

Graduate opportunities 2011

Make a world-class career



ERNST & YOUNG
Quality In Everything We Do

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Who we are

Ernst & Young is 141,000 people, in 700 locations across 140 countries around the world. We work with our clients on Assurance, Transactions, Tax and Advisory – helping them realize the potential in their business. We're one of the world's best-known professional services firms and our clients are some of the world's leading businesses. Our 87 practices in Europe, Middle East, India and Africa (EMEIA) operate as a single region, recognizing that many of our clients also work across international borders.

Everyone at Ernst & Young brings different skills and traits with them. So don't think you're not the right type, or that you haven't got the right qualifications to work here – the extraordinary scale and scope of our business means the broadest spectrum of people can flourish here.





Making the most of your natural talents; working for businesses around the world; helping your clients change the way they work. These are the components of a world-class career and you will find them all at Ernst & Young.

Of course, the skills you've learned and the degree subject you've been focusing on at university will be important as you begin and progress through your career.

But not as important as your natural talents.

So from the first day you arrive at Ernst & Young we want you to bring your personality, passions and talents with you. Work will be more interesting and rewarding, you'll get better and better at what you do – and most importantly, you'll reach your full potential.

Making the most of your talents

We know that the more engaged our people are, the better the work they do for our clients is. It starts with you—and us—recognizing what your natural talents are and finding the role that makes the most of them.

You may have a good idea what those talents are already—they're the same traits that help you excel at the things you love doing.

This is why we encourage all of our people to bring their whole personality to work and develop new interests and abilities all the time.

Time and again, we've seen that lasting success depends on personality and natural talents—not just skills and qualifications. We're interested in the obvious business skills you might have, like commercial drive or the ability to work in a team, but we want to see your strengths, your passions and outside interests too.

They'll help you grow and achieve your potential at every stage in your career; and you'll help our business become more and more important to our clients.



“Ernst & Young responds to ambition. I love that.”

Abdur's story

Title: Senior Manager, Assurance

Degree: Master of Commerce (Accounting & Auditing)

Office: Bucharest

“My 14-year career at Ernst & Young has been a continuous professional development pathway. The organization is always full of challenging opportunities, which not only need good technical skills but also the right communication and excellent project management skills. I am always being exposed to something new, which keeps me motivated and willing to learn.” **Abdur Rab Sharjeel**

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Working for businesses around the world

Our business is built for its international clients: the work we do in new and emerging markets enables them to grow, across borders.

So where some businesses talk about integration around the world, we have actually achieved it – today, many of the projects we work on involve building international teams to work with our clients.

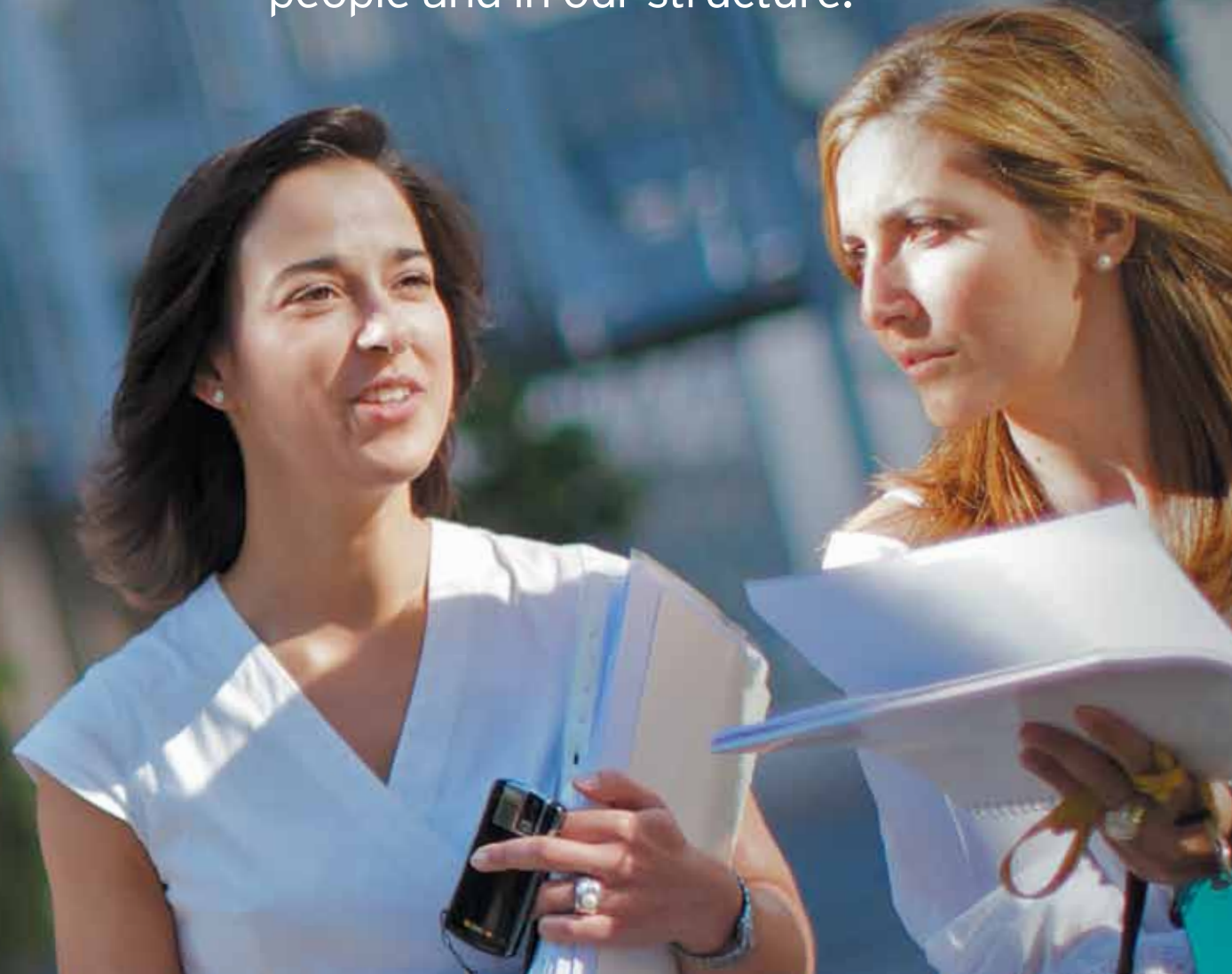
This way of working is especially important to us, and our clients, in the region we call EMEIA (Europe, the Middle East, India and Africa). We have 87 different country practices in EMEIA and almost 70,000 people. The way we compile international teams – picking the right people from the right countries to meet our clients' global needs – creates huge opportunities for our graduates.

