



GRADUATE CAREERS 2019/20

CREATE YOUR OWN

be **Extraordinary**

Welcome

KPMG GRADUATE CAREERS 2019/20



LIFE AT KPMG

04



WHAT WE DO

14



You are looking to make the best career decision for you. We would like to tell you a little bit about KPMG and why joining our team could be one of the most important career choices you will ever make.

We are a really ambitious firm – ambitious for our clients and our people, always doing the right, hard thing. This has made KPMG the most successful 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 success and achievement in fulfilling these plans and ambitions. You will get to work with exciting and inspirational global and local clients, have access to market-leading training at every level and be part of a smart and inclusive working environment. This brochure will provide you with an insight into our firm and how people, like you, are turning their ambition into reality.

For you, KPMG provides opportunity – the opportunity to work in Ireland and overseas with leading multinationals, Irish-owned businesses, entrepreneurs and start-ups. The opportunity to work as part of a diverse, multidisciplinary team in a high performing firm with the very best people. The opportunity to develop your technical, teamwork and leadership skills and to be involved in exciting projects in lots of different industry sectors. You will have access to the very best training to allow you to continually upgrade your skills and the opportunity to maximise your potential. You will be encouraged to get involved in a wide range of initiatives to help make a real difference in our communities.

Are you ready to fulfil your ambition?

Are you a business leader of tomorrow?

If so, we look forward to welcoming you to KPMG.

Seamus Hand
Managing Partner



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.

CONTENT

KPMG Business School	06
Best for exams	08
We take leisure time seriously	09
Giving something back	10
Compensation & Benefits	11
See the world with KPMG	12
Let's talk	13

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 that our people will receive the development they need, when they need it and how they want it.

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 our results achieved in the professional exams. We are proud to have the best exam results in the country.

Graduate Development Programme

The Graduate Development Programme delivers 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 Advisory Associate:

- A unique 10 week training programme which combines up to six weeks of classroom learning, where you will receive technical, professional and leadership skills training, with four weeks of integrated on-the-job training

- A range of technology based learning options to supplement your classroom training
- Comprehensive accounting skills training
- Professional modules to develop your client skills
- Workshop sessions to supplement the main classroom programme

What you can expect as a Tax Associate:

- A 3 – 4 week block of structured training which includes introductory tax technical training, accounting basics, leadership, business and IT skills
- A range of technology based learning options to supplement your classroom training
- Comprehensive accounting skills training
- A strong emphasis on professional development, particularly on areas such as report writing skills, presentation 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
- Opportunities to engage with your colleagues and learn from others in your group as they deliver and facilitate on various elements of your training programme



Best for exams

More people pass their ACA professional exams with KPMG than any other firm.



**We were placed
1st in the FAE's last
year with 6 of the
top 10 placings.**



**We had an 89%
pass rate in the
final tax exams
last year.**



**FINAL ACCOUNTING
EXAMS 2018**

10%

Above the national average



**FINAL TAX
EXAMS 2018**

32%

Above the national average

We take leisure time seriously

From parties and team away-days to hockey, golf and athletics, there are plenty of ways for you to enjoy downtime with your colleagues across the firm.

We cater for all tastes with concerts, table quizzes, summer and Christmas parties, nights at the theatre, team events and welcome nights as part of our fun-filled social calendar.

When it comes to sport, you can choose between intra-corporate hockey, soccer and tag rugby leagues, GAA matches, golf events, tennis tournaments, sailing and athletics competitions.

The competition can even go global. Our annual international sporting tournaments allow you to pit yourself against KPMG offices overseas in hockey, tennis, soccer, volleyball and rugby.



