

The opportunity to be part of something special

*The opportunity of
a lifetime*



*The opportunity
open to you*






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A woman with short dark hair, wearing a white blazer, is standing in front of a glass door. She is looking slightly to the right with a gentle smile. The background shows a modern building with large glass windows and a door handle.

Who we are

At PwC, you're exposed to our distinctive breadth and depth across our network you'll build a unique perspective on the world. We constantly, quietly question ourselves, our work and our world, providing you with the opportunity to develop new ways of thinking, creating value for you, for PwC and for our clients.



PwC helps organisations and individuals create the value they're looking for. We're a network of firms in 157 countries with more than 184,000 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

We are able to draw resources from other PwC firms whenever we need them. Yet we work locally, bringing appropriate local knowledge and experience to bear – and using the breadth and depth of our resources to bring you a professional service, specifically tailored to match your needs.

In Africa

In Africa, we're the largest provider of professional services with PwC member firms in 31 countries and 8,400 people. Our firms may also offer services in an additional 26 countries in Africa. Combining global expertise with local know-how, our people can help you grow and manage change wherever you operate in Africa.

East Market Region

In the East Market Region, PwC firms in Kenya, Uganda, Tanzania, Rwanda, Zambia and Mauritius operate in a region that shares many common growth trends and profiles. Many businesses like ours already operate regionally in economies that are growing rapidly. While businesses are exposed to risks, confidence remains high. Similar to our clients, we are also exploring expanding our network into emerging African markets.

In Kenya

PwC Kenya has a long established practice serving government, donor and other international financing communities, as well as the private sector through its offices in Nairobi. Our local capability comprises 19 Partners and over 400 professionals who combine their in-depth understanding of local business, social, cultural and economic issues with deep functional and industry knowledge. This local expertise, combined with the collective geographic and functional knowledge of our global network, will ensure you benefit from ideas that challenge conventional thinking and gain new perspectives.

A smiling man with short dark hair, wearing a dark suit jacket, a red shirt, and a dark tie, is positioned on the right side of the page. The background is a light, textured wall.

Opportunity to make the right choice

We tackle a wide range of business issues and complex commercial challenges. And our ideas boost the performance of all sorts of organisations. So it's not surprising that we offer a huge variety of career paths. Over the next few pages you can start to explore the possibilities.

And as there are several, you're bound to discover something that fits you perfectly.

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



Assurance

Our Assurance Service is not only valued for its compliance with professional standards, but also for its relevance to our clients' businesses and the insight it provides to management.

Our approach places particular emphasis on the link between the performance of your business and the financial information you report to stakeholders.

With our depth of experience, and our knowledge of all industry sectors, we are able to offer you a broad range of innovative, cost-effective solutions that respond to both global and local business issues.

We serve our clients around the following priority areas:

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

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)



A woman with dark hair and a pearl necklace is looking directly at the camera. She is wearing a dark, vertically striped shirt. The background is a blurred office setting with a window and an orange chair.

The opportunity to grow

Our people are at the heart of our business strategy and success. We provide our people with a variety of tools—enriching professional experiences, daily coaching, productive feedback and training—to help them make their professional lives productive and enjoyable and give them a chance to grow.



Career growth

Every career path is different. That's why we help you design your own.

We'll provide the training, coaching and experiences that allow you to build relationships and take advantage of career opportunities. You decide what happens next—at PwC or beyond. We're committed to developing top-notch professionals. Starting your career with us, you can expect a learning culture where teamwork and collaboration are encouraged, excellence is rewarded and diversity is valued and respected. Your development is key, we take a holistic approach to learning by combining a variety of innovative learning approaches with on-the-job coaching and career milestone development experiences, to empower you to build successful and rewarding careers.

Coaching

We believe in helping our people reach their full potential. That's why building professional relationships to help our people learn and achieve their career goals is integral to our culture. We help our people receive leading-edge technical training as well as skill-building programs and

experiences. By assigning a coach, we are able to guide you through these areas where you can continue to grow and develop. Coaching, either formal or informal, happens every day at PwC. We emphasize the importance of real-time feedback, so that our people continually improve their professional skills and enhance their personal brand.

Training

At PwC, we're committed to ongoing skills development so that our people deliver added value and quality to our clients; it's how we strengthen our brand in the marketplace.

PwC employees receive world-class learning opportunities through a system called "Learning Management System," My Development where they have instant access to an in-depth catalogue of learning programs and specialized courses, some of which can be taken virtually, anytime, anywhere.. We also offer a wide variety of training and developmental opportunities so our people stay relevant in the marketplace and build their credentials and experiences.

