



The opportunity of a lifetime



Career opportunities at
PwC Isle of Man

pwc.com/im/careers



Ian Clague

Senior Partner, PwC Isle of Man

Purpose and values are important to us – and likely to you too. Our values define how we do things, what we should stand for, now and into the future. And our purpose is why we exist – to build trust in society and solve important problems.

Now is an exciting time to join us as our business is evolving. Technology, automation and artificial intelligence are disrupting how we work and help us achieve our purpose. In this rapidly changing world, the skills that make us uniquely human matter most: problem solving, creativity, insight, agility, relationships and leadership. It's our 'human difference' that sets us apart.

If you're agile in your thinking, adapt quickly to the changing world, excited about working smarter through technology, willing to work hard and care about making a difference in the work you do, we want to hear from you.

With us, your career is just that; yours. You choose it. You live it. You make it happen. To get the best from it, you need the best opportunities and access to the best tools to support your continuous learning. So, find out how your drive and initiative could open up new opportunities for you and our clients.

Join PwC. Take the opportunity of a lifetime.

“

I joined PwC as an assistant manager. I know from my own experience that by being yourself, and bringing your passion, commitment and flexibility to all that you do, you'll develop a rewarding and fulfilling career with us. I'm committed to ensuring our people have the opportunities they need to unlock their potential, to play to their strengths and to be themselves, so I hope you choose PwC to start your career.

The
opportunities
open
to you





1

Our student opportunities

Decide where in our business you could make your mark.

2

Work experience opportunities

Get a feel for working with us before you graduate.

3

Experienced hires

Boost your experience on the Isle of Man.

4

Your rewards

Hard work deserves to be rewarded. Discover what you can look forward to.

5

Get to know us

Learn more about us and what we do.

6

Your application

Find out what we're looking for and how to apply.



The opportunity open to you

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.

At a glance



Actuarial

Types of work you could do

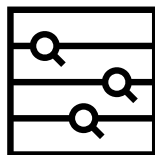
- Actuarial Services
- People and Organisation:
 - » Pensions
 - » Reward and Employment

Will you gain a professional qualification?

Yes. Fellow of the Institute and Faculty of Actuaries.

What you'll need

2:1 in any degree discipline.
At least 120 UCAS tariff.



Audit

Types of work you could do

- External audit

Will you gain a professional qualification?

Yes. Accountancy qualification from ICAEW or ACCA.

What you'll need

2:1 in any degree discipline.
At least 120 UCAS tariff.



Advisory

Types of work you could do

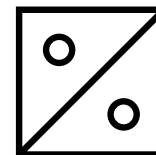
- Business recovery
- Cyber Risk and Response
- Data assurance and analytics
- Forensic accounting services
- Regulatory services
- Risk assurance
- Transaction services

Will you gain a professional qualification?

Yes. Accountancy qualification from ICAEW or ACCA. You may also undertake relevant specialist training progressing to a recognised industry qualification.

What you'll need

At least 120 UCAS tariff.



Tax

Types of work you could do

- Corporate Tax
- Personal Tax
- Indirect Tax

Will you gain a professional qualification?

Yes. Associate of Tax Technicians (ATT) and progressing to Chartered Tax Advisor (CTA).

What you'll need

2:1 in any degree discipline.
At least 120 UCAS tariff.

Glossary

ICAEW: Institute of Chartered Accountants in England and Wales

ACCA: Association of Chartered Certified Accountants

Meet Jack, Assurance Associate

Career path: Graduate training programme

Professional qualification: ICAEW ACA

Favourite PwC reward:



Throughout the year there are a variety of social events on offer. As a member of the social committee I get to help plan and organise events, which is great fun.





Actuarial

Actuarial work is highly analytical and technical, providing a stimulating and challenging career choice.

You'll join our Actuarial Services department where you'll develop specialist skills and study for professional qualifications.

Actuaries work with uncertainty. Join us and you'll help clients analyse how future events - anything from a corporate take-over to a major natural disaster - could affect them. You might be calculating the impact of changing demographics or legislation on pension schemes; the effects that changes in financial markets have on different organisations; or how likely a business is to be hit by an earthquake.

Tareq

Actuarial Associate



You'll learn how to use complex financial and statistical theories to weigh up the risks and estimate the odds of what might happen. Just as importantly, you'll develop a flair for presenting your findings in a simple and easy to understand language. What's more, early client exposure will broaden your experience.

