



Tax graduate programme



Length of programme	36 months
Qualifications you'll work for	CFAB, ATT, CTA and for Scotland TC (Scottish equivalent of CFAB) ATT, CTA
Location	Nationwide. Please search 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 300 UCAS tariff points(*)– Minimum 2:1 degree 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.

As a constantly changing and increasingly high profile field, Tax can offer a surprisingly broad range of career paths to ambitious graduates. As part of a dynamic and successful area of our business, our Tax teams work with a wide range of organisations and individuals, helping them to implement the tax approaches that best suit their commercial needs within domestic and international legal and regulatory requirements.

In depth

Taxation is a fast moving field where our advice can prove invaluable to clients. This is partly because complex issues can be open to interpretation, and partly due to ever-changing legislation that can have major implications for our clients. Our job is to keep up with those developments, advising clients of new risks and opportunities that come up.

We offer advice to help our clients manage tax issues as digital transforms business models and prompts significant changes to taxation policy. Across the spectrum of company and personal tax issues we offer holistic advice spanning international tax, transfer pricing, VAT and deal advisory tax, along with other tax service lines. Our People Services team advise on all aspects of employee reward, as well as managing tax issues for a global workforce, whilst our Private Client teams support high net worth individuals and entrepreneurial families manage their tax affairs and preserve their legacies.

Careers in Tax

With such a wide-ranging remit, Tax can offer a variety of challenging and high profile projects as part of a stimulating graduate career – and our programme is an excellent foundation for that. Tackling challenges at the heart of client organisations, you'll develop a broad commercial understanding whilst gaining valuable technical skills and professional qualifications.

Business areas within Tax

The issues surrounding tax are constantly evolving, both locally and globally. Changes in law, practice, or in the approach of tax authorities across the globe can have major ramifications.

At KPMG our tax practice provides comprehensive and commercial advice on a broad range of issues tailored to our clients' needs. Tax sits within a wider capability group known as Tax & Pensions.

Using our specialist skills across taxes, our deep industry knowledge and our insights, we help clients assess their business needs and help them stay competitive, compliant and responsible.

Before specialising, the programme is designed to offer you exposure across a number of teams.

KPMG's Tax Practice consists of:

Corporate Tax looks at the challenges faced by global organisations and UK-based businesses and provides expert advice on domestic and international corporate tax issues. It brings together the technical specialists and industry knowledge to help make clients' commercial objectives a reality.

People Services helps individuals and organisations to manage their taxes efficiently while meeting the highest standards of compliance. They work with clients to achieve a balanced position in critical areas such as effective tax rates, corporate reputation, pensions and executive remuneration. There are two main parts of the practice: Global Mobility Services and Employment Reward Solutions.

Indirect Tax includes VAT, customs duty, excise duty and environmental taxes. Our national Indirect Tax practice advises a very wide range of clients, from large corporates to start-ups to the public sector. Our VAT practice is the largest part of the Indirect Tax function.

Private Client covers four key strategies – Tax Disputes and Investigations, Family Office Services, Wealth Advisory, Personal Tax Service. We provide expert tax advice to entrepreneurs, family business owners, high earning executives, private wealth individuals and their families, private equity and hedge fund partners, foreign nationals, trustees and executors; in both advisory and compliance matters.

Tax advice will include capital gains tax, inheritance tax, income tax; both domestically and on an international basis.

Training and development

The training, development and regulation 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. All our new tax graduate entrants will study for either the ICAEW CFAB, ATT and CTA or the equivalent accountancy foundation with ICAS TC, ATT and CTA for Scottish offices only.

Training Programme

For the initial element of your qualification CFAB or TC will study via KPMG's blended approach to professional qualification training 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 in addition to in-centre classroom courses. It also has wrap-around support which consists of dedicated tutors, 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 your examinations over the lifetime of the 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.



Name: Sajnee
Business Area: Transfer Pricing
Based: London

Why KPMG?

I chose KPMG as it is part of a global network of firms with a diverse range of clients. Even at the graduate level, you have the chance to take on real responsibilities and have opportunities to grow professionally. There is great support for undertaking professional qualifications, and also access to world-class training resources.

Qualifications and support?

There are two routes to completing the qualifications: intensive or empowered. I took the intensive route where I spent 9 months at the KPMG Tax Business School. Here, I completed 12 out of the 13 exams towards my dual CA (accountancy) and ITP (tax) qualification with ICAS. While these 9 months were extremely intense, it allowed me to concentrate solely on my exams with no distractions. My time in the office has also been made easier, as I can concentrate exclusively on the work, rather than being in and out due to exams.

Day to day?

The majority of work undertaken in the Transfer Pricing team is advisory and can be quite technical. There are opportunities every day to liaise with different clients, sometimes even going to their offices. Even as a graduate, I am given the chance to speak at client meetings.

My advice?

Joining KPMG has been one of the best decisions I've made so my advice would be to definitely apply! Once you are allocated a team, make sure to attend team socials as it allows you to build a stronger relationship with your colleagues.

Social life?

Spending 9 months at the KPMG Tax Business School with around 25 people in my class allowed me to make strong friendships. There is a social committee in the team and so there are a number of team events that occur throughout the year – the main one being the Christmas party! There are also many clubs and societies open for all members of the firm.

Future career opportunities with KPMG?

Once you complete the three year graduate scheme, you will have a professional qualification along with experience at a leading professional services firm. There are many exciting opportunities within KPMG for secondments at KPMG. This can either be to a different team within the firm or to another country.