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 investment in Corporate Citizenship:

134

Community Connections

13,000

Volunteer Hours

€288,000

Cash Donations

€133,000

Employee Fundraising

€874,000

In-kind Donations



CHAMBERS IRELAND
CSR AWARDS
2017 OVERALL WINNER

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 July & August
- Subsidised staff restaurant
- 3pm 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
- Tax-saver commuter tickets



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
- Banking at work, with six banks offering financial advice
- 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

T. +353 1 700 4075



Suzanne Murphy

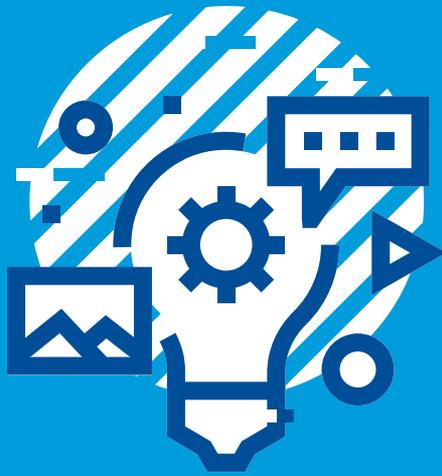
Campus Recruitment

E. suzanne.m.murphy@kpmg.ie

T. +353 1 410 1577



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.

CONTENT

Audit & Assurance 16

Tax Consulting 18

Deal Advisory:

> Corporate Finance 20

> Transaction Services 22

> Restructuring & Forensic 24

Consulting:

> Risk & Regulatory Consulting 26

> Financial Management Consulting 29

> Management Consulting 29

Our Clients 30



What aspects of KPMG have been most beneficial to you?

Working with a vast array of people at different levels and learning from them

How would you describe your experience at KPMG?

Very enjoyable, young culture and a great opportunity to develop hard and soft skills

Describe your experience at KPMG in a few words.

Great learning experience

Evan O'Callaghan

Associate, Audit & Assurance



**GREAT
LEARNING
EXPERIENCE**

Audit & Assurance

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

What is Audit and 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.

In addition to Audit & Assurance opportunities in our main business units, we also offer the opportunity to work in our specialist IT Audit group. As part of our **Information Risk Management (IRM)** team, you will learn how the best companies use, develop, secure and manage leading corporate technology to support their business whilst learning how to use advanced data analytics to provide insights on financial performance and processes.

Leaders of tomorrow

Your experience will range from large public companies with global operations and active mergers and acquisitions strategies to vibrant growing Irish 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 training we offer is invaluable for graduates who will in time become the CEOs and CFOs of Ireland's largest public and private companies. The skills and experiences you get with KPMG will best position you to be one of Ireland's business leaders of tomorrow.

Tax Consulting

With over 700 tax professionals, KPMG is Ireland's biggest and most successful Tax Consulting firm.

We act on the largest, most complex and most interesting transactions in 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 Ireland of the country's attractive business taxation regime helps to drive growth in the Irish economy.

Our work is increasingly focussed on technology, systems and processes and how we can help organisations improve their reporting and insight capabilities.

M&A Deals

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.

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

Irish Headquartered: 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.

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 Ireland's 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 Ireland's largest, longest-established and most experienced specialist R&D tax credits team.

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



What aspects of KPMG have been most beneficial to you?

On-the-job learning, training & support

What's important to you?