A man with short dark hair, wearing glasses, a white shirt, a striped tie, and a dark pinstripe suit jacket, is smiling at the camera. He is standing in front of a modern building with large glass windows. The sky is blue with some white clouds. The text "Opportunity to do great work" is written in a large, orange, serif font in the upper left corner, with a dashed orange line above it.

Opportunity to do great work

We offer you stimulating and challenging work, with exposure to leading clients, supported by great technology.

Challenge

You'll be challenged by the work, the people on your team, and the clients we serve — from rocket-fuelled start-ups to the world's leading organisations. You'll be constantly learning, and your ideas will be welcomed in an atmosphere of collaboration and teamwork.

You'll be part of the team that gets to grips with every aspect of clients' activities, understanding their business to identify where our high-quality audit can add insight and value. It's critical work that enhances corporate governance and plays an important role in ensuring the reliability and relevance of business information.

Work with our prestigious client list and you'll develop the business skills, knowledge and relationships you need to do well in a career that's about so much more than numbers. You'll go beyond the obvious and develop real insights into a client's markets, technology, people and management, as well as its finances. Your intelligence, courage and ability to embrace change are key attributes we look for.

You will get to work closely with the best in industry, finance and government in the country and abroad, bringing fresh insights and motivation to the problems they face. Our clients might want us to help them enter new markets; address the challenges created by organisational

change; or draw up a sustainability strategy that aligns their commercial objectives with broader environmental and social concerns. Whatever each project involves, you'll get a real sense of achievement from boosting clients' performance in a number of different ways, delivering benefits they can measure and a standard of service that's second to none

You'll also help governments ensure the efficient operation of tax systems and use your insight to solve long-term problems. You'll be part of a business that's committed to proactively engaging with the tax policy debate and focused on leading views and new ideas.

Mobility

Through our international mobility program, you will experience personal enrichment and career development in a distinctive way. By exploring the world and experiencing it up close, you will broaden your expertise, build lasting relationships and develop a global lens. Take a step into a larger world through the international mobility program. With offices in 157 countries, and a deep practice organised around key industries and services, we have an extensive Global Mobility Programme withing Africa and outside Africa to offer you virtually unlimited opportunities.

A woman with short dark hair, wearing a bright red button-down shirt, stands in the foreground of a retail store. She is looking directly at the camera with a slight smile. The background is filled with clothing racks and various items, including a blue display board with circular graphics, all slightly out of focus.

Opportunity to be valued

We offer you the opportunity to feel valued for who you are, for your personal contribution and for your potential.



It takes extraordinary people to make an extraordinary firm. For us to deliver quality service and value to our clients—what we call the PwC Experience—we need our people to have a similar experience here at the firm. Part of that experience is recognizing and rewarding staff performance in innovative and competitive ways.

Career satisfaction is focused on more than money—it's also about having great opportunities, learning and developing, building relationships, and being recognized for your accomplishments. But most of all, it's about feeling supported as you strive to achieve your own goals and grow your career.

Our people are most successful when they have the everyday flexibility to balance the demands of their professional life with their life priorities. Just as adaptability is necessary to respond to the demands of a client service business.

We understand that a culture of flexibility is at the heart of work/life quality for our people. We also recognize that to perform at their best, people need to recharge and themselves—and our vacation and holiday policy supports our commitment.

We offer you competitive, performance linked pay, as well as excellent benefits, great working environments and social activities.

We have initiatives and programmes that continuously recognise the value of our people such as PwC Cares and wellness programme, PwC Super heroes etc.

PwC Experience



Our values

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.



Graduate Recruitment 2014

The opportunity open to you

Action

Graduate Recruitment University Campaign

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

Manager Interviews

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

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

Having decided which part of PwC you want to work in you can apply online

3

Online assessments

This gives an indication of your aptitude and competencies. Assess your competencies, strengths and your preferred ways of working and interacting with others.

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

Partner interviews

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

7

Pre-employment checks

Getting you ready to join PwC

6

Offer to successful candidates

Contact us

Human Capital

PricewaterhouseCoopers Limited,
PwC Tower, Chiromo/Waiyaki Way,
Westlands
P O Box 43963, 00100 Nairobi, Kenya.

Tel: +254 (20) 285 5000

Fax: +254 (20) 285 5001

E-mail: assessment.support@ke.pwc.com

Website: www.pwc.com/ke/careers

Follow us on Twitter: [@PwCKenyaGR](https://twitter.com/PwCKenyaGR)

Like us on our Facebook page:

'PwC Kenya Graduate Recruitment'

Opportunity of a lifetime

Understanding the value our people
are looking for and offering the
support and opportunities needed to
achieve it.

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