



IARCS Empowered and 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 128 UCAS points (*) under the 2017 tariff point system at A Level - 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.

If you are interested in understanding how businesses operate, what risks they face and how decisions are made, then Internal Audit, Risk and Compliance Services (IARCS) is for you. Joining us means you'll develop and refine your specialist business and accounting skills by improving our clients' governance, risk management and controls.

Our clients rely on us to provide valuable insight and commercial recommendations by conducting in-depth analysis and assessments of data and business processes. Our services incorporate; Internal Audit and Risk Assurance, Governance Risk and Compliance.

On our 3 year IARCS Graduate Programme, you'll build your commercial and financial awareness by servicing the companies we work with across a variety of sectors, supported by a structured internal training program and study towards the ACA qualification or CA (in Scotland) ICAS qualification.

Like the organisations we work with, 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.

Internal Audit and Risk Assurance

The role of Internal Audit is to provide independent assurance that an organisation's risk management, governance and internal control processes are operating effectively. We have a professional duty to provide an unbiased and objective view, and we report our findings to

senior managers, Executive Directors, Audit Committees and Boards.

We apply a combination of assurance and consulting to look beyond financial risks and financial statements to consider wider issues such as the organisation's

reputation, growth, and its impact on the environment, the threat of climate change and the way it treats its employees. Where we identify opportunities for improvement, we offer advice, coaching and facilitation to management to effect those changes.

Our work is risk-based, so every client's Internal Audit plan is bespoke to address their specific needs. Audits are supported by relevant technical experts and we use leading technology to give maximum value to our clients.

Areas of Internal Audit focus can include:

- **Audits of processes and functions:** weaknesses in business critical processes reduce a business's ability to achieve its objectives. We review entire processes or deep-dive specific process elements and systems, focusing on functions such as finance, HR, IT, sustainability, procurement and operations.
- **Themed and rapid-response reviews:** major new events, projects, or organizational transformation can change an organisation's priority risks overnight. We provide rapid-response internal audit services to help key stakeholders understand the facts and provide assurance that the risks are mitigated.
- **Regulatory assurance:** Some organisations such as those in the banking and insurance sectors are bound by regulatory requirements. We create Internal Audit programs to support the client in complying with specific regulatory requirements.
- **Enterprise level risk reviews:** Complex risks such as fraud, climate change, business continuity, and cyber security can impact the success of an organisation's entire business. We design Internal Audit reviews to help management understand and mitigate those potentially pervasive risks.

Governance, Risk and Compliance

Robust governance is critical to businesses in a changing environment, and as the landscape evolves, new risks and compliance requirements emerge.

We help organisations in the following areas:

- **Governance and risk services:** Leadership and Audit Committees want to know if they have the right structures in place to assess and manage their weaknesses and exploit business opportunity. We help clients to understand and articulate their risk appetite, and how well clients assess and manage their risks and benchmark them against competitors. We examine governance structures including committees and boards to ensure they meet the needs of management and the business, and we evaluate the effectiveness of critical governance functions such as Internal Audit.
- **Internal controls transformation:** Significant change can bring in new compliance requirements and transform how organisations operate. We support clients to develop and implement robust processes and controls across the whole business, whilst rationalising legacy processes so that transformed operations are efficient and risk-focused.
- **Internal controls compliance services:** Leadership and Audit Committees need assurance that controls are working across the organisation to prevent and detect risks occurring. We perform control health checks to give peace of mind, and conduct controls testing programs on behalf of management to meet Sarbanes-Oxley compliance requirements.

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.

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 classroom live 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 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 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 extremely confident and proud of both 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.

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

Intensive Programme

The Intensive Programme is KPMG's front-loaded, classroom-based ACA product which focuses on upskilling trainees more 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 on two work experience placements. One is a structured, six 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 product allows you to focus purely on your professional qualification in your first year. In the remaining two years of your training contract you can concentrate on building up a range of work experience 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 re-locate 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.

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, including those studying with the ICAEW and ICAS. 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

How might my work be planned?

We'll make sure that your projects give you the opportunity to develop the skills of a successful business adviser. Your manager will also help you to focus on identifying any development needs. Say, for example, you wanted to gain research experience, you could agree with your manager to explore a project in a team that's working on a new client proposal.

Which clients could I be working with?

Clients are often high profile and global. So, you could be working with multinationals in industries such as the financial services, oil and gas, telecoms, travel, leisure and tourism, music and entertainment, utilities or retail.

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

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. 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.

Will I need to travel?

Although not guaranteed, it's quite likely. You could find yourself working on both short and long-term projects across the UK or possibly even in mainland Europe or other international locations.

What can I do 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 IARCS as you build specialist skills. 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.

Contact us

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