute to your team's performance early in your career, enjoying unusually varied and challenging work. That means we're looking for graduates with analytical skills, commercial awareness and the ability to thrive under pressure. Working with clients from the UK and overseas, no two projects are identical. So, you could find yourself:

- Performing research which leads directly to a deal for a client.
- Advising on the best possible debt structure for a business.
- Working with an investment bank on the stock exchange listing of a high profile client, reviewing financial information for inclusion in public documents.
- Working overseas or in the UK to collate and analyse financial information, and report key findings and recommendations to clients on the target business.
- Negotiating with suppliers of a business (where we've been appointed as administrators) to maximise the return for the creditors of the business.

## Training and development

The training and development of our professionals is critical to the future success of our business, which is why our people are trained to become experts in their field and supported to study for a professional qualification.

In Deal Advisory, we currently offer either the ACA or CA depending on office location:

For those joining an office in Scotland we offer the ICAS (CA).

For all other offices we offer two ACA routes that you will be able to select upon applying. These are the ACA Intensive Programme or our ACA Empowered Programme.

### Intensive Programme

The Intensive Programme is KPMG's front-loaded, classroom-based ACA product which focuses on upskilling trainees quickly. This means that for the first 12 months of your training contract you will solely focus on passing 14 out of 15 ACA exams, and come into the business in two work experience placements. One is a structured, six week work experience placement during the first quarter of the calendar year after you join, and the second comes after you have completed your 14 exams.

The entire programme is supported by a wide range of mechanisms that will be applied by your tuition provider or KPMG when you require them, but due to the intense pace of the programme you will need to be really dedicated in your approach to learning.

This programme allows you to focus purely on your professional qualification in your first year. In the remaining two years of your training contract you can concentrate on building up a fantastic range of work experience (with only one exam left to complete) and will have the technical knowledge to apply within the workplace.

The three main training hubs for the Intensive Programme are London, Birmingham and Manchester. Regardless of the selected home office, you will be expected to relocate to one area in order to dedicate the time to attend the programme for the first 12 months.

**Please Note: Due to the intensive nature of the programme, holiday dates are mandated during the initial 12 months of the programme to fit in with the study and exam schedule – with no exceptions.**

### Empowered Programme

The Empowered Programme is KPMG's blended ACA product, where the onus is on you to take ownership of your studies and help shape your learning.

The programme uses innovative technology and is delivered via a blend of online live classroom and recorded courses, plus in-centre classroom courses. It also has wrap-around support which consists of dedicated professional coaches, online portal content and live and recorded additional study sessions which means there is a form of support for your every need.

This blended approach enables you to study and learn the content at a pace suited to your learning style, but ensures all are at the right technical level prior to stepping into revision elements so that you can focus on your exam technique before the exam.

The structure of the programme spreads the ACA examinations over the lifetime of the three-year training contract so that you are able to build up your technical knowledge, and can gradually apply what you are learning in training to your workplace experience.

### ICAS Programme

The ICAS Programme is KPMG's CA product offered to all Scottish offices. The programme consists of classroom-based tuition and revision, with wrap-around online and self-study learning. The training is block release which means you are out of the business for four to eight week periods at a time enabling you to focus solely on your professional qualification and then go back into the business once complete. The structure of the programme requires you to take ownership of your studies but also provides a good balance, allowing you to shape your own learning and seek support as and when you need it.

ICAS is both the tuition provider and the professional body which means they both create and teach the material you require to gain the relevant knowledge expected for their syllabus.

The structure of the programme spreads the CA examinations over the lifetime of the three-year training contract, so that you are able to build up your technical knowledge, and can gradually apply what you are learning in training to your workplace experience.

**KPMG** is proud of both their ACA and CA products as they support all learning styles and seek to ensure a supportive and inclusive learning environment. Therefore, regardless of route, you will be supported by KPMG's dedicated Professional Qualification Training and Accreditation team whose focus is to ensure that each KPMG trainee fulfils their potential.

All programmes take three years to complete. They just offer different routes to achieving success. You should not underestimate how much of your first three years will be spent studying and therefore it is imperative you really think about your learning style, and be sure that you are joining a firm that takes your development as seriously as you do. When you have decided which route to qualification is best suited to you, please make sure you apply to that route on the website.

**Please see below for case studies.**



**Name:** Princess

**Business Area:** Advisory – Financial Advisory – Transaction Services

**Based:** London

### **The recruitment process?**

KPMG's recruitment process was very straight forward, and I was able to prepare for every step as ample information was provided. I liked the fact that throughout the process I was able to meet and speak with people already working in the department for which I was applying for. Through this, I was able to ask enough questions which helped inform my decision about joining the firm.

### **Why KPMG?**

The people and culture of the firm stood out for me. The One Firm ethos stood out because it encourages collaboration for our own success - and the success of the company. The company is full of highly motivated and determined individuals which is very motivating and inspiring.

