



The Lift Off Program

Taking your career to new heights

November 2022

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Introduction



ABOUT KPMG IN BERMUDA

KPMG in Bermuda (KPMG) is a professional services firm of over 200 outstanding professionals delivering audit, tax and advisory services to a broad cross section of local and international companies. We provide industry insight to help organisations negotiate risks and perform in the dynamic and challenging environments in which they do business.

Our clients turn to us because they know we deliver industry-focused services that create genuine, sustainable value.

Underpinning our success is our shared commitment to KPMG's five core values (Together, For better, Courage, Excellence and Integrity), which define our distinct culture. We attract people who are intellectually curious, demonstrate professional diligence and integrity, and who empathise with their colleagues, clients and fellow citizens. KPMG is also extremely supportive of the community in which we work and live. We act as responsible corporate citizens, committing time, resources and financial support to local service organisations and charities, with a particular focus on education and youth development.

Your insight can create opportunities for you and contribute to a better future. Do work that matters, supported by a community that values difference and cares about you. Gain learning that'll last you a lifetime and be recognised for the impact you make. Find opportunity everywhere with KPMG.



Do work that matters - Everyday, in ways big and small, you make a meaningful and positive difference for clients, people and the communities we serve. Help create opportunity in a world of increasing complexity.



Come as you are - Your unique experiences and perspectives belong here. Both individually and as a team, you will understand and value the differences that lead to stronger insights and innovation.



Thrive with us - Build relationships with colleagues who take care of each other. You will have the KPMG community at your side, providing the support you need to be at your best and create opportunities for yourself and others.



Learn for a lifetime - Grow your own way in an environment where learning is continuous. Feed your curiosity, work with the best on emerging practices and technologies, and gain an advantage for life.



Make your mark - Your aspirations and initiative make KPMG better. Wherever you work, be recognised for the impact you make, the leadership you show, and the success you create with others.

WHY KPMG

We offer generous benefits, exceptional career development support and industry-leading personal and professional learning programs. You'll enjoy international opportunities and work with some of the most successful and well-known companies and organisations in Bermuda, and across the globe. So when you work for us, you have the chance to make a bigger impact which can be meaningful to others.

At KPMG, we embrace a high-performing culture and high standard of services. Our diverse workforce consists of highly driven individuals who work well as one team to deliver the best results. You'll enjoy world class training and tailored career development to help bring out the extraordinary in you. You will be motivated to learn new things every day and work with some of the best talent around the world. Our global mobility programs also mean that you may have a world of opportunities to explore.

Our reputation as a leading professional service industries is reinforced by the wide range of awards KPMG has received over the years, for our strong community involvement and our wealth of knowledge in the professional services industries.

If you're passionate about making a difference, for yourself, for your clients and for the community, KPMG is the place to be.



In the summer of 2022, I started my journey with KPMG as a summer intern working in the Corporate Finance Advisory department. I was also awarded the 2022 KPMG Accounting Scholarship, which I am extremely honoured and proud to be the recipient of. This Scholarship gives me the amazing opportunity of being able to return to KPMG as a summer intern until 2025, where I will return as a full-time Staff Accountant. The Scholarship will also enable me to achieve my goals of obtaining my ACA-UK accounting designation and enter the industry at one of the world's leading accounting firms. ”

— **Charlie Jackson**
2022 KPMG Scholarship Winner

What we do



AUDIT

KPMG Audit professionals serve many Bermuda-based and global organisations. As auditors, we work to inspire confidence and empower change in markets we serve which, in turn, contributes to the confidence that is essential for the markets to function. There are countless opportunities available in KPMG's Audit practice that are both diverse and exciting. As technology has impacted the way many businesses operate, it too has impacted the audit function. The profession must evolve and our audit teams are leading the way.

Main markets:

- Financial Services
- KPMG Enterprise

The Financial Services practice services the insurance, asset management and banking sectors and can bring together knowledge and experience from KPMG member firms around the world to help our clients manage through the challenges they may be facing. In addition to the year-end audit work we perform, we are also involved in other projects to assist our clients. With the myriad of changing rules and regulations, our clients look to us to guide them through these challenging times.

KPMG Enterprise offers our professionals an opportunity to work with a diverse range of owner-managed businesses and local listed companies and operates across a wide range of industries including travel, leisure and tourism, retail, wholesale distribution, aircraft, shipping, construction and real estate, telecommunications, infrastructure, technology, service industries, not-for-profit and government organisations. This is a fast-paced environment with unique challenges and incredible career development opportunities.

