

A great journey

Developing national talent programme

Careers for local
nationals with PwC
in the Middle East

August 2011

PwC people

161,718

North America and
the caribbean

37,743

People

Central and Eastern
Europe

6,837

People

Western Europe

57,702

People

Middle East
and Africa

10,033

People

Asia

32,225

People

South and Central
America

10,428

People

Australia and
Pacific Islands

6,850

People

Global

154

countries

766

locations

Foreword



Warwick Hunt
Middle East Managing Partner

We work with our clients – from start-ups to the world’s leading organisations – to measure, protect and enhance the things that matter most to them. We help our own people to learn, discover, develop and make a real difference all the way through their working lives. And we have big ambitions to grow.

Talented graduates are vital to those ambitions – and nowhere more so than in the Middle East.

Established in the region for over 40 years, we already employ over 2,500 people across Bahrain, Egypt, Iraq, Jordan, Kuwait, Lebanon, Libya, Oman, Palestinian territories, Qatar, Saudi Arabia and the United Arab Emirates. What’s more, we’re on course to become the Middle East’s number one professional services firm. If you’re serious about a career in business, we don’t think anyone else can help you develop faster or further.

Content

<i>PwC facts and figures</i>	4
<i>Who we are</i>	6
Our values	7
Corporate responsibility at PwC	8
<i>Global rebranding</i>	12
<i>What we do</i>	13
Assurance	14
Advisory	15
Tax	16
<i>Our people</i>	17
<i>Why PwC</i>	21
<i>Women in business network</i>	24
<i>Falcon</i>	25
<i>Genesis park</i>	26
<i>The Academy</i>	27

PwC facts and figures

PwC Facts and figures in brief	
Billion USD revenues in FY 2010	26.6
PwC people around the world	161,718
Cities	766
Countries	154

PwC is the worldwide network of PwC firms constituting the world's largest provider of professional services, operating in over 154 countries from more than 700 offices worldwide, providing a full range of services spanning technology, audit and compliance, business advisory, financial advisory services, tax and legal advice and business process outsourcing.

- PwC has been present in the Middle East for over 40 years, and its associated entities employ almost 2,500 people in 12 countries in the region.
- We have a reputation for providing quality professional services to a well-diversified client portfolio, both in the public and private sectors.
- We have always striven to create value for our clients and to provide them with a competitive advantage by combining our international capabilities and local market knowledge with our extensive range of skills and industry expertise.
- We have been, and continue to be, driven by the aspiration to exceed, and not just meet, client expectations.

One Global organisation
in 154 countries

Over 160,000 people

766 offices worldwide



The number one service provider
in most markets in which we operate

The largest professional services
organisation in the world

\$ 26.6 billion worldwide revenues

Who we are

PwC is founded on a culture of partnership with a strong commercial focus. This is reflected in our vision:

One firm - a powerhouse of a commercial enterprise that does the right thing for our clients, our people and our communities.

Our goal is to build the iconic professional services firm, always front of mind, because we aim to be the best. We set the standard and we drive the agenda for our profession.

We value our past but look to invest in our future to leave the firm even stronger than when we inherited it.

We will achieve the three pillars of our vision by living and breathing a common set of behaviours.

One firm

We are one firm, an extensively networked organisation that aims to bring the best of PwC to our clients each and every time. We combine rigour with fun and relish the most complex challenges. We create a flow of people and ideas. We will:

- aim to deliver more value than our client expects
- be agile and flexible
- share knowledge and bring fresh insights
- always act in the interest of the whole firm

Powerhouse

Our clients and people feel and benefit from the energy and power of the firm. We have talented, enterprising and intellectually curious people who will strive with our clients to achieve success. It is this purpose that enables us to attract, develop and excite the best people and inspire confidence in our clients. We will:

- be positive and energise others
- invest in personal relationships
- listen with interest and curiosity, encouraging diverse views
- have a thirst for learning and developing others

World's most attractive employers

PwC was voted one of the world's most attractive employers for business students by Universum (2009) up against some stiff competition:

Company	Ranking
Google	1
PwC	2
Microsoft	3
Goldman Sachs	4
Ernst and Young	5
Procter and Gamble	6
J.P Morgan	7
KPMG	8
McKinsey and Company	9
Deloitte	10
Boston Consulting Group	11

PwC in the Middle East

Countries 12
Complementing our depth of industry expertise and breadth of skills is our sound knowledge of local business environments across the Middle East.



Facts and figures

Where we came in The Times UK Top Graduate Employers for 6 years
PwC is the leading provider of Tax Services Worldwide
Months you will be developed on the Graduate Training Programme
Number of years in the Middle East
Every year, we spend this much on training Graduates



Our values



Do the right thing

We will deliver exceptional value with integrity, confidence and humility. We support one another and our communities. We have the courage to express our views, even when they may not be popular. We will:

- Put ourselves in our clients' shoes
- Never be satisfied with second best
- Treat people in a way that we would like to be treated
- Always be brave enough to challenge the unacceptable
- Act with integrity and enhance our reputation

We must all accept personal responsibility to play our part in driving our firm demonstrating these values and behaviours - opting out is not acceptable. Put simply, this is how we define success.