In Actuarial Services you'll work with a wide variety of clients from a wide variety of industries. From industries in which actuaries traditionally play a role, like the life insurance, general insurance and pension industries to some non-traditional industries like the banking and healthcare sectors, the public sector, the funds industry and legal profession. Your advice could cover solvency, reserving, economic capital, risk management, mergers and acquisitions, company restructuring and de-risking, financial modelling, underwriting, new legislation, the viability of new products and the efficiency of claims or reporting processes.

You might help analyse how clients should manage both liability and asset risks within their pension plans or you could be revising businesses' projections and making sure they have adequate reserves. Whatever the project, you'll make the most of your analytical skills to deliver real commercial insights. Insights that will help our clients prepare for issues you might see regularly on the news.

Meet Tareq, Actuarial Associate

Career path: Graduate training programme

Professional qualification: Institute and Faculty of Actuaries

Career tip:



Make sure you find a career in which you are constantly challenged - it keeps life interesting and full of variety!

Meet Charlotte, Assurance Associate

Career path: School leaver training programme

Professional qualification: ACCA

Why PwC?:

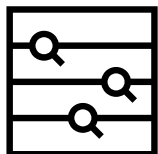
“

I joined PwC straight from school, as I was aware of their accounting training programme and the support they offer to both school leavers and university students. The best thing about working at PwC is the support network around you. Everyone is willing to offer help and guidance, which creates a positive learning environment. I have thoroughly enjoyed my time at PwC so far, and am grateful for the opportunity to develop my skills each day.

Charlotte

Assurance Associate





Audit and Assurance

It's an exciting time to join us in Audit. The passion of our people, combined with access to the latest technology, helps us deliver the highest quality audits and build trust in society.

We pride ourselves on our global reputation as a trusted place to do business, whilst giving our people access to the best opportunities and lots of variety through your home team.

By joining us you'll work in an environment that inspires you and gives you an active role in designing and shaping the future of Audit. We drive change through innovation, imagination and creativity. We embrace diversity both in our people and the work you'll do. You'll have an exceptional career experience working with and learning from the best. You'll have the opportunity to deliver the very highest quality audits ranging from multinational companies to start-ups, from private to listed businesses and charities.

Our role impacts everyone's lives and it's work that really matters. Audit is so much more than numbers. From assessing the sustainability of a supply chain, to the carbon footprint of a business, to compliance with their own internal governance policies, we help our clients to better understand their organisations' culture and performance to help them to achieve their true potential. In this constantly evolving environment, Audit offers you a diverse career working with a wide range of businesses and industries.

You'll also study for your professional accounting qualification. You'll have a lot of support from your team, career counsellor and buddy to help you achieve this. It's the variety and opportunity we offer that allows you to develop a broad range of effective business skills and enables our people to excel across the breadth of work Audit offers, both on the training schemes and further on in your career.



Advisory

In PwC Isle of Man, we have a dedicated advisory team that serves its clients by helping them to make decisions, solve complex issues and move forwards with confidence.

Our advisory practice is made up of a number of business units, similar to those that you will see in other PwC offices worldwide:

- Regulatory services – understanding and complying with regulatory challenges
- Business recovery – company restructuring, recovery plans and insolvency measures
- Forensic accounting services – special investigations and dispute resolution
- Data assurance and analytics – data led insight and effective data management
- Cyber risk and response – identifying and managing cyber threats
- Risk assurance – understanding, managing and monitoring exposure to risk to drive enhanced performance
- Transaction services – assisting our clients as they buy and sell their businesses

Our core advisory team in the Isle of Man helps the Island's senior executives and managers in some of the largest and most complex businesses to identify and manage risk, refine and enhance their performance and understand new and challenging regulatory landscapes.

As part of our team, you will use analytical, technical and client facing skills to help our clients assess business operations, strengthen internal controls and improve their business and technological performance.

Your ability to identify business risks from your analysis of data, technology and business processes and to project manage, review, report and present your findings effectively to our clients will make you an invaluable member of our advisory team.

Advisory is an excellent place to study for ACA or ACCA qualifications and student recruits undertake training to achieve these qualifications. We also support the pursuit of further studies in areas such as compliance, data analytics, forensic accounting and insolvency.