### **Qualifications and support?**

As part of my graduate programme I am studying towards the ACA exam. We are provided with a lot of support from the Professional Qualifications Team and senior people in my team are very understanding during study and exam season, giving me the time and support I need to focus on passing.

### **Day-to-day?**

In Transactions Services, no two days are ever the same. Every project is different and comes with its own unique challenges. My role mainly involves managing and analysing data, report writing and supporting senior staff with any ad hoc requests. In Transaction Services, for the majority of projects, the final output to a client is a financial due diligence report, so all the work we do on projects is working towards producing this and delivering it to the client.

### **My advice?**

Enjoy the recruitment process and use it as an opportunity to find out as much information about the firm and the role you are applying for, to make sure that you are making the right choice for you! As someone who studied Law at University, I would also say that you do not need a financial background to be able to be successful in this role. KPMG encourages diverse backgrounds and you will learn everything you need to learn once you start working.

### **Working with clients?**

With my role I am mainly based in the office, working on behalf of clients remotely. With most projects communication with the client is paramount to manage their expectations effectively and also to continuously feedback our findings with regular conference calls, and face to face meetings from time to time.

### **Social life?**

A healthy work-life balance is encouraged at KPMG. Hard work is always rewarded with regular team socials, end of project dinners and regular opportunities to attend networking events to meet people outside of your immediate team!

### **Further career opportunities at KPMG?**

As you progress through the firm, there are opportunities to take control of your career progression, whether this means taking on more responsibility in your own team, pioneering change or seconding into another team to learn new skills and gain new experiences.



**Name:** Peter  
**Business Area:** Restructuring – ACA Integrated  
**Based:** Newcastle upon Tyne

### **The recruitment process?**

The recruitment process challenged me to consider my career goals and ambitions, sharpening my own views of what I would like to achieve during my time at KPMG.

### **Why KPMG?**

KPMG's Restructuring practice attracted me because the team is widely recognised as innovative and capable when it comes to special situations. This is reflected not only in the positive feedback from our clients, but from our colleagues in other areas of the firm.

### **Qualifications and support/**

KPMG and its registered ACA tuition provider, BPP, have provided me with extensive support throughout my ACA study programme. BPP's tutors have helpfully responded to my out of hours questions regarding certain areas of my studies; many of my senior colleagues have completed similar accountancy tuition programmes and they recognise the importance of my qualification, allowing me to balance academic and professional commitments effectively.

### **Day-to-day?**

Day-to-day work varies immensely, from meeting lenders with financially stressed borrowers, to modelling outcomes under different insolvency scenarios; providing me with opportunities to develop both my technical skills and my professional network.

### **My advice?**

My advice is to approach all your work – whether it's an email, a financial model, or a client interaction – with attention to detail.

### **Working with clients?**

Client exposure, as a junior team member of the team, is fantastic. Responsibilities are increased as you demonstrate your capabilities, and senior team members are always available to assist you in more sensitive or complex discussions with clients. As well as client exposure, I am often interacting with other professional advisers; increasing my understanding of how different stakeholders might approach situations.

### **Social life?**

There is a great balance between professional and social activities in the team. While there are moments where you are working late to finish a client's report, there are many moments for developing friendships with those around you and in your college class.

### **Further career opportunities at KPMG?**

My performance managers have been important in helping me understand how I might achieve my long term career goals at KPMG, and our Intranet offers broad-ranging information on future opportunities at the firm.



**Name:** Kathryn  
**Business Area:** Restructuring  
**Based:** Birmingham

### **The recruitment process?**

After the initial application and screening tests, I had to submit a video speaking about something I am passionate about which then led to an invitation to take part in a Launchpad event. My interview was with a partner in Restructuring, which is what helped me to choose it over the other departments. Overall, I found the process was straightforward and there was plenty of opportunity to enjoy the Launchpad event too (despite the obvious nerves!)

### **Why KPMG?**

As a global network of member firms, KPMG has obvious appeal. What set apart KPMG from the rest of the Big Four for me was the attention given to the importance of valuing people within the company. The less-conventional assessment centre also showed personality, away from the typical "corporate" stereotypes.

### **Qualifications and support?**

I am currently studying for the ACA qualification, alongside my work. Exams are not my strong point, but I've found that the support is definitely there when you need it- whether it be from other grads or from people in my department.

### **Day-to-day?**

I am generally office-based, but this changes from project to project. There has definitely been a marked increase in responsibility as I have progressed through the grad scheme- I've gone from doing research and having a general support role, to ownership of tasks and direct liaison with senior members of client firms.

### **My advice?**

You'll get out as much as you put in - being an active member of the team will inevitably lead to enjoying yourself more and learning more!

### **Working with clients?**

I really enjoy the client-facing aspect of my work. My first big job was an Administrator for a manufacturing company, and from day 1 I was out on the shop floor working with staff.

I recently spent 3 months at a client site on an advisory project, where I worked directly with members of the client's executive team - quite intimidating at first, but also meant I knew how much impact our work was having!

