



# People Consulting graduate programme

<b>Length of programme</b>	3 years
<b>Qualifications you'll work for</b>	Chartered Management Consultant Award and a CIPD accredited qualification in Human Resource Management
<b>Location</b>	London & various regional offices. Please search the website for latest location availability
<b>Entry requirements</b>	As a general rule, you'll be expected to meet the following requirements: <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 in any discipline</li></ul> 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.

The world is becoming ever more complex, presenting new challenges for businesses when it comes to managing their workforces. Join our People Consulting team and you'll be trained in these capability areas:

- HR technology and transformation
- Organisation design
- Behavioural change management
- Workforce intelligence (including HR Analytics)
- Talent management
- People issues in Mergers & Acquisitions.

Armed with these skills, you'll focus on advising clients in one of these three areas:

- **Transforming HR functions** – enabling HR to add value at the right cost by transforming the client's financial performance and market value through its people.
- **Delivering transformational change** – working in a multi-disciplinary Management Consulting team, you'll support the transformation of a business, division or function. This could involve helping a client to manage their people through a transition, including how they communicate with, engage, organise and motivate them.
- **Transforming the workforce** – as digital technologies drive major changes in the workplace, companies will need different skills, locations and ways of working.

You'll help them plan and make these transitions, looking at areas such as workforce planning and the 'deal' between worker and company, and issues such as hiring, learning, talent management and performance management. Working across sectors with Corporates, Financial Services, Infrastructure, Government & Healthcare and National Markets clients, you'll help them transform their business through their people.

Our Graduate Programme is designed to give you the experience and core consulting skills you need to get your career off to a flying start. Starting as you mean to go on, you'll build your commercial understanding and business acumen to deliver real value to our clients straight away. On this programme, you will also work closely with teams across Advisory to gain exposure across a range of disciplines – offering an unrivalled insight into KPMG.

## In depth

As a graduate on the People Consulting Graduate Programme, you'll be helping to add value to our clients and our firm from the start. Working with clients that include some of the most well-known and largest organisations in the world, you will enhance businesses across a broad range of sectors, face a wide variety of challenges and learn every day. Our clients often ask us how to support organisations, leadership and employees to be ready, willing and able to implement change; and realise the benefits and investments that lead to sustained ROI.

The future of work is digital, collaborative, flexible and globally distributed; organisations need to remain agile to respond quickly to these changes. We believe to be successful organisations should:

Help organisations to become and remain agile to respond quickly to the changes (digital, globally distributed, outsourced).

- Strengthen the workforce by creating a strategic approach to attracting and maintaining talent
- Improve the efficiency of Operating Models and creating high performing sustainable organisation designs
- Align an organisation's resources and their management to support its purpose, strategy and functions.
- Help clients create an HR strategy that is fully aligned and supportive of the business strategy and build HR processes that unleash talent and enhance people productivity.
- Improve the effectiveness of an organisation's HR function through the selection of an efficient HR system, partnering with Cloud-based HCM providers
- Use technology to achieve sustainable business benefits

To deliver tailor-made solutions to these complex challenges, we aim to combine every type of smart from across our business. On the People Consulting Graduate Programme you could find yourself working with many other teams across the Advisory practice or even the wider firm.

## Training and Development

On the People Consulting Graduate Programme, you'll study for the Chartered Management Consultant Award, followed by a CIPD accredited qualification in Human Resource Management. Throughout your studies, you'll be given support and guidance from our Professional Qualification & Accreditation (PQA) team.

Our PQA team is dedicated to giving you the best chance of passing your exams first time. KPMG's programmes are underpinned by an online portal so you can access technical content and learning activities, share information and contact your tutors for all the support you need at the click of a button.

By joining KPMG you'll be joining a long list of graduates who've already excelled in their professional exams.

## Who we look for

Through our client work, skills training and professional qualifications, we'll support you throughout your career with the blend of development opportunities you need to reach your potential.

Enjoying a wide variety of client and internal work, you'll need the adaptability and flexibility to work in different roles with a diverse range of people – often under challenging deadlines. So, you could be:

- Working on a major transformation of a well-known supermarket's HR function.
- Designing an approach to transform the performance of an organisation to deliver new technologies.
- Delivering the regulatory change agenda to ensure compliance of a major UK retail bank.
- Developing an Employee Value Proposition for a major high street brand.
- Working with a large public sector organisation to transform their recruitment and retention strategy.
- Performing research to help us develop innovative thinking we can take to our clients.