Meet Amy, Advisory Senior Associate

Career path: School leaver

Professional qualification: Achieved International Compliance Association International Advanced Certificate in Anti Money Laundering and studying towards International Compliance Association International Diploma in Governance, Risk and Compliance

Favourite PwC experience:

“

My favourite PwC experiences are the chances and opportunities I have had to travel for work and work with different teams across other PwC firms. It allowed me to see different ways of working and how it is to be part of a much larger team. The chances I have had allowed me to expand my knowledge surrounding regulatory and compliance matters. Overall, there is a great team spirit and atmosphere that makes day to day work enjoyable.

Amy

Advisory Senior Associate





Tax

Despite what you might hear, Tax isn't all about numbers, forms and the end of the financial year.

The tax landscape is constantly changing. Your knowledge will help high-profile organisations, entrepreneurs and family businesses understand complex rules and make informed decisions with significant impacts. You'll also help governments ensure the efficient operation of tax systems and use your insight to solve long-term problems.

Our expertise covers a wide variety of areas of taxation. We work on projects that range from assisting local traders to restructuring multi million-pound property portfolios, and from buying a business to advising cutting edge companies launch into a new market.

Meet Hannah, Tax Senior Associate

Career path: Experienced hire, I joined PwC as a part qualified accountant

Professional qualification: ACCA

Study tip:



Don't read every page of the study manual, skim read it only and complete past papers, you will learn lots more and understand how to answer real exam questions.

Hannah

Tax Senior Associate



Whether you are a new graduate or a recent school or college leaver, your initial training will give you a solid grounding in all areas of Isle of Man, UK and international tax. Training will be a mixture of on-the-job practical experience and sponsored study towards highly regarded professional qualifications; typically with the Association of Tax Technicians and then going on to become a Chartered Tax Advisor.

As you become more experienced, you will gain exposure across the main areas of tax.

In Corporate Tax you'll help clients – from the largest organisations to budding entrepreneurs and high-net-worth individuals – manage their tax risk, understand their obligations and comply with complex legislation. You'll tackle a broad range of work that includes multinational advisory projects, mergers and acquisitions advice, tax compliance and researching business issues that affect clients' tax affairs.

In People and Organisation you'll help some of the leading local and international employers make the most of their biggest asset – their people. It's such a diverse area, you could work on projects helping clients define their HR strategy, through to advising clients on how to improve the effectiveness of their workforce, helping their senior executives understand their global personal tax obligations, or implementing an employee incentive scheme.

In Indirect Tax, a highly commercial and extremely wide-ranging field, you'll be advising businesses on all areas of indirect tax including VAT, Customs Duties, Stamp Duty and the introduction of new taxes such as the Soft Drinks Levy. You'll work with clients on matters critical to their business including interpreting developments in case law, the implications of moving into new territories or introducing new products. You could be involved in purely UK activities or global projects, working on more efficient internal processes or on a merger or acquisition.

Boost your employability

From your very first day there are lots of ways you can gain work experience with us. Each offers the opportunity to discover what a career with us is all about, and boost your employability.

Students in all years

Insight event

An afternoon

Spend a highly interactive afternoon with us, meet our people and learn about the work we do. It will help you decide which of our career opportunities is right for you.

Penultimate year students

Summer Internship

3 weeks | Paid

Working alongside specialists in our business areas, you'll be a valued member of the team. You will work on client projects to give you the best insight into what we really do. You'll discover how the work we do really matters - to your clients, the economy and the wider community. Alongside that, you'll build networks with your colleagues and peer group.

Do well and you could be offered a trainee job for the following year

Who our programmes are aimed at

Find out which opportunity is right for you



	Work experience		Career opportunities	
	Insight event	Summer internship	Graduate training programme	School and college leaver training programme
School and college leaver	✓	✓		✓
First year students	✓			
Second year students	✓			
Penultimate year students	✓	✓		
Final year students	✓		✓	
Graduates	✓		✓	
Experienced hires	✓		✓	

Experienced hires

We have opportunities throughout the year for qualified accountants to join our business. If you're fully qualified with ACA, ACCA or equivalent, with 3+ years big four experience, you can apply to join us as an experienced accountant.

We can provide you with financial services experience in the insurance sector, investment management, pensions and other financial services sectors, with clients that represent the best of the best. Whilst prior financial services experience is preferred it is not essential.

