



NORTHERN IRELAND

GRADUATE CAREERS 2021

CREATE YOUR OWN

Your Partner For What's Next

Welcome

KPMG GRADUATE CAREERS 2021



LIFE AT KPMG

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WHAT WE DO

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You are seeking to choose the best career decision for you. We would like to tell you a little bit about KPMG in Northern Ireland and why joining our team of leading professionals could be a career decision that will be the most important you will ever make.

We are a really ambitious firm – we are ambitious for our clients and for our people to be successful while always doing the right, hard thing. This has made KPMG the leading professional services firm in Ireland and a firm our people are proud of.

We know that each of you have great plans for your career and your own ambitions. At KPMG we will provide you with the opportunities for achievement and success in fulfilling these plans and ambitions. You will be part of a leading team in a smart and inclusive working environment, work with exciting and inspirational global and local clients and have access to market-leading training at every level. This brochure will give you an insight into our firm and how people like you, whether you are a business or non-business graduate, are turning their ambitions into reality.

For you, KPMG provides unparalleled opportunity – the opportunity to work in Northern Ireland and further afield with leading multinationals, privately owned business, entrepreneurs and exciting locally owned start-ups. The opportunity to develop your technical, teamwork and leadership skills in a high performing environment and to be involved in exciting projects across a range of different industry sectors. You will have access to the very best training to allow you to upgrade your skills and the ability to maximise your potential. You will also be encouraged to get involved in a range of initiatives to help make a difference in our community.

Are you ready to fulfil your ambition?

Are you ready for what's next in your career?

Are you a business leader of tomorrow?

If so, we look forward you to being part of the KPMG team.

Johnny Hanna

Partner in Charge



LIFE AT KPMG

Our Graduate Programme will take you from a talented and focused graduate to a top-flight professional with real skills and experience. In this section, we'll set out what we can offer you and how we can support you throughout your time with the firm.

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KPMG Business School

An award-winning programme focused on your development.

At KPMG, we invest substantial resources in the professional and personal development of our people to challenge and inspire them. Our vision for learning at KPMG is to enable a Learning Culture which empowers our people to reach their full potential and be extraordinary. Learning plays a significant role in supporting our people. We have continued to invest in learning technology to improve flexibility and make training more accessible. Innovation and Technology is embedded in our programmes through the delivery of specific topic-based sessions which allow individuals to work with our business applications with greater speed and efficiency.

The KPMG Business School aims to provide you with opportunities to obtain the right balance of knowledge, skills and experience that you need to excel in your role. The synergy of individuals is critical for our firm. Graduates joining KPMG benefit from our Accelerator Programme which ensures our graduates create connections and personal relationships. The investment in employee learning and development through our Business School has received external recognition from the Chartered Institute of Personnel & Development, the Irish Institute of Training & Development and gradireland.

The success of our training investment can be seen in the results achieved by our Associates in their professional exams. We are proud to have the best exam results in the country.

Accelerator Programme

An award-winning programme focused on your development delivering quality content with integrated work experience. The practical nature of our training and the blended learning approach is key to the successful development of our Associates.

What you can expect as an Audit or Deal Advisory Associate:

- A unique 4 week training programme distributed over your first 8-10 weeks where you will receive technical, professional and leadership skills training, with four weeks of integrated real life client projects

- A range of technology-based learning options and workshop sessions to supplement your training
- Comprehensive accounting skills training
- Professional modules to develop your client skills

What you can expect as a Tax Associate:

A 4 week training programme distributed over your first 8-10 weeks. Your programme will include introductory tax technical training, leadership, business and IT skills with integrated client projects:

- A range of technology based learning options
- Comprehensive accounting skills training
- A strong emphasis on professional development, particularly on areas such as writing skills, time management, personal effectiveness and professional client service
- A practical tax research project which gives Associates the opportunity to learn from others by collaborating with senior colleagues

What you can expect as a Consulting Associate:

- A 3-4 week structured training programme. Your programme will include business unit technical training, leadership, business and IT skills with integrated on-the-job training
- A range of technology based learning options
- Comprehensive accounting skills training
- A strong emphasis on professional development, particularly on areas such as writing skills, time management, personal effectiveness and professional client service
- Apply the Fact-Based Consulting model to develop effective client solutions and present proposed client solutions applying a structured communications methodology





Best for exams



More Associates pass their professional accountancy exams with KPMG than with any other firm



50% of the top 10 prizes in the final accountancy exams were awarded to KPMG employees in the past 2 years

For the past **3 years** our pass rate has been **11% above** the national average

