

# Deloitte.



**For the curious**

Graduate & Undergraduate opportunities

“

*At Deloitte we value solutions over tasks and skills over years served. It's not your qualifications that matter most, but instead what you're capable of achieving. That's why we look for people who think differently. As a business, we recognize the importance of diversity to accelerate progress and to make an impact. Not only is this the right thing to do, it's also an important dimension of exceptional service."*

**Enrico Ciai**  
CEO Deloitte Central Mediterranean

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“

*You will be part of a firm that has a strong purpose, making an impact that matters to our clients, our people and the community you live in, shaping a better world for yourself and for them. You will be working in diverse and dynamic teams, proposing innovative solutions to the most complex problems while collaborating with the best talent. Interested? Come on board, it's where you belong."*

**Gianluca Del Nero**  
Talent Leader

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# Welcome to Deloitte

For the curious

Every year, the business and technology landscape is more ambiguous and disruptive. Solving the problems of today – and tomorrow – takes more creativity and empathy than ever before. It also requires people with a broader set of skills and different ways of thinking; the ability to find simple answers to complex questions. If this is you – if you're able to see, think and act differently – you'll find Deloitte is a business that doesn't just recognise your need to remain curious, but fully embraces it.

We're one of the largest professional services firms in the world, with all of the opportunities for development and progression this brings. But more than this, we're a firm of problem solvers. We think boldly, act commercially and make decisions based on the difference we'll make for clients, colleagues and the wider community. What unites us is our hunger for brilliant solutions – the kind that makes an impact that matters.

If you share our ambition, we can offer you the chance to work with the best minds in the industry, guidance from inspirational and supportive mentors, and every opportunity to grow and progress. You'll benefit from tailored

learning and development, feel respected for your individuality and well rewarded for your contribution. And with offices across Italy, each with a global, multi-industry portfolio of clients, you'll soon discover for yourself why Deloitte, really is, for the curious.

Discover more at  
[www.deloitte.it](http://www.deloitte.it)

  
**BIG4**

We're one of the Big 4  
professional services firms



**150+**

Countries and territories where  
we deliver our services



**286,200**

Deloitte people globally in FY18





# For the Thinkers

The solutions you'll shape

Solutions. Not tasks. That's what drives the success of Deloitte. It's for this reason that our people aren't simply accountants. Or auditors. Or financial advisors. They're problem solvers, able to find the simplest answers to the most complex questions for our clients. Join us, and you'll find it's not your background, your experience, or even your qualifications up to this point that matters most. It's your mind, and how you'll use it to make an impact for our clients, and your own career.

Client service teams help create powerful business solutions for organizations operating all over the world. This integrated, multi-disciplinary approach combines insight and innovation with market knowledge and industry expertise to support clients in achieving their business goals.

So where do you fit, and where can your career bring you? Whatever your aspirations, we will help you to find a path that will meet your changing needs and support you in enjoying a rewarding career with one of the leading professional services networks in the world.

Every day, your work will make an impact that matters, while you thrive in a dynamic culture of inclusion, collaboration and high performance. As the undisputed leader in professional services, Deloitte is where you'll find unrivaled opportunities to succeed and realize your full potential.

#### What impact will you make?



**6,000**

Deloitte Italy people in FY18



**51%**

Deloitte Italy people under 30 years old



**7,400**

Deloitte Italy clients in FY18

# For the Challengers

The innovations you'll create

At Deloitte, innovation isn't reserved purely for our technology teams. It's inherent in all we do. As a firm of thinkers, we're constantly coming up with ways to challenge the now and invent the new, through the services we offer our clients and the way our people work. We operate in a commercial world that is constantly changing. So to stay ahead, we do the same, ensuring that as the world advances and our business grows, our people and their skills do too.

“

*I started my experience in Deloitte a few years ago. Ever since, I have had the opportunity to grow professionally and develop new skills every day whilst overcoming different and stimulating challenges. After an intense study of different financial areas, Deloitte gave me the opportunity for a career-change within its network: thanks to my achievements, I entered Officine Innovazione, the first Deloitte start-up dedicated to innovation. Here, we promote the culture of innovation, both internally and externally.”*

**Laura Mengani**  
Manager, Officine Innovazione



# For the Influencers

The impact you'll make

As one of the Big 4 – the largest professional services networks in the world – Deloitte has the ability to make an impact where it matters. In the commercial world and in the public sector, as well as in the wider world. This power to influence lies in our people. Whether helping to shape the future of a large listed company, helping your team achieve its goals, or helping out a local charity, at Deloitte, you'll make a real impact on clients, colleagues and society every day.

