

# *Being the one who never misses out*

*A lifetime of  
opportunities*





At PwC, we look for inspired graduates who are ready to make their mark in the world. We're looking for the best and the brightest—people like you who build relationships and create value every day, in everything that you do.



**Kuria V Muchiru**  
Country Senior Partner

PwC provides assurance, tax and advisory services to Kenya's top companies and organisations. Our clients are looking for advice and insight provided by people who understand their operations, markets and industries.

As a firm, we invest in our graduate recruits to ensure that they have the right skills and experience to exceed our clients' expectations and succeed in their careers. Our people are our most valuable asset, and it shows: in our latest internal people survey, 80% of our staff in Kenya are proud to work at PwC.

*A PwC  
future-  
whats in it  
for you?*





---

### ***Our business areas***

The one who knows exactly  
what they are looking for 6

---

### ***Our services***

Advisory 8  
Audit & Assurance 9  
Tax 10  
Internal Firm Services 11

---

### ***Career path***

The one who knows exactly  
where to start 12

---

### ***Our people***

Best in class long after graduation 14

---

### ***Making a Difference***

Being the one on the road less  
travelled 20

---

### ***Creating the right balance***

Being the one who values what  
really matters 21

---

### ***Graduate Recruitment 2012***

Being the one who never  
misses out 22


---

# ***Our business areas***

The one who  
knows exactly  
what they are  
looking for...

*At PwC, we ensure you have a clear career plan so you know exactly what decisions you need to make and how to build the career that is right for you in any one of our lines of service.*





***PwC firms help organisations and individuals create the value they're looking for. We're a network of firms in 158 countries with close to 169,000 people who are committed to delivering quality in assurance, tax and advisory services. Tell us what matters to you and find out more by visiting us at [www.pwc.com](http://www.pwc.com)***

In Sub-Saharan Africa, we're the largest provider of professional services with firms in 31 countries and 7,700 people. In the Africa Central sub-region, our nine firms operate in Angola, Ghana, Kenya, Mauritius, Nigeria, Rwanda, Tanzania, Uganda and Zambia and we may also offer services in Burundi, Djibouti, Eritrea, Ethiopia, The Gambia, Liberia, Seychelles, Sierra Leone, Somalia and South Sudan. Combining global expertise with local know-how, our 1,950 people in Africa Central can help you grow and manage change.

Our blend of international and Kenyan expertise is fundamental to the high quality of advice and assistance that we offer. As elsewhere in the world, PwC in Kenya uses the benefit of its hands-on experience to provide a strong level of local understanding and support, in accordance with the international professional standards of the PwC worldwide network.

With over 500 employees we stand firm on our commitment to provide highly qualified professionals to assist private companies and public institutions with our first-hand knowledge and expertise in Kenya and internationally.

# Advisory



We help organisations to work smarter and grow faster. We consult with our clients to build effective organisations, innovate and grow, reduce costs, manage risk and regulation and leverage talent. Our aim is to support you in designing, managing and executing lasting beneficial change.

We serve our clients around the following priority areas:

## **Transactions**

- Strategy and execution involving deals, mergers, acquisitions, disposals, restructuring

## **Business Recovery Services**

- Viable solutions concerning turnaround, restructuring and exit plans

## **Investigations**

- Managing risks around fraud, abuse and errors

## **Strategy & Operations**

- Differentiated strategy and efficient processes that lower costs, increase cash flows and enhance customer satisfaction