Working in international teams also means you have access to the support and expertise of Ernst & Young people from all around the world. As you grow in knowledge and experience, people around the world will rely on you.

So whether you're working in a smaller regional office, a major business center or an emerging market, you'll often be working on the international stage as part of an international team. This won't always mean travelling or working abroad – but it will mean the chance to fulfil your potential working with some of the world's leading businesses.



“Where’s our strength? In our people and in our structure.”



Monica's story



Title: Senior, Assurance
Degree: Accounting
Office: Bucharest

“After four years of auditing different companies and industries across Romania, I was thrilled to find out that I will have the opportunity to embrace a new cultural and technical experience - a two-year secondment to Munich, Germany. Of course, the great news came following a good performance as an auditor with Ernst & Young in Romania, and after discussing with my personal counselor, an experienced senior manager, how such an experience will fit into my future professional and personal development. But the most important contributor to this opportunity was that our organization made this possible through its global networks and clients.

Currently, my biggest client is a six-continent player from the Technology Industry, with its headquarters in Germany. In Munich we summarize the audits of subsidiaries from all around the world. My team is also very international. Most of my colleagues are German, but it is interesting to also work alongside colleagues from Italy, Hungary, Switzerland, Russia and, of course, I am happy to represent Romania. Though we have a rich variety of perspectives and cultural backgrounds, we all have a common target, which is striving to help our client to achieve its business goals by providing assurance and advice.”

Monica PuIU

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Helping clients change their businesses

We want you to drive your own career and develop your own unique talents, but we also support our people in getting involved in causes that matter to them.

So whether you want to improve education in your local community, encourage young people to develop business skills or support disaster relief, we'll give you the opportunity to make a difference.

Some of our people choose to take part in existing programs and events, others bring new ideas with them and we help them to realize their plans.

Why do we want our people to pursue the concerns that matter most to them? Because by investing in communities today we make sure there will be a social and commercial environment we can all thrive in tomorrow.

"Since I joined Ernst & Young in 1993 the business world has changed dramatically. We anticipate these changes, assess how the market is moving and help our clients respond. Globalization has been an important theme—I have responsibility for our relationship with a leading international business operating across EMEA and beyond. That means building and managing the teams that help my client deliver important cost control, business structure and other projects.

Working closely with an international client means I travel a lot and work around different time zones—both bring interest and variety that I enjoy.

But most fascinating are the teams of people I put together from places as diverse as

Mauritius, Germany, India and the UK. Initially, of course, working with a group of people from different cultures with different personalities and talents is complicated, but I've found that if you persevere, you get better, more creative results. It's hugely rewarding for me—after 17 years here the scope and scale of what we do is still exciting.

Recently we built a team of 30 in the space of two or three days to deal with an urgent situation for a client. They were drawn from 15 different countries and they all turned up in the Netherlands at exactly the right time—as you'd expect. What's amazing, though, is that they all had the same high standards, and within hours we were all working as a team with an important client."

Ian Shaw





Ian's story

Title: Global Client Service Partner

Degree: Change Management (Master of Philosophy)

Office: London

"Recently, we built a team of 30 in the space of two or three days to deal with an urgent situation for a client. They were drawn from about 15 different countries and they all turned up in the Netherlands at exactly the right time – as you'd expect."

Ian Shaw

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“Work with an amazing team
and make the most of your talents.”

Ionela's story

Title: Senior, Advisory

Degree: Business Administration

Office: Bucharest



“It was a very important choice for me to accept a position with Ernst & Young and just one year later the job became a career path. Different industries, different teams, different project types and an intense learning environment have made the years in the organization a valuable professional, but most of all a personal experience. I enjoy the constant challenge to be a driver of change and deliver solutions to our clients that improve their business performance. And above all I enjoy being part of teams that thrive through a diversity of backgrounds and ideas – that’s how I keep growing.” **Ionela Stan**



Advisory

Working at the heart of business

We work across all industry sectors and government departments, helping our clients improve the way their organizations work by identifying, diagnosing and solving complex business problems. Our teams act as trusted advisors on some of the most exciting projects around.