87% overall success in the final tax exams which is **28% above** the national average

96% of Associates in the **KPMG Belfast** office passed their Final Accountancy Exams (FAEs)

Reasons to join KPMG in Northern Ireland



SPORTS AND SOCIAL LIFE IS AT THE HEART OF KPMG



GAIN EXPERIENCE IN MANY SECTORS SUCH AS FOOD AND AGRI, MANUFACTURING, TECH AND ENERGY & RENEWABLES



YOU WILL WORK WITH GREAT CLIENTS BASED IN NORTHERN IRELAND AND BEYOND. THESE INCLUDE LARGE CORPORATES, FAMILY BUSINESS AND GOVERNMENT.



KPMG IS A GREAT PLACE TO START A GLOBAL CAREER



WE PROVIDE OPPORTUNITIES TO GIVE SOMETHING BACK TO THE COMMUNITY



WE WELCOME APPLICATIONS FROM BUSINESS AND NON-BUSINESS GRADUATES

Giving something back

You can make a real difference to communities and individuals by taking part in KPMG's innovative Corporate Citizenship Programme. Our employees can mentor a student, take part in a literacy initiative, help those with intellectual difficulties and support charities to come with ideas of their own.

KPMG sponsor social change through our Enactus and Project Bright programmes where our employees identify issues and we work together on innovative solutions to make a difference.

KPMG is the only organisation to have won the Chambers Ireland 'Overall Outstanding Achievement' award twice. In 2019 we won the CSR Initiative of the Year award for our Bold Girls programme.

KPMG in Northern Ireland continues to sponsor other important initiatives locally across the sporting arena and the vibrant arts sector. Most notably the 20x20 campaign, a movement to champion girls and women in sport across the province and push for equal recognition. We are also a long-term sponsor of the Royal Ulster Academy of Arts which runs from October to January in the Ulster Museum.

KPMG investment in Corporate Citizenship:

159

Community Connections

14,911

Volunteer Hours

£313,965

Cash Donations

£116,632

Employee Fundraising

£904,872

In-kind Donations



Compensation & Benefits

At KPMG, we offer a market-leading compensation package through our Core Benefits, Flexible Benefits and Wellbeing Programme.



Core Benefits

In addition to a competitive salary, we offer the following benefits:

- Flexible Friday initiative – 3:30pm finish in June, July & August
- 2.30pm finish on Friday before bank holiday weekends
- Disability income protection & life assurance cover
- Access to KPMG's pension scheme



Flexible Benefits

You can tailor your benefits to suit your personal circumstances. Some of the benefits you can purchase include:

- Additional annual leave
- Travel, health and dental plans
- Childcare vouchers
- Option to take additional study leave above the Institute's recommendations



Wellbeing Programme

We will support you in both your personal and work life. The benefits include:

- Employee discount scheme and corporate offers e.g. gym membership
- Sports & Social clubs e.g. Running, Rugby, Golf, Cycling, Tennis, Hockey, Sailing and more
- VDU eye testing
- Flu vaccinations
- Cycle to work scheme
- Confidential Employee Assistance Programme
- Regular seminars on wellness-related topics e.g. exercise, diet, mental health

See the world with KPMG

Would you like experience abroad? If so, a world of possibilities is open to you with KPMG. We have offices in over 150 countries and you can become part of this worldwide community by working with us.

Our Global Opportunities programme offers you the chance to take up overseas assignments with KPMG for as little as three months or for as long as three years. Get a fresh perspective by learning from business experts in other countries with different cultures and languages.

➤ **Expand your network through career options in destinations across the world.**



Let's talk

Apply to KPMG for a fast-paced and dynamic career.

Take the first step towards becoming a professional business advisor.

We welcome applications from business and non-business graduates.



Paul Vance

Head of Resourcing

E. paul.vance@kpmg.ie



Lucy Hunter

Graduate Recruitment – NI Lead

E. lucy.hunter@kpmg.ie

 www.kpmg.ie/careers



WHAT WE DO

As Ireland's leading professional services firm, you'll have the opportunity to work on cutting-edge projects across diverse industries. Find out in this section the various roles we have on offer and hear from our employees on what their experience has been like.

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**BRILLIANT
LEARNING
OPPORTUNITY**

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Audit & Assurance

KPMG is the leading Audit & Assurance service provider in Northern Ireland, serving clients across all industries including Financial Services, Manufacturing, Retail, Energy, Government, Aviation, Engineering and Pharmaceutical.

What is Audit & Assurance?