Corporate responsibility at PwC

One of PwC's responsibilities is to help clients become more sustainable, and to become more sustainable itself.

Corporate responsibility now serves as a set of implicit standards that help to determine how a business should be run, the types of activities in which it should and should not engage, and even whether it should exist at all.



Over the past decade, the meaning and importance of 'corporate responsibility' have undergone a rapid and decisive transformation. Once largely associated with acts of corporate philanthropy, corporate responsibility (CR) now serves as a set of implicit standards that help to determine how a business should be run, the types of activities in which it should and should not engage, and even whether it should exist at all. This profound shift has seen a host of new issues – environmental concerns, societal needs, employee development and well-being, ethical marketplace practices – muscle their way to the top of the corporate agenda.

With the rise of CR, business people have realised that their 'stakeholders' – a term once deemed almost synonymous with 'shareholders' – are now a far larger and more diverse grouping than ever previously imagined.

Alongside the redefinition of 'stakeholder', another recent coinage has joined the mainstream business vocabulary: sustainability. While definitions vary, sustainability is generally regarded as a demonstration of the sorts of corporate behaviours that satisfy a business's present requirements without compromising the needs

of future generations.

So sustainability obliges businesses to find ways to continuously renew and replenish the resources they consume.

These resources are many and varied: raw materials and energy; human and intellectual capital; and the trust and goodwill of trading partners, governments and society at large.

No longer can any company afford to mismanage or misuse any of these limited resources.

While the concepts of CR, stakeholder interests and sustainability have taken a decade or more to reach the business mainstream, their collective impact is now revolutionary.

Because business impacts society at so many levels, society in turn claims a degree of authority in granting or withholding each business's 'licence to operate'.

Also, while profits, job creation and innovation are still important measures of a business's contribution to society, the fact is that governments, activists, academics and consumers now apply wider and more complicated measures of a company's worth purpose.

Issues regarding climate change, water use, worker exploitation, resource depletion and environmental degradation are now regularly laid at the door of the business community.

Of course, the argument that these sorts of environmental and societal problems result from a rapacious business culture is simplistic, and ignores the huge contributions that business makes to society every day.

More immediately, it misses the point that the knowledge, capabilities and good intentions of the business world will be indispensable in finding solutions to these problems.

This latter point is not lost on business executives.

Many of world's leading enterprises are already

working hand-in-hand with governments, regulators, and NGOs to tackle the most complex global challenges

While the practice of CR has too often been dismissed in the past as corporate 'feel-goodism' or a form of stealth marketing, our experience with most clients confirms that management takes CR extremely seriously.

Indeed, we're seeing a step-change in the way business leaders view their CR responsibilities.

The traditional 'compliance mindset', focused on meeting CR obligations at bare minimum levels, is being supplanted by a 'conviction mindset' – one that proactively embraces CR both as the right thing to do and also as key to future success.

We believe CR has now reached the point of potent maturity, which is

encouraging news both for society and business. PwC has always believed that the best business solutions grow out of collaborative relationships with clients.

Today, the same applies with corporate responsibility, stakeholder engagement and sustainability.

That's why PwC has collaborated closely with international organisations such as the World Business Council on Sustainable Development, the World Economic Forum's Global Citizenship Initiative, and the United Nations Refugee Agency in support of projects ranging from the adoption of low-carbon technologies, to rural electrification, to establishing primary school education for 20,000 Darfur refugee children.

More recently, firms in the PwC network have agreed

to align their CR efforts around three specific areas of concern: youth education, climate change and social inclusion/diversity.

These three themes serve as the guiding principles that focus actions on our commitment to act responsibly in the four areas in which we operate namely Marketplace, People, Community and Environment.

All of PwC's CR-related initiatives are guided by our commitment as a member of the United Nations Global Compact (UNGC).



PwC's global corporate responsibility framework

Seeing myself making a positive impact

You can socialise and network at firm-wide events, and training-related social events and regular networking dinners with Partners

PwC in the Middle East has launched a “Women in Business” initiative to help attract, develop and retain more women

Along with colleagues across the globe, we switched everything off on 27 March 2010 for Earth Hour

From cricket to photography, there’s a huge range of clubs to join. And if you don’t find what you are looking for, you’re welcome to start one

10

Successful blood donation campaigns run by our Egypt corporate responsibility team

11

The number of offices in the region that now have corporate responsibility representation

18

This many people from PwC Bahrain took part in the 2010 Bahrain Marathon Relay

18,000

The amount of USD our region raised for the “Against Malaria Foundation”

