



People Consulting graduate programme



Length of programme	3 years
Qualifications you'll work for	Chartered Management Consultant Award and a CIPD accredited qualification in Human Resource Management
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 128 UCAS points* under the 2017 tariff point system at A Level or equivalent qualifications (*)– 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.

People Consulting transforms the performance of organisations by changing the way people are led, managed and developed. We focus on our clients' challenges, providing solutions and guidance in the following areas:

- **Workforce Transformation** - Workforce Planning and Analytics, Talent Management, Performance Management, Digital Labour and Robotics, HR Policy/Employment Law.
- **Learning Solutions** - Learning Strategy, Learning Transformation, Learning Content Design, Development and Management, Learning Technology, Learning Managed Services.
- **Digital HR Transformation** - HR Strategy and Vision, HR Operating Model, HR Digitisation and Technology, Powered HR.
- **Organisational Transformation** - Change Leadership, Organisation Design, Behavioural Change Management, Culture and Engagement, Behavioural Science, Employee Experience.

You will help clients plan and transition, looking at areas such as workforce planning and the 'deal' between worker and company, and issues such as recruiting, learning, talent management and performance management. Working across sectors with Corporates, Financial Services, Infrastructure, Government & Healthcare and clients in National Markets, you'll help them transform their business through their people. Our Graduate Programme is designed to give you the experience and core consulting skills you need to get your career off to a flying start. Starting as you mean to go on, you will build your commercial understanding and business acumen to deliver real value to our clients. On this programme, you will also work closely with teams across Consulting to gain exposure across a range of disciplines – offering an unrivalled insight into KPMG.

Like the companies we advise and audit, we are 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.

In depth

As a graduate on the People Consulting Graduate Programme, you will be helping to add value for our clients and our firm from the start. Working with clients that include some of the most well-known and largest organisations in the world, you will enhance businesses across a broad range of sectors, face a wide variety of challenges and learn every day. Our clients often ask us how to support their organisations, leadership and employees to be ready, willing and able to implement change; and realise the benefits and investments that lead to sustained return on investment (ROI).

The future of work is digital, collaborative, flexible and globally distributed; organisations need to remain agile to respond quickly to these changes. We believe to be successful organisations should:

- Strengthen the workforce by creating a strategic approach to attracting and maintaining talent
- Improve the efficiency of Operating Models and creating high performing sustainable organisation designs
- Align an organisation's resources and their management to support its purpose, strategy and functions.
- Help clients create a HR strategy that is fully aligned and supportive of the business strategy and build HR processes that unleash talent and enhance people productivity.
- Improve the effectiveness of an organisation's HR function through the selection of an efficient HR system, partnering with Cloud-based HCM providers
- Use technology to achieve sustainable business benefits

To deliver tailor-made solutions to these complex challenges, we combine skills and resources from across our business. On the People Consulting Graduate Programme you could find yourself working with many other teams across the Consulting practice or even the wider firm.

Training and Development

On joining the People Consulting team you will be part of our mentoring and reverse mentoring scheme and will be trained in a number of capabilities including workforce transformation, learning solutions, digital HR and organisational transformation.

As part of the People Consulting Graduate Programme, you will study for the Chartered Management Consultant Award, followed by a CIPD accredited qualification in Human Resource Management. Throughout your studies, you'll be given support and guidance from our Professional Qualification & Accreditation (PQA) team.

Our PQA team is dedicated to giving you the best chance of passing your exams first time. KPMG's programmes are underpinned by an online portal so you can access technical content and learning activities, share information and contact your tutors for all the support you need at the click of a button.

The impact of COVID-19 on professional qualifications:

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. We expect studies to be back to usual for our 2021 intake, and exams to be scheduled normally.

By joining KPMG you'll be joining a long list of graduates who have already excelled in their professional exams.

Type of work

Through our client work, skills training and professional qualifications, we'll support you throughout your career with the blend of development opportunities you need to reach your potential.

Enjoying a wide variety of client and internal work, you'll need the adaptability and flexibility to work in different roles with a diverse range of people – often under challenging deadlines. So, you could be:

- Working on a major transformation of a well-known supermarket's HR function.
- Designing an approach to transform the performance of an organisation to deliver new technologies.
- Delivering the regulatory change agenda to ensure compliance of a major UK retail bank.
- Developing an Employee Value Proposition for a major high street brand.
- Working with a large public sector organisation to transform their recruitment and retention strategy.
- Performing research to help us develop innovative thinking we can take to our clients.

FAQs

What skills do I need to work in People Consulting?

As no two projects are the same, we look for people who are flexible and able to adapt and grasp new concepts quickly. You'll also need the passion and energy to help us exceed our clients' expectations and deliver against tight deadlines. Strong analytical and problem-solving skills, a natural curiosity and interest in the business world, and a global, forward-thinking mind-set are also key. As each project may be with a different client, you'll need to be a strong team player who works well with people at all levels.

What other training will be available to me?

KPMG will support your development throughout your career, with a well-established and highly innovative training programme. These programmes will help you to hone your core consulting skills whilst developing your knowledge of our approach to work. You'll also learn on the job through client exposure and unique access to our amazing breadth of knowledge and experience.

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

Yes, 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. There will be 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.

What happens after I finish my 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 our amazing growth, there are opportunities to progress a really varied career in Consulting as you build specialist skills and knowledge in your field 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.

Is there much travel involved in the role?

As a large part of our work is done at our clients' offices, we go where we're needed – down the road, in another part of the UK or even on the other side of the world! If you're thinking of applying you need to be comfortable with the idea of travelling and balancing that with studying for your professional qualifications.

KPMG is such a big firm, how do I integrate myself and get to know people?

You are right, we are a large organisation with thousands of people working in the UK firm, but you are joining a graduate programme that is in a function within KPMG. Each function contains teams within it too, so initially you will be part of this smaller team and you will instantly feel part of that team when you join and meet those working alongside you on a day to day basis. There are lots of ways for you to start building your networks outside of your immediate team and we encourage you to do this – but at a pace that you feel comfortable with.

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. We expect studies to be back to usual for our 2021 intake, and exams to be scheduled normally.

Contact us

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