

Expand your horizons

Career opportunities in
the Channel Islands

*The opportunity
of a lifetime*



pwc



Channel Islands on the map

Situated between the English south coast and France, the Channel Islands (CI) are the most southerly Islands in the British Isles. Packed with beautiful beaches, a temperate climate and rugged landscapes, with no commute, they really are a fantastic place to work.

The Islands are idyllic places to live, offering countless sandy beaches, beautiful cliff path walks, fantastic culinary delights, all within minutes from the office.





We're currently recruiting for trainees and qualified accountants to join our business in Jersey and Guernsey.

If you've great A Level results and/or a degree with 280 UCAS points or equivalent, you can apply to join our training programme. If you're fully qualified with ACA or equivalent, with 3+ years audit experience; you can apply to join us as an experienced accountant.

The Channel Islands are a great place to start or continue your career and further develop your strengths and experience. We've clients in the transport, telecommunications, hospitality and leisure, utilities and construction industries. But you'll also get world class experience working in Financial Services (FS). With us prior experience in FS is not a requirement for qualified accountants and we've a great track record of getting new colleagues up the curve quickly: You'll be armed with all the support you need to feel confident you can hit the ground running working on our leading global clients.

If you're looking to get some great career experience and build valuable expertise without the city commutes, it's time to give working in PwC CI some serious thought.

You'll get an attractive remuneration package including a competitive salary, a minimum of four weeks annual leave, paid overtime and opportunities to progress your career following our development programmes. Working in a supportive and friendly environment with many social events, you'll find settling in is easy.

So read on to find out all you need to know about living and working in the CI. And remember, if you're successful in your application you'll get personal relocation and on-boarding support from our dedicated human resource team.

A snapshot of your career with PwC

The chances are you already know we're the largest professional services network in the world and have over 260 staff working in the CI. You probably have a good idea about how we got here too – by tailoring our business approach to suit the size and nature of different organisations, and investing in our people to develop their individual talents.



Developing your career

We believe that everyone who has a relationship with PwC should feel they get the value that they are looking for, whether clients or our people. So globally, PwC invests hundreds of millions of pounds every year in training and development programmes and resources. Our CI firm taps into these global resources and through our close links with the UK firm, we make them available to everyone in the CI firm, so you can reach your potential.

Your development at PwC never ends.

From the day you start we try to make you feel at home. Naturally, we value the skills you bring with you, but there is a lot to learn, so development with us is your constant, personal journey. The open culture of the offices revolve very much around continuous development, coaching, quality and fun! As well as delivering exceptional services and expertise to our clients, we take helping our people to strike a healthy work-life balance seriously.

The islands provide world class career development opportunities, with thriving investment management alternatives and insurance industries they are recognised as European centres for private equity. In addition to financial services, we also service clients in the hospitality and leisure, construction, retail and consumer, government and transport and logistics industries.



Build your experience on world class clients

At PwC we stick to a simple winning strategy. We provide a supportive and stimulating working environment, encouraging our people to reach their full potential. Nowhere is this truer than in our Channel Islands offices.

What type of work do we do?

Our offices are located in the islands' capitals and financial centres. They are small but dynamic with over 260 staff and nine partners across the islands, providing our clients a broad range of assurance, advisory and tax services. We advise global and local organisations in all sectors of the Financial Services industry and beyond.

With numerous global organisations establishing their offices in the CI, we're recognised as a centre of excellence for offshore entities. This creates opportunities for advising on establishment, structuring and ongoing management. It's not just new entrants that we advise, with a regular workflow of transaction related assignments such as listings, transaction services and due diligence, variety is the name of the game.

Our open-plan environment fosters a friendly and relaxed atmosphere, and ensures a strong network between our different lines of business. With glass partitioned offices and convenient break-out areas, we aim to provide a comfortable and inspiring place to work for all our people.

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Graduate programme

PwC's global network offers unrivalled opportunities to graduates who want to work in an exciting and dynamic environment. In the CI it is no different.

As long as you have a 2:1 degree and 280 UCAS points or equivalent, you can apply for a training position with us, regardless of your degree discipline.

We fully support you during your studies, from paid study leave to funding all the necessary courses, travel and examinations needed to enable you to become qualified in your chosen field of expertise; accountancy or tax.