A leading global brand



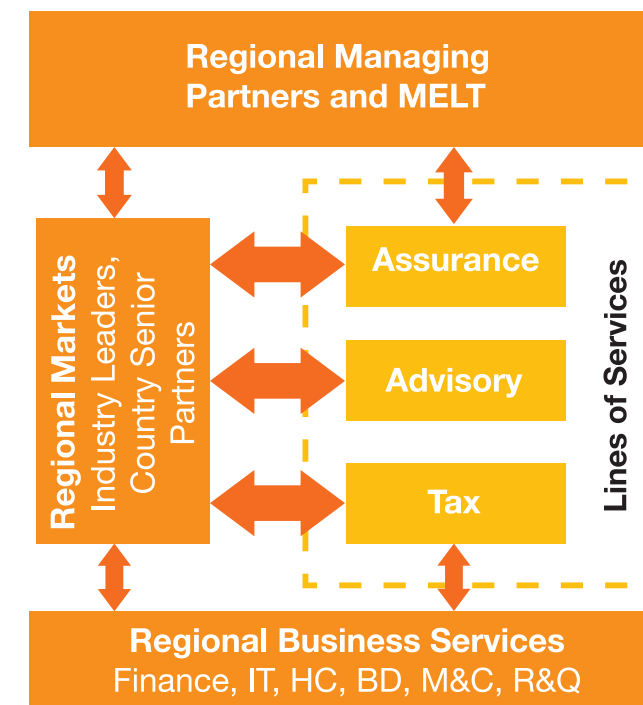
pwc

Brand promise

My relationship with PwC helps create the value I'm looking for.

What we want everyone we work with, every day and everywhere, to feel...

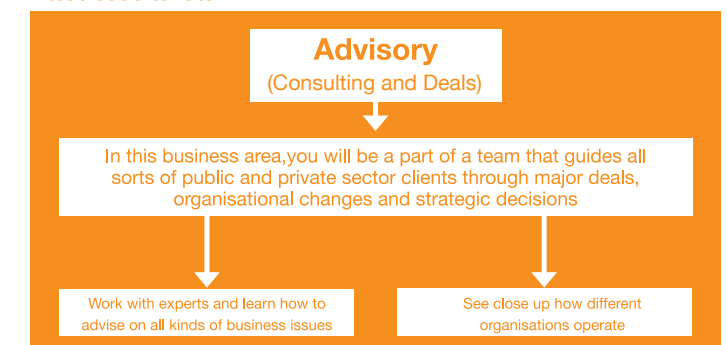
What we do Middle East Operating Model



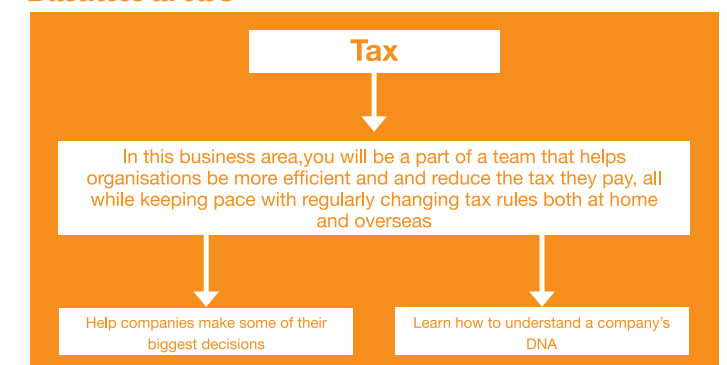
Business area 1



Business area 2



Business area 3



Assurance

In this business area, you'll be part of a team that audits a huge range of blue-chip companies as well as many smaller organisations, tailoring its approach to each and every one.

You'll get to grips with every aspect of clients' activities, then advise them on whether what they're doing is sustainable, profitable and legal.

To begin with, you might be tackling basic sections of client audits such as checking financial records, reviewing assets, attending stock counts, collating company information and testing controls.

But whatever your specific responsibilities, you'll constantly put theory into practice and make the most of your strong project management skills – particularly from January to March after companies close their books at the end of the financial year.

This is our busy season, when we work even more closely with our clients and strengthen our relationships with them.

You'll be under pressure – but you'll also have loads of opportunities to learn, put your skills to the test and show what you can do. Whatever the time of year though, you'll help to make sure we provide value for our clients without compromising on quality.

It's critical work that underpins investor confidence, adds real value to our clients' businesses and develops the market economy.

Our client list is prestigious and particularly strong in the hospitality, government, construction, Fast Moving Consumer Goods (FMCG) and oil and gas sectors.

You'll spend a great deal of your time working closely with your clients on their sites and building your knowledge of a key industry sector.

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.

By going beyond the obvious and developing real insights into a client's markets, technology, people and management, as well as its finances, you'll deliver truly informed advice.

Your curiosity is key – as is your ability to take on new challenges with flexibility, agility and intelligence.

These qualities, plus the fact we're passionate about making a difference to our clients, set us apart.

Visit our website to see if there are any Assurance opportunities in the country of your choice.

Quick facts (Assurance)

- Benefit from arguably the best business training going
- Spend lots of time working directly with clients
- Gain an ACCA, ACA or CPA qualification



Advisory

Join us here and your ideas and expert advice will guide all sorts of public and private sector clients through major deals, organisational changes and strategic decisions.