Huge variety, and always working closely with clients

Working closely with our clients in integrated teams, we bring our different individual strengths and experience together to drive sustainable improvements in business performance. This could be in areas such as business transformation programs, performance management, or all aspects of business and security risk.

There's huge variety in what you'll do each day – and where. Operating in diverse teams means working closely with clients and senior colleagues. It also means you'll play an important role right from the beginning. You'll need to think quickly, act creatively, and not be afraid to challenge accepted wisdom.

Having an entrepreneurial and ambitious nature is a good start, but you'll also need confidence, commercial acumen and an analytical mind. If this sounds like you, come and help us shape the future of our growing business and you'll have more than enough opportunity to drive your own career forward in the process.

Advisory programs

We offer a number of programs. Depending on which area of Advisory you choose, you could be helping clients improve their performance, assisting them to identify and mitigate business risk or giving advice on IT controls.

But whichever Advisory program you join, you will learn the basics of business from the ground up and you'll have the opportunity to focus on the areas you're most interested in. At each stage, you'll have more training to give you the understanding and confidence you need to reach the next level.

1 Performance Improvement

Advising public sector organizations and leading companies across a range of industries, you'll help your clients define their organizational requirements, and work closely with them to deliver sustainable improvement. This will give you a comprehensive overview of roles in Advisory Services.

2 Risk

Our teams work with top companies and major public sector organizations to help identify the complex risks they face. Our expert advice helps our clients improve their effectiveness, enhance their business controls and hit their business targets.

3 IT Risk and Assurance (ITRA)

Businesses depend on their computer systems, data and networks. Our clients are constantly challenged by changes in business and technology. And when things go wrong, the implications can range from a minor inconvenience to major business failure.

This program will equip you with the knowledge to advise some of the world's most prestigious organizations on how to establish and maintain efficient systems and controls in order to mitigate business and IT risks.



4 Actuarial

With over 300 professional actuarial staff, our EMEIA actuarial team is one of the largest in the world. As well as studying for your professional qualifications, you'll work on client assignments in General Insurance, Life Insurance or Pensions, using analysis and modeling techniques to develop a thorough understanding of business and technical issues.

Next steps

If there's anything else you'd like to know about us, what we do or how we do it, you'll find more information on our website.

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5 Financial Services Risk Management (FSRM)

With over 500 professional FSRM staff, our EMEIA team advises Financial Services clients in regulatory and risk management matters. Reform in this area continues to gather pace and the industry faces a number of very significant challenges in the next few years. In advising our clients and helping them overcome these challenges and improve their businesses, you will work with a range of national and international clients in specialist areas including: credit risk, market risk, operational risk; capital and liquidity management; and industry regulation.

“When the team gives it 100%,
you really bond.”



Teodora's story

Title: Senior Manager,
Assurance

Degree: Finance

Office: Bucharest

“The last 12 years have been full of challenges and opportunities. Opportunities to learn, to grow as a professional, to teach other colleagues. Opportunities to learn of various business. Every year brought something new to do: a different client, a different economic environment, a different angle to view things, more involvement in learning, the chance of international exposure or the chance of developing a product. Each challenge helped me not only to improve in one area of the profession, but also to find ways to leverage the learning on other areas too. In a way all of them are connected. This is why I like working with Ernst & Young.” **Teodora Dănilă**



Assurance

Always changing, always stimulating

In today's complex business world, knowing which information matters, and knowing that it is accurate, is more important than ever. That knowledge is at the heart of what we do: by making sure that company owners, managers, regulators and employees have access to reliable financial information, we enable them to make better business decisions.

Understand businesses, and their people

We therefore have to learn exactly how each business works and how the small details affect the big picture.

We have to build relationships with the people who know it best. So, you will be working closely with our clients, often at their premises, analyzing their companies, understanding their strengths and weaknesses, and using that knowledge to advise their senior management.

At the same time, you will work toward your professional qualifications and decide on your own career path.

In addition, as business is becoming increasingly international, you will need to learn about different political and economic environments. Whatever you are doing, you will have to think globally, and you might get the opportunity to work abroad.

What are we looking for? Analytical and problem-solving skills are fundamental but you will also need the ability to develop good working relationships with your clients and gain their trust in order to make things happen for them.

So if an ever-changing workplace appeals to you, Assurance will be a natural fit.

Assurance programs

Wherever you start your Assurance career, you'll choose from either a broad industry audit role or a specific Financial Services audit role.

1 Audit

We're looking for the business leaders of the future so, in this program, we'll give you every opportunity to build the foundations of a successful career. Working in integrated teams, you'll learn first-hand about a range of different businesses. Advising on complex multinational and higher risk projects, you'll gain a valuable insight into how companies work and the factors which influence business performance.

2 Financial Accounting Advisory Services

Company reporting has evolved and organizations now constantly face complex changes. As one of our financial accounting advisory professionals, you'll work closely with clients to help resolve areas of accounting complexity, including those that affect their financial statements and are critical to their financial reputation.