## **Technology**

- Independent and objective analysis of IT solutions and project management

## **People & Change**

- Leveraging talent to achieve a competitive advantage

## **Finance & Accounting**

- Optimal finance functions improving their contribution to your business

## **Governance, Risk & Compliance**

- Resilient and performance-based risk assessment and strategy

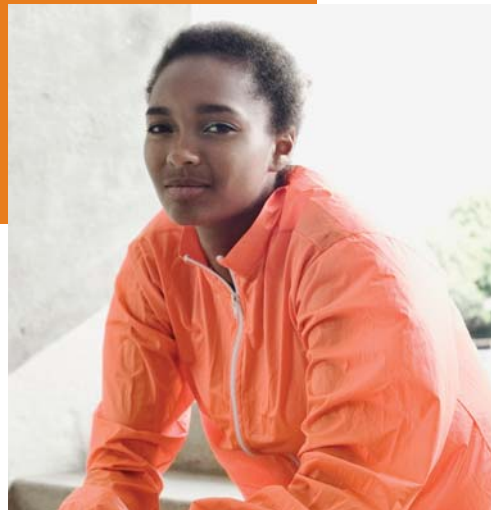
# Audit & Assurance

Our audit approach, at the leading edge of best practice, is tailored to suit the size and nature of your organisation and draws upon our extensive industry knowledge.

Additionally, we are leaders in the development of non-financial performance reporting, helping our clients respond to the need for greater transparency, improved corporate governance and business models based on the principles of sustainability.

We serve our clients around the following priority areas:

- Sarbanes-Oxley compliance
  - IFRS reporting
  - Assistance on capital markets transactions
  - Financial accounting
  - Independent risk, controls & systems process assurance
  - Sustainability reporting
  - Internal audit
- Financial statement audit
  - Regulatory compliance & reporting



---

# Tax

PwC is the leading provider of tax services worldwide. We understand your business and economic environment and we combine this with specialist tax knowledge. We can help you navigate complexity to:

- Achieve business objectives by reducing tax risks and meeting your compliance obligations and
- Improve business and operating efficiency through tax efficiency and understand and manage the total tax contribution your business makes to governments.

***Our services include:***

- International tax services
- Transfer pricing
- Mergers and acquisitions
- Indirect taxes (including VAT, Customs and Excise)
- Human Resource Services (including International Assignee Services)
- Tax Management and Accounting Services (including Corporate Tax Compliance, Accounting, Payroll and related services, as well as Tax Function Effectiveness)



# Internal Firm Services

The team provides business support to the firm that translates to quality service to our clients.

The Lines of Service are supported by a strong professional Internal Firm Services unit which comprises of the following sub-units:

## **Finance**

The role of Finance is to provide information for managing the business and safeguard the firm's financial resources.

## **Business Technology Solutions (BTS)**

The role of the Business Technology Solutions (BTS) team is to create a world class technology infrastructure that will enable the firm to communicate internally, capture and share knowledge, deliver client services and attract and build client relationships.

## **Human Capital**

The role of Human Capital is to provide support to the business on management of the firm's most valued assets - the people, who individually and collectively contribute to the achievement of the objectives of the business.

## **Marketing, Communications & Business Development (MCBD)**

The role of MCBD is to manage the brand - PricewaterhouseCoopers.

Our brand is highly rated and ranks amongst the world's top 100 brands.

MCBD supports other lines of service in achieving their objectives through various marketing and positioning initiatives.

MCBD is also responsible for internal and external communications which includes media relations and sponsorships.

## **Office Services**

The Office Services team provides a range of operational support ranging from: switchboard services, client interface, hospitality, stationery and document production services.



# Career path

## The one who knows exactly where to start...



‘When I joined PwC, I was attached to a senior who was doing audits for the manufacturing and infrastructure industries. That experience helped me to specialise and develop an interest in those fields. My ambition is to excel in my career in the field of accounting. I look forward to being involved in more challenging projects over time. The accounting world is becoming more regulated and I have a real interest in internal risk management. Working with such a talented group of people at PwC keeps me challenged and engaged.’

**Suraj Shah**, Assurance Senior Manager  
(Graduated from Cardiff University, Wales)

‘You can see your impact, what you’ve created and how you’ve added value. It’s nice to be surrounded by people with high standards, high expectations and also a high sense of professionalism. That’s what I like about working at PwC.’