Our team's expertise – which encompasses deals, valuation strategy and corporate finance – helps steer clients through crises and disputes, and maximise the value of transactions while reducing risk.

You'll see close up how different organisations work, learn how to tackle all kinds of business problems and build a range of core skills whichever of the following areas you initially work in.

A tough economic climate, rapid market changes, new competitors, disruptive technologies, strategic errors – any or all of these can plunge a company into serious financial distress.

In Business Recovery Services you'll get stuck in to everything from speeding up mergers and acquisitions, to advising under-performing businesses on restructuring or refinancing, and helping them find the best way forward.

In Corporate Finance you'll support clients involved in any form of corporate or public/private transaction, helping them acquire, invest in and dispose of assets, and raise finance.

You'll also advise public sector clients on things like securing private sector funding to build new roads and schools, improve rail services and modernise hospitals.

In Valuations and Economics Consulting your expert advice on the commercial worth of assets will help clients make strategic decisions around, for instance, business deals or restructuring; meet regulations covering areas such as taxation or financial reporting; and sort out disputes.

That means developing in-depth industry knowledge, technical valuation skills and the ability to analyse financial, economic, regulatory and strategic factors.

In Due Diligence you'll support clients on mergers and acquisitions, gaining the skills you need to analyse and advise throughout the life of the deal.

In People and Change Consulting, you will tackle complex issues and provide expert advice in the following areas: organisation design, strategy and restructuring, corporate governance and management structures, and talent, performance, change and reward management.

In Forensic Services, you will be appointed by stakeholders and their legal advisors to conduct fraud investigations, provide advice on analyzing fraud risks, recommend controls to mitigate those risks, and provide support during the various phases of dispute and litigation.

Quick facts (Advisory)

- See close up how different organisations work
- Work with experts and learn how to advise on all kinds of business issues



Visit our website to see if there are any Advisory opportunities in the country of your choice.

Tax

Learn everything the fastest-growing tax practice in the Middle East can teach you. As the first firm to establish a specialist tax practice in the region, we've developed a market-leading reputation for innovative tax solutions. We work with all types of businesses – governments, banks, investment houses, multinationals, family businesses and private individuals. And we have wide-ranging international and regional experience.

Our work tends to focus on compliance, corporate, international restructuring and mergers and acquisitions. We're also experts in Outbound Tax – advising US headquartered organisations on the tax implications of their activities outside the US.

You'll develop the know-how to help organisations be more efficient and reduce the tax they pay, all while keeping pace with regularly changing tax rules both at home and overseas.

Your projects could range from preparing annual accounts and restructuring international property portfolios, to buying a business. But you won't just react to immediate needs. You'll also use your initiative and industry insight to solve complex, long-term problems.

Not only will you be joining a practice with unrivalled local resources. You'll also be part of an exceptional international network of almost 35,000 tax specialists. The Global Tax Monitor recognises PwC as the leading tax adviser globally by reputation, with a very strong lead over the competition. And that gives you a tremendous amount of knowledge and experience to draw on.

Visit our website to see if there are any Tax opportunities in the country of your choice.



Quick facts (Tax)
Help companies make some of their biggest decisions
Learn how to understand a company's DNA

Our people



Khaled Bin Braik
Advisory

I was born and bred in Dubai, where business and a booming economy have been key to the rapid development of one of the most noted financial hubs in today's world. Following my graduation in Canada with an undergraduate degree in Political Science and Business Administration, I had decided to further my studies, and consequently went on to achieve an MBA degree in the United Kingdom, with a specialisation in International Management. Further to the academic side of my career, I have completed several internships at Citibank which involved a rotation in the Risk Management and Finance departments.

With the rapid development in the United Arab Emirates (UAE), came the rapid change in financial, human resources and strategic requirements of businesses. Local businesses have become sophisticated in their requirements where only advisory and consulting solutions can satisfy. For this reason, I am genuinely interested in this area of specialisation; to become part of a team that provides the necessary tools for local businesses to thrive even further.

I was drawn to PwC for multifarious reasons. Firstly, PwC has a solid reputation globally; it has been consistently recognised as one of the world's most attractive and leading graduate employers. Secondly, PwC has one of the most successful and prominent global leadership development programmes, and provides career development opportunities and various training modules to enhance the capability and effectiveness of employees. Finally, the diverse and highly skilled workforce adds great value to the fulfilling experience of building one's career. As one of the few UAE nationals, I really look forward to becoming a valuable member of an A-rated firm, but more importantly, I look forward to working with the people who are behind the successes of the PwC brand.



Zina Janabi
Advisory

I am an Iraqi national based in Dubai. I hold a Masters degree in Law from the American University in Washington D.C, and an undergraduate degree in Law from Baghdad, Iraq. I have over ten years' experience with three of the "Big 4" global firms; KPMG, Ernst and Young and PwC.