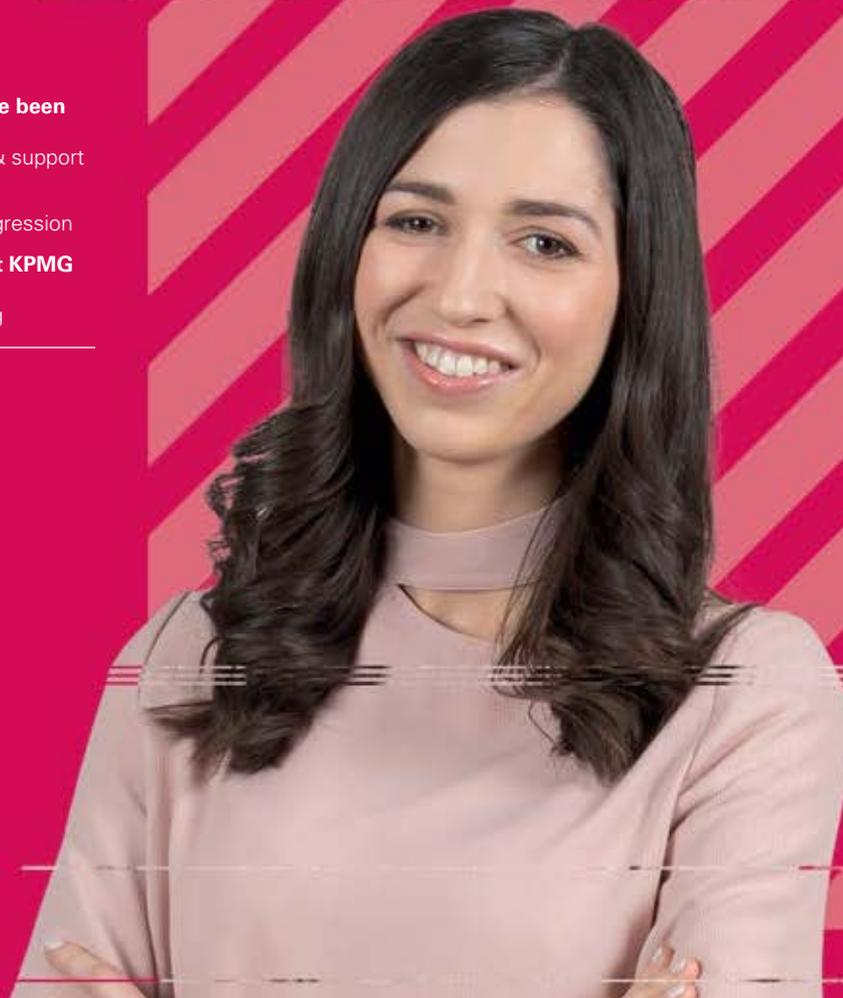
Work/life balance, career progression

Describe your experience at KPMG in a few words.

Enjoyable, rewarding, exciting

Aoibhín Byrne

Associate, Tax Consulting



**ENJOYABLE
REWARDING
EXCITING**

KPMG
was
awarded

50% of the national
placings in the final
tax exams in 2018

KPMG
had an

89% pass rate in the
final tax exams
in 2018

32% ahead of
national
average



**EXCITING
INTERESTING
COMPELLING**

Corporate Finance

KPMG's Corporate Finance practice is a leading advisor in the Irish market, advising on transactions of national and international significance.

Our team of 60 professionals coming from a diverse background provide advice to leading entrepreneurs, businesses and government bodies in the areas of mergers and acquisitions, disposals, management buy-outs, equity and debt fundraisings, real estate transactions, bank deleveraging and infrastructure financing.

In the past year we have been proud to advise clients on many high profile deals including the sale of a minority interest in the Domino's Pizza franchise in Ireland, the introduction of a new investor into Panda Waste, the roll-out of rural broadband, the raising of finance for new ventures in the tech arena and some of the largest loan sales in the Irish marketplace.

The experience we offer you

The work you do influences the decisions of major industry players and can often change the trajectory of a business into the future.

The skills and training we provide will support you in becoming a key business advisor.

Working in Corporate Finance offers you experience in the following areas:

- Financing businesses, including raising/renegotiating new debt and equity funding
- Advising on public and private infrastructure projects
- Advising clients on commercial strategies, business purchases, disposals and management buy-outs
- Valuing businesses for mergers and acquisitions, transactions and shareholder disputes
- Working to deleverage bank balance sheets
- KPMG's Corporate Finance practice offers excellent development opportunities. Your individual training plan, combined with on-the-job interaction and exposure to leading professionals in the business community, will help fulfil your career aspirations



What aspects of KPMG have been most beneficial to you?

Gaining experience in the Corporate Finance world and collaborating with a wide range of people

Where would you like to be in 5 years' time?

Leading my own team and continuing to work on cutting-edge projects

Describe your experience at KPMG in a few words.

Exciting, interesting, compelling

Mark Casey

Senior Associate, Corporate Finance

Transaction Services

In Transaction Services we work with our clients to help them buy, sell and fund their businesses. Our clients cover the entire Irish corporate landscape, ranging from owner managed businesses to large multinationals and listed companies.

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 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.

We also provide strategic advice and commercial due diligence to clients across a broad variety of sectors.