Thereafter, your career choices know no limits. You have every chance to seize development opportunities, including going on secondment to other PwC offices to build on your career and life experiences.



Nick

- Moved from London after working in an IT consulting firm
- Joined the Guernsey office in 1994
- Worked in Toronto from 2000–2003
- Promoted to Director in 2006
- Promoted to Partner in 2011
- Responsible for advisory services in the CI

Higher apprenticeship

Decided against University? Then join us after your 'A' levels or equivalent and start earning whilst you work towards a professional accounting qualification. By choosing this route you're likely to gain your professional qualification at the same time your university friends are beginning our graduate programme, giving your career a great headstart.

Our higher apprenticeship programme could be right for you; training straight from school as a generalist focussed on working in assurance or tax, and studying towards professionally recognised qualifications.

Work experience

When choosing a career it is often difficult to decide whether its right for you or not until you have made the commitment. So at PwC we approach things a little differently to ensure you have all the help and information you need to make the right choice. If you are thinking about a career in accountancy or tax you can come and see for yourself if it's for you, before making that important career decision.

We offer a range of work experience opportunities during vacation periods whilst you are at University or in your final year of school. We also have opportunities for industry placement years for those in relevant university courses. So go on, get in touch and test the water before you make the commitment.

Qualified accountant

We recognise that each of our employees brings a unique set of skills and talents to PwC and we're committed to their development. Right from the start you will get the best training. Our four day intensive audit methodology training brings you up to speed with our audit approach and gives new recruits the opportunity to meet others. Or if your focus is tax we tailor a detailed induction programme to suit your area of specialism and expertise. From then on there is comprehensive technical and soft skills training which will support you throughout your career with the firm.

Our learning and development intranet is just one of the ways you can chart your progress. Once logged on you can book courses and review your career goals. And if you need more guidance, our specialist team is on hand with information about professional qualifications and our core professional development programme run locally in the CI.

As soon as you join, we pair you with a manager or partner who acts as your personal counsellor. Whether you're putting yourself up for promotion or considering a secondment overseas, you can count on their support.

With so much to offer our people, PwC frequently top Best Employer lists in the accountancy sector. But what you might not realise is the scale and scope of opportunity available to assurance professionals in our CI offices. The nature of our work means you get to deal directly with senior decision makers, giving you greater exposure to the business – and plenty of opportunities to progress your career, in a predominantly international financial services arena.



Social and sporting activities

At PwC there are plenty of opportunities to get involved with the team beyond work by taking part in various sporting and social activities.

We have an active social committee which organises events on a regular basis. From summer balls, bowling nights and day trips go-karting in France, to nature walks and beach barbecues there is something for every taste and interest.

If you are active and sporty then look no further. We have PwC hockey, netball, rugby and football teams. Whether it's for fun or to compete in Island league matches, there's something for you! If you generally prefer to watch there is always a good crowd of supporters ready to cheer on colleagues and share an after match drink.

There are many more opportunities beyond PwC to pursue a wide range of sports and watersports on the islands. Both islands compete in the Island Games, (attended by over 20 islands across the world) and the Commonwealth games. Indeed, members of our staff have been supported by the firm to take part in these events.

Our work in the community

We're committed to supporting our communities, and here in the CI we're working with a number of local charities and organisations.

Our involvement takes on various forms. We support a number of sporting academies; running holistic development programmes of tuition and training for small groups of talented young sports people.

We also run a volunteering programme offering our staff the opportunity to give their time to a range of community schemes.

For the last 20 years we have also supported local musical talent through the PwC Jersey Young Musician of the Year Competition. Our motivation comes from a desire to make a positive impact within our local communities. At the same time, our involvement provides staff members with excellent opportunities for personal and professional growth.

Meet some of our team

At PwC we know we're the sum of the people who represent us. And as the markets we serve become increasingly global, the backgrounds, skills and cultures of our people become ever more rich and diverse.

We currently have over 20 nationalities represented in our CI Offices, but all our people have two things in common; they are exceptionally talented and driven. Read on for a taster of our people's experiences of working in the CI.



Amarjit

Works in Tax

Joined from PwC UK

Level Senior associate



As a place to work Jersey offers me many opportunities, I started my PwC career in Birmingham before moving to the Island earlier this year. One of the biggest differences for me was the level of responsibility that I was given and the broad range of clients that I was able to work with.