I joined PwC a little over a year ago and I am currently working on various projects within the Business Development area. In addition, I also manage the PwC Middle East Developing National Talent Programme and co-Lead the Women in Business initiative for the firm in the Middle East. I enjoy working for PwC and value the opportunity to work on a wide range of projects, clients and be part of a remarkably diverse and robust organisation.

I joined PwC because it is one of the largest employers in the world and its leadership team recognises that the future depends on their ability to attract and retain talented people, so they continue to invest heavily in learning and education including opportunities for many to work outside their home countries.

Oman



Moosa Al Lawati
Assurance

I am an Omani National based in Muscat. Having completed my undergraduate degree in Business Administration with a specialisation in Accounting and Finance, I am currently pursuing further professional qualifications to become a member of the American Institute of Certified Public Accountants (AICPA). Being certified will enhance my understanding of the accounting policies used in today's world and will help me progress throughout my career with PwC. My additional work experiences include teaching at a university level, and event management at a branding company.

I decided to join PwC Oman Assurance Team in October 2010 due to the support and encouragement PwC provides in meeting my career objectives, as well as the firm's excellent reputation and international standing. As a new joiner, I realised that every day is a new challenging experience, and I cannot wait to encounter further challenges in the coming years ahead.

I have always been interested in developing my knowledge and experience in the financial services sector. Being part of the Financial Services Group, and working with a well-qualified team that allows me to explore "the beyond", I am confident that I will receive the necessary exposure needed to accomplish my goal.

Jordan



Bissan Al-Shami
Advisory

I am a Jordanian national based in Dubai. I completed my graduate degree in law from Jordan and have since qualified as a Certified Fraud Examiner (CFE) and Certified Anti-money Laundering Specialist (CAMS). Following my graduation, I worked in a law firm for three years before joining the United Nations.

I began my career in consulting nearly six years ago, and I am about to enter my second year at PwC. Working with PwC has been a great experience for me – every day provides fresh opportunities that allow me to expand my knowledge and build on my existing professional skills. I thoroughly enjoy working for PwC because of its diverse culture and I hope to be with the firm for many years to come.

My work in Forensic Services has allowed me to participate in many projects across the Middle East and North Africa region. These projects spanned several international and high-profile investigations, Foreign Corrupt Practices Act (FCPA) due diligence reviews, preparation of independent expert reports and Anti-money Laundering due diligence.

Lebanon



Maya Chaba
Advisory

I am from Lebanon and I joined PwC in 2006 right after I completed my undergraduate degree in Finance in Beirut and post-graduate degree in Management in Paris. I worked in Assurance for two years, and I was then offered the opportunity to move to Consulting within PwC, where I enhanced and enriched my skill set and knowledge while pursuing a Chartered Financial Analyst (CFA) qualification that goes in line with my ambitions.

I selected PwC for the international exposure and valuable experience it provides employees. Additionally, PwC employees are respected and highly praised in the business community, which gives me a sense of pride and satisfaction with respect to my professional choices. At PwC, I feel part of a community, part of a group of ambitious and skilled individuals who value my contribution and see to my professional development within the firm.

My team gets exposure to international consulting projects. We get to work on different types of engagements, always leveraging on our experience to bring value to new clients. We also get to work on projects I am passionate about, which allows me to exceed clients' expectations and get recognition for my efforts.

Saudi Arabia



Sahar Hashem
Assurance

I was born and bred in Saudi Arabia. I recently joined PwC's Jeddah office, and managed to successfully complete the Saudi Organisation of Certified Public Accountants (SOCPA) fellowship examination.

The past two years have been peppered with moments of incredible achievements, and challenges that at some points seemed almost insurmountable. The support I received from colleagues throughout the PwC network inspired me to push through – and I am delighted that the hard work and commitment has resulted in such an accolade, none of which would be possible without their continuous support and encouragement. I truly believe that PwC is building a global corporate culture, in which empathy, collaboration and the best ideas are recognised and practised.

Kuwait



Khaled Al Shatti
Advisory

I am a Kuwaiti national working in the Kuwait office Assurance practice as a Director. I have an undergraduate degree in Accounting and Auditing from Kuwait University and I am a chartered accountant in Kuwait. Prior to joining PwC, I spent 7 years in a big four assurance practice in Kuwait. After that, I moved to industry as a CFO for one of the leading investment companies in Kuwait before moving to a Holding company focusing on real estate. As the local signing authority for PwC Kuwait and having my name legally attached to PwC Al-Shatti and Co., my name is attached to PwC... I am PwC. I have been proud to carry the name for almost two years now and enjoy every minute of it.

Being a representative of PwC in Kuwait, I get called upon to be involved in all types of opportunities, from Assurance to Advisory and Tax, which is great. I get to attend all sorts of meetings and develop a close relationship with the entire office as I work with all Lines of Service. I enjoy the feeling of being part of something big, and I came to the right place.