You'll be part of a multidisciplinary team and assist clients with a range of issues. These could include accounting conversions; adoption of new accounting principles; transaction accounting and reporting; and accounting assistance on due diligence. You may also assist clients with accounting, disclosure and regulatory support, including public offering assistance, and with improvements to their accounting process, system and controls. Throughout, you'll receive the opportunities and support you need to achieve your potential.

3 Fraud, Investigations and Disputes

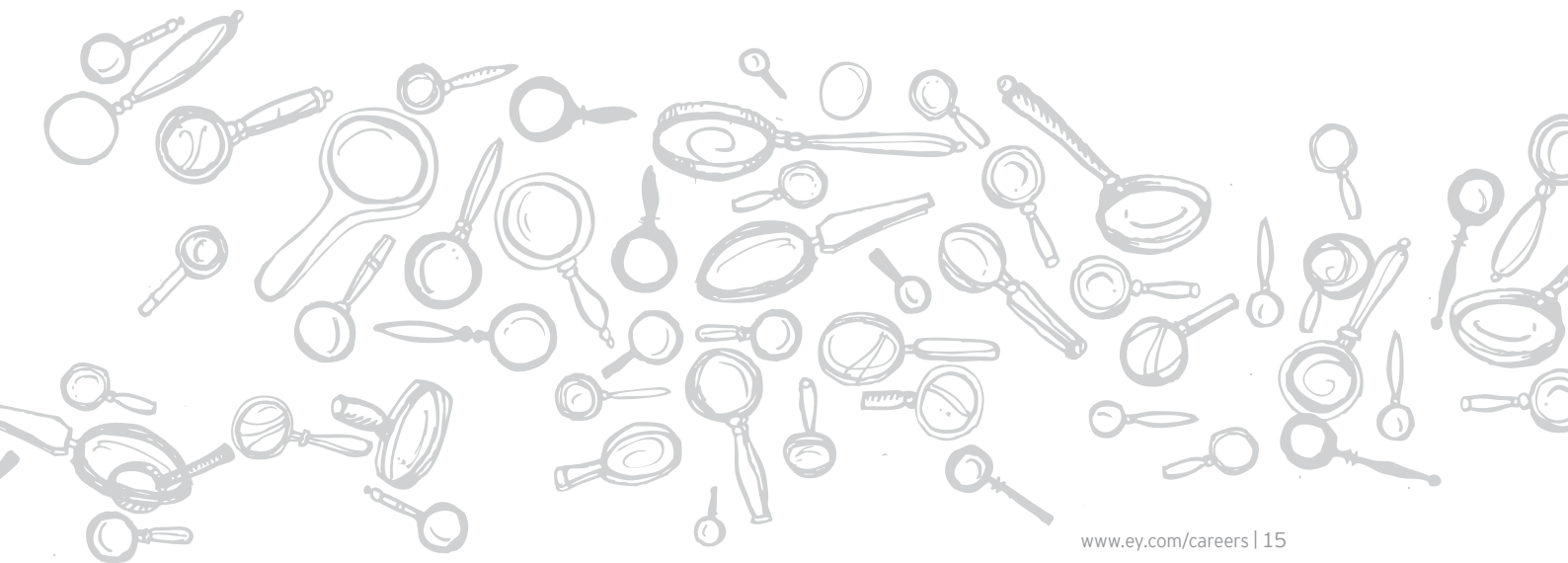
We help our clients deal with the complex issues of fraud, regulatory compliance and business disputes that could otherwise detract from their efforts to drive their business forward. We draw on knowledge of fraud assessment, monitoring and prevention to help organizations manage fraud risk more effectively by treating it as a critical business priority. As part of our global network of over 1,000 fraud investigation and dispute service professionals working in multidisciplinary teams, you'll gain valuable experience across industries and geographies. You'll also have the opportunity to increase your subject matter knowledge and develop valuable insights into fraud, regulatory compliance and business disputes.

Next steps

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“You always have a say, and you’re always taken seriously.”



Marius' story

Title: Manager, Transactions
Degree: Economics
Office: Bucharest

“For me, Ernst & Young is definitely about learning by doing. And for the past five years, I’ve been doing a lot: financial due diligence, restructuring, M&A assistance, financial audit. You will step out of your comfort zone quite often, but it is a continuous learning experience. Also, it is about international exposure. I have had the opportunity to work in Barcelona in Transaction Support, and Manchester in Corporate Restructuring, which has helped me develop both as a professional, and given me great life experiences. What amazed me was how easily you can team-up with your colleagues from Spain or the UK, as we have the same skills and standards. Currently, I am involved in developing a Restructuring practice in Romania, which is a very challenging experience.” **Marius Boatcă**

Transaction Advisory Services

Driving change in the boardroom

Capital is critical to every organization in today's economic landscape. It is right at the heart of every strategic decision taken in the boardroom. Because if businesses can make the right decisions about capital—how to preserve it, raise it, invest it and optimize it—they can maximize their competitive position.

Work with the decision makers

You will help corporate and fund management clients see how their businesses could succeed in the future, and then work with them to make it a reality, advising the board and their executive team on how to meet—and exceed—the expectations of their stakeholders.