“

*Deloitte's social commitment has been incredibly inspiring to me. Deloitte strongly believes in the importance of giving back to the community, and it provides an empowering environment for its people to develop both personally and professionally. Thanks to Fondazione Deloitte, I learned the importance of making an impact where it matters, and I had the opportunity to find a supportive and passionate team that shares the same social purpose.”*

**Marina Mascheroni**  
Senior, Audit & Assurance



# For the Pioneers

## Graduate opportunities

Your time at university may be ending, but an exciting career with us is only just beginning. From the disciplines you'd expect like Audit & Assurance, to those you wouldn't, like Cyber and Digital, and every specialism in between, our graduate opportunities are as diverse as the services we provide and the clients we support. Professional development, personal fulfilment and the chance to shape an exciting future will be yours, all whilst helping to shape ours.



### For the fulfilment

Encouraged to innovate and empowered to take ownership, you'll have every chance to shape your own career and even the business world.



### For the experience

You'll tackle live challenges from the outset. As your responsibilities grow and expand, so too will your confidence and skills.



### For the training

It starts with a comprehensive induction and continues throughout your career with us, shaped by your own ambitions and motivations.



### For the connections

We'll encourage you to make the most of our collegiate environment, developing your contacts and building lifelong relationships.



### For the development

This isn't a job. This is a career. So we'll help you progress, whether it's gaining professional qualifications or learning from experts.



### For the recognition

High performers get some great rewards. We're a meritocratic organisation where progress is built on achievement not on time served.



# For the Insightful

## Audit & Assurance

Audit & Assurance, finance and accounting services are in our DNA. It's what we do. It's what we've always done. And whilst we now offer services far beyond this, we'll continue to lead the industry for clients across the private and public sectors. Join us, and you'll gain world-class experience in areas ranging from auditing to financial controls, and work on projects from large-scale transformations to financial data analysis. But whichever it is, you can be sure of your place among the very best talent in the field.

### The professional experience

Real responsibility will be yours very early on, as you help to provide best-in-class guidance across our full range of services. You'll start by learning from senior members of your team, building your knowledge and confidence as you gain exposure to a range of clients and sectors. You'll then immerse yourself in your clients' world, building strong relationships as you work alongside them.

They'll look to you for business-changing advice and intelligent insights on a range of strategic and financial issues, and you'll deliver, adding real value and growing genuine trust. Soon, you'll even be supervising your own teams, helping to accelerate their careers and yours.

### The personal challenge

Delivering high quality at a fast pace takes someone with a love of detail and a desire to be challenged. You'll need to be a confident communicator; we work very closely with our clients. And as you'll quickly be coaching junior colleagues, you'll need to be a natural leader too.



Analytical



Focused



Resilient



For the

# Ingenious

Business &amp; Financial Advisory

Can you think both analytically and creatively? Then this is where you'll thrive. We're more involved in our clients' affairs than ever before, providing advice and services far beyond pure financial diligence. Whether it's business restructuring, mergers and acquisitions, financial crime investigations, debt advisory, investments or businessmodel generations, you'll gain exposure to a huge variety of projects and a diverse portfolio of clients. All whilst finding the cleverest solutions to the most complex problems.

## The professional experience

You'll be given real responsibility and work on live assignments from day one. At first, you'll produce key analysis and reports for your more experienced colleagues, and work on client projects as part of a multi-disciplinary team. Soon, you'll also be involved in client proposals and workshops, whilst you get to grips with the latest models, tools and frameworks.

This is your opportunity to work across departments, on overseas assignments, and with exceptional business leaders, as a truly valued team member. All as you hone your commercial skills, knowledge of financial technologies, and understanding of international markets.