Bahrain



Hassan Al Shoala
Assurance

I am a Bahraini national working with PwC in the Middle East. I started my career with PwC as a consultant focusing on financial services clients and central banks, where I earned my professional qualification as a member of the Association of Chartered Certified Accountants (ACCA). In 2008 I decided to pursue a full-time MBA at the University of Cambridge. Following my post-graduate degree, I joined the government of Bahrain to work on public policies and government strategies as part of the Special Projects team.

In 2010, I decided to rejoin PwC to work with the financial services industry – a testament to the collegial work environment and the learning culture that we have. So why did I join PwC twice? Because both times I got the opportunity to lead in a great firm. I helped in improving the way that more than 250 institutes are regulated and helped many other financial institutes with key strategic and operational decisions. Both the firm and I have evolved during these many years and it has been a great journey so far.

Why PwC

Our culture

Our culture is all about our people. The development of our people is key to our strategy and, though we are all driven by different aspirations, we share the same commitment to quality. The work we do is carried out to standards beyond best practice in an exciting environment where success thrives. The expert guidance, strategy and advice we offer our clients are all down to the people who work here.

Working together

Joining a global organisation like PwC, means that you are likely to join with a number of other graduates. So, not only do you build very strong networks and make lasting friendships, but you are one part of a wider group going through the same experiences. Teamwork is very important in every piece of work we do, because we draw on everyone's knowledge and skills to ensure that all the work we deliver is of the highest quality. This means you'll work with some truly inspiring people, learn from them and, in turn, share your own insights – all contributing to the growth and success of your career and the firm as a whole.

Working hard

Our people are ambitious and want to develop their careers and move forward. This means that we're always looking for new challenges, want to be the leader in our chosen markets, and are ready to put in the extra effort to succeed. We always approach work professionally and deliver the highest possible quality of service to our clients.

Working flexibly

Any client-driven organisation demands flexibility from its people. Sometimes you could be doing a lot of travelling to visit clients or spending longer than anticipated on a project to get things done. We understand that achieving a healthy balance between building a successful career and enjoying life away from work is a high priority for all our people.

Working to value our people

We go out of our way to give them the respect and recognition they deserve - which means offering stimulating work, investing in continuous professional development, ongoing coaching and constructive feedback, and by maintaining fair, transparent promotion processes.

Want a career with a market leading organisation?

We offer graduates a career with an employer of choice and a global leader that is also striving to become the No 1 professional services organisation in the Middle East. Do you have what it takes?

Inquisitive

Curiosity can take you to some fascinating places. Like a world-leading professional services firm that improves the performance of businesses all over the world.

Individual

It's our range of view points that help us answer the big business questions. That's why having the confidence to express your opinions is just as important as your degree discipline.

Inspired

It's the chance to work on the most complex commercial challenges and learn from experts in the field. Just a few of the reasons why PwC is such a stimulating place to launch your career.



Developing your career with PwC

PwC provides premium business solutions to prestigious clients through our teams of world class professionals.

To deliver this value proposition the firm makes a commitment to invest in you so that we can consistently deliver service excellence in the marketplace.

PwC has created a simple development framework to help our people reach their potential by supporting their development in a variety of different ways. The framework has six elements which help us to think broadly about how we develop ourselves and our people to perform at our best. This is how we differentiate ourselves in the marketplace.

The six elements are coaching, feedback, self-awareness, training, variety of work, and cycles of experience. Training is just one part of your development. Your development is about much more than training courses. Your development is an ongoing process that you own. It is your every day work experience which gives you the greatest opportunity to learn and develop on all levels.

The variety of work available at PwC is enormous and offers very exciting opportunities for you.

Coaching

Frank, open, one-to one conversations about your development objectives start early - the first is with your coach during your induction. A range of other key people are also on hand to guide, advise and help you plan ahead. As well as a coach, you have a 'buddy' to help you settle in; and a partner or director mentor to boost your understanding both of the firm and your longer-term opportunities.

Feedback

Regular, constructive, focused feedback is part and parcel of life at PwC and you should expect to give it as well as receive it. We encourage you to come to your own conclusions on your performance first, then get the views of others. The aim is to help you learn from and build on your experiences.

Self-awareness

We all have strengths and weaknesses. The important thing is to know what they are, then you can build on the strengths and gain the extra skills you need. Through feedback, coaching and formal learning, we help you do both.

Training

Gaining a good balance of business, personal and technical skills predominates in your first two years. For many, working towards a professional qualification is a big part of the technical training: for others, it's access to a number of PwC approved courses. Either way, it calls for a lot of hard work, a great deal of self-discipline and loads of motivation - particularly as we expect you to pass any exams you take first time. To help you achieve this we'll give you all the tools you need, including full financial support.

Variety of work

Right from the start you'll have the chance to move beyond your comfort zone and take on new challenges within your role. This could include working on a range of clients, in a number of locations, learning about their products and services.

Cycles of experience

We encourage diversity and mobility of knowledge and skills in order to enrich your experience within your service line and the firm. By cycles of experience we mean a significant change in role. These changes are relevant to everyone. Renewed focus or change is essential to keeping us invigorated, challenged and continuously learning.



