



IARCS Empowered and Intensive graduate programmes

Length of programme	3 years
Qualifications you'll work for	ACA (or CA in Scotland)
Location	London & various regional offices. Please search the website for latest location availability
Entry requirements	<p>As a general rule, you'll be expected to meet the following requirements:</p> <ul style="list-style-type: none">– Minimum grade B GCSE(*) Maths– Minimum grade B GCSE(*) English Language– Minimum of 320 UCAS tariff points(*)– Minimum 2:1 degree or above in any discipline <p>Note: (*) Or equivalent</p>

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.

If you are interested in understanding how businesses operate, what risks they face and how decisions are made, then Internal Audit, Risk and Compliance Services (IARCS) is for you. Joining us means you'll develop and refine your specialist business and accounting skills by improving our clients' governance, risk management and controls.

Our clients rely on us to provide valuable insight and commercial recommendations by conducting in-depth analysis and assessments of data and business processes. Our services incorporate; Internal Audit and Risk Assurance, Governance Risk and Compliance, and Contract Compliance.

On our three year IARCS Graduate Programme, you'll build your commercial and financial awareness by servicing clients across a variety of sectors, supported by a structured internal training program and study towards the ACA qualification or CA (in Scotland) ICAS qualification.

Internal Audit and Risk Assurance

The role of Internal Audit is to provide independent assurance that an organisation's risk management, governance and internal control processes are operating effectively. We have a professional duty to provide an unbiased and objective view, and we report our findings to senior managers, Executive Directors, Audit Committees and Boards.

We apply a combination of assurance and consulting to look beyond financial risks and financial statements to consider wider issues such as the organisation's reputation, growth, and its impact on the environment, the threat of climate change and the way it treats its employees. Where we identify opportunities for improvement, we offer advice, coaching and facilitation to management to effect those changes.

Our work is risk-based, so every client's Internal Audit plan is bespoke to address their specific needs. Audits are supported by relevant technical experts and we use leading technology to give maximum value to our clients.

Areas of Internal Audit focus can include:

- **Audits of processes and functions:** weaknesses in business critical processes reduce a business's ability to achieve its objectives. We review entire processes or deep-dive specific process elements and systems, focusing on functions such as finance, HR, IT, sustainability, procurement and operations.
- **Themed and rapid-response reviews:** major new events, projects, or organizational transformation can change an organisation's priority risks overnight. We provide rapid-response internal audit services to help key stakeholders understand the facts and provide assurance that the risks are mitigated.
- **Regulatory assurance:** Some organisations such as those in the banking and insurance sectors are bound by regulatory requirements. We create Internal Audit programs to support the client in complying with specific regulatory requirements.
- **Enterprise level risk reviews:** Complex risks such as fraud, climate change, business continuity, and cyber security can impact the success of an organisation's entire business. We design Internal Audit reviews to help management understand and mitigate those potentially pervasive risks.

Governance, Risk and Compliance

Robust governance is critical to businesses in a changing environment, and as the landscape evolves, new risks and compliance requirements emerge.

We help clients in the following areas:

- **Governance and risk services:** Leadership and Audit Committees want to know if they have the right structures in place to assess and manage their weaknesses and exploit business opportunity. We help clients to understand and articulate their risk appetite, and how well clients assess and manage their risks and benchmark them against competitors. We examine governance structures including committees and boards to ensure they meet the needs of management and the business, and we evaluate the effectiveness of critical governance functions such as Internal Audit.
- **Internal controls transformation:** Significant change can bring in new compliance requirements and transform how organisations operate. We support clients to develop and implement robust processes and controls across the whole business, whilst rationalising legacy processes so that transformed operations are efficient and risk-focused.
- **Internal controls compliance services:** Leadership and Audit Committees need assurance that controls are working across the organisation to prevent and detect risks occurring. We perform control health checks to give peace of mind, and conduct controls testing programs on behalf of management to meet Sarbanes-Oxley compliance requirements.

Contract Compliance

Many organisations rely on agreements with third parties to license software, create franchises, outsource manufacturing & distribution, or create joint ventures. Contracts in these cases can be extremely complex and high value, yet compliance with many of these contractual arrangements is effectively based on trust. KPMG helps clients to increase their visibility of the third party's compliance with the complex contractual terms and conditions in place, and supports them in exercising their contractual rights.

