



Deal Advisory Empowered & 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.

We help our clients to buy, sell, fund, fix and partner with confidence, taking them from an initial idea right through to delivery. It's all about blending our deep sector expertise with our execution skills and working with teams from the wider firm to help each client make the right decisions. It's about aligning the work we do to where our clients need us most. Across everything we do, we want to deliver the kind of quality work that builds trust and achieves positive outcomes. One of the ways we're doing this is by giving you access to [advanced technologies](#), which deliver deeper insights to our clients through data enhancement, pricing and modelling, benchmarking and reporting.

We need to be agile and innovative in the way we interact with our colleagues and clients in the current environment. This means embracing technology and new ways of working to continue to provide our clients with the advice and support they need.

As a graduate, you can expect real variety here in Deal Advisory. As we're involved in the whole deal cycle, it isn't just about simply handling transactions. You'll be undertaking client-facing work, providing advice and adding value at every stage – including on some very high-profile deals. It could be that you're advising a company on a merger, how to turn a struggling business around, or how to see a new acquisition through successfully.

It's a fast-paced environment and you'll come across plenty of new challenges. But you'll also have the support that comes from being part of a collaborative environment where fresh perspectives are valued and questions are welcomed. Put simply, we'll make sure you have the responsibility you need to grow quickly along with the training you need to feel confident from the start. We'll also support you to achieve a professional qualification and you can choose the learning style that best suits you – you could frontload your exams or spread them out across the programme. Either way, you'll be an important part of the team from the start, with real scope to play your own part in shaping our future.

In depth

Joining either **Corporate Finance** (Valuations and Infrastructure Advisory Group), **Restructuring** and **Transaction Services** (Financial Advisory, and Integration & Separation), during the 3 years programme you will have the opportunity to enhance your commercial understanding and broaden your knowledge and networks. The client work you will be assigned to will reflect where our clients need us most as a business. For those interested specifically in Mergers & Acquisitions there is a separate Deal Advisory M&A graduate programme, to which you should apply. For those with a keen interest in technology and data analytics we also offer the Deal Advisory Data Analytics and Technology graduate programme which supports all areas of Deal Advisory.

In addition to your role and responsibilities, we will also support you to gain the Associate of the Institute of Chartered Accountants in England and Wales (ACA) or the Institute of Chartered Accountants (CA) in Scotland.

Business area

In Deal Advisory, we apply deep technical knowledge and industry experience to a broad mix of complex and challenging transaction and business issues. We work with a range of clients including private companies, the Public Sector, private equity houses, leading financial institutions and individuals across 3 core areas:

Corporate Finance advises across a broad spectrum of corporate finance issues including, valuations and project financing in teams such as **Valuations** and **Infrastructure**. We can help our clients to:

- Value the assets/businesses they are buying or selling.
- Identify commercial issues that are critical to the success of a transaction.
- Engage with buyers and tailor the marketing of the business to their needs.
- Develop their negotiation and deal tactics.
- Identify and allocate the risks found in large-scale infrastructure projects.

Restructuring supports companies to address the complex challenges that cause them to underperform or threaten their survival. Restructuring is engaged by a wide range of stakeholders to companies, or the businesses themselves, to provide them with advice wherever an element of stress or distress is evident in a company's operations. We can help our clients by:

- Acting as advisors to businesses or their key stakeholders, providing a range of operational, strategic and financial assistance.
- Restructuring financially troubled businesses; often performing reviews focused around the structure of existing debt and based on current and forecast trading performance. This can be carried out on behalf of financial institutions in addition to working directly with corporates.
- Providing turnaround services to underperforming businesses, including reviews of cash and working capital as well as more operational restructuring.
- Acting in a formal insolvency capacity as an administrator, liquidator, receiver or trustee. In these

processes, we are wholly responsible for day-to-day management of the insolvent's affairs and have responsibility for maximising the outcome from the process for the benefit of creditors.

Transaction Services advise clients through the deal cycle – from pre-deal planning to post-deal support. Bringing our extensive experience in mergers and acquisitions, joint ventures, leveraged buy outs, IPOs (Initial Public Offering) and the capital markets; we help clients to buy, sell and finance businesses. We also help to analyse potential transactions, highlight risks and opportunities and develop strong accounting, finance and tax structures by:

- Making sure that deals are in line with their strategic business objectives.
- Performing robust due diligence.
- Maximising the value of business integration and realising business synergies.

Some of the teams you could work in are **Financial Advisory** and **Integration & Separation**.

