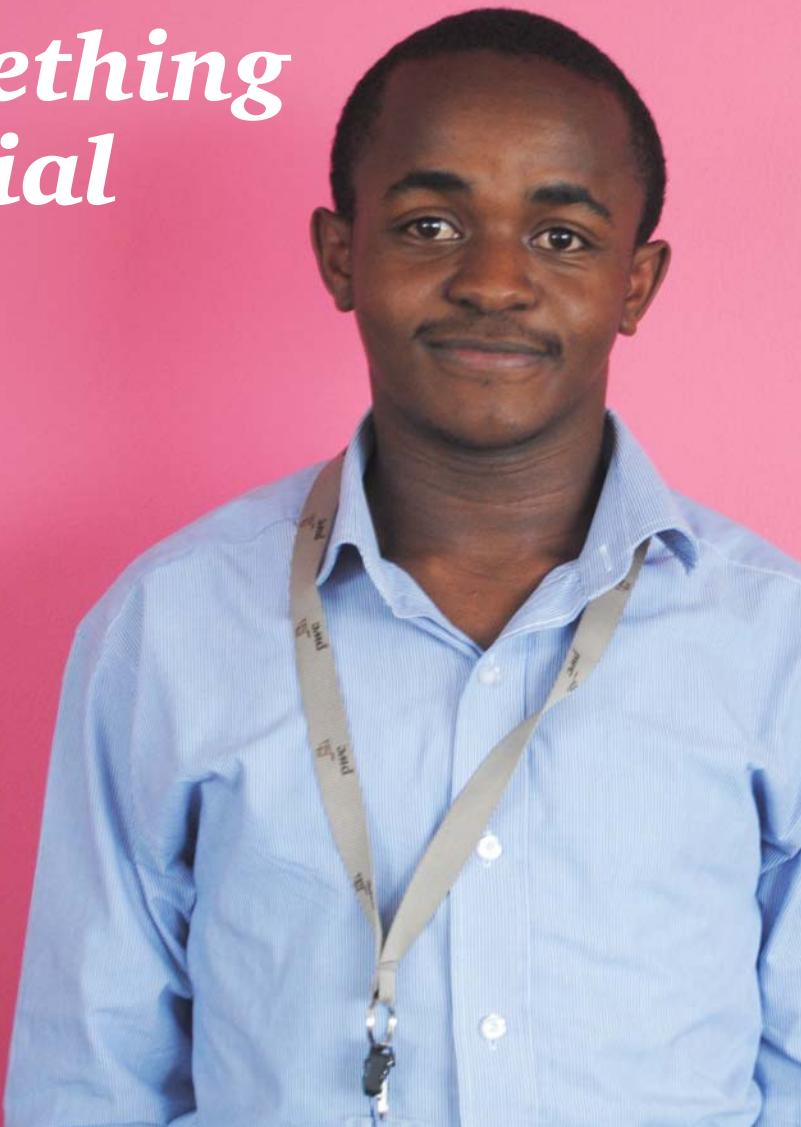


# *An experience that stays with you*

*PwC Graduate  
Recruitment 2015*



*Experience  
something  
special*



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# Who we are



**At PwC, we're passionate about constantly creating and adding value for our clients and our people. It's an inspiring backdrop for one's career, whether making a difference to a public or a private company, a government or charity. You are exposed to a distinctive breadth and depth across our network and you will build a unique perspective of the world. There are opportunities for you to grow as an individual, to build lasting relationships and make an impact in a place where people, quality and value mean everything.**



**PwC helps organisations and individuals create the value they're looking for. We're a network of firms in 157 countries with more than 195,000 people who are committed to delivering quality in assurance, tax and advisory services. Find out more and tell us what matters to you by visiting us at [www.pwc.com](http://www.pwc.com)**

### ***In Sub-Saharan Africa***

In Sub-Saharan Africa, we're the largest provider of professional services with offices in 28 countries and over 8,000 people. This enables us to provide our clients with seamless and consistent service, wherever they're located on the continent.

