



Tax – GMS Technology Graduate Programme



Business area	Tax – Global Mobility Services (GMS) Technology
Length of programme	Three years
Qualifications you'll work for	ATT (Association of Tax Technicians) qualification; Technology-specific qualification
Location	Nationwide. Please search website for latest location availability
Entry requirements	As a general rule, you'll be expected to meet the following requirements: <ul style="list-style-type: none">— Minimum grade B GCSE^(a) Maths— Minimum grade B GCSE^(a) English Language— Minimum of 300 UCAS Tariff Points^(a)— Minimum 2:1 degree or above in any discipline

Note: (a) Or equivalent.

Please note that we only consider a candidate's top 3 A-level grades and do not accept General Studies.

Within our recruitment process, we look for more than just your academic results. This wider perspective helps us ensure that we are giving you the best opportunity to demonstrate your potential. We assess your application against KPMG's Global Behavioural Capabilities and a number of other metrics including technical background and/or experience, to build our confidence in whether you will be a success 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 three-year 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.

In depth

The graduate 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 the benefit of two cores to your career-tax and technology. It is a fast moving and growing area; and a great place to develop your understanding of global business and the tax and regulatory environment.

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, 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.

Please see below for case study.



Name : Yumi
Business Area : Tax GMS Technology – Global Mobility
Based : London

Why KPMG?

I was ready for a change. I like to challenge myself, so when the opportunity for a technology-based role opened up at KPMG, I knew I had to take it. I was also drawn in by the high number of CSR days KPMG offer and I was excited to get involved in some meaningful initiatives. So far KPMG has been a challenging and exciting place to work, and has lived up to its reputation of putting employees first.

Qualifications and support

Having no prior tax or industry experience, I was worried that I would be completely out of place. Those fears were quickly allayed as I found the environment in KPMG to be very supportive. There's always help and advice available. I am currently studying for my ATT (Association of Taxation Technicians) qualification and have been given plenty of on-the-job training. I'm also very excited to start my technical qualification once I have finished my ATT exams.

Day-to-day

I currently work on client projects involving long term incentive compensation and global tax compliance. I do business analysis, data analytics and get to help develop some of the new technology as well. I am regularly coordinating with developers, my colleagues and clients to project manage deliverables and releases of new updates and features. One of my main clients is a multinational telecommunications corporation. I work directly with them and provide technology consultancy on a range of issues.

One of our flagship products is the KPMG Business Traveller tool which is really interesting to work on as it involves mobile and web technology. I'd not worked on mobile app development before, so I'm learning lots working with the developers on this particular tool. I have also had the opportunity to be involved in business development which involves responding to requests for proposals and providing demonstrations of the technology.

Further career opportunities at KPMG

What is great is I feel I have choices at KPMG. Because of the range of opportunities available, my career path is open and to some degree, I can choose whether to gravitate more towards a tax or technology consultancy role. I'm also interested in a secondment overseas at some point in my career – something which KPMG can potentially offer.

My advice

Don't be afraid to apply and find out more about a career at KPMG, or within tax and technology. The interview process will give you a good sense of what is involved and KPMG are looking for people with different skills and from a variety of backgrounds. Go for it!

FAQ's

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?

You'll work most days from our offices in Canary Wharf, London. There will sometimes be the opportunity to travel to client offices which may also include occasional travel abroad.

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.

Contact us

T: +44 (0) 800 328 5764

E: ukfmgraduate@kpmg.co.uk

kpmgcareers.co.uk



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