Whether you are an Island resident or are looking to relocate, PwC Isle of Man can offer you the opportunity to gain some great career experience and build valuable expertise without the city commute.

We offer relocation support and our team can assist you through the process, helping to remove the pressure around relocating.

Contact us to find out more and talk through the options.

Why the Isle of Man?

- The Island is conveniently located for both business and leisure with more than 200 flights to the UK and Ireland every week, and daily ferry crossings to the North West of England giving you the opportunity to travel with ease.
- Average commute times are just 20 minutes making more time to explore the outdoors or spend time with your family.
- The Island has one of the lowest crime rates in Europe ensuring it is a safe and secure place for you and your family.
- Residents enjoy some of the lowest personal tax rates in Europe, with a simple and efficient calculation system.
- The Island offers excellent healthcare and education in both state and private schools.

Meet Mel, Assurance Manager

Career path: Experienced hire

Relocated from: Trinidad & Tobago

Why the Isle of Man:



I moved to the Isle of Man to achieve a better work-life balance, to gain financial services experience and career development, which I have fulfilled. I love the scenery the Island has to offer and am comforted to know I live and work in one of the safest places.

Melissa

Assurance Manager

Why locate to the Isle of Man?

The Isle of Man is a special place to live and work.

Situated between England and Ireland in the Irish Sea the Island has something for everyone with long stretching coastlines, emerald waters, ever changing landscapes, enchanted forests and country lanes, all within minutes from our office.

As a leading international business centre the Isle of Man is a great place to work and do business, with a diversified economy that encompasses traditional sectors and emerging industries.

At PwC Isle of Man you can have the city career and work with international clients across many industries whilst living in a safe environment with no commute times and easy access to the UK. With 86% of residents saying they have an excellent quality of life* you have more time to do what you love and achieve your desired work-life balance.

* www.locate.im





Your first five years

When you join, we'll expect you to take personal responsibility for managing your career. Think of it as a deal. Your part of the deal needs you to be flexible and work hard, often tight deadlines with long hours. You'll need to be proactive in building your networks and relationships, which is often a route onto interesting work and projects. Our side of the deal provides you with the tools and team who can support and encourage you. Here you'll see an outline of how you can progress through your career.

Life and culture

- PwC is a global organisation and the Isle of Man firm alone represents around 10 nationalities. We're a diverse bunch, and our culture values each individual's experience and skills. If you want to work in an office that's warm and friendly, with intelligent, positive people who inspire you to give your best and rise to the next challenge, you'll fit in well.
- We offer wellbeing initiatives throughout the year, and encourage everyday flexibility as part of this.
- We encourage you to build your wider social networks through local office socials, sports or business focused groups.

Professional Skills

Our programmes go beyond formal study; on-the-job experience and coaching from experienced colleagues means you'll continually develop new skills and business knowledge. As your experience builds you will take on new challenges, and regularly reviewing performance feedback with your career counsellor will keep your career moving forward.

Your career counsellor

You will be allocated a career counsellor who provides impartial and professional support to help guide you through your big career decisions. Some of the key areas of support include: personal coaching, long-term career planning, and preparing for your promotion.

Years...

1

Associate

Induction event and skills day

Technical training to help you develop the skills you need to be a PwC Professional (including studying for a professional qualification*).

2&3 Associate

Business, technical and skills training including studying for a professional qualification*.

Coaching new joiners and being their 'buddy'.

Long-term career planning support with your career counsellor.

Starting to personalise your career path – helping you understand how your skills relate to other opportunities within PwC.

Building technical and specialist skills, supported by on-the-job training.

Completion of professional qualification*.

4 Senior Associate One

Internal, client, external and overseas mobility opportunities advertised.

Business area rotations*.

Personalised career path according to your career aspirations.

Further developing your technical and specialist skills.

5 Senior Associate Two

Starting to lead and develop teams.

Internal, external and overseas mobility opportunities.

Continuing to develop technical and specialist skills according to your future career aspirations.

*Dependent on which business area you work in.

It's all about you

By now you should have a good idea of the learning environment we create for you and the personal and professional development you can expect. But we know that finances are important too. Our people are important to us and we want to reward hard work and commitment.