## The personal challenge

As stimulating as it is challenging, this is a career path that will appeal to the brightest, most capable and passionate minds. And it's not all about the numbers; you'll also need to be great with people, be able to think laterally and have a genuine interest in business.

**Analytical****Proactive****Strategic**



# For the Defenders Cyber

As cyberspace and e-commerce grows, the risk of data hacking increases too. Our clients need to make sure their systems, and the substantial amounts of personal and commercial data they hold is protected from failure, exploitation, theft, fraud and abuse. That's where our Cyber teams come in. Experts in their field, they're relentless in their ability to spot the smallest discrepancies in a wealth of big data. Join them, and you'll guard our clients not just from current risks, but protect them from potential threats in the future too.

## The professional experience

This is a real opportunity to help innovate, shape and deliver the future of our advisory services. Strengthening the security and resilience of our clients' property in cyberspace will be your key objective. You'll help measure and mitigate risk, and provide intelligent insights on whether current processes and technology are performing adequately. You'll even play your part in designing and implementing ever more ingenious solutions.

This is an area that spans all industries and geographies, as well as many disciplines within our business, so you'll soon build strong relationships with colleagues and your clients, along with an impressive career.

## The personal challenge

This is one of our most specialised areas, so it's natural your skills will be too. Technologically gifted, you'll be able to focus on the finer details, and to see the bigger picture too. You'll also have a genuine interest in the world of cyber and online security.



Analytical



Detail-oriented



Focused



# For the Unshakeable

## Governance, Risk & Regulation

The commercial world is constantly changing. Our clients face new regulations, shifting legislation and fluctuating economic and financial risk. It's our role to not only help them deal with these issues, but to succeed. Using our analysis, we help clients make informed, intelligent decisions that maximise their opportunities. Join us, and you'll be joining the market leaders in risk advisory and consulting, not just following legislation and the market, but delivering solutions that work, are easy to understand and even easier to action.

### The professional experience

As a key member of this multi-disciplinary team, you'll help clients to comply with various regulations and manage the risks involved in their processes, technology and operations. Ours is a proactive as well as preventative approach; we don't wait for problems to occur, we pre-empt them. Which means you'll get involved in designing ground-breaking solutions that give clients greater control.

You'll review clients' information security, help them understand the potential risks, and advise on how to use their infrastructure to better protect themselves. Commercially minded at all times, you'll also use data analysis to identify where clients can save money and boost revenue.

### The personal challenge

People who succeed here are natural problem solvers. You won't just need to understand potential risks, but work closely with our clients to help them understand too, so you'll need to be an excellent communicator and be confident presenting your thoughts and findings.



**Confident**



**Flexible**



**Tenacious**



# For the Visionaries

## Human Capital

It's not just stocks and shares, property portfolios and investments; it's people that are a company's greatest asset. And it's our role to help our clients maximise the potential of theirs. Now and in the future. We advise on everything from talent pipelines to organisational restructuring. And we go further, guiding clients through complex financial and political issues, from the tax implications of immigration on their organisation to advising on group pension policies and executive rewards structures. Join us, and you'll do just the same.

### The professional experience

You'll get involved in live projects straight away and experience every area of Human Capital, including workforce and people analytics, organisational design and transformation, technology adoption (like SAP, Oracle and Workday), talent and learning, resourcing and actuarial reward.

You'll work on organisation design and change management projects, and lead research into game-changing people solutions and technologies. You'll also get to experience HR transformation projects, and help to attract and manage global workforces for our clients. All this, and much more besides, means we can offer an unrivalled start to your career.

### The personal challenge

We work closely with our clients to understand their people and realise their ambitions, this is why strong relationship-building skills are key, as is the ability to translate complex legislation into easy to understand and even easier to implement solutions.



**Collaborative**



**Detail-oriented**



**Forward-thinking**

# For the Leaders

## Strategy & Operations

The scale and strength of a Big 4 firm. The cutting edge of a boutique consultancy. Our Strategy & Operations team enjoys an unrivalled position in the market. And we intend to build on it. From ideas to delivery to measurement, we help our clients make the most important decisions affecting their businesses; defining choices that will shape their ambitions and keep them ahead of the competition. We do this by keeping ahead of the market ourselves. Are you prepared to do the same?