Auditing is not just about numbers; it is about training bright young professionals to understand how businesses work and operate, how these businesses seek out commercial opportunities and manage risks and how they are then accurately presented in a set of annual financial statements. It is for this reason that audit training is an excellent business foundation for graduates with an ambition to become extraordinary business advisors.

At KPMG, quality is critical to us in all that we do. We only recruit the brightest and the best people. You will learn and grow working alongside experienced and committed professionals as you undertake your professional examinations.

We are at an exciting time in auditing, where technology is changing how we all work. At KPMG, we are at the forefront of adopting sophisticated tools to make sense of the explosion of data in our market. As an audit team member, you will learn how to integrate technology in the audit whilst providing clients with the highest quality insights into their businesses.

Leaders of tomorrow

Your experience will range from large public companies with global operations and active mergers and acquisitions strategies to vibrant growing Northern Ireland companies.

You will get the unrivalled opportunity to

- Work alongside bright and experienced professionals
- Participate on the audits of clients across all industries
- Use leading edge technology to provide clients with deeper insight and value
- Participate in other exciting assurance service projects
- Engage with international colleagues working with global clients
- Receive customised, award-winning training from our KPMG Business School
- Develop and build your interpersonal skills as you interact with people at all levels
- You will study towards the Chartered Accountants Ireland qualification

The success of our training investment can be seen in the results achieved by our Associates in their professional exams. In the recent 2020 Final Admitting Exams, our KPMG in Northern Ireland Audit Associates received an outstanding pass rate of 100%. This is higher than any other firm and we are extremely proud of this success.

What aspects of KPMG have been most beneficial to you?

The chance to learn from a very experienced team and to put our world class training into practice.

How would you describe your experience at KPMG?

Insightful and enjoyable. I've had the opportunity to work on a wide range of clients so there's never really a dull moment.

Describe your experience at KPMG in a few words.

Brilliant learning opportunity.



Lauren Dwyer
Associate, Audit and Assurance

Tax Consulting

With over 700 tax professionals, KPMG is Ireland's biggest and most successful Tax Consulting firm. With 90 of these professionals based in our Belfast office, KPMG is also Northern Ireland's strongest tax practice.

We act on the largest, most complex and most interesting transactions across the island of Ireland bringing our clients the benefit of our unrivalled breadth and depth of taxation knowledge and commercial experience. Our work is varied, exciting and intellectually challenging. It also embraces the rapid development and capability of technology. If you like challenging and varied work, like to gain a deep understanding of businesses, are ambitious and want the opportunity to deploy your talents to their full ability then KPMG's Tax Consulting practice is the place for you.

Why is Tax Consulting such a compelling career choice?

Our number one market position ensures that our people are exposed to an unrivalled variety of exciting and interesting industries and transactions.

Our work is often international in nature and exposes our Tax Consultants to taxation law in every major economy in the world. Advising potential investors in Northern Ireland of the country's attractive business taxation regime helps to drive growth in the Northern Irish economy.

Our work is increasingly focussed on technology, systems and processes and how we can help organisations improve their reporting and insight capabilities. The Tax Practice in Northern Ireland, a vital part of the overall Irish practice, has a wide range of local and international clients offering exposure to a range of UK taxes including corporate tax, personal tax, employment taxes and VAT.

Key Sectors

Aircraft Leasing: we advise more than 90% of the world's aircraft lessors in more than 150 countries, advising on every significant aircraft leasing transaction in the world in recent years.

KPMG had a **50%** of the national placings in the final tax exams in 2018

KPMG had an **87%** pass rate in the final tax exams in 2019

Foreign Direct Investment (FDI): our dedicated FDI teams market Ireland to investors worldwide and have been responsible for bringing investment, business and employment to both jurisdictions.

Irish Headquartered: Irish and Northern Irish businesses choose KPMG more often than any other firm to be its advisor.

Renewable Energy: we are the number one taxation advisor to the renewable energy sector. Our work includes helping with acquisitions, sales, project financing and fundraising.

Hospitality and Retail: we provide advice on sales taxes, customs and corporate tax on a range of transactions for some of Northern Ireland's largest wholesalers and hotels.

Mega Transactions: we assist with the detailed structuring of takeovers, mergers, demergers and reorganisations.

Bloodstock: Ireland is a world leader in the Bloodstock industry and KPMG Ireland is a world leader in tax advice to that industry.

Property: our Property Tax Consultants have played a critical role in rebuilding the property sector. We are the recognised leaders in pioneering the use of Real Estate Investment Trusts.