Even though I've moved from a very large city to a very small island I still have exposure to the big brand clients that you would expect from a Big 4 firm, the only difference is now I don't have to travel hours to meet them.

Also it's actually really possible to get the opportunity to work in different areas of the business, which builds your ability to think laterally and to understand and anticipate client needs as discussions with them become more strategic.

I work in the PwC cross island tax team, which means that as an added bonus I occasionally spend the day working from our Guernsey office, giving me access to a larger client portfolio, an understanding of two different tax jurisdictions and a wider range of experience in comparison to my peers in the UK practice.

Monthly PwC socials give us the opportunity to meet our colleagues in a relaxed and stress free environment in some of the best bars around

But it's not all about the work, here in Jersey there's a great social atmosphere too. Monthly PwC socials give us the opportunity to meet our colleagues in a relaxed and stress free environment in some of the best bars around.

We all strive to achieve the ideal work-life balance, and I guess when you're only ever 15 minutes away from the beach it's much easier to leave your work at the office.

Alex

Works in Assurance

Joined from school through higher apprenticeship

Level Senior associate

My final year of school presented me with the life decision of either continuing into further education or alternatively joining the working world in the flourishing finance sector in Jersey.

I wanted to make sure that I could build a great career, take professional exams and stay in line, if not above, my peers obtaining degrees at university. PwC offer the perfect entry route to train with them from A-Levels, the higher apprenticeship programme: its providing me with all the highest quality support and resources I need to study and obtain a world recognised qualification. And as Jersey is a key finance centre in the asset management industry, I get to work on internationally listed hedge and private equity funds, as well as local retailers. So, I am both, building specialist skills and being exposed to the different industries.

PwC enters a number of teams in local corporate and competitive leagues from mixed touch rugby to hockey. It's great for getting to know everyone away from office hours. And for me, sport, from surfing to cricket, has had a major part in my life from an early age, so I love that PwC allows me to combine my new career with my passion. You can easily go surfing before or after work, Jersey has a plethora of water sports from kayaking to windsurfing, which means you are never short of things to do!

PwC is located in a prime part of town in the centre of the finance district and it is easy to organise lunches with friends and colleagues. The office is a brand new modern building and it has a good vibe, especially with all the social and chatting areas.



PwC has offered me many challenges and rewards as well as provided me with an environment which encourages continuing development and personal gains

Gemma

Works in Assurance

Joined as a graduate

Level Senior associate

I joined PwC through the graduate programme and I am delighted to say that I am now fully qualified as of September 2013. Jersey born and raised, I really wanted to return to Jersey after attending Nottingham University in the UK.

The opportunities for progression in the Channel Islands are one of its main advantages. Over the past three years I have worked on a wide variety of clients from large private equity clients and local utility companies to smaller local schools and golf clubs. You can increase your knowledge rapidly and everyone's very supportive of your goals and aspirations.

Many of my colleagues have taken secondments to larger offices in Australia and the US for example, and have returned as managers, with valuable experience to bring to the Channel Islands clients.

However, the people are the best thing for me about PwC. We have a great social office with organised events on a monthly basis. The summer and Christmas balls are always spectacular and great fun. Being part of such a sociable office means new joiners get to know everyone really quickly.

For a small island Jersey has so much to offer from visiting Durrell Wildlife Conservation Trust, to beautiful sandy beaches, seafood restaurants and stunning cliff walks.

I do like to spend time in the UK/abroad, but I always love coming home. With beaches never any more than 15 minutes away, beautiful countryside to explore and yet a thriving financial centre on your doorstep; what more could you ask for!

Jersey has so much to offer from visiting Durrell Wildlife Conservation Trust, to beautiful sandy beaches, seafood restaurants and stunning cliff walks





Chang

Works in Assurance

Joined from Hong Kong

Level Senior associate

I made my (so far) biggest move in 2012 joining PwC CI. I'd been working for another Big 4 accountancy firm since 2008, first in Shanghai, then Hong Kong. The bold move soon proved rewarding, both to my career development and my personal life.

The Guernsey office is a small one, with less staff than one single department in China. This gives the office an open, welcoming and friendly culture and means you regularly find yourself making tea in the kitchen with the Partners!