Your reward and Core benefits

Competitive salary	Full study support, financial and time off	Time off in lieu as a student. Discretionary annual bonus when qualified
Pension scheme*	Travel insurance	Private healthcare*

Wider benefits

- 20 days annual holiday pro rata**
- 10 bank holidays (8 UK + 2 IoM)
- Extra day off at Christmas
- Everyday flexibility
- Exam bonus
- Career breaks
- Dress for your day
- Complimentary fruit
- Wellbeing initiatives
- Flu vaccine
- Social events
- Sports teams
- Community initiatives
- Charity day
- Xexec shopping portal

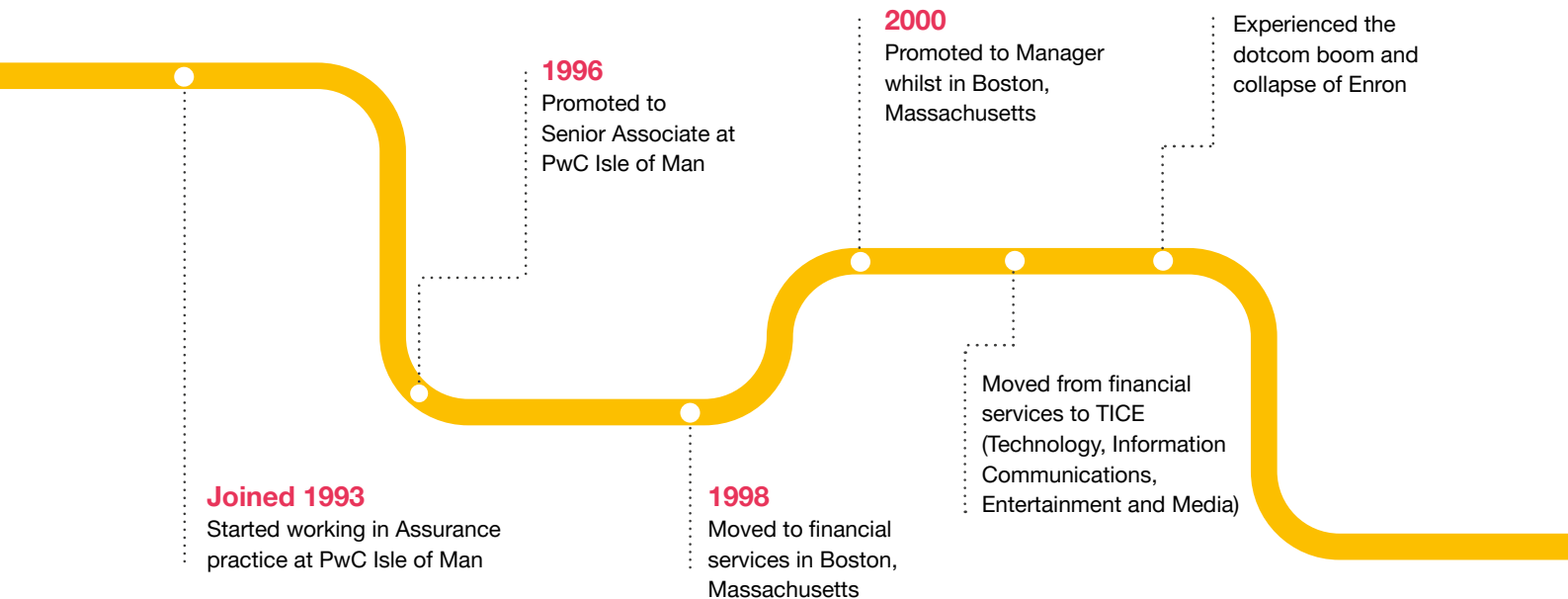
* upon qualification

** You can also trade up or down, up to the equivalent of one working week of your standard holiday entitlement, to a maximum of 25 days per year.



The opportunity to grow

See the career journey one of our Partners has taken through PwC – from joining PwC Isle of Man Assurance in 1993, to being promoted to Partner, leading our listed clients.

