



# Tax - Global Mobility Services (GMS) Technology graduate programme

<b>Length of programme</b>	3 years
<b>Qualifications you'll work for</b>	ATT (Association of Tax Technicians)
<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 120 UCAS points under the 2017 tariff point system at A Level or equivalent qualifications (*)</li><li>— Minimum 2:1 degree or above in any discipline</li></ul> <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.

Advancements in technology are rapidly changing the way companies do business globally and how employers are interacting with their employees.

We help organisations manage their global workforce and use technology to provide tax and advisory services to companies and individuals. Our mobile and web applications enable companies to manage and stay in touch with their employees around the world.

KPMG's 3 year Global Mobility Services (GMS) Technology graduate programme will offer you exposure to multinational clients and provide the training and experience needed for a successful career in a tax technology role. This graduate programme provides an opportunity to develop both tax advisory and technology consulting skills.

Like our clients, COVID-19 has presented new challenges for our team and we're having to adapt to new and innovative ways of working. 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.

## In depth

The programme is structured to give you an opportunity to work with a range of clients and be involved in the different stages of a technology project – from initial design through to development and delivery. A common theme for these projects will be to deliver tax advisory services to clients via technology. KPMG will also provide you with support to work towards a tax

qualification during your first couple of years.

Throughout the programme a Performance Manager will work with you to identify your individual development and business goals and to determine any additional training you may require.

The graduate programme is designed to give you a practical technology and tax grounding plus the chance to gain industry accredited qualifications.

Working directly with a broad range of clients, you will assist companies to define processes and implement mobile and web technologies which help them manage their global workforce to stay tax compliant. You will gain insights into how companies do business globally; and you will also learn about the latest technologies and how to put them to use.

## What to expect

You will be involved in developing and implementing technology for clients from day one. Working as part of a team, you will gather client requirements and translate these into working solutions. Along the way you will work directly with developers and client customers in Tax, HR and Global Mobility.

You'll need to be flexible – each project will require a range of roles including project management, business analysis, systems analysis and development. You'll work with different clients across a number of industries.

Throughout, you'll also work with a wide variety of people at KPMG – from Graduates to Partners. You'll have access to a wealth of industry expertise and knowledge, allowing you to develop and build your own skills and experience.

The types of technology and projects you may be involved in include:

- **Assignment Management** – implement KPMG's enterprise IT solution for managing employees of multi-national organisations that are on assignment.
- **Business Travel** – develop web and mobile apps for tracking business travel and providing services to employees that are on the move.
- **Global Equity** – provide advice to clients that are implementing KPMG's technology to deliver shares, options and bonuses to international employees in a timely and tax compliant manner.
- **Global Compensation** – help companies report and withhold tax on global compensation and benefits.

## Why Tax Technology?

Tax Technology at KPMG gives you the benefit of concentrating on two specialist areas - tax and technology. It is a fast moving and growing area, as well as a great place to develop your understanding of global business and the tax and regulatory environments.

You'll get hands-on experience and the opportunity to develop the next generation of technology, along with the support you need to develop your technology skills. You will also have the opportunity to gain the ATT (Association of Tax Technicians) qualification.

## Who we're looking for

We are looking for individuals with a keen interest and aptitude for technology that can apply their skills and knowledge in practical situations. A desire to learn tax-technical skills is also a must.

You'll be inquiring and analytical; and like the technology details. At the same time, you'll seek to understand the business need and expectations of the client and be passionate about finding and implementing the best solution for them. You'll have good communication skills and be willing to take on responsibility early.

Existing programming skills are not an essential requirement, just a leaning towards technology and the appetite to learn.

## Training and development

Training and development will be ongoing throughout your career at KPMG. In the first 2-3 years you will be provided with the opportunity to attain the ATT (Association of Tax Technicians) qualification. You may also have the opportunity to study for an accredited qualification in a technology specialism, depending on business need, which will assist you throughout the graduate programme and in your future career.

The exact nature of your training will be influenced by the type of work you're engaged in and your project roles, however it is likely to incorporate both formal and informal training and support to develop your tax and technology skills.

Additionally, we will provide you with on-the-job coaching and access to wide-ranging training that will help you manage your time, influence stakeholders, manage finances and lead others.

### **The impact of COVID-19 on professional qualifications:**

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

## FAQs

### Will I work with other teams?

Yes. You will work closely with the wider Tax practice on projects, as well as other KPMG and third-party technology teams.

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

Your clients will most likely be medium to large multinational organisations that do business in a number of countries. You will work with clients from a range of industries.

### What types of projects will I work on?

You may work on one or several projects at once. This will involve the implementation of existing software for a client; the development of a new product or service; or providing other advisory services.

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

Pre-COVID-19, you would have worked most days from our offices in Canary Wharf, London. Of course, we have adapted to the current environment and so for the time being, would largely expect home working. This is flexible and there will be opportunities to work from the office, where there is an appetite for it and Government guidelines permit this. There will sometimes be the opportunity to travel to client offices which may also include occasional travel abroad, though increasingly we are adapting our approach from this perspective and expect more of these meetings to be undertaken virtually.

### What happens after I finish my graduate programme?

The graduate programme has been designed to equip you for a career in Tax and Technology Consultancy. This is a fast-growing business within KPMG, offering a wealth of opportunity for you following completion of the graduate programme.

### 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 ATT. 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 ATT, and other professional training organisations 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 trainees.

## Contact us

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