It's amazing how island life is so quiet and peaceful yet my professional experience here is comparable to that in Hong Kong: my clients include several leading global asset management firms and private equity funds.

The shorter working hours here are one of the main reasons I left Hong Kong, where working 20 hour days was usual in peak seasons. The Channel Islands do also have definite busy seasons, but they really work hard to help us have a work life balance that previously seemed impossible to me. This means I'm healthier, but it also means more leisure hours to pursue my hobbies. I was able to clear my long list of books that I didn't have time to read and I finally got a chance to start travelling around Europe which I have wished to do since I was 10-years old. Seeing so many new places has also provided me the opportunity to sharpen my photography skills and to explore different cultures through the lens.

Where else can you combine great career progression with a high quality of living and great work-life balance?



Alex

Works in Assurance

Joined from PwC UK

Level Senior associate

I was fortunate to have the opportunity to transfer to PwC CI in Jersey from PwC UK and it's been a great move. The professional challenges encountered within financial services in Jersey are as attractive and rewarding as any that I could've experienced in any other global finance centre. I've also been given increased responsibility on engagements and exposure to senior client personnel because we're a relatively close-knit office and Partners are only a few steps away. I enjoy all the benefits of the UK with the additional advantages that Jersey and the Channel Island firm offers. This is the difference for me.

PwC encourages us to take advantage of the island through various PwC organised events which means everyone makes special efforts to socialise and maximise the outdoor lifestyle. There are six great golf courses on the island which cater for all standards and we frequently manage to play after work during the summer. Additionally, the office has weekly football sessions including 11-a-side and 5-a-side teams as well as golf, rugby and cricket matches arranged regularly which are not only fantastic for those who love their sport, but enables great relationships and friendships to be formed in and out of the workplace.

Elisha

Works in Assurance

Joined from school through higher apprenticeship

Level Senior associate

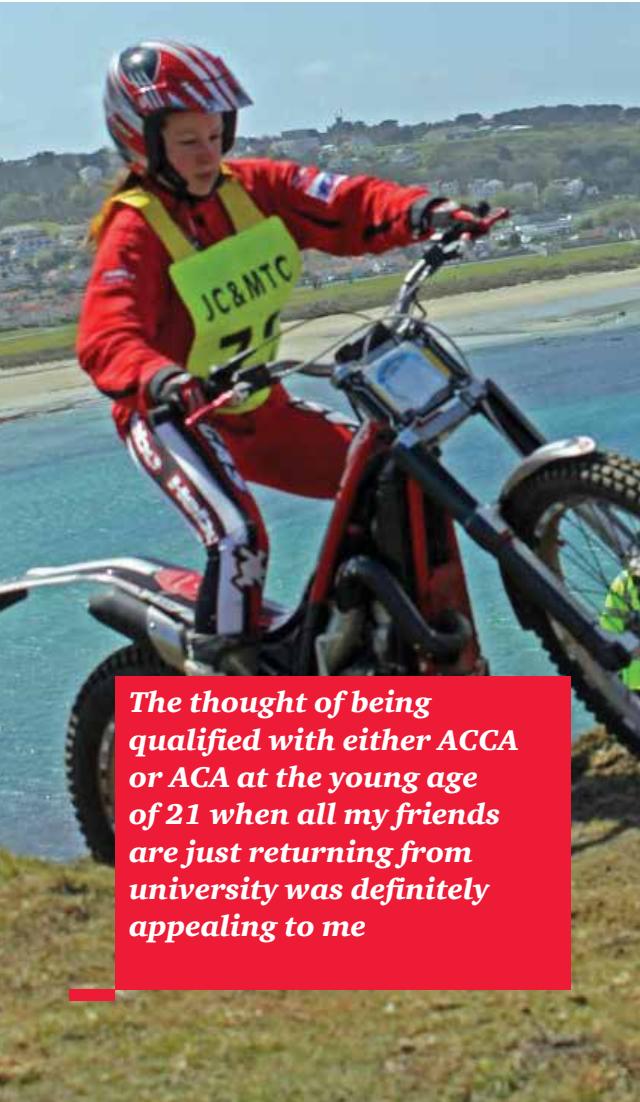
From a young age I've always been slightly different to my friends. At the age of 9 I took up motorcycle trials. When I first started this male dominated sport I was the only girl in the Channel Islands to compete. Similarly, after completing my A-levels I was keen not to follow many of my friends going off to university but instead chose to go straight into work, it's a decision I've never looked back on.