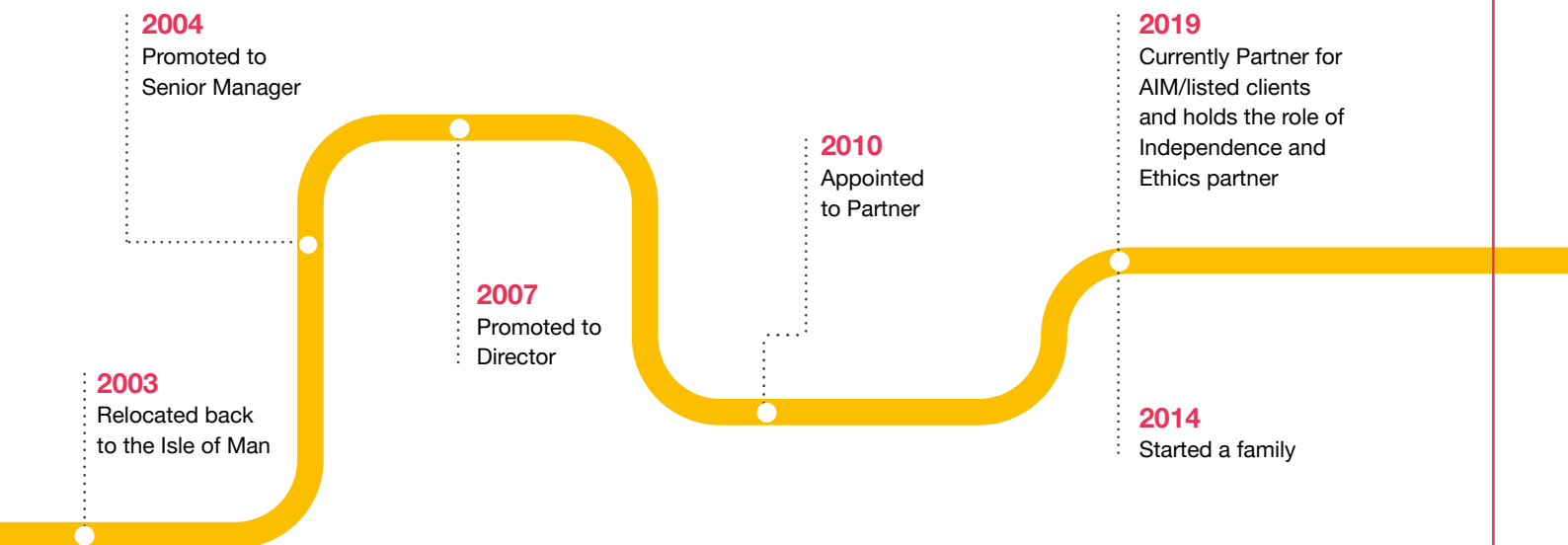




Nick Halsall

Partner for AIM/listed clients

Get to
know us



Our culture

Our purpose-led and values driven culture is critical in creating an environment where our people can successfully deliver our business priorities and feel empowered to be the best they can be. Having a culture where our people consistently demonstrate our values across the firm shapes how we execute our strategy, adapt to change, and attract and retain talented people.

We prioritise the needs of our clients, our people and the communities we work with, with the vision of building a more sustainable working world. It's this culture that drives our success and gives us a sustainable advantage.





The Children's Centre Rounders Tournament

PwC lifestyle

Our culture places the employee experience at the centre of everything we do; we want our people to have the choice and flexibility to shape their career and development path, and to work in ways that enable them to do their best.

We encourage different ways of working to make sure we're supporting the workforce of tomorrow, equipped to respond to the constant change and disruption across our industry.

Everyday flexibility

This enables us to deliver our best work whilst maintaining a balance between our professional and personal lives. Everyday Flexibility demonstrates our support for informal, day-to-day flexible working. It's the freedom to choose how, when, and where you work, in a way that suits your day and priorities.

Be well, work well

This is our approach to helping you stay well and supporting you when you're unwell. We want to help you look after yourself, both physically and mentally, and provide a range of resources through our dedicated microsite to help you do this. This is our way of enabling you to stay fit and healthy as well as providing the right support when you need it.

Sports and social activities

At PwC there are plenty of opportunities to get involved with the team beyond work by taking part in various sporting and social activities. Our active social committee organises events on a regular basis from summer balls to rounders nights to curry night, there is something for every taste. If you are active and sporty then we have business summer leagues in hockey, netball and football and our annual entry into the Parish Walk.

Our work in the community

We're committed to supporting our communities, and here in the Isle of Man we work with a number of local charities and organisations. Our involvement takes on various forms from charitable giving to sponsorship initiatives. We sponsor local sports teams and academies, a summer reading scheme at a local family library and support many charities throughout the year through office charity days.