Women in business network

At PwC, we are committed to ensuring women have the opportunity to build a rewarding career. Not just because it's the right thing to do, but because it's a business issue that affects our bottom line.

Our livelihood is dependent upon a diverse set of talented people and we know that six people with different ideas are more valuable than sixty people who all think the same.

Women represent half of our global workforce at the recruitment level, and 15 percent of the partnership, a number which continues to increase each year. Although great progress has been made to help women climb the corporate ladder, we know we need to do more.

On International Women's Day 2010, PwC Middle East announced the launch of its Women in Business (WIB) initiative. The goal is to attract, develop and retain women in the Middle East as PwC views women as a critical talent group to enable the firm to continue its growth in the marketplace and to deliver the best in client solutions. The approach is to drive activities through connecting with the following four groups:

- Women to (other PwC) Women – Internal Focus.
- Women to (PwC) Leadership – Internal Focus.
- Women to Clients (current and future) – External Focus.
- Women to Community Corporate Social Responsibility (CSR).

Globally, women face a number of challenges which impact their success in the workplace. In the Middle East there is a diverse international women community facing similar challenges.

The Middle East WIB initiative was established to address these challenges, some of which include:

- Gender-based stereotyping.
- Preconceptions of women's roles and abilities.
- Exclusion from informal networks.
- Lack of role models and mentoring.
- Commitment to personal and family responsibilities.
- Failure of leadership to assume accountability for women's advancement.
- Ethnicity issues and HR policies.

A recent report, done by PwC on behalf of the Dubai Women's Establishment, stated that nothing propels women to leadership roles more than their passion, focus and sheer determination.

Their passion is not just about their career path but is brought to bear in other parts of their life, including the desire to encourage the next generation of women to strive for success. In the last few years, a significant number of women in the Middle East have reached positions of influence in business, politics, civil society, academia and the media.

As a result of their success, they have not only been able to impact the industries in which they work, but have also had an important impact on the Middle East region as a whole.

"I believe that PwC will only enjoy success in the long term if we recognize the critical role played by diversity in sustaining an innovative, productive, and loyal workforce. Bringing more diversity to our leadership is of vital importance to me, and something which I will personally champion during my tenure as Chairman. A big part of the reason we want women better represented at leadership levels in business is because they bring a different perspective to the table that could lead to enhanced decision-making, more innovation, and ultimately, higher performing teams."

Today's successful Middle East women leaders are working in government, finance, manufacturing, and some are true entrepreneurs who have started their own companies. It is a testament to their achievements that some of these women are now becoming part of the exclusive – and previously elusive – lists in prestigious publications, including Forbes International, Forbes Arabia and Arabian Business. It is clear that women leaders in the Middle East are becoming more visible and their influence is felt across many sectors of business, despite the fact that they continue to represent a small minority in society.

Yet this minority increasingly punches above its weight, and these women leaders act as role models and agents for change in the Middle East.

Falcon

Middle East emerging leaders development programme

Falcon is our leadership development programme for high potential new Senior Managers. The key objectives for the programme are:

- To create a pipeline of future leaders (partnership and beyond) for the Middle East Region.
- To instill best practice in how we enhance value for our people and clients (through improved client relationship, business development and leadership skills).
- To nurture a young dynamic team to act as catalysts by role-modeling and championing collaboration across borders.

The key elements of the programme comprise:

1. Three modules, each lasting approx. 3 days from January to October.
2. Strategic projects on specific issues, sponsored by members of the Middle East Leadership Team and other senior partners.
3. Exposure to and coaching from a number of experienced partners across the region.

Programme length

- There are three 3 days modules at approximately four-monthly intervals.

Learning method

Falcon gives participants tools, techniques and ways of thinking that if applied correctly should give them the opportunity to accelerate their development within PwC and enhance their prospects of secondments and promotions (subject to continued good performance) Specifically, Falcon will give participants:

- Increased self awareness relating to strengths and development areas
- Enhanced people leadership and client related skills
- Access to a network of high-performing peers from all the ME territories and beyond, in all Lines of Service
- Exposure to and the chance to learn from senior regional and central cluster business leaders
- A greater understanding of the PwC strategic agenda, client needs and PwC service offerings. In order to embed the learning and accelerate the business benefit, participants will have access to coaches (facilitators from the programme) and also mentors – (previous alumni of ME emerging leaders' programmes). Participants will be encouraged to think about how increasing their job variety or emphasis may further contribute to their development.

Career planning

The programme is intended to focus on participants who are committed to the Middle East region. This means that participants will be local to a particular territory and/or will have stated a commitment to remain with PwC in the region for the foreseeable future. This programme is NOT an automatic route to early promotion. Participants will be required to undertake the same promotion procedures as their colleagues. However, it is hoped that having been involved in such a programme, they will be ready to be considered for these promotion opportunities sooner rather than later.

The programme will be led by experienced PwC facilitators from inside and outside the Region, but various sessions will be led by PwC leaders and will involve PwC clients.