PwC offered me the opportunity to train to become a qualified accountant whilst earning a competitive salary and working on a variety of interesting clients. The thought of being qualified with either ACCA or ACA at the young age of 21 when all my friends are just returning from university was definitely appealing to me.

Being Guernsey born and bred I am slightly biased but the island really is a great place to live! It may be small but it has a lot to offer: beautiful sandy beaches, other islands nearby to visit, a fantastic range of restaurants offering all sorts of different cuisines from around the world and the fact that nowhere is ever too far to go.

The island also has many cliff paths which are perfect if you just want to relax and take in the beautiful sights the island has to offer. There is an annual 38 mile around the island charity walk that some members of staff walk and occasionally try to run!

The thought of being qualified with either ACCA or ACA at the young age of 21 when all my friends are just returning from university was definitely appealing to me



I've worked primarily on private equity clients, allowing me to expand my knowledge of the financial services industry

Lauren

Works in Assurance

Joined from PwC Canada

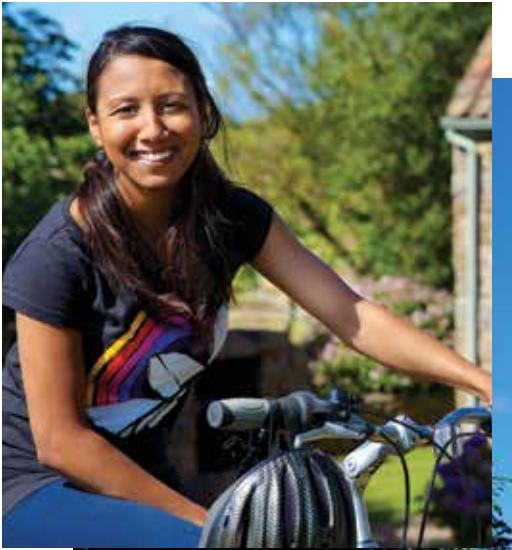
Level Senior associate

I joined PwC CI in the Guernsey office as a senior associate from the PwC Canada Toronto Office. I was interested in a new career opportunity abroad. Guernsey offered an idyllic island setting and strong financial services practice where I could leverage and expand my audit experience from home.

My time in Guernsey has been extremely rewarding so far. I've worked primarily on private equity clients, allowing me to expand my knowledge of the financial services industry, particularly valuation of investments. The office's open-door policy has made it so easy to just ask questions, build understanding and allowed me to take on increased leadership roles on upcoming audits this year.

The welcome I received on arriving into the office was astounding - it was very easy to make new friends and I've had the chance, just in Guernsey's small office, to work with people from so many countries across the world. The office holds a number of social events and it's easy to get involved in various clubs; I even joined the touch rugby team this summer to learn a new sport.

Benefits of living in Guernsey include the many wonderful cafes and restaurants available in town, interesting shopping, easy access to beaches and the surrounding islands, and a great quality of life – it's a wonderful place to live and work!



Viane

Works in Assurance

Joined from South Africa

Level Manager



My fast progression is testament to the dedication of the firm to consistently develop young professional individuals

I joined PwC CI Jersey office as a senior associate from a medium sized firm in Century City South Africa. I was interested in exploring international offshore opportunities and was intrigued by the type of environment that PwC CI Jersey offered, particularly when, in the interview, we talked through the values of the firm and the skills and behaviours they develop in people.

I always wanted to expand on my asset management knowledge, as this intricate field fascinated me. I learned that PwC dominated the market in the CI for private equity and real estate and this was the hook. I accepted and looked forward to being part of such a dynamic firm.

The support I received from management on joining delivered on the promise. It enabled me to grow confidently and within eight months of joining the firm, I was promoted to manager. The management team I have had the privilege of working with have been really approachable and very helpful. My fast progression is testament to the dedication of the firm to consistently develop young professional individuals.

Perks of being in Jersey that I thoroughly enjoy, include cycling along the beach, dinner at little quaint restaurants on weekends, day trips to St Malo in France and the easy access to Europe for long weekends or holidays.