Technology and Innovation: our Technology and Innovation team look at our clients' systems and processes and identify ways to improve the capability of the tax function and add more value to the business. Our team also develops tools to make processes much more efficient.

Research & Development: our R&D Incentives Practice is the largest, longest-established and most experienced specialist R&D tax credits across the island of Ireland.

Transfer Pricing: we have an internationally recognised transfer pricing team with significant growth potential. Our team advise on cross border transactions across all sectors.

28% ahead of national average



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GOOD TIMES WITH GREAT PEOPLE

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What aspects of KPMG have been most beneficial to you?

Being able to work on a wide variety of clients has helped me gain insight on many different business models.

How would you describe your experience at KPMG?

A great introduction to the world of tax whilst meeting some fantastic people along the way.

Describe your experience at KPMG in a few words.

Good times with great people



Jonny Darling
Senior Associate, Tax Consulting

What aspects of KPMG have been most beneficial to you?
The Belfast TS team is relatively small, so I have worked closely with senior members of the team.

How would you describe your experience at KPMG?
I have been able to get out what I have put in and worked on significant deals with a wide range of clients.

Describe your experience at KPMG in a few words.
Challenging, but always rewarding.

> Patrick Reid
Associate, Transaction Services, Deal Advisory



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**CHALLENGING,
BUT ALWAYS
REWARDING**

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Deal Advisory

KPMG's Northern Ireland Deal Advisory practice offers unrivalled opportunities to work on landmark deals.

Whether it's buying or selling a business or the challenge of financing or fixing a company our Deal Advisory team helps clients take on the opportunities and challenges that today's business environment presents.

Corporate Finance

We are a leading advisor in the market, advising on transactions of national and international importance.

We advise leading entrepreneurs, businesses and government bodies in the areas of mergers and

acquisitions, disposals, management buyouts, equity and debt fundraisings, real estate transactions, bank deleveraging and infrastructure financing.

Some of the transactions we have advised on in the last 12 months are:

- Financial advisor to Decora Blind Systems Limited on a minority equity sale to BGF
- Sell-side advisor to Cordovan Capital on the sale of Trucorp Holdings Limited
- Sell-side advisor to Philips on sale of PathXL
- Sell-side advisor to the shareholders of an NI wind turbine company on a sale of Alpha Real Renewables
- Financial advisor to the NI Department for the Economy on the £165m capital investment in full-fibre broadband

The Corporate Finance Lead Advisory services we provide influence the decisions of major industry players and can often change the trajectory of the businesses or the owner into the future. You will get the opportunity to develop skills in valuation techniques, deal strategy, financial modelling and project management, while gaining exposure to negotiating complex corporate finance transactions

Transaction Services

The combination of a dedicated team of 60 professionals – the largest in Ireland – with peerless transactions experience, together with the global reach and recognition of the KPMG brand, means that we are continually involved in many of the most significant deals in Northern Ireland and abroad. We work on

project driven engagements lasting from several weeks to several months, working extensively with significant corporates, domestic and international banks, other financial institutions, private equity and other investment funds offering team members the widest exposure to acquisition and financing related activity.

You will learn how deals work and how to identify and manage the key issues that can impact on transaction value, deal execution or post deal integration planning. Associates will also undertake a rotation within our Audit practice which provides an invaluable grounding in practical accounting and an understanding of the financials of a business.

Restructuring and Forensic

Our team of professionals advise organisations, suppliers and borrowers to help identify, evaluate and implement opportunities to restore stability and confidence, unlock and create lasting value and improve operational and financial performance to the benefit of all stakeholders. You will be working on projects such as:

- Advising companies in financial difficulty
- Formulating turnaround strategies
- Insolvency appointments
- Litigation support on contract disputes and claims
- The provision of investigation services, including fraud, financial

Extensive training will complement your on-the job experience as you work towards achieving your Chartered Accountants Ireland qualification. Graduates gain exposure to financial analysis, company legislation, insolvency mechanisms and project management skills while learning to deal with a range of difficult and technical situations. The experience provides graduates with a broad commercial awareness and an understanding of the challenges facing businesses.

By the time you qualify as a Chartered Accountant, you will have a strong foundation for a successful professional career after working within such a dynamic environment.