**Nancy Onyango**, Advisory Partner  
(Graduated from the University of Nairobi)





I first learned about PwC's graduate recruitment through a friend at university. As soon as I was eligible, I started the process. The personality questionnaire, the aptitude tests and the manager and partner interviews all confirmed for me that PwC is the organization that suits me best.

So far, working at PwC has been a great start to a challenging learning process. There are systems and methodologies in place to make sure that you treat your development with the seriousness that it deserves. The people culture makes it easy to fit in and I can really count on the people around me. I've been involved in high-profile assignments already, and the different mix of assignments in Advisory makes every day worth looking forward to.

**Brian Ng'ang'a**,  
Advisory Consultant  
(Graduated from University of Nairobi)

I was convinced by a good friend to apply for the GR programme and I thank God as it was one of the best decisions.

The recruitment process was unique; an enriching, challenging experience that gave me confidence that I had what PwC was looking for. After the aptitude tests which were simple though required speed, I went for the manager's interview. By then I was convinced I wanted to work at PwC. The interview was like a chat, it felt like talking to a friend and similarly the partner's interview.

PwC is a great place to work. I have been involved in high profile assignments, some entail working out of town and abroad. I have played an active role in projects and taken ownership of my work. The firm is concerned about my professional and personal growth. My colleagues and fellow graduates are one of the most enjoyable aspects of my job.

All you need is to believe in yourself! Be proactive, demonstrate leadership and diversity.

**Fatumata Toure**, Assurance Associate  
(Graduated from United States International University, Nairobi)



PwC's graduate recruitment programme welcomes you to a place of challenging but rewarding experiences. The aptitude test gave me the confidence to pursue my dream career. The manager's interview was a personable, interactive experience and the partners' interview gave me the opportunity to match wits with some of the finest minds in Kenya. I really noticed during the recruitment process that PwC is different; they hire the best and the brightest, so be sure that you're going to make an impact.

The firm is welcoming and prepares you for the challenging work ahead. I've already worked with different teams for a variety of clients and the experience gained is second to none. At PwC, you get to meet a diverse range of people, learn about different cultures, business processes, methodologies, international standards and the value of quality in business among other technical practices. The firm also offers social networking events to enhance your experience.

**Judith Kimaiyo**, Assurance Senior Associate  
(Graduated from Moi University)



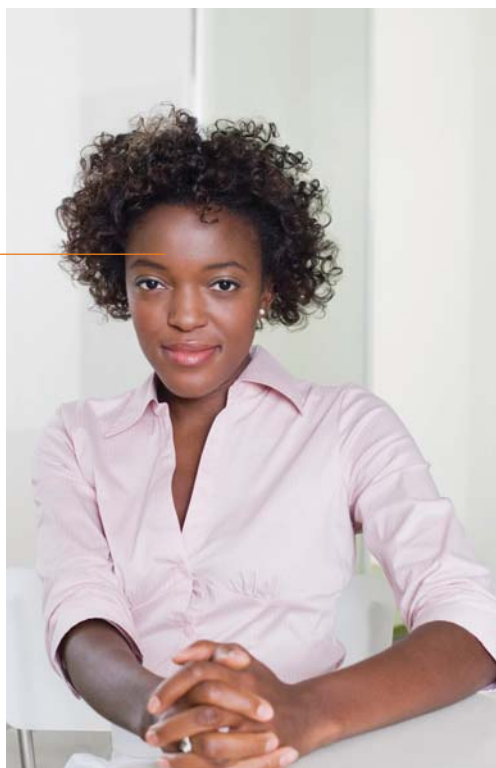
# *Our people*

## Best in class long after graduation

From the moment you join us, you will see that our approach to selfdevelopment is driven by you and is ongoing throughout your career.

To begin with, you will embark on a comprehensive induction programme that will teach you everything you need to know about the firm, the business skills to make the transition from academic life and the technical skills required for your area of expertise.