Such rapid progression in my career; island lifestyle; a friendly and amazingly safe community; being able to be in another country in a matter of minutes... what's not to like?

Alex

Works in Assurance and advisory

Joined from the army

Level Senior associate



The firm and the island offer fantastic recreational opportunities outside of work

I decided to change careers after six and a half years as an army officer and move to PwC CI's Jersey office to work towards an ACA qualification. A year on, I can say that it was completely the right decision and I have enjoyed my time here immensely. I've been encouraged to use my previous skills whilst developing new, valuable ones.

I split my time between the advisory and assurance departments, working on a number of interesting projects. The work is educating, enjoyable and the people are great to work with, in my opinion providing me with the best start to a new career that I could hope for. The training support PwC provide towards my ACA has been invaluable.

My colleagues understand the pressures of study and are always happy to explain new concepts to me. The lack of commute is an added bonus providing ample time for revision at home if required.

The firm and the island offer fantastic recreational opportunities outside of work. I have become an active member of a triathlon and cycling club as well as propping up the lower order of the firm's cricket team. I can't imagine I would get the opportunity to take part in a cycle race or sea swim after work anywhere else. With regular, cheap flights back to the UK I've found I can get back to see old friends and family when I need, often quicker than in the days when I was training in the middle of nowhere with the army!



Natalie

Works in Assurance

Joined from school through higher apprenticeship

Level Manager

I joined the Guernsey office in 2005 to start my accountancy qualification. Straight from school, with no degree under my belt I was a little nervous, but I needn't have been. The office welcomed me warmly and quickly I was building my knowledge and experience in the assurance profession.

Seven years on and a lot of life changing events have happened during my career at PwC - buying my first house, being promoted to manager and getting married! It's true to say, the job is demanding and challenging but that is also what makes it interesting and rewarding.

I get the opportunity to attend a local school once a week to help children with their reading. This not only adds variety to my work day but also makes me feel that I am giving something back to society

Another rewarding aspect of the job is being able to take part in charity work. Recently, PwC has become involved with the 'Every Child Our Future' programme which means that I get the opportunity to attend a local school once a week to help children with their reading. This not only adds variety to my work day but also makes me feel that I am giving something back to society by supporting the next generation of future leaders of the Island in a small way.

For me, working for PwC in Guernsey offers something pretty unique, I am able to work for what I believe is the No.1 accountancy firm and as my commute is only a 15 minute walk I am able to juggle my busy work life with my social life.

Chris

Works in Audit and advisory

Joined from South Africa

Level Senior manager

I moved with my family to the Channel Islands at the start of 2008 having worked in South Africa for a small audit firm. I joined as a manager and worked mostly on private equity and fiduciary audit clients. In 2010, I was promoted to senior manager and now work across both islands with a specific focus on regulatory compliance. Having a split audit and advisory portfolio gives me time to add value to my audit clients and also be part of our fast growing advisory practice.

When I moved my family over we had no idea what to expect and how long we would stay. We were blown away with the friendly people, wide variety

of activities for families and great schools. We have now settled here on a permanent basis. Our favourite activities include spending time on the beach, visiting Durrell Wildlife Conservation Trust and spending weekends in France.

As a keen cricket player, Islands life could not be better. ***With short commuting times, there is enough time after work to play a t20 match for the PwC cricket team in the first division summer evening league.***



We were blown away with the friendly people, wide variety of activities for families and great schools.





What about relocating?

Moving to any new job can be stressful. And relocating to another part of the world as a part of the move, we realise brings an additional set of pressures.

We offer full relocation support with an experienced team who can assist you through the process; from support with negotiating the housing laws which apply when moving to the Channel Islands, putting you in touch with accommodation agencies, to running cultural orientation programmes for those arriving from other countries. Along with the financial support offered for relocation, the support offered by our team goes a long way to removing the pressure around relocating for you.

If you want to find out more contact us and we can talk you through it.

Do something now!

If you like what you have read about us, don't delay, contact one of our recruitment team today by calling +44 1534 838273 or email us at hayley.duffield@je.pwc.com

If you currently work with PwC contact your global mobility team for the next steps.

For further information and to apply, visit us online today.

- Go to the careers section of our website pwc.com/jg/careers
- Read FAQs about training and working in the CI
- View videos that bring living and working in the CI to life

www.pwc.com/jg/careers