Name: Alice
Business Area: Claims and Incentives
Based: Glasgow

Background

Prior to graduating, I completed KPMG's One Year Business Placement (OYBP) scheme. The OYBP scheme is an exciting opportunity, designed for those undertaking a commercial sandwich year as part of their university degree. The scheme provides you with useful insight and gives you a taste of life as a graduate. Upon joining KPMG, I felt very welcomed into the team and began building my knowledge of the business as well as lasting professional relationships.

I thoroughly enjoyed my time at KPMG, so much so that I returned as a graduate little over 12 months later in September 2018.

Why KPMG?

I chose KPMG because of its outstanding reputation – not only as one of the leading professional services firms, but as one of the top firms for Graduate Employment. Upon joining the firm, I have seen why they deserve this title. KPMG helps individuals to thrive, by providing staff with both a platform to grow and a first-class internal network to support colleagues' professional development.

Qualifications and support?

I am currently working towards a dual CA (Accountancy) and ITP (Tax) qualification with ICAS, although ICAS have recently announced that future intakes will be undertaking the CTA (Tax) exams in the place of ITP. The exams are spread over the course of three years and the study timetable is structured such that you have time blocks of time in and out of the office. This approach provides a balance of practical experience alongside technical knowledge gained from completing your exams. Overall, I have found my team to be extremely supportive of my studying needs.

In addition to qualifications, KPMG offer many other additional training modules through their MyLearning portal. The portal offers a wide range of optional modules that you can undertake to further your self-development. Modules range from advanced IT training to soft skills.

Day to day?

I work within the Claims and Incentives Team, we assist clients with understanding the taxable benefits available to companies who invest, be that standard capital items or advanced Research and Development. Our team consists of a combination of tax qualified individuals and technical experts in an array of fields including bio-medicine, IT and mechanical engineering.

A typical day for me entails coordinating with clients, reviewing large datasets and assisting with the preparation of RDEC tax claims. The nature of Tax work means that you are likely to be involved in a number of client projects simultaneously. My team have been keen to get me involved in the process from the very beginning and it was not long before I was being invited out to client meetings, as well as getting involved with pitches and proposals. This exposure has benefited my learning, as well as giving me the opportunity to form lasting relationships with clients.

My advice?

Go for it! KPMG is a brilliant place to work and should you be lucky enough to get through the interview process, the career potential is limitless.

Social life?

The social life has been great and is only getting better! The regional team in my office have recently set-up a social fund and organizes fantastic activities every month. So far these have included mini-golf, ping pong and attending the Edinburgh Fringe. In addition, there are a wide number of clubs and societies which are open for all members of the firm, as well as great staff benefits and discounts.

Future career opportunities with KPMG?

KPMG is committed fostering talent and there is always the opportunity for continuous growth. Whether that be seconding to a different department to broaden your horizons or going international and working with an overseas KPMG firm.



Name: Alexandra
Business Area: Corporate Tax
Based: Manchester

Why KPMG?

I initially chose KPMG because of its prestige and reputation as a market leader in the professional services sector. But more importantly than this, KPMG is a values focused firm and puts people at the heart of everything it does. Working in this environment affords you the opportunity to work with a wide variety of interesting clients and puts you at the centre of activity in the sector.

Qualifications and support?

I am currently working towards my ACA and CTA qualifications. The exams are challenging as working alongside studying is a different experience from university. However, I have found that the structure of building my knowledge in the workplace, alongside working through my exams has been a really beneficial process.

Day to day?

I start my day by checking my emails and calendar, to plan ahead for the day. I am a big believer in a 'to-do' list and there's no better feeling than ticking off a job after you have completed it! My role is very varied and no one day is the same. In any given day I can assist with corporate tax compliance, tax advisory and tax audits. I work with a wide range of clients across many different sectors, so if you're looking for variety, this is the place to be!

My advice?

Set a good amount of time aside to complete the application process. It's also a good idea to prepare for the literacy and numerical online tests, as these are quite time pressured and having a rehearsed technique will stand you in good stead to perform at your best. When you start at the firm I would recommend being inquisitive and pro-active. Try to get involved in as much as you can and speak up if there's a particular area you would like to get more experience in.

Social life?

KPMG has something for everyone. In my experience it's a really inclusive firm, and people are always up for getting to know one another. My team go out for lunch every month and we've had various other social evenings. As a graduate, we regularly arrange nights out and social events with our intake.

Future career opportunities with KPMG?

Once you have joined KPMG, and you begin to work through your three year training contract you will gain an insight into what you enjoy and the variety of opportunities the firm has to offer. If there's another place or area of the business you would like to explore KPMG offers secondments to offices all over the world and in all areas of the business.

FAQs

What is your main goal within Tax?

Our aim is to establish KPMG in the UK as the dominant name in Tax by exciting the market with our progressive thinking and inspiring our own people in the process. Committed to our aim of being an 'Employer of Choice', we're passionate about recruiting and retaining the best people to drive our business forward. To stay ahead of the market, we ensure that ideas are shared and we strive to deliver progressive business-driven services to a wide range of clients.

What has been the impact of the internet on this business sector?

Keeping up with the pace of technology and competing in an online environment is an issue faced by our clients. That's why we constantly look at new ways to develop our own practice to take advantage of the potential offered by new technology. Seeing it as an opportunity, our insight is helping to add value and simplicity to our clients' business transactions.

What kind of strategy does KPMG's Tax Practice use in the professional services market?

Our strategy is to work with our clients to understand the key business issues affecting them now and in the future. We aim to build the services our clients want in order to provide them with advice that can add value to their organisations. Within KPMG, this means working in multi-skilled and cross-disciplinary teams, combining in-depth knowledge of our clients' businesses with our technical and delivery experience.

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