We have supported many recent landmark transactions including:

- Smurfit Kappa's successful defence of the unsolicited approach by International Paper
- \$1 billion disposal by Greencore of its US business
- Goshawk Aviation's acquisition of Sky Aviation Leasing International creating a global top ten aircraft lessor with a combined \$11.4 billion fleet
- Carlyle Cardinal Ireland's €100 million sale of Payzone to AIB / First Data

- Total Produce's \$300 million investment in Dole Foods in 2018
- Numerous IPOs including IPL Plastics, Glenveagh Properties, ConvaTec Group, Cairn Homes and Dalata Hotel Group
- Origin Enterprises first Brazilian investments in Ferrari Zagatto E Cia and Fortgreen Commercial Agricola Ltda
- The disposal of €20 billion of non-performing loan portfolios on behalf of Irish banks since 2016

The experience we offer you

You will be a key driver in the delivery of services to our clients – be they the acquirer, the target or a client raising funds through debt, private equity or public markets.

In the process 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. In addition to developing strong technical and commercial skills, you will be given the opportunity to contribute to the growth of our business through origination and business development activities.

Associates also undertake a rotation within our Audit practice which provides an invaluable grounding in practical accounting and an understanding of the financial operations of a business.



What's important to you?

Working in a firm that supports my values and encourages me to achieve my full potential

What aspects of KPMG have been most beneficial to you?

Working at the core of exciting commercial transformations to some major household names and developing the skills that have enabled me to progress to a managerial grade

Describe your experience at KPMG in a few words.

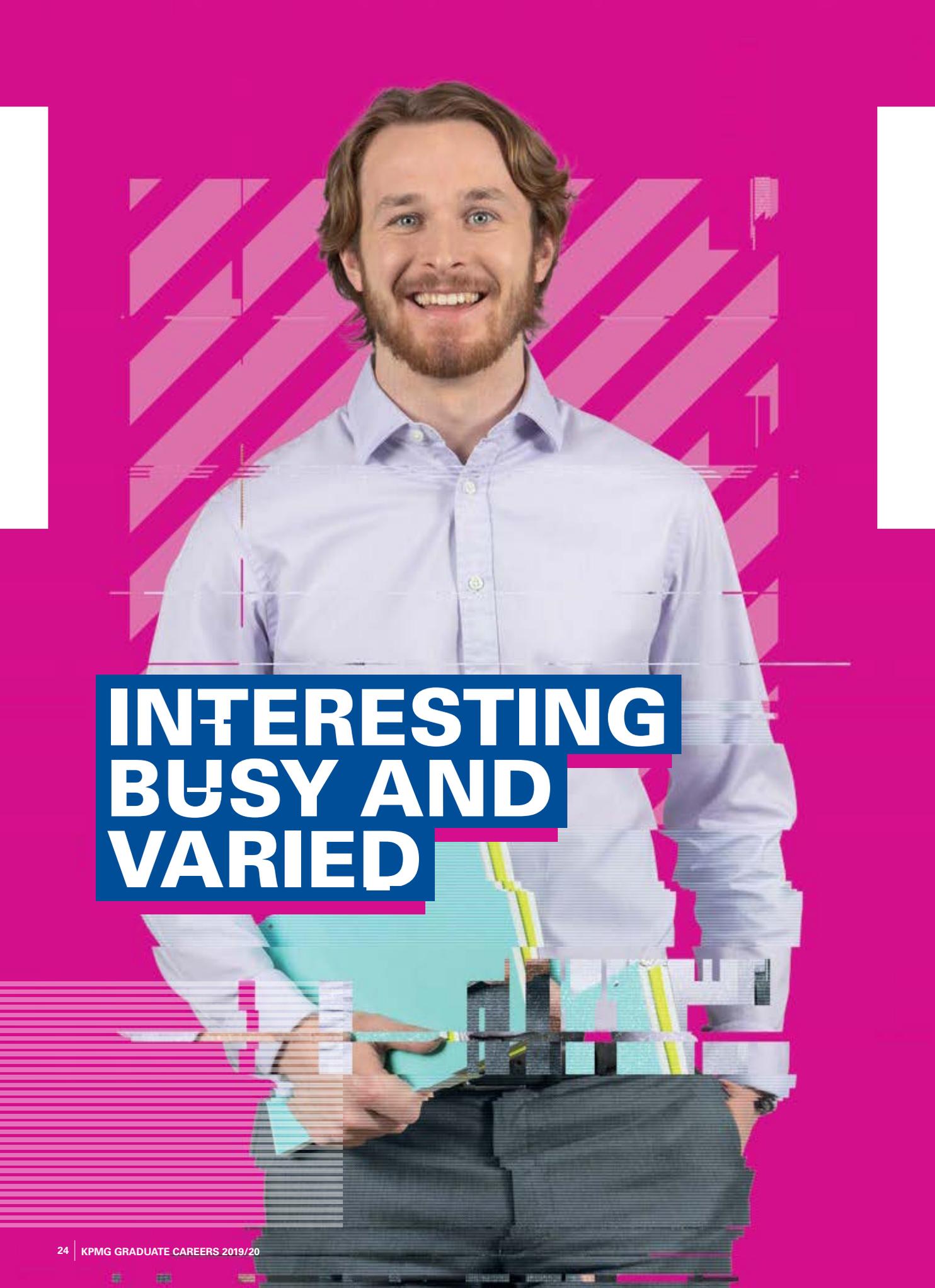
Stimulating, encouraging and drives me to deliver my best

