



# Software Engineering graduate programme

<b>Length of programme</b>	3 years
<b>Qualifications you'll work for</b>	Technology specific accreditations
<b>Location</b>	Nationwide. Please search 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 300 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>	

Our vision is to deliver and support innovative, flexible technology-enabled solutions which help to solve some of our clients' most complex business problems and delivering significant value.

Combining expertise from across our Risk Consulting and Management Consulting Technology teams, we deliver tailor-made solutions to all of our clients. We develop innovative solutions for clients in both the private and public sectors, these often take the form of web applications, mobile apps, and data integration projects.

Our 3 year Software Engineering Graduate Programme is designed to offer graduates the experience and support needed to secure a successful career in Software Engineering. You will develop technical skills, commercial acumen, core consulting skills and a flair for business.

People who excel within the Software Engineering Graduate Programme, are passionate about continually adapting their skills and knowledge to find solutions that meet our clients' needs. Whilst you don't necessarily need to be a technical guru, we are looking for individuals who have a keen interest in technology and a desire to learn a range of development languages in order to support a variety of projects at a granular technical level. This application development work will build technical skills through a combination of on the job and formal training.

## In depth

As a graduate, you'll follow a structured programme working with a range of clients and technologies. Highly diverse, this work will span the delivery lifecycle, from initially shaping a project through its design to technical delivery. During the programme, you'll also benefit from a number of training modules designed to develop your productivity and technical skills.

As you progress, your Performance Manager will work with you to identify your goals and tailor any additional training you might need. We'll provide plenty of support and a blend of development opportunities to help you achieve your potential – including client work and the chance to gain technical qualifications.

Developing technology solutions for a broad range of clients, Software Engineering is a dynamic, fast-paced place to be. Combining expertise from across our Risk Consulting and Management Consulting Technology teams, we deliver tailor-made solutions to all of our clients.

### Who we're looking for

People who excel within the Software Engineering graduate programme are passionate about continually adapting their skills and knowledge to find solutions that meet our clients' needs. We also ask for a keen interest in technology and business issues, as well as good communication skills and the desire to take on early responsibility.

Whilst you don't necessarily need to be a technical guru we are looking for individuals who have a keen interest in technology and a desire to learn a range of development languages in order to support a variety of projects at a granular technical level. This application development work will build technical skills through a combination of on the job and formal training.

You'll have a logical and pragmatic outlook and have a keen interest in learning how things work. Most importantly, you'll have an appetite to learn about technology and how we can best support our clients.

### What to Expect

You will add value to our clients and business from day one. No two projects will be the same, so you'll need the flexibility to work in different ways with different technologies, depending on the project.

**Ways of working** Working in agile delivery teams, our software engineers work alongside technical architects, business analysts, quality assurance and delivery managers to ensure that a high quality product is delivered. Typically our teams work in 2 week sprints and all team members actively participate in the stand up, sprint review and retrospective sessions. The product backlogs are managed via Jira, which integrates with our version control repository (BitBucket).

**Types of project** We develop innovative solutions for clients in both the private and public sectors, these often take the form of web applications, mobile apps and data integration projects.

**Quality code** Our software engineers strive to write high quality, maintainable code, based on SOLID principles. Each project will have coding standards and conventions,

and code is peer-reviewed before being merged into the development branch within a repository. All engineers participate in code reviews with their peers and provide constructive feedback to enable learning.

We expect software engineers to use TDD (Test Driven Development) and unit testing techniques where appropriate, to increase quality and protect against breaking applications later down the line.

**Technologies** Our back end development tends to be built using the Microsoft stack (ASP .NET MVC / ASP .NET Core, Entity Framework, MSSQL), however each project will have unique requirements, and as a software engineer you will more than likely gain exposure to things such as:

- Frontend technologies and frameworks like React and Angular
- NoSQL databases
- Xamarin
- Umbraco
- Hangfire
- Redis
- Cloud services (AWS, Azure and Google Cloud)

You could find yourself working in one of the following teams and may be asked to provide your team preferences as part of the recruitment process:

### Digital Development

Digital Development is the supply-side business area in KPMG that will design, build and operate technology enabled solutions for clients to help them transform their businesses.

**Financial Services Delivery Centre (FSDC)** our Financial Services Delivery Centre (FSDC) is a new business area in KPMG that designs, builds and operates technology enabled solutions for our FS clients to help them transform their businesses.

### Why Software Engineering?

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

## Training and development

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

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

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

**Please see below for case studies.**



**Name:** Stephen

**Business Area:** Technology & Engineering – Software Engineering – Digital Development  
**Based:** Manchester

### The recruitment process?

When I applied in 2016, after online tests and an audio submission I was invited to the Launch Pad event in London. At the Launch Pad we were assessed in a group exercise, a written exercise and an interview with a senior member of the team, but also had some great opportunities to find out more about the graduate scheme from those already on it. Receiving my offer within two working days was a huge relief, and very different to other roles I had applied to.