### The professional experience

You'll work alongside top professionals from day one, learning from technical experts, project management specialists and industry leaders as they deliver ever more ingenious solutions and valuable insights. You'll also work with clients from every industry and every corner of Italy, gaining unrivalled experience across all sectors.

Whichever discipline you specialise in – be it service operations, business model transformation, supply chain, finance or strategy – your ultimate aim will be to develop big ideas that lead to bright solutions and strategies for your clients.

### The personal challenge

Smart, sharp and unshakeable, you'll advise some of the largest organisations in the market. We won't just ask you to develop effective solutions, but credibly articulate them too; that's why we look for only the best and the brightest to join us in this high profile area.



**Articulate**



**Confident**



**Flexible**



# For the Enlightened

## Tax & Legal

Regulatory reform and technological innovation. The responsibility debate and the global reset. Tax is changing. Fast. As a business, we're working to actively shape the tax landscape, taking on a leading role in global tax, corporate and accounting services. At Deloitte Legal we provide holistic guidance around strategic business decisions, offering cost-effective support for routine legal activities. Our lawyers deliver legal consulting and assistance to companies belonging to Italian and international groups, both for trials and out-of-court disputes. Want to join us?

### The professional experience

This is your opportunity to seize the moment and help our clients solve some of the most complex issues their businesses will ever face. You'll do this by first understanding, and then staying up to date with current tax law and with every other aspect of business law. You'll build your commercial, industry and technical knowledge, using it to consult with clients and deliver practical advice that makes a tangible difference to their business goals.

And because this is an area that never stands still, neither will you; we'll expect you to continuously develop your expertise with professional qualifications, industry-specific training and international networking events and courses.

### The personal challenge

We match our people to our clients, ensuring strong chemistry is there to produce even stronger results. For this reason, as well as having a commercial approach, you'll need a collaborative one too, with the ability to draw on expertise from other disciplines within the business.



**Adaptive**



**Proactive**



**Team player**

# For the Innovators Technology

Business relies on technology. Which is why it plays the most vital role in ours. We have a dedicated team of experts working across all the services we provide, with just one purpose: to innovate for better business. From strategists to developers to digital transformation experts, and every discipline in between, our people solve our clients' most critical technological challenges; advising, protecting, creating, investigating, transforming and delivering. Join them, and be part of it all.

## The professional experience

Whether it's the technical aspects or the commercial opportunities of technology that excites you, you'll find your passion and knowledge is in demand. You'll also find it's put to use from day one. Your main aim will be to help clients grow their business through technology. This could mean aiding innovation through research, and then helping to implement technological solutions, or supporting reviews of current client projects and identifying areas of opportunity.

As your clients' businesses grow, so will your expertise, with the chance to learn core project management skills and even technical build and design.

## The personal challenge

By turning bright ideas into brighter solutions, our technology teams make big business possible. They do it with commercial and technical expertise, so you'll need both to succeed here, along with a genuine interest in technology and all its possibilities.



**Collaborative**



**Creative**



**Inquisitive**



# For the Explorers

## Undergraduate opportunities

Graduates aren't the only ones who can make an impact at Deloitte. Undergraduates and those in postgraduate education can also explore all our business has to offer. Whether you're getting ready for university, already studying or about to graduate, you'll find opportunities to get the most out of your studies, give a deeper understanding of the world of business and an enviable head start to your career.

“

*While I was a student in Computer Science and Engineering, I joined Deloitte as an intern. Since the beginning, I had the chance to work on complex and innovative solutions. The challenging environment, the knowledge exchange and the wide network gave me the possibility to be creative and feed my passion for technology. I really appreciate the way junior roles make an impact. This is why I decided to continue my career here at Deloitte.”*

**Matteo Bigatti**  
Consultant, Deloitte Digital



# For the Driven

Life at Deloitte

Inclusion. High performance. Collaboration. Opportunity. These are the pillars our culture is built on and that will guide your life at Deloitte. You'll be valued for your uniqueness. Empowered to perform to your full potential. Work alongside the best and brightest in the business. And have every opportunity to grow, develop and progress. All this, and much more besides, makes Deloitte more than a place to work, but an environment in which to truly thrive.