Our unique development program will equip you with the necessary technical skill set for complex financial analysis and help you build the softer skills you will need to establish successful client relationships with corporates, private equity financiers, investment bankers and lawyers. You will also be coached on how to develop strong internal networks.

In your first few years, you will undertake a broad range of experiences across different disciplines and sectors, which may include Mergers & Acquisitions, Transaction Support or Valuation & Business Modeling.

You will work hard. It is fast-paced, high profile and high pressure, and there are often tight, strict deadlines. But as you grow your knowledge and experience, you will have the opportunity to become an expert in your chosen field and develop solutions for complex technical and strategic issues.

Transaction Advisory Services programs

To succeed in Transaction Advisory Services you need keen problem-solving skills and the ability to work well under pressure as you help companies evaluate, structure and execute their most important deals.

It's a dynamic, forward-looking environment which will keep you on your toes. You'll also need to develop specialist skills to help you develop your career in the area you want to. In your first three years, therefore, you get the opportunity to gain substantial experience in three of the following specialist areas:

1 Restructuring Services

You'll learn how to give integrated, objective advice on restructuring a business, selling or buying a distressed asset, dealing with financial distress and under-performance or improving working capital management.

2 Transaction Support Services

Working directly with our clients' senior management as part of a team, you will provide advice on the key transaction drivers, risks and opportunities that create and maintain value from the perspective of both buyers and sellers.

3 Valuation & Business Modeling Services (V&BM)

Our V&BM professionals play an integral role in helping clients effectively execute their capital strategy. As a Valuation professional, you will perform high quality valuations of companies and individual assets for transaction purposes, and to satisfy other corporate, regulatory and accounting requirements. As a Business Modeling professional, you will provide modeling support so that clients can make effective strategic decisions.

4 Transaction Integration Services

You'll work on some of the world's most complex high profile engagements, from acquisitions and sales, to restructuring and joint ventures. In the process, you will develop the skills you need to assist with effective integration and separation strategies, identifying synergies and sources of value enhancement, as well as advising on risk mitigation and the successful transitioning of operations, functions and people.

5 Lead Advisory Project Finance Services

You'll learn how to give responsive and objective advice to both public and private sector organizations. You'll help them assess and evaluate options for delivering projects, debt refinancing, developing financial models and negotiating with the funding community to obtain the most competitive terms.

6 Lead Advisory Mergers & Acquisitions Services

You'll work closely with senior management of leading organizations of all sizes – from multinationals to smaller entrepreneurial businesses. You'll advise them on how to achieve their strategic capital objectives through business reviews, acquisitions, leveraged transactions, disposals, takeovers and mergers.

Next steps

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“There’s always pressure. But that’s how I like to learn.”



Ioana's story

Title: Senior Manager,
Tax

Degree: Economics

Office: Bucharest

“I have been with the Indirect Tax team of Ernst & Young for over five years now. When I joined Ernst & Young, I was surprised by the direct and open nature of the communication. There is no room for ivory towers and a private domain here. At Ernst & Young you are rapidly given responsibilities: you can take your own initiatives, but you can always turn to your colleagues for advice. The environment is positive because everybody is given options and opportunities, including the entry level staff. There are also a number of initiatives designed to encourage social contacts. Teamwork is of the utmost importance.” **Ioana Iorgulescu**

Tax

Complex issues, ingenious thinking

Working in Tax takes much more than just knowing the law in one country. It's about finding the answers to questions your clients probably haven't even asked; and being curious about how their businesses operate across the world.

You'll work as part of an international team to develop solutions and advise how tax laws in different countries are relevant to specific business situations.

Every business is different, so every job is a promising intellectual challenge.

Enjoy tough and stimulating intellectual challenges

If you like using the creative side of your brain to solve tough problems and you thrive in a rapidly changing, international environment, Tax is for you.

Clients will turn to you to help them comply with the law, but also to help them understand how the way they run their business affects the tax they pay.

Multinational companies are now facing more and more issues with tax authorities across the globe. So, you will need to be able to analyze and interpret all kinds of information, using your research strengths to keep on top of the latest international legislation. Combine this with your understanding of your client's business, and you can really make a difference.

In the first three years on the majority of our Tax programs, you will spend a lot of time studying – but you will have plenty of opportunities to specialize, developing your strengths and choosing the right qualifications to match your career choices.

Tax programs

Our Tax programs exist to help our clients meet all the tax requirements related to their industry, business activities and operating locations in the most financially efficient way. We offer five specialist areas to choose from.

