Technology Graduate Programme

Business area	Technology – Solutions Consulting
Length of programme	Three years
Qualifications you'll work for	Technology specific accreditations
Location	Nationwide. Please search website for latest location availability
Entry requirements	As a general rule, you'll be expected to meet the following requirements: - Minimum grade B GCSE* Maths & English Language - Minimum of 300 UCAS Tariff points(*) - Minimum 2:1 degree 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.

Technology underpins many of the most influential organisations in the world and its constantly changing. Cloud technologies have unleashed game-changing new capabilities that are fuelling digital transformation. Solutions Consulting is a cutting edge supply-side business area in KPMG. It offers immediate access to a combination of leading practices and processes, proven technology solutions and next generation delivery methods. These have been created to help solve real-world business challenges for our clients. Our vision for Solutions Consulting is to deliver and support innovative, flexible, technology-enabled solutions deliver quality results for our clients and deliver significant value to the firm.

Our three-year Solutions Consulting graduate programme is designed to offer graduates the experience and support needed to secure and support to secure a successful career in solutions consulting. You will develop technical skills, commercial acumen, core consulting skills and a flair for business.

In depth

As a graduate, you'll follow a structured programme working with a range of clients and technologies. Highly diverse, this work will span the delivery lifecycle, from initially shaping a project through its design to technical delivery. During the programme, you'll also benefit from a number of training modules designed to develop your productivity and technical skills.

As you progress, your Performance Manager will work with you to identify your goals and tailor any additional training you might need. Naturally, we'll provide plenty of support and a blend of development opportunities to help you achieve your potential – including client work and the chance to gain technical qualifications.

Developing technology solutions for a broad range of clients, Solutions Consulting is a dynamic, fast-paced place to be. Combining expertise from across our Risk Consulting and Management Consulting Technology teams, we deliver tailor-made solutions to all of our clients.

Who we're looking for

People who excel within the Solutions Consulting graduate programme are passionate about continually adapting their skills and knowledge to find solutions that meet our clients' needs. We also ask for a keen interest in technology and business issues, as well as good communication skills and the desire to take on early responsibility.

Whilst you don't necessarily need to be a technical guru we are looking for individuals who have a keen interest in technology and a desire to learn a range of development languages in order to support a variety of projects at a granular technical level. This application development work will build technical skills through a combination of on the job and formal training.

You'll have a logical and pragmatic outlook and have a keen interest in learning how things work. Most importantly, you'll have an appetite to learn about technology and how we can best support our clients.

What to Expect

You will add value to our clients and business from day one. No two projects will be the same, so you'll need the flexibility to work across different technology roles and with a diverse range of people and clients. You could find yourself working in one of the following teams and may be asked to provide your team preferences as part of the recruitment process:

Powered Finance

Working with cloud technologies, the Finance Transformation Solution helps the client to create a modern and future-ready organisation using leading edge tools, processes and methodologies. The team works with the client to create a unique solution which understands their business needs and helps deliver a smarter and faster finance organisation. An example of this is our work with a multinational hotel and restaurant company where processes were simplified and automated, and a finance function was designed, both of which added significant value to the business.

Powered HR

Working with cloud based technologies, the HR Transformation Solution incorporates best practice operating models, tools and processes. This enables clients to focus on adding value, creating a strategic HR function that uses data to support strategy and integrate seamlessly with other functions. An example of this work is a transformation project with a telecommunications company where cloud technology was deployed quickly and effectively with multiple benefits for the client.

Powered Procurement

The KPMG Procurement Transformation Solution is a next-generation cloud solution which helps clients innovate adapt and grow with cloud technology. You will be working with experts in this field who partner with clients to instil best practice solutions to help drive sustainable change. The solutions include tools, operating models and delivery methodologies based on leading edge thinking. An example of this is our work with a global insurance provider to deliver best practice sourcing and procurement solutions to enable efficiencies, reduce costs and increase time on value add activities.

Automation

The Workflow and Low Code Centre of Excellence teams design and deliver business process automation for client facing solutions, and internal service lines. The teams define the standards and best practises, and bring innovation to the attention of the business in order to deliver solution excellence. The team establish relationships with our international colleagues who share our technology platform, and work with the suppliers to help develop product roadmaps which

Why Solutions Consulting?

As one of the fastest growing areas of KPMG, it is a great place to develop your business understanding, technical and development skills and career. The breadth of our work, expertise and clients means there is always the chance to learn new things. We'll also provide a supportive network for you to maximise every opportunity that comes your way.