## Inclusion

We work hard to ensure the people we bring into our business are reflective of society outside of it. We want everyone to thrive, develop and succeed in our firm based on their talent and attitude alone, regardless of ethnicity, gender, sexual orientation, or any other dimension that can be used to differentiate people from one another. Here, you'll find that what differentiates you isn't just celebrated and valued, but nurtured too.

## Collaboration

Our people are among some of the most respected and high-achieving in the industry. But they didn't get to such heights alone. Ours is a culture of true collaboration, where working on multi-disciplinary projects is standard and collective success is valued alongside individual performance. And because our people work together closely, they become close too, supporting each other and socialising outside of the office.

## High performance

From agile working to our well-being program, we're committed to developing working practices that support where, when and how you work. Our approach is that of trust and respect, output – not presenteeism – and open communication. We'll balance your needs and those of the business and your team to ensure you can balance your professional and personal priorities, ultimately empowering

## Opportunity

As a meritocratic culture, we base progression on skill, not years served. As part of this, you'll be given every opportunity to push yourself; exposing you to new challenges and new specialisms within our business by working on multi-disciplinary projects with people outside of your immediate teams. Ultimately, you'll be encouraged to seize these opportunities and take ownership of your own career and your development within it.



# For the Authentic

## Diversity & Inclusion

At Deloitte, respect and inclusion are at the heart of our Talent Experience. Our inclusive culture is based on four pillars: valuing individual contributions, cultivating a sense of belonging, building a respectful environment and reinforcing inclusive leadership. That means having the confidence of being included at every stage of your career, without fear of bias or discrimination. At Deloitte you will feel free and safe to be yourself.

“

*Our diversity makes all the difference in the marketplace. At Deloitte we recognize that each of us is different, but we also know that diversity is what connects us to one another and makes us strong. Our commitment is to fostering an inclusive work environment based on fairness and respect, where everyone can be authentic and achieve its full potential. I am proud to say that Deloitte is proactively working towards this culture of respect, inclusion and well-being for our people.”*

**Chrystelle Simon**  
*Diversity & Inclusion Leader*

# For the Ambitious

## Learning and development

At Deloitte we strive to transform potential into performance. Our commitment to developing our people is absolute. Our programs are anchored on a competency model reflecting the knowledge, skills and behaviours that add value to each individual's career development. Our «life long» tailored approach brings together a world-class curriculum and innovative learning technology, on-the job learning and international exposure. We'll help you grow beyond your current role to maximize your contribution and strenghts. Are you ready for the challenge?

### Experience

We deliver on-the-job learning experiences to our people applying their skills and helping them grow with challenging assignments and the opportunity to participate in an international mobility program.

### Exposure

We create the foundations to build and maintain lasting relationships with coaches and create an environment where experience, innovation and success is shared.



### Education

Through our learning platform and Deloitte University Programs, we equip our people at every stage of their career with consistent and relevant technical, industry, professional and leadership skills.



For the

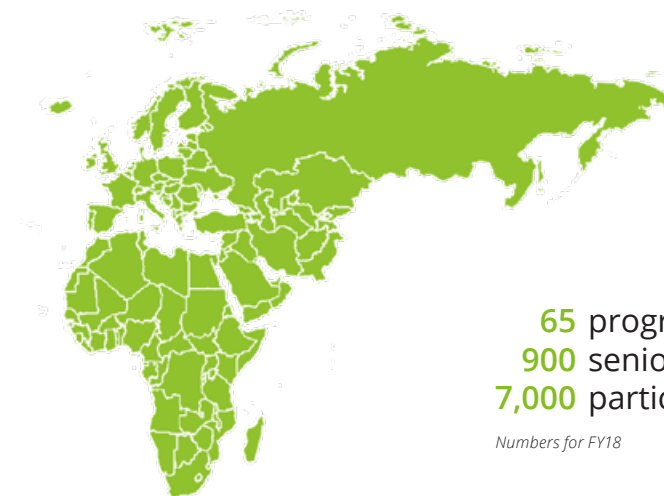
# Aspiring

World class journey-based learning

The Deloitte University EMEA curriculum, which is a distinctive element of our Talent Experience, is tailored to deliver cutting-edge learning. It develops the next generation of international business leaders and advisors, helping them navigate market changes and stay on the leading edge of innovation. The programs within the DU EMEA curriculum are designed to ensure that learning remains an integral part of the workplace and is practically applied in the most effective way.