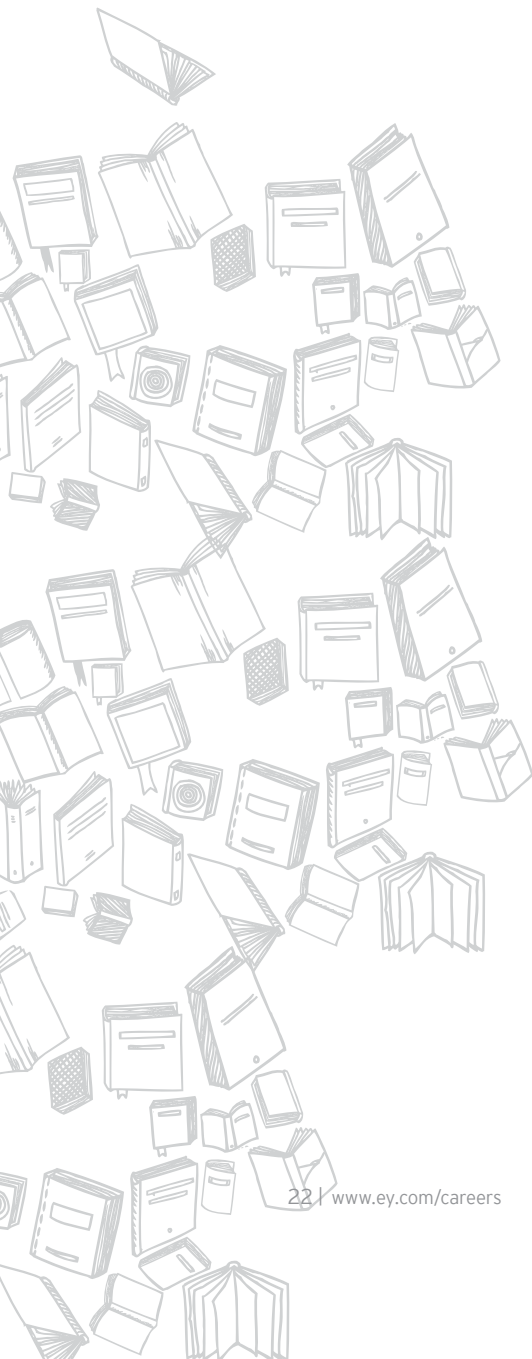
1 Business Tax Services

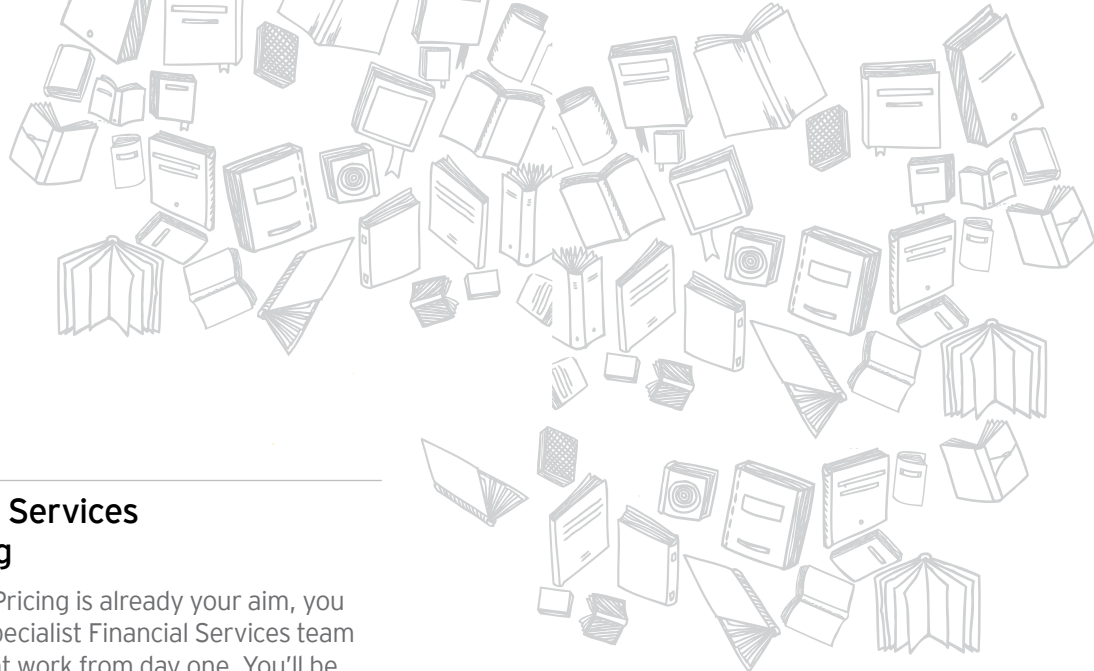
Our business tax professionals help businesses meet complex demands for tax reporting, compliance and planning, as well as tax controversy. You'll have the opportunity to gain experience across our three core areas, comprising Business Tax Advisory, Business Tax Compliance, and Tax Accounting & Risk Advisory. At the same time, you'll work directly with clients ranging from inspiring entrepreneurs to long-established worldwide organizations, developing a breadth and depth of tax and business skills to advance your career.

2 Human Capital

Our Human Capital Global Mobility team helps international employers address the differing tax, immigration and social security arrangements relating to their workforce. Your ability to work well with people from around the world is fundamental to success. While studying for professional qualifications, you will learn about the issues facing expatriate workers and how tax return systems work across the region.

The Human Capital Performance and Reward team helps employers address the tax issues affecting employees in order to remunerate them in a tax-efficient manner. Your ability to work well in a team, with clients and other third party advisers, and to understand and communicate technical tax issues, is fundamental to success. While studying for your professional qualifications, you will be involved in providing a range of personal and estate tax planning advice, together with advice on employment taxes and social security arrangements. From the start of your career with the Performance and Reward team, you will have the opportunity to specialize in working with either our Financial Services clients or a broader portfolio of clients across other industry sectors.