Our Clients

Just a few of our clients and the industries we operate in





Life Science & Healthcare



Hermitage Medical Clinic



Diaceutics
Better Testing, Better Treatment



Boston Scientific
Advancing science for life™



Financial Services



BREVAN HOWARD



Government



An Roinn Airgeadais
Department of Finance



Gníomhaireacht Bainistíochta an Chisteáin Náisiúnta
National Treasury Management Agency



Power & Utilities



H+K INTERNATIONAL



High Tech & Media



Locations

Belfast

The Soloist Building,
Lanyon Place,
Belfast, BT1 3LP

Dublin

1 Stokes Place,
St. Stephen's Green,
Dublin 2, D02 DE03

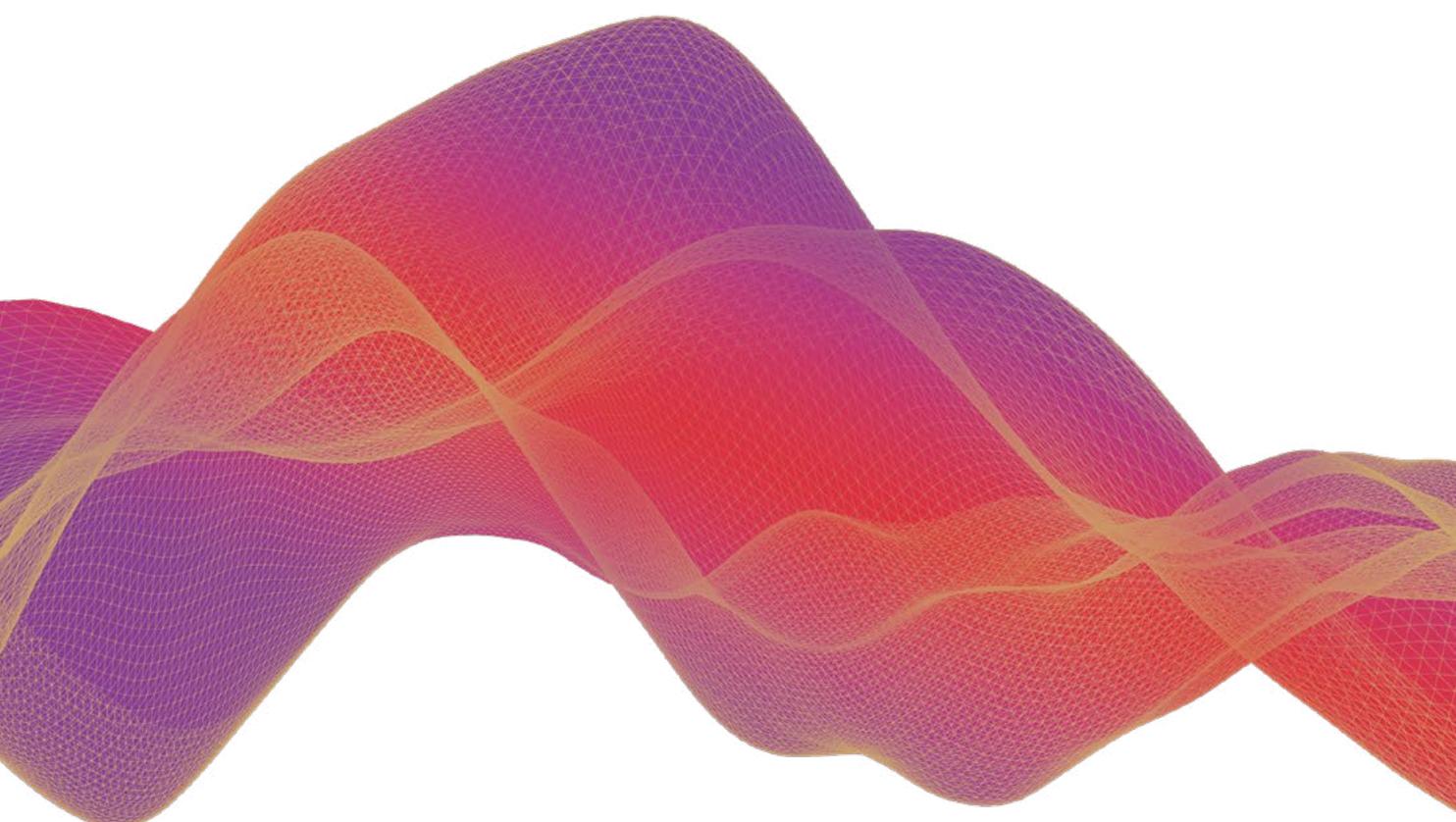
1 Harbourmaster Place,
IFSC,
Dublin 1, D01 F6F5

Cork

85 South Mall,
Cork, T12 A3XN

Galway

Dockgate,
Dock Road,
Galway, H91 V6RR



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