The Contract Compliance team leverages innovative technology, and combines expertise in Accounting, Audit, Data Analytics, and Forensic services to maximize value from our clients' third party relationships. Our global clients span all markets including software, banking, electronics, pharmaceuticals, fashion, and music and film distributors. A commercial mindset and top analytical skills are critical for success, and our services include:

- **Supplier and joint venture contract review:** Over time, the way contracts are managed can change, resulting in clients paying more to a third party than contractually agreed. We help clients recover cash from their suppliers and provide advice on improving the contract management processes in place.
- **Digital and royalty contracts audit:** Organisations may hold Intellectual Property rights to brand licensing, digital content or other creative works which third parties access or sell on their behalf. We help clients to get full visibility of the royalties owed and provide recommendations to improve their royalty collection processes.
- **Software licensing review:** Software developers need to ensure that their users are charged fairly for their products. Our team works with major global software vendors to ensure that software use is appropriately licensed.
- **Software Asset Management:** We have deep subject matter expertise in software management and licensing. We advise software developers on how to maximize their asset value, and to anticipate and address their customers' needs.
- **Intellectual Property ('IP') Governance:** Managing and securing IP assets is challenging. We help clients ensure that they have controls in place to identify, protect, commercialise and enforce rights to their IP assets.

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.

Intensive Programme

The Intensive Programme is KPMG's front-loaded, classroom-based ACA product which focuses on upskilling trainees more 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 on 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 product 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 range of work experience 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 re-locate 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 classroom live 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 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 extremely confident and 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.

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

Please see below for case study.



Name: Elena

Business Area: Contract Compliance Services, IARCS - Risk Consulting

Based: London

The recruitment process?

The recruitment process was quite intense, unsurprisingly, but was one of the more enjoyable processes compared to other jobs I was applying for at the time. It was good to get a feel of what working at KPMG was like, and the e-tray exercise was a good reflection of what the job is like day-to-day.

Why KPMG?

As I would imagine is the case with most people, KPMG's reputation was what attracted me. I liked that KPMG appeared to have the most focus on people, and dedicated support for graduates doing their accounting qualifications.

Qualifications and support?

I am studying the ACA, a three-year accounting qualification. The project runs alongside work, so it can be tricky to balance revision with work, particularly during the week. Thankfully, all the managers are understanding, and there are always people to talk to if you are finding it hard to cope.

Day-to-day?

I work on a number of projects at a time, so each day can be very different; some days, I can spend the whole day analysing one specific set of data, whereas other days my time may be divided between replying to emails on one engagement, attending calls on another, etc.

My advice?

Make the most of the graduate network in your intake. Different projects mean that you may go long periods of time without seeing the graduates you joined with, but it's worth making the effort to meet up, as it's good to speak to someone going through the same experience as you.

Working with clients?

I often spend more of my time with third parties in my job, which could be licensees or suppliers of our client, than the client themselves. It can be interesting speaking to both, and you get used to the fact that different parties can have extremely different views and reactions!

Social life?

Although it does initially seem intimidating when you first join, everyone is very friendly once you get to know them. Our team has month end drinks, which can be a good way to bond outside of work, and Christmas parties are always great for team spirit.

Further career opportunities at KPMG?

The first few months of your time at KPMG are likely to be solely about getting used to the environment and settling in. Once you have become a little more used to things, you'll find yourself naturally picking up more responsibility, which your managers will also appreciate. There are so many other departments within the firm that could interest you, so during less busy times, it's a good idea to explore other opportunities to gain more experience.

FAQs

How might my work be planned?

We'll make sure that your projects give you the opportunity to develop the skills of a successful business adviser. Your manager will also help you to focus on identifying any development needs. Say, for example, you wanted to gain research experience, you could agree with your manager to explore a project in a team that's working on a new client proposal.

Which clients could I be working with?

Clients are often high profile and global. So, you could be working with multinationals in industries such as the financial services, oil and gas, telecoms, travel, leisure and tourism, music and entertainment, utilities or retail.

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.

Will I need to travel?

Although not guaranteed, it's quite likely. You could find yourself working with clients on both short and long-term projects across the UK or possibly even in mainland Europe or other international locations.

What can I do 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 IARCS as you build specialist skills. 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

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