3 International Tax Services – Transfer pricing

If a career in Transfer Pricing is already your aim, you can apply to join our specialist Financial Services team and get stuck into client work from day one. You'll be analyzing various industries, companies and processes to determine where value is created and how business activities are rewarded. Ultimately, your work will influence how clients' transfer prices are set and how their policy is presented to the tax authorities.

4 Indirect Tax

You will be given the opportunity to advise on all aspects of indirect taxes. You'll be talking directly to clients and developing both your client relationship and technical tax skills, building your understanding of taxes on consumption, manufacture and trade; mainly VAT, but also customs duties and excise taxes, Insurance Premium Tax, Air Passenger Duty and a variety of environmental taxes. You'll also be dealing with national tax bodies, other government departments and international institutions such as the EU Commission, on behalf of our clients.

You'll be working towards your professional qualification and, from the outset of your career with Indirect Tax, you will have the opportunity to specialize in working with either our Financial Services clients or a broader portfolio of clients across various industry sectors.

5 Transaction Tax

Our Transaction Tax professionals help companies understand the tax implications of their transactions, whether an acquisition, disposal, refinancing, internal restructuring, company integration or an initial public offering. We look after clients of all sizes across all industries, working closely with colleagues from different disciplines.

In this dynamic and fast-moving environment, you'll work on a variety of transactions, from acquisitions of small family-owned businesses to significant, newsworthy deals. Each will help you develop the skills and knowledge you need to progress your career.

Next steps

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How to join us

There are many different ways and places you can join our graduate program. You can find out about the full range at www.ey.com/careers

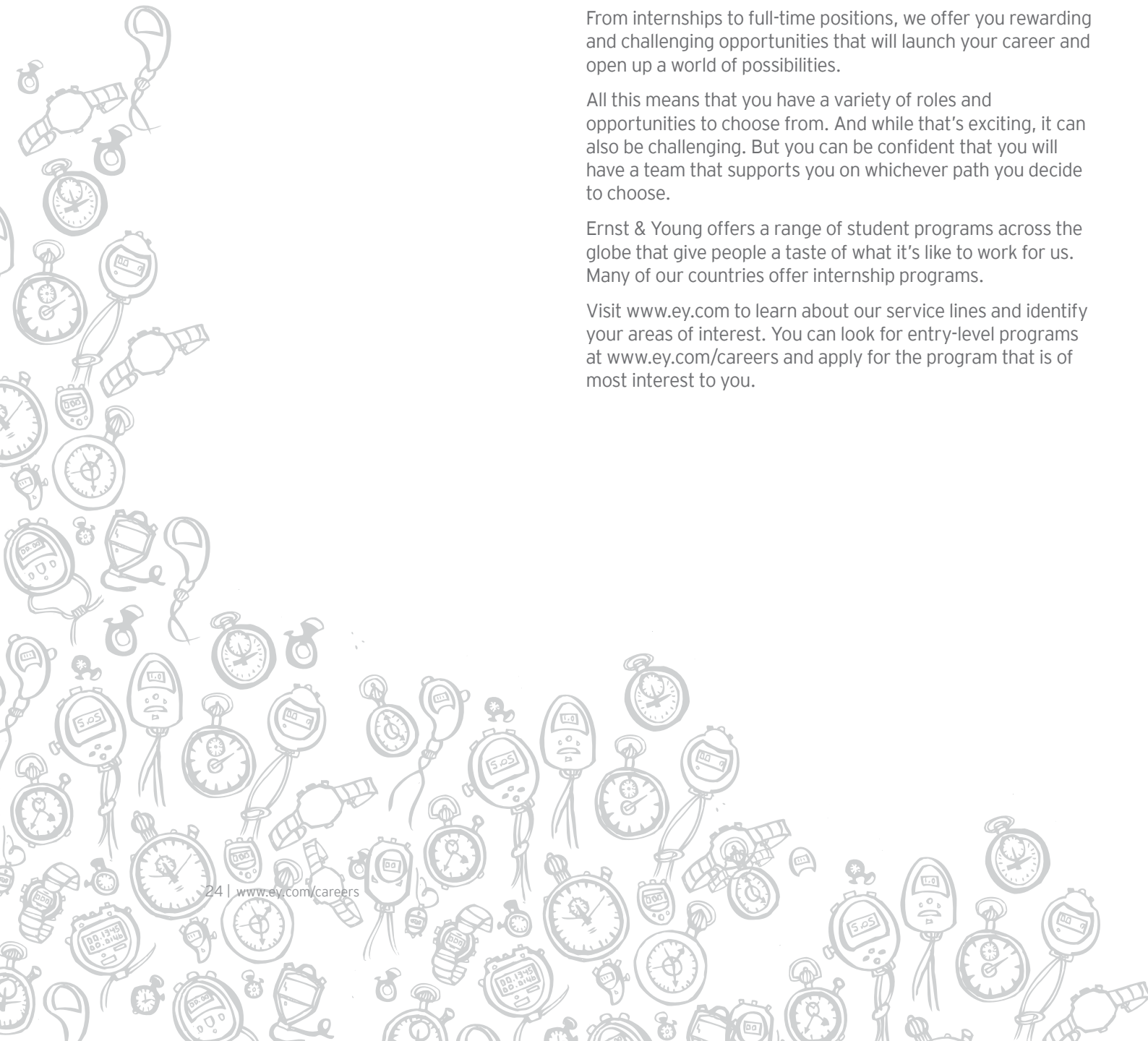
Day one of your professional life defines the start of an important journey. The first step in your professional life is deciding where to launch your career. This is the start of an important journey.

