

The opportunity of a lifetime

Career opportunities for
School and College Leavers



pwc



Students voted us the number one Graduate Employer in *The Times Top 100 Graduate Employers* survey for the last ten years.



Out of the Big Four, we ranked highest in *The Sunday Times Best Big Companies to Work For UK* survey. And we were ranked first across all sectors for providing our people with opportunities to learn and grow in their career.



We've been named as one of *The Times Top 50 Employers for Women* for the last three years in a row.

We like to give our people lots of visibility and exposure to the best opportunities. That's why everyone you see in this brochure works with us.

Right now you have lots of decisions to make. Do you go to university? Do you take some time out and have a gap year? Or do you explore your opportunities for starting work now? We think it's important that you know the full range of opportunities available to you, so that you can make the choice that's right for you. Whatever decision you make, we want you to consider joining us. And if you do, we'll need you to be bright, talented and enthusiastic to learn.

If you want to work in business, we're the best place to start your career. As we know that your career is just that; yours. You choose it. You live it. You make it happen. To get the best from it, you need the best opportunities. That's why opportunities are at the heart of a career with us. Opportunities for you to grow as an individual, to build lasting relationships and make an impact in a place where people, quality and value mean everything.

Take the opportunity of a lifetime

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Three routes into PwC

School and College Leavers...

Earn while you learn



Earn a salary

+



Real client work

+



Gain three qualifications

Higher Apprenticeships

Start work straight away on one of our Higher Apprenticeships. You'll earn a competitive salary while you study towards a professional qualification designed by employers and professional bodies from across the sector. Just like our graduate joiners, you'll work on client or internal projects, learn on-the-job and build the in-depth knowledge you need to progress through our business. At the same time, thanks to our study support, you won't need to worry about paying for course and exam fees, textbooks or revision materials. Plus we even give you paid study leave. In this brochure you'll find out more about our opportunities for School and College Leavers, or find out more at www.pwc.com/uk/schools

School and College Leavers...

Fast track your accounting career



World class degree

+



Paid work placements

+



Complete 80% of Chartered Accountancy exams

Flying Start Degree Programme

If you want to go to university but also know you're interested in accountancy, the PwC Flying Start Degree Programme offers the best of both worlds. It gives you a flying start towards becoming a Chartered Accountant from the Institute of Chartered Accountants in England and Wales (ICAEW) – plus the opportunity to secure a job offer with us once you graduate. You get a traditional university experience as a full-time student, alongside paid work placements with our Assurance practice during term time, and exposure to our world-class clients. On the four-year course you'll gain a degree, complete most of the ICAEW exams and could secure a graduate job – all while still at university. You can join the Degree Programme at Newcastle University, Henley Business School (University of Reading) or The University of Nottingham. Find out more at www.pwc.com/uk/flying-start

University Students...

Study any degree subject



Graduate with any degree subject

+



Real client work

+



Competitive salary

Graduate and Undergraduate Programmes

If you're going to university it's important to study a subject you love. Whatever that is, it could still lead you to a place on one of our graduate training programmes. It may seem a long way off now, but if you're serious about a career in business think about our work experience programmes for undergraduates. Our Insight Day and Talent Academy are aimed at first years, and we have other programmes too – in fact, we've designed different experiences for each year you're at university. All of them give you an opportunity to meet us and find out what we do, as well as gaining work experience that will help you with your job applications. Find out more at www.pwc.com/uk/careers

Paths to the future

Should I start my career now?
Or should I go to uni?
If I do, does it matter what I study?



Training time Qualifications

Join straight after school

If you don't want to go to uni or get into uni debt
If you know you want a career in business

Higher Apprenticeships

Join with A-levels or equivalent
Client and internal project experience
Government approved qualification framework



2 year development journey



Professional qualification
Diploma from learning on-the-job
Higher Apprenticeship Award



No matter

which path

you choose...

There are no limits as to how far you can go and how much you can achieve, because your career is just that; yours.

Take the opportunity of a lifetime

Go to uni and study Accounting

If you want to go to university and fast-track your career
If you know you want to become a Chartered Accountant

Flying Start Degree Programmes

Get well on your way to becoming a qualified Chartered Accountant
Best of both worlds: experience university life with paid and structured work placements
You could study at The University of Nottingham, Newcastle University or Henley Business School



4 year development journey



Business and Accounting degree
80% of Chartered Accountancy qualification



2-5 year development journey depending on the business area you join



You'll gain professional qualifications relevant to the route you take at PwC

Join us as a graduate from any degree subject

If you want to go to un and make the most of your degree whether it's business related or not

Graduate and Undergraduate Programmes

Structured training and development programme
You can apply for paid work placements at PwC throughout your time at university

Who we are



We have over
150 years of
history in our
international
network.