Our dynamic audit teams are comprised of ambitious individuals, who collaborate, share ideas and learn from one another.



TAX

We provide a variety of compliance, planning and advisory services focused on the needs of the markets, people and entities we serve: insurance, asset management, banking, international executives, trusts and estates.

KPMG was the first firm to provide US tax services in Bermuda and today our Tax practice is quite possibly one of the largest and most experienced tax groups in the world specifically dedicated to the offshore financial services industry.

Our tax services group currently serves more than 500 clients. We have built our business and our reputation by taking a sincere and personal interest in the welfare of our clients. We combine our experience, technology and enthusiasm to assist our clients in identifying and achieving their goals.

The team includes Certified Public Accountants with advanced Master's degrees in addition to other professional and industry certifications and vast experience.

KPMG's Tax practice in Bermuda provides a full range of advisory and compliance services for a diverse group of international businesses and their owners and employees. Our experienced professionals have immediate access to legislative and regulatory developments and participate in an international network of KPMG professionals sharing strategies and best practices for the benefit of our clients.



ADVISORY

KPMG offers graduate students who are demonstrated high achievers, the option of pursuing a career in an Advisory service discipline while earning their accounting or other professional designations. The Advisory professional career paths include the following service lines:

- corporate finance and transaction services;
- management consulting;
- financial risk management;
- internal audit and risk consulting;
- regulatory compliance; and
- IT advisory.

Graduate students in the Advisory stream work primarily within the Advisory Department as part of a Service Line team, while studying to obtain their professional designation. Graduate students receive on-the-job training, coaching and formal training to develop service-specific technical skills (e.g., corporate valuations) and consulting proficiency, while working primarily on Advisory engagements.

Actuarial students in our Financial Risk Management team

KPMG Advisory offers university graduates in math, actuarial science and related studies, the opportunity to work as a member of the Financial Risk Management (FRM) team providing actuarial services to clients in the property and casualty (P&C) and life insurance sectors. Actuarial students benefit from the competitive training and study program, mentorship and coaching from an experienced Actuarial team, and robust on-the-job experience delivering FRM services.

KPMG Advisory supports actuarial study and qualification to both American and UK professional institutes.



I started my journey with KPMG through completing an 8 month co-op term in the Management Consulting service line in 2019. In 2021, I returned to complete an 8 week summer internship with the Risk Consulting service line, specifically with the Governance, Risk and Compliance Services (GRCS) team. After such an enriching experience as an intern and co-op student, in April 2022, I returned again, but as a full-time member of the GRCS team. Throughout my time with KPMG, I have had the pleasure of learning from intelligent and dedicated professionals and clients whom have provided me significant growth both professionally and personally. Additionally, to continue my learning and development, **KPMG is currently sponsoring me through obtaining my Certified Internal Auditor (CIA) designation.** I am extremely grateful to KPMG for the opportunities they have provided and look forward to my future with the firm!



Jessica Mihelcic
Analyst, GRCS Advisory

The Lift Off Program



ABOUT THE PROGRAM

Join us on an exciting journey that starts at KPMG in Bermuda where we can help lift off your career and take you to the stars. With five key local market areas (Insurance, Asset Management, Banking, Government & Public Sector and KPMG Enterprise), along with three service areas (Audit, Tax and Advisory) and thousands of clients spread across 154 countries, your career progression is truly unlimited. We've helped launch plenty of careers and not one of them has ever been the same. At KPMG, we know it takes a special mix of talent to give our clients the quality of service and thinking they demand. KPMG will equip you with all the tools you need to take you higher. Our Lift Off Program encompasses the following five areas:

- Work Shadow Program;
- Co-op Placement;
- Summer Internship;
- Graduate Program; and
- KPMG Scholarships.

We are looking for inspired students and graduates, who want to become the best at what they do, innovate, effect change, drive for results, stay passionately committed to excellence and take a global view of both the accounting profession and their role in creating their career. Could this be you? Discover what we look for in each candidate and the selection process involved with each program.

Only Bermudian students and/or students who hold a Permanent Resident's Certificate are eligible to apply for any category in our Lift Off Program.



GRADUATE PROGRAM

If you're a new graduate, or you're enrolled in an undergraduate degree program, you'll soon be making a life-defining career choice. It can be daunting. KPMG can give you a good idea of where you're going and how you're going to get there.

KPMG is very selective when choosing graduates to join our training program as Staff Accountants. They must be of the highest caliber and maintain at a minimum 3.0 GPA or equivalent.