Throughout your progression with the firm, you will be supported in all areas of training that will enable you to develop your technical skills, industry skills, soft skills and IT skills. This will be through a blend of formal training and on the job coaching and mentoring.



Within the firm, our people are committed to sharing knowledge and experiences with each other. Working in multidisciplinary teams, you will learn quickly from each other and gain exposure to a wide range of projects, clients and industries.

In an environment of continuous rapid change you will have to evolve to keep pace. That is why at PwC, we put so much emphasis on learning and education.

## ***Learning and Education***

The rich career and professional development opportunities offered by PwC are major reasons why people join and stay with the firm. In addition to significant training, development courses and programmes, you will learn from practical experience and coaching from those around you.

## ***Coaching***

We are committed to a strong coaching culture, meaning that everyone regardless of their level or experience has someone they can learn from and who will take an interest in their career development. Coaching relationships based on trust and respect can be enormously rewarding for both coaches and coachees.

As a coachee in PwC, you have ownership over your career and can take personal responsibility for your career progression. Later as a coach within PwC, you will have a unique opportunity to assist your coachee.



*As a coachee in PwC, you have ownership over your career and can take personal responsibility for your career progression*

If you have the ambition to gain international work and life experience, we have the means. Our people have participated in a wide range of assignments in other cities and countries worldwide.

---

## International scope

Being part of a global firm enables us to provide our staff with the opportunity to gain international experience. This is done through various secondment programmes. One programme specifically designed for our employees early in their careers is the World Experience Program (WEP).

WEP is a life challenge. You will be immersed in a different culture, meet new people, try exciting activities and undoubtedly make lifelong friends in your host country. We will work closely with you to assign you to a place that best satisfies your goals and interests while meeting the firm's business needs.

WEP enables you to acquire international experience early in your career and be part of the growing global PwC network. You will have the chance to work with

---

*International assignments are worthwhile and enjoyable – but they are also challenging*

interesting clients to build relationships that can last throughout your career and beyond.

International assignments are worthwhile and enjoyable – but they are also challenging.

All WEP candidates will need to meet the professional and personal criteria. PwC provides you with the opportunity to develop this skill set and move on to exciting opportunities like embarking on an WEP adventure.



'I joined PwC in August 2007 in the Marketing & Communications team. My role has been exciting and challenging, giving me an opportunity to work with PwC professionals to advise them how to effectively work with our clients. The networks I have built through my work in the firm have given me exposure to the larger market place. In April 2010, I went for three months secondment in PwC Tanzania. It was interesting to see how the dynamics around culture and different market environments influence the way of doing business. It was a fully packed three months with a lot of training to facilitate, amongst other roles. One of the memorable times for me was during The World Economic Forum working at the PwC Knowledge Concierge. It was not all work—I definitely did take some time to enjoy the beaches in Dar es Salaam and Zanzibar. In Nairobi, we have to travel 500kms to Mombasa to enjoy anything similar.'

**Angela Wanjeri**, Marketing Executive  
(Graduated from the University of Nairobi)

'My two-year secondment to PwC London with the Insurance and Investment markets business unit was an opportunity to gain exposure and learn about international financial markets. London is the financial capital of the world and the diversity of financial products and teams meant that I was able to learn a lot about new products as well as different cultures. For example, I was involved in an audit where each team member's nationality was different and I dealt with more complex and advanced financial products compared to those offered in the Kenyan market. In my free time, my secondment was a great opportunity to tour the United Kingdom together with my family. Settling into a new culture and city can be challenging, but the experience was positive and I would recommend it.'