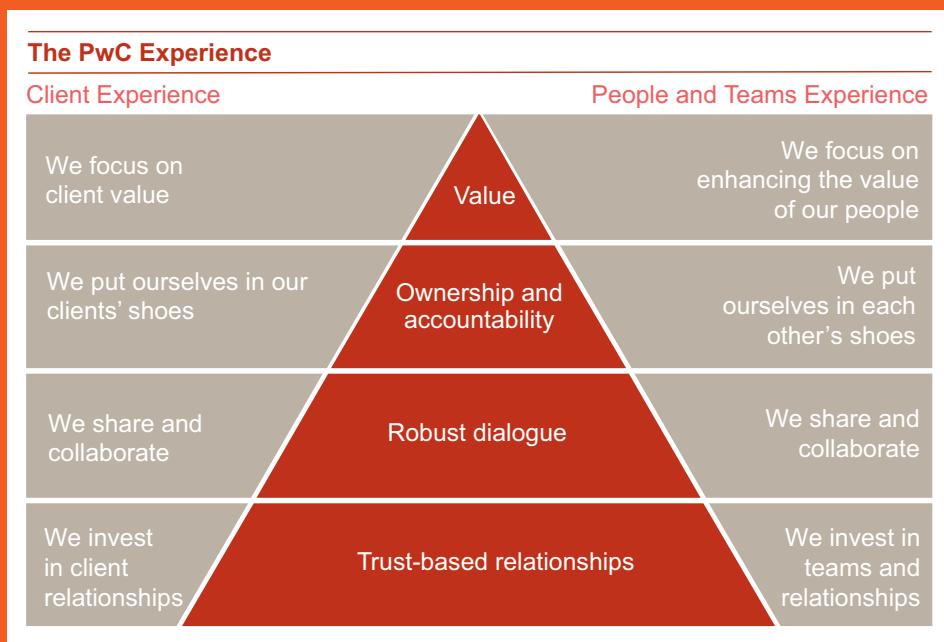
### ***In Kenya***

At PwC Kenya, our purpose is to build trust in society and solve important problems. Our in-depth knowledge and understanding of operating environments in Kenya and the region enables us to put ourselves in our clients' shoes and offer truly tailored Tax, Assurance and Advisory solutions to unique business challenges.

# *Our culture*

## *PwC Experience:*

PwC Experience describes what we offer our clients and our people when we focus on what matters most to them. Delivering the PwC experience consistently is the foundation for achieving our vision and becoming the #1 professional services firm.



## ***Our Values***

Putting our values into action.

### ***Achieve excellence***

Delivering what we promise and adding value beyond what is expected. We achieve excellence through innovation, learning and agility.

### ***Develop teamwork***

The best solutions come from working together with colleagues and clients. Effective teamwork requires relationships, respect and sharing.

### ***Inspire leadership***

Leading with clients, leading with people and thought leadership. Leadership demands courage, vision and integrity.



# *An experience that will enable you to reach your full potential*



**At PwC, we are committed to delivering quality in Assurance, Tax and Advisory services. We provide industry-focused services for both public and private clients. We provide a variety of opportunities within the business where your skills and competencies can add value and enable you reach your full potential.**

# Advisory

We help organisations to work smarter and grow faster. We consult with our clients to build effective organisations, innovate and grow, reduce costs, manage risk and regulation and leverage talent.

Our aim is to support you in designing, managing and executing lasting beneficial change.

We serve our clients around the following priority areas:

## ***Transactions***

- Strategy and execution involving deals, mergers, acquisitions, disposals, restructuring

## ***Business Recovery Services***

- Viable solutions concerning turnaround, restructuring and exit plans

## ***Investigations***

- Managing risks around fraud, abuse and errors

## ***Strategy & Operations***

- Differentiated strategy and efficient processes that lower costs, increase cash flows and enhance customer satisfaction

## ***Technology***

- Independent and objective analysis of IT solutions and project management



## ***People & Change***

- Leveraging talent to achieve a competitive advantage

## ***Finance & Accounting***

- Optimal finance functions improving their contribution to your business

## ***Governance, Risk & Compliance***

- Resilient and performance-based risk assessment and strategy



# Assurance

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

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

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

We serve our clients around the following priority areas:

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

# Tax

PwC is the leading provider of tax services worldwide. We understand your business and economic environment and we combine this with specialist tax knowledge. We can help you navigate complexity to:

- Achieve business objectives by reducing tax risks and meeting your compliance obligations and
- Improve business and operating efficiency through tax efficiency and understand and manage the total tax contribution your business makes to governments.

## ***Our services include:***

- International tax services
- Transfer pricing
- Mergers and acquisitions
- Indirect taxes (including VAT, Customs and Excise)
- Human Resource Services (including International Assignee Services)
- Tax Management and Accounting Services (including Corporate Tax Compliance, Accounting, Payroll and related services, as well as Tax Function Effectiveness)



# *Experience growth*



## ***Career growth***

We're committed to developing top-notch professionals. Starting your career with us, you can expect a learning culture where teamwork and collaboration are encouraged, excellence is rewarded and diversity is valued and respected.

Your development is key, we take a holistic approach to learning by combining a variety of innovative learning approaches with on-the-job coaching and career milestone development experiences, to empower you to build successful and rewarding careers.

We'll provide the training, coaching and experiences that allow you to build relationships and take advantage of career opportunities.

Our Performance Management process encourages you to continue to develop in your career and enhance your performance and through this process, we are able to develop authentic, inspirational leaders at all levels and deliver the distinctive experience for each other and our clients.