## Deloitte University EMEA

Two campuses serving practitioners in 77 countries

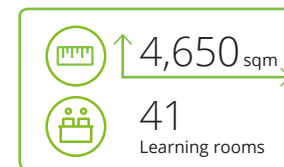


65 programs  
900 senior facilitators  
7,000 participants

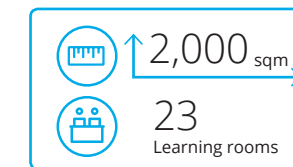
*Numbers for FY18*



Bruxelles



Paris



Networks



World-class curriculum



Unique in the market



Deloitte culture



Client service



# For the Impactful

Clients, colleagues and society

You're not just joining a firm. You're joining 6,000 people with one shared purpose: to make an impact that matters for clients, colleagues and wider society. You'll achieve it by working in an environment that breeds innovation. Developing core services that exceed our clients' expectations. Being a part of a culture of constant opportunity and growth. And contributing to an inclusive society. What's more, you'll be able to see the impact you're making, every day.

## Clients

Serve our clients with quality and distinction.



**94%**

Percentage of the top Italian companies\* we provide with consulting services



**22.1%**

Percentage of the MTA listed companies we provide with audit services



**7,400**

Number of clients served in FY18

## Colleagues

Inspire our people by providing constant opportunity and growth.



**430,000**

Hours of training in classroom and e-learning in FY18



**430**

Professionals trained at Deloitte University EMEA in FY18



**1**

Day a week dedicated to smart working

## Society

Contribute to society as a role model of integrity and positive change.



**€750,000**

Donations and sponsorships in FY16



**58%**

Percentage of donations and sponsorships to training in FY16



**6%**

Percentage of donations and sponsorships to humanitarian causes in FY16

\*The top 25 players of each segment of the market according to Mediobanca's ranking.



# For the Adventurers

Local and global

It's not just in Milan and Rome where our graduates make a real impact. With 24 offices across Italy, each with their own specialisms, clients and culture, the opportunity is yours to spread your wings or stay closer to home. Whichever location you choose, you can be sure of joining a business that is both local and global, with networks, connections and values that don't just reach across Italy, but around the entire world too.



Graduate & Undergraduate opportunities | Local and global



## Locations in Italy

Alba	Genova
Ancona	Milano
Avellino	Napoli
Bari	Padova
Bergamo	Palermo
Bologna	Parma
Brescia	Roma
Cagliari	Torino
Catania	Treviso
Chiavenna	Udine
Desenzano del Garda	Verona
Firenze	Vicenza



# For the Inspired

## Your application

This isn't just about assessing whether you're right for us. Whilst you'll need to prove you share our attitude and values, this is your chance to express your own ambitions and decide if we're the right fit for you too. We welcome graduates and undergraduates from various degree disciplines. Whether you're innovative, strategic, creative or analytical, we're looking for you.

### What to expect

For you, this is a big decision, and our selection process reflects that. In general, we ask all of our graduates and undergraduates to take part in the following stages:



#### Online application

We'll ask you to tell us a bit about your education, experience and ambitions.



#### HR assessment (for new graduates only)

We'll invite you to a 1-day assessment round, where you'll participate in individual and group exercises, logical and numerical tests.



#### Online tests

If your profile matches with our vacancies, you'll take our blended assessment, comprising of situational strengths, numerical and verbal critical reasoning tests.



#### First interview

If you are a new graduate, this step will take place as final stage of the HR assessment while if you are experienced this will be your first contact with our recruiters. In both cases, we'll focus on your interest, motivation and aspirations.



#### Review

We'll take a little time to review your results. If successful, we'll invite you to the next stage.



#### Final interview

If you are successful in the previous interview stages, you will be invited to attend a final interview with one of our Directors or Partners.



#### The offer

Succeed in your application and we'll make you an offer shortly after completing the final stage.



You'll be given the time and support to complete the different stages.

**Join our team**  
**Apply now**

[www.deloitte.it](http://www.deloitte.it)





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