

# *The Experience stays with you*

*Start  
planning for  
your future*



# Foreword

**Francis Kamulegeya**  
Country Senior Partner



PwC helps organisations and individuals create the value they are looking for. We are a network of firms in 157 countries with more than 208,000 people who are committed to delivering quality in assurance, tax and advisory services.

In Africa, we are the largest provider of professional services with PwC member firms in 54 countries and close to 10,000 people. Combining global expertise with local know-how, our people can help you grow and manage change wherever you operate in Africa.

In the East Market Region, PwC firms in Uganda, Kenya, Tanzania, Rwanda, Zambia and Mauritius operate in a region that shares many common growth trends and profiles. Many of our clients are also operating on these countries as a regional business. Therefore our regional grouping ensures that we are in a better position to service them better and quickly respond to their business needs.

PwC Uganda has a long established practice serving government, developing Partners and other international financing institutions, as well as the private sector which enables some of

the bigger global and regional companies and brands operating in Uganda. Our local capability comprises 4 Partners and over 140 professionals who combine their in-depth understanding of local business, social, cultural and economic issues with deep technical expertise and industry knowledge.

This local expertise, combined with our global network, will create huge opportunities for young, energetic and ambitious graduates who want to benefit from ideas that challenge conventional thinking and gain new perspectives.

PwC Uganda has grown tremendously in recent years and we expect this growth to continue as the market demand for high quality industry focused, value adding consultancy services continue to grow.

As a result of this we are now looking for ambitious, highly motivated and dynamic candidates to be part of this growth. So step out and join the world's leading professional services firm. We look forward to welcoming you aboard a life changing experience.

# *The Experience to be valued*



*By now you should have a good idea of the learning environment we create for you and the personal development you can expect; the way we support you through your professional qualifications; and*

*the value of the lasting relationships you'll create. But we know finances are important too. So, we offer all our people a competitive reward package as well.*

***PwC offers you the experience to...***

***Discover***

*Yourself and the business world*

***Connect***

*With colleagues and clients of the highest quality*

***Sharpen***

*Your skills, insights, professional skepticism and your services to our clients*

***Impact***

*Your clients, communities and the wider world while developing yourself through great experiences*

# ***Talent, hard work and experience to***

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

**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.

**140**  
staff in  
Uganda

## ***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 in the US, UK, Rwanda, Ghana, Zambia, South Africa and other locations.



*to grow your own way*  
the rest

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

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

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

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

## ***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.

### Online Personality Questionnaire

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/ug/careers](http://www.pwc.com/ug/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, verbal reasoning and essay writing 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

## ***Online personality questionnaire***

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

# 7

Offer to successful candidates

# 8

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

Getting you ready to join PwC



## ***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/ug/careers](http://www.pwc.com/ug/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 1 September 2016.

## ***About PwC***

PwC in Uganda 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 Uganda, ranging from multinationals, a cross section of local businesses, to public institutions.

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

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