Muriel Carey

Manager, Transaction Services



**DRIVES ME
TO DELIVER
MY BEST**

A young man with a beard and light blue shirt is smiling and holding a miniature city model. The background is a vibrant pink with a pattern of diagonal lines. The text 'INTERESTING BUSY AND VARIED' is overlaid in a dark blue box.

INTERESTING BUSY AND VARIED

Restructuring & Forensic

The Restructuring & Forensic practice offers businesses in difficulty a clear way forward. We identify problems, provide analysis and facilitate in the development and implementation of business strategies.

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 misstatements and misconduct

The experience we offer you

Your role as part of our Restructuring & Forensic team will be challenging and rewarding in an ever-changing environment. You will be engaged in a wide range of assignments that will provide exposure to a number of industries.

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.



What aspects of KPMG have been most beneficial to you?

The wide variety of work has greatly enhanced my organisational and communication skills. The exposure to a wide client base and project types has allowed me to develop a lot of variable, transferrable skills

How would you describe your experience at KPMG?

It has been varied, busy and surprising. I have had the opportunity to work with a variety of different professionals and companies in many different industries

Describe your experience at KPMG in a few words.

Interesting, busy and varied

Conor Moloney

Senior Associate, Restructuring & Forensic

Consulting

KPMG Consulting has an unrivalled reputation for the breadth, depth and quality of our professional services teams. If you want to work with the best and have the ambition to become a real trusted advisor to Ireland's leading organisations, KPMG Consulting is the place for you.

We offer three separate routes to graduate entry through our Risk & Regulatory Consulting, Financial Management and Management Consulting practices.

We are committed to helping you become the best you can be and you will receive all the necessary training to become a trusted business advisor. All our graduates get the opportunity to spend a week in the UK at our international Consulting University Programme learning all the skills required to kick start your

career. As you progress through your career with us, you will receive guidance and support from a dedicated performance manager. You will constantly have the opportunity to challenge yourself in a highly supportive environment where colleagues at all levels are motivated to ensure you succeed.

If you are a graduate studying for a degree or masters in business, law, science, technology, engineering or mathematics, we would like to meet you.

Risk & Regulatory Consulting

Our Risk & Regulatory Consulting teams act as advisors to our clients who want to keep on top of current issues and industry best practices in an evolving marketplace.

Working closely with regulators and a large range of clients across all sectors, we have built our reputation in the market on our impressive technical and practical experience.

Risk has an impact on all businesses. That's why, at KPMG, you will work on a variety of projects with a range of clients, across different industry sectors. But, Risk Consulting is more than advising clients on the risks their businesses face. It's about finding solutions to problems. Problems that vary from the very small to the potentially catastrophic. That's why our clients value our services and why we're respected all over the world for our professionalism, ability and the quality of our work.