We operate in
158 countries



There are over
180,000 people
in our network



Last year,
we volunteered
45,386 hours
to help local
communities

What we do

We tackle lots of different issues for loads of different organisations, entrepreneurs and private businesses. We help with big deals and big changes to their structures and businesses. We advise them on tax. We make sure they're getting the most out of their IT. We help them plan ahead for risks, make sure they're sustainable, and profitable. Everything to do with measuring, protecting and enhancing what matters most to our clients.

Read on to find out what business areas you could become part of if you joined us as a School or College Leaver. If you join us after university, there are graduate opportunities within Technology and Actuarial, as well as in the following areas.



More London office

Assurance

What it is

Assurance is our name for audit and other related services. In this business area we examine and inspect our client's data to help them accurately express the financial and non-financial position of their businesses.

This isn't always as easy as it sounds. Think about all the money coming into and out of a business like a football club or fashion label. Some of it's easy to account for, like clothing in a warehouse or ticket sales. But how do you decide how much a brand is worth or prove how valuable a player is? And how can you accurately reflect the value of these things in the financial statements?

In Assurance, you'd work with clients to pin down the financial position of their business and how they can prove that value to the people it matters to, from the internal shareholders whose interests we're protecting, to external stakeholders like banks and investors.

An accurate understanding of the health of their finances is important to our clients. It means they can make decisions about what to do next. But it's also important to the staff who depend on the client for employment, investors who've used their hard-earned cash to buy shares in the company, and the government or regulatory organisations whose job it is to make sure companies behave in the right way.

So although assurance means working with finance and numbers, it's really about getting a deep understanding of a business, and how it operates from a commercial perspective.



What you'll do

Experience working on-site at your clients' premises and talking to the staff to understand how their business works.

Supporting a PwC team on an audit and producing a report on the financial position of your client.



What you need

An analytical, investigative mind and a keen eye for detail. You must also be good at working with other people and building strong relationships.

Where it can take you

As a school leaver, you'll study for a Certificate in Finance, Accounting and Business. A nationally recognised professional qualification with the Institute of Chartered Accountants in England and Wales (ICAEW). You'll enjoy plenty of practical, on-the-job training, working towards a Diploma in Audit practice and an overall Higher Apprenticeship Award.

Join us straight from school or college on the PwC Flying Start Degree Programme, where you'll gain an Accounting degree alongside practical work experience and be well on your way to becoming a Chartered Accountant.

Or join us after you've finished university, where along with building your business and professional skills, you'll also gain a Chartered Accountancy qualification.

UCAS tariff*

280

**Higher
Apprenticeship
Programme**

See our
website

**Flying Start
Degree Programme**

300

**Graduate
Programme**

**minimum requirements*

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Consulting

What it is

Consulting is all about helping our clients to achieve particular goals. They might want to work out what their strategy should be or how they could grow, enhance the skills of their people or find more efficient ways to do things.

As a Management Consultant, you'd come up with answers to all sorts of business questions. Like what makes a brand so successful that customers will pay a premium and keep coming back? Is it marketing, product quality, pricing, customer service or a combination of all these things? You'd help clients look at things in new ways, identify where they need to focus and make changes where they need to.

The fact that every client and their priorities are different makes the work really varied and a client project could last for anything from a few days to a few years depending on how much work there is to do.

The internal teams who support our client work are vital too. Among many other things, they make sure our consultants are up to speed with the latest business developments and that we have the systems to support the complex work we do. As part of an internal team you'd see that our clients get the very best from PwC.

You can expect to move around a lot and experience a range of different business areas.



What you'll do

For the first two years, you'll get experience working with a range of internal teams to build your knowledge. After that, expect to get involved in client work.

Carrying out research, and collecting and analysing data to develop reports and recommendations.



What you need

Flexibility plus a love of variety and working with things that are unknown. You must also be good at working with other people, building strong relationships and helping to generate ideas or look at new things in a different way.

Where it can take you

Join us from school or college and we'll support you as you study for a nationally recognised professional qualification – the Certificate in Management Consulting. At the same time, you'll work towards a Diploma in Consulting practice, and an overall Higher Apprenticeship Award. You'll gain valuable experience on the job whilst working towards these three qualifications.

Join us after you graduate from university and you'll get exposure to a range of our business areas in Consulting, where you'll be given extensive training and study for qualifications relevant to the area you ultimately decide to join.

Whichever route you take, you'll get a great foundation in a wide range of business skills.

UCAS tariff*



*minimum requirements

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Deals

What it is

In Deals we help our clients manage a wide range of financial situations, both good and bad. We'll guide public and private sector clients through major deals, organisational changes and strategic decisions. We get to see close up how different organisations work and tackle every kind of business problem, helping to increase value while reducing risk.

