

# *The opportunity of a lifetime*

*Start  
planning for  
your future*



# Foreword



**Bernice Kimacia**  
Country Senior Partner  
PwC Rwanda

PwC provides Assurance, Tax and Advisory services to build public trust and enhance value for our clients and their stake holders.

Our clients are looking to get their services from people who understand their businesses and the environments in which their business operate.

We are growing in Rwanda and we are looking to grow with you. As a start out on your career, our graduate recruitment programme will provide you with an opportunity to have a defined career path.

If you have the right skills, experience and the drive to achieve, we will provide you with the place to grow, learn, connect and excel.



## ***PwC offers the opportunity of a lifetime***

### **Assurance**

- Audit
- Public Sector Services
- Risk Assurance
- Technology Assurance
- Business Recovery Services
- Forensics
- Valuations
- Transaction Services
- Accounting Services

### **Advisory**

- Deals
- Finance & Accounting
- Technology Services
- People & Change
- Governance Risk & Compliance

### **Tax**

- Tax Advisory
- Tax Management & Accounting Services
- Payroll Management
- Tax Training

### **Internal Firm Services**

- Human Capital
- Finance
- Office Services
- Business Technology Solutions
- Marketing, Communications & Business Development
- Risk & Quality

# ***Talent, hard work and opportunity***

You provide the first two, we'll take care of the rest

**208,000** people in **157**

countries combine their thinking, experience, business acumen and industry know-how to provide a market-leading array of professional services in Assurance, Advisory & Tax.

Over **60**  
staff in  
Rwanda

## ***Our Values***

- Achieve Excellence
- Develop Teamwork
- Inspire Leadership

## ***Travel and Global Mobility***

We offer our staff opportunities to work domestically, at clients' sites, or internationally.

We encourage our people to break new ground with overseas secondments.

Our staff have been deployed on short and long-term secondments outside Rwanda.





***Your Career  
Development is  
two-way***

We provide the right environment and you demonstrate the right attitude.

***Your professional  
development is  
our priority***

We support the ACCA & CPA qualifications. Our schemes provide you with financial and exam leave support.

***Leisure and PwC  
in the Community***

You will build relationships through various internal and community-driven activities: fun days, team building activities, CSR activities...

***We help you  
grow through  
Coaching,  
Performance  
assessments  
and Rewards***

---

# *Graduate Recruitment 2016*

It's deciding where you want to shine

## **Graduate Recruitment Process**

---

### **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.

---

### **Personality Assessments**

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/rw/careers](http://www.pwc.com/rw/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

## ***Personality assessments***

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

# 8

## ***Pre-employment checks***

Getting you ready to join PwC

# 7

Offer to successful candidates

## ***The kind of people we look out for***

We recruit strong university graduates, regardless of the nature of the degree - be it business, art or science oriented.

But, academic performance is not enough. You need to:

- Understand and show interest in client service and be able to respond flexibly to meet clients' needs
- Be naturally collaborative and committed to building relationships with your colleagues and clients
- Communicate clearly, listen effectively and influence others
- Take advantage of new learning opportunities and be creative in your thinking

## ***How to apply?***

By now you probably have a fair idea of how you would like to launch your career with PwC. Before you proceed any further, we recommend that you do some thorough research on our website:

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

Our website features more details about the respective lines of services as well as an abundance of information on other facets at PwC.

Have the following documents ready with you before you apply: cover letter, comprehensive resume, detailed academic transcripts (provisional university results, A level and O level certificates) and other relevant documents which may assist us in processing your application.

For your information, we will be recruiting people to start on 01 September 2016

## ***About PwC***

PwC in Rwanda is recognised as a thought leader and a change initiator, where professional staff combine the resources of our global network with detailed knowledge of local issues.

We favour an industry approach to serve a large number of companies doing business in Rwanda, ranging from multinationals, a cross section of local businesses, to public institutions.

## ***In case of any queries, you can contact Human Capital at:***

PricewaterhouseCoopers  
5th Floor Blue Star House  
Blvd de l'Umuganda, Kacyiru  
P O Box 1495, Kigali, Rwanda  
Tel: (+252) 588 203  
Fax: (+252) 588 201  
Email: [recruitment.rwanda@rw.pwc.com](mailto:recruitment.rwanda@rw.pwc.com)