Training and Development

Training will continue throughout your career at KPMG but during your first couple of years, we focus on equipping you with further technical and industry knowledge. The exact shape of your training will be influenced by the type of work you're engaged in, but will involve learning market-leading technologies and industries, and formal training on a number of delivery and consulting approaches. We'll also assign you to a project that puts your formal training to practical use.

Plus, we offer on-the-job coaching, the chance to study for relevant industry qualifications and access to wide-ranging training that will help you to manage your time, influence stakeholders, manage finances and lead others.

You may also have the opportunity to study for an industry accredited qualification focusing on key technology specialisms that will help you through your graduate programme and into your future career.

Please see case study below.

	Name	:Emily
	Business Area	:Solutions Consulting – Powered HR
	Based	:London

The recruitment process

I had applied to the graduate scheme back at the beginning of 2015. Despite no prior technology experience, I hoped that my eagerness to learn was conveyed throughout the process!

Why KPMG?

One of the stand out factors for me personally when accepting a place on KPMG's graduate scheme as opposed to similar firms, was their investment in creating a working culture which truly allows employees of all grades to grow – giving individuals the choice and flexibility to determine what area of the business they want to develop within, in a working environment built on collaboration. This continues to be one of the main reasons why I love working here!

Qualifications and support

The learning and development team have done a fantastic job of curating dedicated learning pathways for graduates, which are invaluable for ensuring that throughout your graduate experience, you are constantly developing. In addition to this, I have been enrolled on a number of Workday specific courses which were required for client delivery, in both Amsterdam and Chicago.

Day-to-day

I think it's really important to have a balanced working day which takes into consideration client/project demands, and your own personal goals. I therefore try to ensure that each day incorporates as much variety as possible (where possible!). Each day on a powered project is quite different by nature as you progress through the project life cycle – one day you could be in a client workshop, another day actually configuring the system, but that's what keeps things interesting! Personally, I try to ensure that I set time aside each week when I have capacity to invest time into my other interests, whether that be working on a team newsletter article, helping to organise an internal event, or supporting on bid work.

Working with clients

Within my team, working with clients is a key part of our project delivery. Every day, through some degree, I am communicating directly with a client counterpart, and so the ability to build a rapport is essential. Expectation management and clear communication are skills which shouldn't be undermined in a client facing role. I found that the core consulting skill course at KPMG truly helped me to recognise key soft skills which have been fundamental to my role on my existing project – and so I'd highly recommend enrolling on this course (and any of the other soft skill courses that KPMG offer) when you can!

My advice

Throughout my experience so far, it is clear that at KPMG you are truly capable of building your own career path. With this in mind, I'd recommend being proactive in communicating your goals and interests to key stakeholders, taking opportunities that are given to you that will allow you to grow, and not being afraid to challenge the norm/ask questions!

Social life

Another great thing about KPMG is that there are so many ways to network and build relationships with colleagues across the business. There are also a load of societies which you can join to meet new people that you otherwise might not in your day-to-day working life. I've recently joined KPMG's KNOW society, and the Young Management Consulting Association – both of which organise really interesting and engaging events throughout the year.

Further career opportunities at KPMG

Based on my experience so far, career paths within powered are well defined – and it's great to see that there is real flexibility for you to define your own route based on your preferences (i.e. functional/technical/PMO). However, KPMG as a firm is hugely diverse, and I strongly believe that if you are open and honest with your performance manager, and have a real interest in pursuing a different area of the business for a breadth of exposure, then a proactive attitude will take you a long way and anything is possible here (sorry for the cliché!)

FAQ's

Will I work with other teams?

Absolutely. The programme is part of a much wider function within KPMG. Working with teams across KPMG to deliver truly bespoke solutions, you'll gain a broader understanding of the role that our clients' technology functions play within their business. You may also get the opportunity to work on projects in other teams where you can utilise the skills you have developed or gained through training will also help you become a more rounded individual and increase your internal and external networks.

What types of clients might I work with?

Our clients tend to include organisations that are undergoing rapid growth, experiencing technology issues or using large, complex information systems. Sometimes they'll be implementing emergent technologies, or may be looking to refresh their technology to better compete in a rapidly evolving marketplace.

Will I get the opportunity to work with different business areas of the wider KPMG 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.

How are projects organised?

We assemble teams with appropriate skills at bid stage or select them to meet specific client requirements for ongoing projects. The teams are led by an engagement manager and partner, who allocate work and the time spent.

Is there much travel involved in the role?

Our work takes us to where our clients are, so we spend a lot of time working at their offices. That means there will be travel involved – it's unlikely that you'll be going to the same office every day of the year, so be prepared to frequently change your routine.

What happens after I finish my Graduate Programme?

You'll be supported to progress and have a really varied career in Technology, as you build specialist skills and broad consulting knowledge.

Contact us

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