



Applying for a KPMG Graduate programme

Transcription

So, how do you know which graduate programme at KPMG is right for you?

First of all, go to the website and check out the wide range of programmes we have available then, spend some time on the website looking at the stories from some of our current graduates. You'll find then an opportunity that matches your skills and experience.

A really great way to figure out what programme is best for you, is to attend insight evenings and to attend activities on campus. So make sure you follow us on social media; on our Facebook and Instagram pages and see if we are coming to your campus at any point in the year.

The first piece of advice I would give when completing an application form, is to make sure you are in a quiet space. Make sure that you understand all the steps you need to make sure you complete the application fully, and make sure you have all of your academic information to hand.

It's important that you are as honest and accurate as you can be with the information you provide to us; we do always check.

So, at KPMG we run a strengths-based recruitment process. Now, a strength is something that you do regularly, you do it well and when you are doing it, it energises you.

So, when it comes to preparing for a strengths-based assessment, actually what we'd encourage you to do is to really think about what are the things that you enjoy doing? What do you do well, when you speak to friends and family, what do they say you are good at? And compare that to what KPMG is looking for in our own strengths.

We recommend that you don't prepare too much for a strengths-based assessment, we want your answers to be as authentic and as natural as possible.

So, we speak to many candidates who find numerical based questions a bit daunting, or might be apprehensive about answering them. We would really encourage you to practice beforehand so, there are lots of example practice questions you can find on the internet, but we also have some example questions on our own careers site that we would really encourage you to take a look at before you sit your assessments.

It's also a good idea to sharpen up on your interpretation skills so, looking at graphs, tables, charts to make sure you are comfortable on this side of things too.

I would also advise revisiting basic maths principles that you've perhaps done in school just so you are a bit more familiar when it comes to doing the testing, but practice really does help you on those.

So, one of the ways that we assess at KPMG is through our video response questions so, you'll be given a situation or scenario and it's a way for us to see how you'll respond. The best advice I can give is to make sure you are in a quiet space, make sure that you use the preparation time well and when you are comfortable, click submit.

For the written response question, you will be provided with a situation and asked for your response, in a certain format. For example: an email in response back to your colleagues. The best way to prepare for this would be to ensure that you have thoroughly read the information provided to you. I'd also suggest that you think about your audience to make sure it is targeted appropriately; the content of what you'd like to convey, and how you want to get this message across.

Launch Pad is the assessment centre that we run at KPMG. Do make sure that you go onto the website and understand what is required of you on the day, make sure that you plan your journey so that you arrive within good time, and make sure you bring all the documentation required for the day. The most important thing is to try and relax and enjoy it.

This is also your opportunity to learn as much about us as we are you, so make sure you take those opportunities and ensure that KPMG is going to be the right place for you.

When it comes to preparing for interviews I think, it is really crucial to have an understanding of what you are going to be doing in the role that you are being interviewed for so, I'd advise looking at the careers website, reading profiles of graduates or trainees in that particular area.

The best way to prepare is to practice so, practice out loud, practice with your friends and make sure that you prepare questions to actually ask the interviewer as well.

With deciding what to wear for Launch Pad don't over think it obviously, you want to dress smartly but you also need to be comfortable. Not everyone is going to be in a full suit, tie or dress just go with whatever you feel represents you best and that you know you are going to be able to wear all day without any discomfort.

If you need any adjustments for online assessments, please let us know as soon as possible. If in doubt pick up the phone and we'll be happy to help.

You can find details of how to contact the team at the end of this film.