The experience we offer you

A career within Risk and Regulatory Consulting will be varied and demanding. Our advice spans areas such as:

- Corporate Governance
- Internal Audit
- Regulatory Advisory
- Risk and Regulatory Transformation
- Governance, Risk and Compliance
- Conduct, Culture and Remediation Programmes
- Cyber Security
- Enterprise Risk Management
- IT Risk Management
- Financial Modelling
- Credit Risk Modelling

All our Associates study for the Chartered Accountants Ireland qualification and will also receive training in our frameworks and methodologies to ensure they provide our clients with practical advice and a quality service.



What's important to you?

Being in a role I'm passionate about and maximising my potential

How would you describe your experience at KPMG?

Insightful and a real hands-on experience – it's allowed me to interact with colleagues and clients all over the world

Describe your experience at KPMG in a few words.

Dynamic, ever-changing and diverse

Aisling Byrne

Associate, Risk & Regulatory Consulting

**DYNAMIC
EVER-CHANGING
AND DIVERSE**



How would you describe your experience at KPMG?

Brilliant experience with a great mix of youth and experience – has challenged me and I've developed key skills.

Where would you like to be in 5 years' time?

Working abroad and gaining an insight into KPMG overseas, dealing with exciting clients and leading different projects.

Describe your experience at KPMG in a few words.

Fast-paced, rewarding, motivating.

Ruairi Finnegan

Analyst, Management Consulting



**FAST-PACED
REWARDING
MOTIVATING**

Financial Management Consulting

Financial Management Consulting is a service offering within Management Consulting focusing specifically on the Finance Function.

Finance Functions need to be aligned to the organisation's business strategy and capable of providing financial analysis and insight to support corporate decision-making. We advise clients on how to use business intelligence and analytics to access the right information at the right time in order to make effective business decisions.

We also advise clients on technology and process improvement methodologies to transform their Finance Function, define their finance operating models and make finance operations more efficient.

The experience we offer you

Our Financial Management team is part of a global network of professionals who help Chief Financial Officers and Senior Finance Executives make their Finance Function more effective and aligned to business strategy so that those businesses can realise and sustain value long term.

All our Associates study for the Chartered Accountants Ireland qualification and will also receive training in our frameworks and methodologies enabling them to become trusted business advisors to clients.

Management Consulting

Today, more than ever, organisations must continually evolve to remain relevant. The pace of technology evolution, the changing geopolitical landscape, growing regulatory demands and increased competition are all disrupting long established business models.

Our Management Consulting team are expert practitioners working with Ireland's largest organisations to help them successfully adapt in this constantly changing environment.

From business strategy to processes, people and technology, organisational change and transformation, we work in partnership with our clients on complex programmes, bringing market leading expertise and capability.

The experience we offer you

You will work with world class business and technology practitioners. This, combined with a structured skills and competency development programme will ensure your constant development. You will have the opportunity to work in a business-centric or technology-centric role on varied projects across industry sectors. As you gain experience you have the

opportunity to specialise or switch competencies to further broaden your capabilities.

We have a broad range of services and focus areas including:

- IT Strategy & Transformation
- Data Analytics
- Process Automation and Robotics
- Artificial Intelligence
- Cyber Security
- Internet of Things
- Business Strategy and Transformation
- Customer Experience and Service Transformation
- People and Change
- Programme Management

We do not require our graduates to complete the Chartered Accountants Ireland exams.

Our Clients

Some of our clients and industries we operate in



Food & Agribusiness




Aviation & Transport




Retail & Leisure




Education & Services




Real Estate & Related





Life Science & Healthcare



Financial Services



Government



Power & Utilities



High Tech & Media



Locations

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

Belfast

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



#CreateYourOwn

© 2019 KPMG, an Irish partnership and a member firm of the KPMG network of independent member firms affiliated with KPMG International Cooperative ("KPMG International"), a Swiss entity. All rights reserved. Printed in Ireland.

The KPMG name and logo are registered trademarks of KPMG International Cooperative ("KPMG International"), a Swiss entity.

Produced by: KPMG's Creative Services. Publication Date: Sept 2019 (5020)