We annually take part in a community project offering our staff the opportunity to give their time to help a local charity or organisation. Our motivation comes from a desire to make a positive impact within our local communities. At the same time, our involvement provides staff members with excellent opportunities for personal and professional growth.

What we look for

Know what you're signing up for

Starting out in your chosen career and everything that comes with that will be exciting, stretching and challenging. But the rewards are well worth it. If you're ready to invest plenty of effort, commitment, flexibility and passion, we're ready to give you our full support and we'll invest in your future.

All routes offer you the same deal. The opportunity to grow as an individual, to meet new people, and build lasting relationships that will stay with you for life. In return we need people who are resilient, willing to work hard, are quick to learn, and who, above all, are passionate about going the extra mile to help our clients.

Bringing out the best in you

Throughout your career, you'll be supported by the best in learning and development – from specialist seminars, courses and toolkits, to informal 'lunch and learn' sessions hosted by your peers. Your teammates will show you the ropes, and a career counsellor will work with you to guide your career and support you in your learning. And at every stage, progression is based on merit.

The PwC Professional

The PwC Professional is a global leadership development framework. It gives us a single set of expectations across all areas of our business, geographies and career paths, and provides transparency on the skills our people need to be successful in their careers, now and in the future.

The PwC Professional focuses on five attributes: Whole leadership, Business acumen, Technical capabilities, Global acumen and Relationships. We use this framework to recruit, develop and assess our people at all grades and in all areas of our business, because all of our people need to be authentic and inclusive leaders.

For information on The PwC Professional go to:

pwc.com/im/careers



Our Global Values

Our values define who we are, what we stand for, and how we behave.

Our values define the expectations we have for working with our clients and each other. Although we come from different backgrounds and cultures across the network, our values are what we have in common. They capture our shared aspirations and expectations, inform the type of work we do, and guide us on how we behave and work with each other and our clients.

We want all of our people to consider how to bring our purpose to life through the work we do, from broader client conversations and the decisions we make, through to cultivating the best employee experience for all of our people. Our values help us to realise our purpose of 'building trust in society and solving important problems'. The trust that our clients, communities, and our people place in PwC, and our high standards of ethical behaviour, are fundamental to everything we do.

To build trust in society and solve important problems, we:



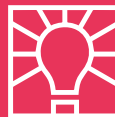
Act with integrity



Care



Make a difference



Reimagine the possible



Work together

Take the opportunity to apply

The recruitment process may vary slightly across business areas and some roles may have application deadlines. Everything you need to know is on our careers website.

Career discovery

Visit our careers website to find the area that's right for you and when you've decided, do lots of research. Audit is the largest practice in the Isle of Man and where most of our opportunities are available. It is a great way to get general business training and globally portable skills. It's important you're able to explain why you selected the business area and the value it creates for our clients. If professional qualification study is needed, make sure you understand how much time you may need to invest.

Apply online

Decide on the programme you want to apply for and the skills you can bring then apply online at www.pwc.com/im/careers and navigate to our Current Opportunities section. We consider applications for our training programme intakes more than a year in advance.

Career unlocked

The next stage will be a first stage interview and assessment held at our offices. We'll invite you in to sit a numerical skills test to ensure you have the ability to be successful in your professional qualification. Then you will attend a first interview and 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.

Career conversation

The final stage will be an interview with a partner or director. Like your first stage interview, this will be competency-based so be ready to talk about your experiences, demonstrate your understanding of our business and show you have the attributes as detailed in The PwC Professional. Make sure you prepare in advance by thinking about the behaviours and skills we're looking for and how you can demonstrate this through your experiences.

Your offer

We'll tell you whether we'd like you to join us, as soon after your Career Conversation as possible.

Pre-employment screening

Congratulations you've accepted our offer! Part of our onboarding process includes checking your grades and job history, so please make sure everything is correct on your application form. We're known for accuracy, so carrying out checks like this protects our reputation.

Joining us

The support starts as soon as you say 'yes'. Our culture is all about our people and we want you to feel supported and part of PwC as soon as you join. We'll help you make the most of your talents with a structured, comprehensive, on-going development programme. Ultimately, our best training takes place in our close team environment, on-the-job and in front of our clients. If you are joining one of our training programmes you will join early Autumn.



Valuing Difference. Driving Inclusion.

Visit here to find out more:

pwc.com/im/careers

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