You have an opportunity to demonstrate your creativity.

# *Experience learning*



## ***Coaching***

We believe in helping our people reach their full potential. By assigning you a coach, we are able to guide you through areas where you can grow and develop. Coaching, formal or informal, happens every day at PwC. We emphasize the importance of real-time feedback, so that people continually improve their professional skills and enhance their personal brand. Quality conversations are at the core of our Performance Management process. All individuals have access to regular, timely and meaningful verbal and written feedback and time devoted for discussion about their careers and development.

## ***Training***

At PwC, we're committed to ongoing skills development so that our people deliver added value and quality and stay relevant in the marketplace. PwC employees receive world-class learning opportunities through a variety of classroom trainings and a system called the "Learning Management System," where they have instant access to an in-depth catalogue of learning programs and specialized courses, some of which can be taken virtually, anytime, anywhere.

# *An experience to make you stand out*



The work you do at PwC will be rewarding and challenging. You'll be constantly learning, and your ideas will be welcomed in an atmosphere of collaboration and teamwork.

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

Our clients might want us to help them enter new markets; address the challenges created by organizational change; or draw up a sustainability strategy that aligns their commercial objectives with broader environmental and social concerns.

Whatever each project involves, you'll get a real sense of achievement from boosting clients' performance in different ways, delivering benefits they can measure and a high-quality standard of service that's second to none.

# *An experience to interact with different cultures...*



## ***and go beyond borders***

Through our international mobility programme, you will experience personal enrichment and career development in a distinctive way.

By exploring the world and experiencing it up close, you will broaden your expertise, build lasting relationships and develop a global lens.

With offices in 157 countries, and a deep practice organised around key industries and services, we have an extensive Global

Mobility Programme within Africa and outside Africa to offer you virtually unlimited opportunities.

The mobility programmes are flexible and can either be short term, long term or international transfers. You will interact and experience different cultures that enable you to broaden your world perspective and mindset. Our diversity is our strength both in PwC Kenya and beyond.

# *Experience recognition*



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

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

you strive to achieve your own goals and grow your career.

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

We have initiatives and programmes that continuously recognise the value of our people such as PwC Cares and Wellness programme, PwC Super heroes, PwC Recognition cards and others.

# *Experience flexibility*



At PwC you will be supported with flexible working programmes and provided with support structures to help you balance your work life and personal life. Our policies include maternity and paternity leave, flexibility for returning new mothers, career breaks, part time work arrangements and others.

Our people are most successful when they have the everyday flexibility to balance the demands of their professional life with their life priorities. Adaptability is also necessary

to respond to the demands of a client service business.

We understand that a culture of flexibility is at the heart of work/life quality for our people. We also recognize that to perform at their best, people need to rest.

We recognize that our staff are multifaceted and dynamic and PwC provides a supportive culture and environment.

# *An experience that will help you make a difference*



At PwC we have a Corporate Responsibility Programme which is structured around Responsible Business, Diversity and Inclusion, Environmental Stewardship and Community Engagement.

As a firm, we are committed to Corporate Responsibility (CR) which entails working with our employees, the community and the society at large to improve long term

economic, environmental and social sustainability across the world. Some of our programmes include: Supporting Our Lady of Nazareth (OLN), Global Give Back Circle and the Jim Mcfie Education Fund among others.

# *An experience to enable you to build meaningful relationships*



At PwC you will have the opportunity to work with the best people in your field and to build lifelong relationships.

You will have opportunities to have a buddy and a coach from whom you can learn from and share with.

You will have an opportunity to develop and maintain meaningful relationships with your clients, colleagues, leaders and PwC Alumni, building value together.

# Experience fun





# **Graduate Recruitment 2015**

## An experience that stays with you

### **Calendar of Activities**

#### ***Online Application***

The online application process runs from 27 February and 27 March 2015

#### ***Competency Assessments – April and May 2015***

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

#### ***Manager Interviews – May and June 2015***

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

#### ***Partner Interviews – June 2015***

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 – July 2015***

Successful candidates will get a chance to work at PwC.

#### ***Pre-onboarding – August 2015***

Getting you ready to join PwC e.g. reference checks and pre-onboarding session with our staff.

#### ***Reporting Date – 1 September 2015***

# 1

## ***Do your homework***

Visit our website to research the business area you want to join. Your interviewer will expect you to explain your choice and outline your strengths

# 2

## ***Apply online***

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

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

# 3

## ***Competency assessments***

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

# 4

## ***Manager's interview***

We'll explore your understanding of our business and how carefully you've thought about your career choice, as well as how you work and communicate with others

# 5

## ***Partner interviews***

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

# 7

## ***Pre-onboarding***

Getting you ready to join PwC

# 6

Offer to successful candidates

# Contact us



## ***Human Capital***

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