**Please see below for case studies.**



**Name:** Thomas

**Business Area:** Advisory – Business Consulting – People Consulting

**Based:** London

### **The recruitment process?**

The recruitment process was really clear and simple, culminating in Launch Pad – a fantastic one-day event where I was able to learn more about the firm, network with my future team and demonstrate my skillsets through multiple means including a written exercise, team activity and interview. The recruitment team were friendly and helpful, answering all my questions promptly. Lastly, I really liked the SMART contact I was allocated as part of the recruitment process – an existing graduate who was able to talk through their experience prior to joining KPMG.

### **Why KPMG?**

The work we do is interesting and varied – if you're up for a 9-to-5-everyday-the-same role, don't apply here! Every day is different, and you get to work with interesting and knowledgeable people. Working with our clients on the things that really matter to them brings high levels of satisfaction and reward. I chose KPMG People Consulting because I was really interested in how organisations can better manage change, as well as the development opportunities from the qualifications and the opportunity to work with blue-chip clients on matters that make a real difference.

### **Qualifications and support?**

We have the unique opportunity to achieve a CIPD accredited qualification in Human Resource Management which is a great opportunity, as it is directly applicable to the work we do in People Consulting!

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

Day-to-day work varies significantly based on your project or interests. However, key skills that are developed by all graduates include computer (Excel, PowerPoint), communication and presentation skills. Working with a fast-paced team, you learn to be flexible and adapt to client needs. You gain great insight into how businesses and people work; making a difference to our clients in their time of need.

### **My advice?**

Be yourself! KPMG prides itself on its values and rewards honesty and integrity. If you don't know something or are unsure – ask! A lot of information flies around the organisation, so it's important to keep being open to new ideas and ways of working, and to soak-up things relevant to your work.

### **Working with clients?**

KPMG is great at ensuring new graduates get lots of client exposure early on in their careers. This is brilliant to help develop self-confidence and support your goals and ambitions. I've been lucky in my time at KPMG to lead client workshops, interviews and meetings. I've been involved in bids (where we're literally pitching to our clients our ideas) and thought-leadership, where we tackle some major issues facing the industry. For me, helping our clients brings real value and satisfaction to the role – it genuinely is my favourite part of the job.

### **Social life?**

We have an incredibly friendly and close-knit People Consulting team that I'm proud to be a part of. More than that, as a graduate you will also become part of a network of similar graduates who you may work with, and will certainly get to know in your induction week! These connections have been great both inside and out of work – I've made some great friends from the graduate community, and our People Consulting graduates regularly meet-up outside of work.

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

One of the great things about KPMG are there are lots of further career opportunities available – whether it be secondment opportunities to other parts of the firm, secondment to other countries or clients or working across different sectors. KPMG have a real desire to help you get to where you want in your career. And this isn't just with my immediate superior: Partners and Directors take a real interest in the individual as well which is fantastic!

## FAQs

### What skills do I need to work in People Consulting?

As no two projects are the same, we look for people who are flexible and able to adapt and grasp new concepts quickly. You'll also need the passion and energy to help us exceed our clients' expectations and deliver against tight deadlines. Strong analytical and problem-solving skills, a natural curiosity and interest in the business world, and a global, forward-thinking mind-set are also key. As each project may be with a different client, you'll need to be a strong team player who works well with people at all levels.

### What other training will be available to me?

KPMG will support your development throughout your career, with a well-established and highly innovative training programme. These programmes will help you to hone your core consulting skills whilst developing your knowledge of our approach to work. You'll also learn on the job through client exposure and unique access to our amazing breadth of knowledge and experience.

### 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 working 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.

### What happens after I finish my 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 a really varied career in Management Consulting 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.

### Is there much travel involved in the role?

As a large part of our work is done at our clients' offices, we go where we're needed – down the road, in another part of the UK or even on the other side of the world! If you're thinking of applying to Management Consulting you need to be comfortable with the idea of travelling and balancing that with studying for your professional qualifications.

### KPMG is such a big firm, how do I integrate myself and get to know people?

You are right, we are a large organisation with thousands of people working in the UK firm, but you are joining a graduate programme that is in a function within KPMG. Each function contains teams within it too, so initially you will be part of this smaller team and you will instantly feel part of that team when you join and meet those working alongside you on a day to day basis. There are lots of ways for you to start building your networks outside of your immediate team and we encourage you to do this – but at a pace that you feel comfortable with.

## Contact us

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Designed by CREATE | July 2019 | CRT100733A