From internships to full-time positions, we offer you rewarding and challenging opportunities that will launch your career and open up a world of possibilities.

All this means that you have a variety of roles and opportunities to choose from. And while that's exciting, it can also be challenging. But you can be confident that you will have a team that supports you on whichever path you decide to choose.

Ernst & Young offers a range of student programs across the globe that give people a taste of what it's like to work for us. Many of our countries offer internship programs.

Visit www.ey.com to learn about our service lines and identify your areas of interest. You can look for entry-level programs at www.ey.com/careers and apply for the program that is of most interest to you.



How to apply

► Choose

Click on "Job Search" and look for opportunities in your preferred location. We consider students and graduates from many disciplines.

► Apply

Allow about 30 minutes to complete the application form. You'll be able to save the application along the way and return to it if necessary. You can preview your application form. Please note we only accept online application forms.

You can nominate a first and second service line preference within your preferred location. If you don't meet the criteria for a role in your preferred service line, we'll consider you for your second preference.

We'll let you know when we receive your information. If your application meets our requirements, we'll invite you for an interview.

► Interview and testing

Prepare to talk about yourself and discuss specific experiences that help demonstrate relevant skills. We want to get to know you as an individual and discover your interests, strengths and attributes. We recommend you think about any extra-curricular activities, significant academic projects, work or life experience that will help us get to know you and assess if you're likely to succeed at Ernst & Young.

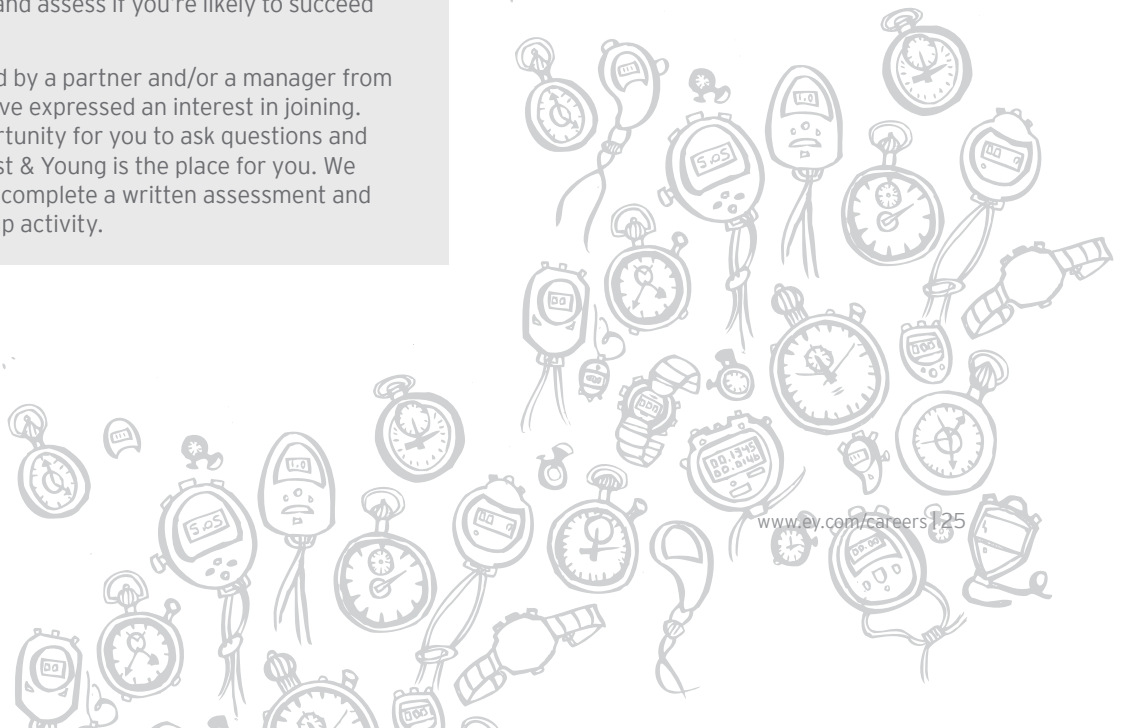
You'll be interviewed by a partner and/or a manager from the service line you've expressed an interest in joining. This is a great opportunity for you to ask questions and decide whether Ernst & Young is the place for you. We may also ask you to complete a written assessment and participate in a group activity.

What we look for

The students we tend to hire have degrees in accounting, economics, finance, information systems, computer science, management information systems or a related field of study. We also look for students who are willing and eventually able to pursue applicable professional development and certification (s) and who can travel, as necessary, to serve clients.

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Ernst & Young

Assurance | Tax | Transactions | Advisory

About Ernst & Young

Ernst & Young is a global leader in assurance, tax, transaction and advisory services. Worldwide, our 141,000 people are united by our shared values and an unwavering commitment to quality. We make a difference by helping our people, our clients and our wider communities achieve their potential.

For more information, please visit

www.ey.com

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