### **Social life?**

In terms of social events at work, there are a lot of opportunities both internally and externally. In the past month, I have attended a wine-tasting event and had a department 'Away Day', as well as informal evenings with grads from other offices.

In general, I'm pretty happy with my work-life balance; when a deadline calls for late nights everyone will knuckle down, but equally I am able to spend evenings and weekends seeing friends without sacrifice.

### **Further career opportunities at KPMG?**

There is a lot of encouragement to do secondments to different departments in order to broaden your experience, and this is definitely something I hope to take advantage of. A lot of people have also changed roles/departments/offices and there is definitely a huge amount of opportunity there.





**Name:** Kimberley

**Business Area:** Advisory – Deal Advisory – Transaction Services

**Based:** Leeds

### **The recruitment process?**

I applied for a vacation programme in my second year of university, and after completing the online tests, a phone interview and a morning assessment centre, I was offered a place on the programme. At the end of my four week scheme, I had a final interview, and was successful in being offered a position on the graduate scheme. This meant I was fortunate enough to be able to go into my final year of university having already secured a graduate job.

### **Why KPMG?**

Throughout my vacation programme I was able to experience the firm's culture for myself, and found that it was a good fit for me. The people are really friendly, approachable and supportive, and that makes it a really good environment to work in as a graduate.

### **Qualifications and support?**

I am currently studying towards the ACA qualification, and have completed 5 of my 15 professional exams so far. All of my colleagues have gone through the same process of balancing work and study and therefore are very supportive, and while it is hard work, it is definitely achievable if you put the work in.

### **Day-to-day?**

Working in Transaction Services, my days are very varied. A lot of my work relates to analysing financial data and pulling this together into a form which can be presented to the client. I have also been able to get involved in working on the reports which we send to our client presenting our analysis; which we use to look at what drives the business - as well as researching information on the markets in which our clients operate.

### **My advice?**

KPMG offers a wide variety of roles in lots of different business areas, so do plenty of research before you apply to help you to choose which one is right for you. Also don't be put off if you don't come from an accounting/finance background – I did English Literature at university, but I haven't felt at a disadvantage at all since starting.

### **Working with clients?**

Even as a new graduate, I have been able to come along to several client meetings, including visiting client sites, which is a great opportunity to increase my understanding of the client's business and gain experience.

### **Social life?**

The social life is great. When I first started, the induction was a great opportunity to meet my fellow graduates and there are frequent social events within my department, as well as the wider Deal Advisory team.

### **Further career opportunities at KPMG?**

KPMG's 'One Firm' approach encourages mobility within the firm, both in terms of department and location. I have a secondment into Audit lined up for later this year, which will allow me to experience working in another part of the firm, and once qualified there is plenty of flexibility to pursue further secondment opportunities across the global network.

## FAQs

### What skills do I need?

Highly numerate and analytical, you'll need to be able to think quickly and logically and communicate with people at all levels in an energetic and successful team.

Because the transaction environment is so fastmoving, we also need people who are flexible and committed to helping us deliver our work to tight deadlines.

### Which clients could I be working with?

You could be working with a diverse range of clients; from privately owned businesses to listed corporates, the Public Sector, private equity houses, leading financial institutions and individuals. Our clients operate in a wide range of industries including energy and natural resources, telecoms, travel, leisure, banking, insurance, entertainment and retail.

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

As a professional services firm, KPMG in the UK support their clients in a variety of different ways and as you develop skills on your graduate programme, you will often find yourself working on teams 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.

### Will I need to travel?

Your role is likely to include a degree of travelling. Much of the work we do is face-to-face with clients around the UK, and sometimes overseas, so time spent at a client site can vary from a few hours up to possibly months. The experience to be gained from working away from the office can be invaluable, providing you with the rare opportunity to integrate fully with KPMG and client teams and experience a variety of working cultures.

### What can I do after I finish the Deal Advisory Graduate Programme?

Our three year Graduate Programme is just the start. It will give you a strong foundation, great client experience, professional training and core consulting skills. Given our amazing growth, there are opportunities to progress within a really varied career in Deal Advisory as you build specialist skills and knowledge in your field of interest.

Throughout your career, you'll be offered ongoing support and opportunities to develop your expertise, both on challenging client projects and through training.

## Contact us

T: +44 (0) 800 328 5764

E: [ukfmgraduate@kpmg.co.uk](mailto:ukfmgraduate@kpmg.co.uk)

[kpmgcareers.co.uk](https://kpmgcareers.co.uk)



The information contained herein is of a general nature and is not intended to address the circumstances of any particular individual or entity. Although we endeavour to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation.

© 2019 KPMG LLP, a UK limited liability partnership and a member firm of the KPMG network of independent member firms affiliated with KPMG International Cooperative ("KPMG International"), a Swiss entity. All rights reserved. Printed in the United Kingdom.

The KPMG name and logo are registered trademarks or trademarks of KPMG International.

Designed by CREATE | July 2018 | CRT100733A