Note: Transaction Services within Deal Advisory has a high volume of cross border deals and is seeking individuals who are fluent in a second European language such as, but not limited to German, French and Spanish. For anyone that is interested in Transaction Services and is fluent in a second European language your language skills would be advantageous.

What to expect

You'll contribute to your team's performance early in your career, enjoying varied and challenging work. That means we're looking for graduates with analytical skills, commercial awareness and the ability to thrive under pressure. Working with clients from the UK and overseas, no 2 projects are identical. So, you could find yourself:

- Performing research which leads directly to a deal for a client.
- Advising on the best possible debt structure for a business.
- Working with an investment bank on the stock exchange listing of a high-profile client, reviewing financial information for inclusion in public documents.
- Working overseas or in the UK to collate and analyse financial information and report key findings and recommendations to clients on the target business.
- Negotiating with suppliers of a business (where we've been appointed as administrators) to maximise the return for the creditors of the business.

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.

In Deal Advisory, we currently offer either the ACA or CA depending on office location:

- For those joining an office in Scotland we offer the ICAS (CA).
- For all other offices we offer 2 ACA routes that you will be able to select upon applying. These are the ACA Intensive Programme or our ACA Empowered Programme.

Intensive Programme

The Intensive Programme is KPMG's front-loaded, classroom-based ACA product which focuses on upskilling trainees 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 in 2 work experience placements. One is a structured, 6 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 programme allows you to focus purely on your professional qualification in your first year. In the remaining 2 years of your training contract you can concentrate on building up a fantastic range of work experience (with only 1 exam left to complete) and will have the technical knowledge to apply within the workplace.

The 3 main training hubs for the Intensive Programme are London, Birmingham and Manchester. Regardless of the selected home office, you will be expected to relocate 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 live classroom 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 you are at the right technical level prior to stepping into revision elements so that you can focus on your exam technique before the exam.

The structure of the programme spreads the ACA examinations over the lifetime of the 3 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 4 to 8 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 3 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 proud of all 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 3 years to complete. They just offer different routes to achieving success. You should not underestimate how much of your first 3 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. When you have decided which route to qualification is best suited to you, please make sure you apply to that route on the website.

FAQs

What skills do I need?

Highly numerate and analytical, you'll need to be able to think quickly and logically and communicate with people at all levels in an energetic and successful team.

Because the transaction environment is so fast moving, we also need people who are flexible and committed to helping us deliver our work to tight deadlines.

Which clients could I be working with?

You could be working with a diverse range of clients; from privately owned businesses to listed corporates, the Public Sector, private equity houses, leading financial institutions and individuals. Our clients operate in a wide range of industries including energy and natural resources, telecoms, travel, leisure, banking, insurance, entertainment and retail. The client work you will be assigned to will reflect where our clients need us most as a business

Will I get the opportunity to work in different business areas of the wider KPMG UK firm?

As a professional services firm, KPMG in the UK 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 teams 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. Work you will be assigned to will reflect where our clients need us most as a business.

Will I need to travel?

Your role is likely to include a degree of travelling. Much of the work we do is face-to-face with clients around the UK, and sometimes overseas, so time spent at a client site can vary from a few hours up to possibly months. The experience to be gained from working away from the office can be invaluable, providing you with the rare opportunity to integrate fully with KPMG and client teams and experience a variety of working cultures. However, like our clients, we're having to adapt. This means new working patterns, physical adjustments in our offices and new ways of interacting with our colleagues as well as the organisations we work with - we are harnessing technology to help underpin this change.

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What can I do after I finish the Deal Advisory Graduate Programme?

Our 3 year Graduate Programme is just the start. It will give you a strong foundation, great client experience, professional training and core consulting skills. Given the different service lines we offer within Deal Advisory, there are opportunities to experience a really varied career as you build specialist skills and knowledge in your fields 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.

What was the impact of COVID-19 on professional qualification tuition?

The vast majority of KPMG's staff undertaking a professional qualification were able to continue with their studies and examinations following the COVID-19 pandemic, including those studying with the ICAEW and ICAS. We expect studies to be back to our usual mix of classroom and remote learning detailed above for our 2021 intake, and exams to be scheduled normally.

Were exams and progression through training programmes impacted by COVID-19, and will that continue?

The ICAEW and ICAS both moved quickly to introduce new remotely invigilated exam solutions following the start of the pandemic. This meant that whilst there was some initial disruption, we were quickly able to ensure our students could continue with their exam pathways where individuals were comfortable to do so. These newly developed solutions may well continue to be used into the future, and thus will provide extra flexibility for our business and training.