Genesis park

Real issues, real challenges, real transformation, real value

Genesis Park is PwC's global leadership development programme aimed to transform today's top performers into tomorrow's global leaders.

It is an intensive, uniquely tailored programme designed to provide participants with a comprehensive set of skills and strengths. Equipping them to meet the real challenges of leadership, participants experience a complex, demanding curriculum and work in multi-cultural teams on strategic global projects.

PwC Global Development Leader Richard Pollard says: "What makes this programme unique is that it is firmly rooted in the real world. This is not role play; we give participants a real issue and examine how they react and solve it. Another key element is our investment in intensive real-time coaching – in order to work closely with participants to know how they will do it better next time. It's not about teaching them the theory of leadership, but helping them become the best leaders they can be and equipping them to face the tough realities of leadership in a complex world."

The flagship programme this month marks its 10th anniversary and this year, the residential part of the Genesis Park programme will be delivered to around 145 future leaders of their firms in three locations – Singapore, Boston and Warsaw. Bringing the sites to different territories allows future leaders to engage with the reality of local economies. It also strengthens their understanding of clients' needs in these global markets. Involving clients in some elements of the programme is another key feature of Genesis Park and something PwC looks to develop further in future.

Dennis Finn, the Global Head of Human Capital for PwC concludes: "We are very excited and proud of this unique leadership development programme. Genesis Park is an intense and rewarding experience for our key talent and it represents our continued, significant investment in our people."

Key factors:

Real

- There is nothing simulated at Genesis Park. It is real. Real issues, real challenges, real transformation, real value.

Participant identification

- Genesis Park is for the top 2-5% of the highest potential, highest performing Senior Managers.

Programme length

- The residential portion of the programme is 10 weeks with required pre- and post-work commitments.

Intensity

- Genesis Park is intense. It has been designed to speed the developmental transformation of our highest potential and, highest performing talent.
- The programme will challenge participants' thinking. It will provide them with global business insights and a deep understanding of PwC's strategy.

Learning method

- Participants will experience much of their learning through multi-cultural, team-based, strategic global projects as well as in-depth, real-time coaching, an essential component of the learning method.
- Genesis Park will help participants understand the realities of doing business across cultures.

Career planning

- Working with their career coach, participants will build career plans that make the most of their Genesis Park experience.
- Career plans will map out for participants a path to high impact, high value roles within the firm.

Client involvement

- Genesis Park will involve clients with, at least, one formal event per session.

The Academy

PwC's Academy equips business leaders and managers like you to tackle today's challenges. It provides candidates with professional development training and opportunities to build relationships. It is driven by PwC's extensive business experience, technical expertise and commitment to excellence.

Every aspect of our events and trainings – from the choice of relevant issues to the experienced PwC professionals who present them are designed to maximise your learning and networking experience.

CIMA Diploma in Performance Management (Arabic)

We have an exclusive licence from CIMA (Chartered Institute of Management Accountants) in the region to deliver this qualification in Arabic, which is aimed at local future business leaders' who need an in-depth understanding of management accounting, control and measuring financial performance

ACCA Dip in IFRS

This is the leading IFRS qualification globally, certified by ACCA (Association of Certified Chartered Accountants) and is a key qualification for all accounting heads, CFOs and group reporters looking to hold a recognised international certificate in IFRS.

Certified Internal Auditor CIA®

This is the leading qualification for Internal Auditors/Internal Control specialists. It is in high demand from clients across the region in the public and corporate sector to ensure their company risks are managed effectively and in compliance with local standards.

Certified Public Accountant CPA

CPA is the market leading financial accounting qualification in many Middle East territories. Our considerable US GAAP experience and knowledge of CPA gives us a leading position to provide preparatory courses. CPA exams can now be held in several Middle East countries and the demand is expected to rise significantly over the next 5 years.

About PwC

PwC firms provide industry-focused assurance, tax and advisory services to enhance value for their clients. More than 161,000 people in 154 countries in firms across the PwC network share their thinking, experience and solutions to develop fresh perspectives and practical advice. See pwc.com for more information.

Established in the Middle East for 40 years, PwC has offices in Bahrain, Egypt, Iraq, Jordan, Kuwait, Lebanon, Libya, Oman, Palestinian territories, Qatar, Saudi Arabia and the United Arab Emirates, with around 2,500 people. Find out more at pwc.com/middle-east.

PwC has changed its name from PricewaterhouseCoopers to PwC. ‘PwC’ is written in text with a capital ‘P’ and capital ‘C’. Only when you use the PwC logo is the name represented in lower case.

“PwC” is the brand under which member firms of PricewaterhouseCoopers International Limited (PwCIL) operate and provide services. Together, these firms form the PwC network. Each firm in the network is a separate legal entity and does not act as agent of PwCIL or any other member firm. PwCIL does not provide any services to clients. PwCIL is not responsible or liable for the acts or omissions of any of its member firms nor can it control the exercise of their professional judgment or bind them in any way.

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