

# The recruitment process



PwC recognises that selection is a two-way process and we have designed our recruitment process to include numerous opportunities for you to meet us and provide you with the information you need to make an informed career decision. While this recruitment process will vary slightly depending on your chosen business area, some of the things that you may come across are explained below.

## On-line application form (March-May)



The on-line application form provides you with an opportunity to demonstrate the balance between academic and work achievements, written communication skills, enthusiasm, maturity, commitment to a career at PwC and interests beyond your school and university studies.

Don't forget to fill in all the questions from the application form, because not completing one makes your application invalid

To view the on line application form and application closing dates, refer to [www.pwc.com/ro/careers](http://www.pwc.com/ro/careers)

## On-line testing (within the on-line application)



The next stage is likely to be two online tests- Numerical Reasoning and Logical Reasoning. These tests are very important and help us to have a better view on your abilities and competencies. They last approximately 60 minutes and in this time you should preferably not be interrupted. You may need a piece of paper and a calculator for some of the questions.

It is mandatory you complete this on-line tests if you want your application to be considered. Moreover, if you start the tests and don't manage to complete them, your application will be considered invalid.

## Assessment Centre (May-June)



Once completing your on-line application, you may be contacted to attend one of our Assessment Centres. Assessment Centres at PwC usually consist of:

- Tests that measure your verbal and numerical reasoning skills;
- A group or individual exercise;
- A Personality Questionnaire;
- A written English test;
- A first interview - normally with a Manager / Senior Manager from the business area you want to join;
- A second interview - normally with a Director / Partner from the business area you want to join.

This may sound a lot, but don't worry - the centre is designed to be as interesting and enjoyable as possible, giving you the chance to demonstrate your best qualities and find out as much about life at PwC as possible.

Personality Questionnaires look at behavioural preferences, that is, how you like to work. The questionnaire is not concerned with your abilities, but how you see yourself in terms of your personality. There are no rights or wrongs in behavioural style, although some behaviours may be more or less appropriate to certain situations. The group interview will involve you working in groups of up to 6 candidates where you may undertake a number of different activities, allowing PwC to consider your presentation, problem solving, analytical, decision making and leadership skills. The one-on-one interviews will focus on your interests, experiences and your motivations for a position in your area of choice. This is typically a 'behavioural based' interview, providing you with an opportunity to ask any questions you may have about working in this field.

Please check our graduate and students openings on [www.pwc.com/ro/careers](http://www.pwc.com/ro/careers)