### Why KPMG?

I first considered applying to KPMG after I came away from a careers fair at university with a really positive impression from the graduate representatives - they were obviously proud to represent the firm and its values. When looking more closely as the time came to apply to graduate schemes, I was encouraged by the opportunities available to work on more diverse projects, as opposed to mostly working on a small range of products in software roles at other firms

### Qualifications and support?

My team has been really supportive in terms of on-the-job training, as well as encouraging me to attend available training courses. I recently attended our Core Consulting Skills course, which is an intensive look at presentation skills and working within teams, and includes some really valuable developmental feedback. As a software developer, the Pluralsight subscription provided has been invaluable in picking up new technologies - I had no experience with React.JS before starting, and have used it on two different projects since!

### Day-to-day?

My typical day kicks off with a stand-up call with colleagues in my project team, who are based in three different offices across the UK and Europe. In the stand-up each developer provides an update on the feature that they are owning, raises any blockers to progress and coordinates with the rest of the team. I'll then spend the rest of the day developing the feature, either solo or in a pair. For those looking for technical detail - both my projects have been .Net Core web applications with React.JS front-ends.

### My advice?

We all have deadlines and pressures on us within our various projects, but try to take some time to talk to your peers to share what you're working on and find out more about the wider firm! You can always learn from others, even if it's not immediately applicable to your own work.

### Working with clients?

The development team typically doesn't go out to client site - our involvement with clients comes via our product owners and business analysts, who can spend more time to really become experts in the business problem at hand. For those who want to gain more client-facing experience, there are opportunities available, and it's always important to be able to think from the perspective of the end user.

### Social life?

Often people think about a festive party or monthly office drinks when it comes to a work social life, but my most recent social event with KPMG was actually a team outing to an escape room!

### Further career opportunities at KPMG?

The opportunities for advancement as a Software Developer in DMS leads to Senior Developer (who take more responsibility and mentorship positions within a team) and Lead Software Engineer (who usually lead a team of developers and have more involvement with project stakeholders). Everybody still codes though!



**Name:** Rali

**Business Area:** Technology & Engineering – Software Engineering – Financial Services Delivery Centre

**Based:** London

### **The recruitment process?**

When I applied in 2016, I went through a couple stages of recruitment. The last stage was an interview with a senior member of the area I was applying for, where I had to do a short presentation based on a case study I've conducted. The recruitment process has changed since I joined, and the firm now has Launch Pad, which is a highly engaging and exciting event where you are able to meet all levels of staff from KPMG – recent graduate through to Senior Partner!

### **Why KPMG?**

For me, KPMG stood out with their culture and their involvement with technology. It's an area that they're focusing on and investing in, working with engineers from some of the best universities and aiming to provide technology-based solutions to their clients. Furthermore, the environment is very friendly despite it being a large organisation. KPMG supports environmental initiatives, has bee hives on the office roof in London and encourages a healthy lifestyle for its employees.

### **Qualifications and support?**

Since joining, I have been encouraged to attend multiple training courses. In my first year I completed a couple of testing trainings, receiving an ISTQB certificate. There are multiple Amazon Web Services courses, access to PluralSight, which is full of online courses covering various disciplines and programming languages. As a tech consulting graduate I attended a 2-week intensive data training course and the newly developed DevOps capability is running it's own software engineering course.

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

I only became part of the DevOps team a few months ago, but so far I have had some real hands-on experience designing and delivering the new features of a web based application in our FS Delivery Centre. Working with the team has given me an insight of how an agile team works and an understanding of concepts such as MVC, APIs, build and deploy, and repository branch management. So far I have been using C#, JavaScript, HTML and moving forwards I'm learning Python.

### **My advice?**

I believe that having a willingness to learn and being proactive is key to working at KPMG. When I first started I dived straight in and kept asking around to see what projects were available. Once I found a role that seemed interesting, I learnt a lot quickly and gained credibility and that opened the door to more opportunities.

### **Working with clients?**

On my current team we don't work closely with clients, we communicate with them via the Business Analysts. Their role is to transform client requirements into technical requirements which are then handed to us. This allows us to focus on developing our technical skills and proficiency in order to deliver an industry-leading product to our clients.

### **Social life?**

The culture in KPMG supports a wide range of social activities. Departments and sub-departments have regular meetings and networking events, clubs and sports groups organise socials, projects have frequent get-togethers. In my current team, a mixture of Business Analysts, developers and testers responsible for the web-based application, we have a monthly team dinner. Sometimes we have more interactive activities such as quizzes and karaoke nights.

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

I joined as a management consultant, but eventually I transitioned to a highly technical role as that's my main area of interest. The KPMG graduate scheme gives the opportunity to experiment and find your place in the firm while expanding your skillset.

## FAQs

### Will I work with other teams?

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

### What types of clients might I work with?

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

### 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.

### How are projects organised?

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

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

Our work takes us to where our clients are, so we spend a lot of time working at their offices. That means there will be travel involved – it's unlikely that you'll be going to the same office every day of the year, so be prepared to frequently change your routine.

### What happens after I finish my Graduate Programme?

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

## Contact us

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Designed by CREATE | July 2018 | CRT100733A