When an airline goes into administration, what happens to the people who've bought their flights? Who decides whether they'll be compensated? Who pays them? How about the staff, who will employ them to deal with the customers ringing up to ask what's happened?

Businesses in financial trouble are among some of the clients we help. Our Business Recovery Services team will go into a failing business and work with the client to turn things around, restructure the business, find someone else to take it on or help to run the business down so it can be closed. You might be surprised to know it can take years to get a business to the point where it can shut its doors, and often there are other solutions which mean it doesn't need to come to that.

On the other hand, when our clients are doing really well, they may want to expand by buying another organisation or refocus by selling off part of the business. Our Transactions Services team help clients through the process of valuing and buying or selling, in much the same way you'd do with a house or car, to make sure the right price is being paid and everything runs smoothly.



What you'll do

Experience working on-site at your clients' premises and talking to the staff to understand how their business works.

Support a PwC team working with a client through a business deal or troubled financial situation.



What you need

An analytical, investigative mind, a keen eye for detail and the ability to offer a commercial viewpoint based on your analysis. You must also be good at working with other people, building strong relationships and handling challenging circumstances or tight deadlines.

Where it can take you

Join us as a school or college leaver and we'll support you as you study for a Certificate in Finance, Accounting and Business. This is a nationally recognised professional qualification with the Institute of Chartered Accountants in England and Wales (ICAEW). You'll also work towards your Diploma in Audit practice, and an overall Higher Apprenticeship Award.

Or you could join us in Deals after you graduate from university. Over five years, you'll develop your business and professional skills and gain a Chartered Accountancy qualification.

Whichever route you take, once you qualify you could carry on building your career in Deals, explore a new area of PwC at home or abroad, work for an organisation like those we advise or start your own business.

UCAS tariff*



**minimum requirements*

Tax

What it is

Tax is all about helping our clients to understand what tax they need to pay and how they can manage this in the most effective and ethical way.

Every time you buy a packet of crisps, go to the cinema, top up your phone credit or get paid for your part-time job, some of your money gets paid to the government in Tax. Well, imagine how many different kinds of tax you'd have to think about if you were employing staff, making millions of pounds in profits or relocating to another country.

Many of these things are everyday business for our clients, so it's essential they understand their tax obligations and how to manage them effectively. These days tax is headline news, making it more important than ever that our clients can be confident that they're working within the scope of legislation and show that they're doing the right thing, while also managing tax effectively for their business and their staff.

Working in tax at PwC puts you at the forefront of new developments and legislation, helping our clients – from international businesses to wealthy individuals – plan for the future and manage their tax affairs effectively.



What you'll do

Get experience talking to clients on the phone and face to face to understand their business affairs and discuss how the tax rules apply to them.

Work in a team to complete tax returns on behalf of our clients while keeping up to date with tax legislation and understanding how it might impact your clients.



What you need

A flair for keeping up to date with new developments and the determination to be at the forefront of a challenging and ever-changing environment. You'll also be meticulous with detail and passionate about working with other people and doing the right thing.

Where it can take you

Join us as a school or college leaver and we'll support you as you study for a nationally recognised professional qualification with the Association of Taxation Technicians (ATT). You'll also work towards a Diploma in Tax practice and an overall Higher Apprenticeship Award.

Alternatively, you could join us as a university graduate, where you'll work towards a Chartered Accountancy qualification as well as receiving extensive business and professional skills training.

Whichever route you take you could carry on building your career in Tax, explore a new area of PwC at home or abroad, work for an organisation like those we advise or start your own business.

UCAS tariff*



*minimum requirements

What our people say

I became a fully Chartered Accountant at the age of 23, which has opened so many doors for me career-wise. I've had a fantastic experience of going into a wide range of different business areas and learning about how they operate. I spent time on secondment to Tax and I've now started another secondment working in Learning & Development which has really broadened my skill-set.



I chose the Management Consulting Higher Apprenticeship at PwC because it was a structured progression route with plenty of opportunities and the chance to gain three professional qualifications. Before I started I had no idea how valued I'd feel. I was expecting to be an administrative member of the team, but I've been given a lot of responsibility and feel challenged in my role. I'm really glad I dived in at the deep end and launched my career early.

The diversity of the work appealed to me as well as the fact that I'd be provided with training and given the opportunity to gain a professional qualification. In a short period of time, I've learned so much and taken on a level of responsibility that provides an excellent challenge with which to develop myself and my knowledge. I've made good friends and have been given excellent opportunities to progress my career.