**Douglas Mwangi**,  
(Graduated from the University of Nairobi)



# *The one who never stops learning*

Exciting and comprehensive onboarding/induction programme to get you integrated quickly into PwC family

Work with top-level clients and learn from highly skilled people

Extensive technical training to help create value for yourself and your career

35 staff have gone on secondment in the past one year

We make life easy through self-managed training including e-learning

Gain a market leading professional qualification e.g. CFA, CISA, ACCA, CPA



# Making a difference

## Being the one on the road less travelled

**Our three key values are  
Teamwork, Leadership and  
Excellence**

### Achieve excellence

Delivering what we promise and adding value beyond what is expected. We achieve excellence through innovation, learning and agility.

### Develop teamwork

The best solutions come from working together with colleagues and clients. Effective teamwork requires relationships, respect and sharing.

### Inspire leadership

Leading with clients, leading with people and thought leadership. Leadership demands courage, vision and integrity.



The PwC Experience describes the way we behave towards our clients as well as our interactions within the firm to create a distinctive experience for both our people and clients.

---

# *Creating the right balance*

## Being the one who values what really matters

- **Get the right balance;**  
Flexible working options to support life choices. Value the right things.
- **Achieving Work-life balance;**  
Value your life outside of your work. wholeness is essential.
- **Follow your passion and interests;**  
Keep this alive. Love your life.
- **Lifestyle choices;**  
Make the right choices. Don't bow to peer pressures. Live your life.
- **PwC Cares & your wellness.**  
Your health and wellness matters. Take care of yourself.



---

# Graduate Recruitment 2012

Being the one who never misses out

---

## Action

### Graduate Recruitment Road Show

Our staff will be on the ground to speak to you on what it takes to join PwC.

### Online Assessment

This gives an indication of your aptitude and competencies

### Manager Interviews

Meet the managers and recruiters and get a chance to talk about your experiences and ask your questions.

### Online Personality Questionnaire

Assess your competencies, strengths and your preferred ways of working and interacting with others.

### Partner Interviews

If successful in the first interview, we will invite you for this second one to meet more senior members of the PwC team to share your experiences and ask questions.

### Offer to Successful Candidates

Successful candidates will get a chance to work at PwC.

### Pre-employment Checks

Getting you ready to join PwC e.g. reference checks and pre-onboarding session with our staff.

---

# 1

## **Do your homework**

Visit our website to research the business area you want to join. Your interviewer will expect you to explain your choice and outline your strengths

# 2

## **Apply online**

[www.pwc.com/ke/careers](http://www.pwc.com/ke/careers)  
Having decided which part of PwC you want to work in you can apply online

# 3

## **Online assessments**

This will be a competency-based combined with numerical and verbal reasoning assessment

# 4

## **Manager's interview**

We'll explore your understanding of our business and how carefully you've thought about your career choice, as well as how you work and communicate with others

# 5

## **Online personality questionnaire**

This tells us more about your preferred ways of working, interacting and behavioural competencies

# 6

## **Partner interviews**

To meet Partners and senior members of the PwC team to share your experience and ask questions

# 7

Offer to successful candidates

# 8

## **Pre-employment checks**

Getting you ready to join PwC

# Contact us

## **Human Capital**

PricewaterhouseCoopers Limited,  
The Rahimtulla Tower, Upper Hill Road,  
P O Box 43963, 00100 Nairobi, Kenya.

Tel: +254 (20) 285 5000

Fax: +254 (20) 285 5001

E-mail: [assessment.support@ke.pwc.com](mailto:assessment.support@ke.pwc.com)

Website: [www.pwc.com/ke/careers](http://www.pwc.com/ke/careers)

Follow us on Twitter:

<https://twitter.com/#!/PwCKenyaGR>

Like us on our Facebook page:

'PwC Kenya Graduate Recruitment'

***Our future is shaped by our experiences. At PwC, we constantly support you in taking advantage of opportunities that will help you create a future that's right for you.***





---

# Notes

A series of horizontal dotted lines for writing notes.

A series of 25 horizontal dotted lines spanning the width of the page, providing a template for writing.

[www.pwc.com/ke/careers](http://www.pwc.com/ke/careers)