I've no regrets about not going to university. By 23, I'd bought a new house, and have been able to do some fantastic things just by earning money. Now that I'm more senior, I get a greater choice of who my clients are. 99% of the time I'll be out with a client, generally with Finance Directors and Senior Management, so I get a great understanding of their businesses. Working towards promotion is next on the agenda for me.

What we look for

You might not know it, but there's a strong chance you're developing and demonstrating the skills we're looking for, almost every day. You're likely to have gained them through your academic studies, hobbies, part-time work or sporting achievements. You might have built leadership and team working skills in a music or drama group, or been a prefect or class captain. Maybe you've been team captain, treasurer or held some other position of responsibility. Whatever it is, we're sure you'll have lots of examples you can tell us about throughout our recruitment process – which is all about showing us the skills you've gained and what you can do.

PwC Professional

The PwC Professional is a new global leadership framework for our people. It describes the leadership skills, capabilities and behaviours that we expect of our people to meet our clients' expectations.

The five attributes of The PwC Professional are **Whole Leadership, Business Acumen, Technical Capability, Global Acumen** and **Relationships**.

Our people strategy focuses on improving our agility as a business, and continuing to value difference amongst our people as one element of a great, wider people experience. You'll learn more about The PwC Professional and our people strategy when you join us.



Business minded



Adaptable



Open minded



Analytical skills



Strong contributor



Strong team player



Communication skills



Curious mind

Here are a few ways you might have started developing the skills we look for. There's lots of extra information about these and how they apply to you on our school careers website.

www.pwc.com/uk/schools

Coach and develop yourself and others

Have you ever changed the way you did something after getting feedback?

Be curious: learn, share and innovate

Have you applied something you've learned, in a part-time job or in class, to achieve a goal?

Communicate with impact and empathy

Have you presented to your class, club or society?

Lead and contribute to team success

Have you ever supported a teammate or classmate to help them achieve success?

Build and sustain relationships

Are you a strong contributor at your local club or society?

Show you have courage and integrity

Can you think of a time when you've had to keep something confidential?

Manage projects and budgets

Have you juggled different priorities, such as class projects, to meet an important deadline?

Be open minded, practical and quick to adapt

Have you tried new things that are outside your comfort zone?

Build and use commercial and technical know-how

Are you interested in business and current affairs?

Being passionate about client service

Do you work hard to make things better, such as being part of a revision group or having a part-time job?

How to apply

Please Note

Please check online for application processes for Flying Start Degree and Undergraduate and Graduate Programmes, the following refers to Higher Apprenticeships only.



1 Research

At interview, you'll need to explain why you've chosen a specific programme and business area, and what you can bring to it. You'll also need to show that you understand the commitment you'll need to make in studying towards a professional qualification. So visit www.pwc.com/uk/careers and start exploring.



2 Get online

Decide on your programme, business area and think about the skills you can bring and then complete the application form online – make sure you've checked that you have the right qualifications to apply. We'll then ask you to take some online tests and you'll get the results within 48 hours. Do well and we'll invite you to attend an assessment day.



3 Assessment day

We'll invite you to this if you pass the online tests. There'll be numerical tests, then verbal reasoning skills tests; an in-tray exercise; then a written exercise; and a group or individual exercise; and we'll provide you with more detail about the business areas.



4 Final stage interview

Your final stage interview will be with a senior member of the team in the business area you've applied to join. This will be competency-based so be ready to talk about your skills and how you gained them.



5 Offer

We'll tell you whether we'd like you to join us as soon after the final stage interview as possible.

6 Pre-employment screening

Accept our offer and we'll check your grades and job history, so please make sure everything's correct before you send us your application. We're known for accuracy, so carrying out checks like this protects our reputation.



7 Before you join

The support starts as soon as you say 'yes'. So you feel part of PwC well before your first day, we'll invite you onto our onboarding website and Facebook application where you can keep in touch with news, advice and information. And you can also network with other students about to join us.



Our offices



www.pwc.com/uk/schools 24

Ways to meet us

You can find out more information about our opportunities by attending our:

Career Information Days

Open Evenings

Virtual Events



We'll be running them all year round at our offices across the UK.
Find out more at www.pwc.com/uk/schools

Higher Apprenticeships available in:

Belfast	London	Sheffield
Birmingham	Manchester	Southampton
Hull	Newcastle	St. Albans
Leeds	Reading	Uxbridge

Flying Start Work Placements available in:

Aberdeen	Cambridge	Gatwick	Milton Keynes	Southampton
Belfast	Cardiff	Leeds	Norwich	St. Albans
Birmingham	East Midlands	London	Newcastle	Uxbridge
Bristol	Edinburgh	Manchester	Reading	

Graduate Programmes available in:

All locations

Availability may change throughout the year so please visit our website to check where you can apply.

www.pwc.com/uk/schools



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