We seek talented, motivated Bermudian university and college students committed to maintaining the highest standards of integrity, service and academic achievement, to join us as full-time employees. You'll have the opportunity to work with and learn from a team of outstanding professionals and intellectually challenging work assignments. We'll support you with great training and development programs.

We help smooth the transition from university to work with induction and mentoring programs. We'll offer you a career development pathway that allows you to develop and grow.

Most graduates will join our Audit department, but we do offer direct entry positions in Advisory or Tax. Regardless of which department you join, there are opportunities to rotate into other departments in order to gain a wide variety of experience. Graduates work on local and international clients across a range of different industries.

Because we're part of a global network, we offer genuine opportunities for overseas secondments and our Corporate Citizenship programs give you the chance to put your skills to use for the wider community.

We want you to feel confident that you have made the right choice for your career, your future, and your life. You'll discover there's no shortage of opportunities if you choose KPMG.



KPMG SCHOLARSHIP

The KPMG Scholarship is awarded annually by the Managing Directors of KPMG to high-performing Bermudian university students interested in pursuing a career with KPMG.

The KPMG Scholarship is awarded annually to a student dedicated to studying for a professional accounting designation (CPA Canada, CPA US or ACA UK). The award, valued at \$20,000, per annum for up to three (3) years, also offers the recipients the opportunity to enter the firm's Graduate Program upon the successful completion of their undergraduate degree. The program offers graduates paid on the job training, guaranteed summer internship positions, mentoring and financial assistance for their professional examinations, as they embark on their elected professional qualifications.

Since 2021, KPMG has also collaborated with Frontier to provide internships and work experience to the annual Frontier scholar, which is valued at \$15,000 per annum for up to three (3) years.

The KPMG and Frontier scholarship recipients will take part in KPMG's Global Advantage Program. The recipients will travel to one of our global KPMG offices to attend a four day global leadership program designed to attract top KPMG talent. At this program, students will experience development training, networking with over 100 students from over 10 countries, historical/cultural activities and client interaction.

For more information on KPMG's Lift Off Program, visit kpmg.bm and click "Careers" to navigate to our Lift Off Program.



K-NECT NETWORKING EVENTS

KPMG hosts bi-annual (July and December) K-Nect networking events to help keep you connected with KPMG and our staff. At these events, parents, teachers and students are able to find out how KPMG can help shape students' interest in business and financial services into a rewarding career. In addition, the latest opportunities offered in our Lift Off Program are presented. There is also a chance to play some fun networking games and win great prizes.



CO-OP PLACEMENT

If you require work experience as part of your college or university degree, KPMG can help you. We offer longer-term work placements for students enrolled in cooperative undergraduate degree programs.

While gaining work experience, you'll also get valuable knowledge that you can apply to your coursework. You will be placed in one of the industry sector groups within our Audit practice – Banking & Asset Management, Insurance, KPMG Enterprise or in another department within the firm such as Finance, IT, Markets or HR depending on your degree. Our staff will ensure that you are coached through challenging assignments and you grow and learn during your time with us.

You will have access to our comprehensive internal training programs which focus on both technical and soft skills training. During your time with us, you will learn how to improve your problem solving skills, manage your time effectively and become more proactive, which are all essential business skills.



WORK SHADOW PROGRAM

KPMG offers work-shadow opportunities within our Audit, Tax, Advisory, Finance, Markets and IT departments to high school students interested in observing, gaining insight and exposure to our professionals' day-to-day roles in an office environment. The shadowing experience allows for high school students to gain a better understanding and achieve insight of the roles that they may choose as their future career paths.

If you take part, you will have the chance to engage and observe in one-on-one experiences with some of our amazing professionals in their job roles. The work shadowing usually takes place during the months of September to November or April and May. The experience will be a benefit for any student seeking to gain an understanding of the workplace and build a network of contacts which can be invaluable when you are considering career options.




SUMMER INTERNSHIP

Each year KPMG offers a 10 - 12 week paid summer internship to a select group (10 - 15) of Bermudian undergraduates. If you take part, you'll discover what it's like to become part of a professional team and explore the areas best suited to your skills and aspirations. The summer internship application deadline is February 28. The internship program takes place during the months of June - August.

As well as being able to launch your career, you can participate in charitable projects and community activities. You will have plenty of opportunities to socialise with our diverse group of employees and other interns. Many of our interns have moved successfully to full-time employment with KPMG on graduation.



A portrait of Kathryn Mason, a young woman with long, dark hair, smiling. She is wearing a white short-sleeved shirt with a floral pattern. The background is a blue wall with a subtle geometric pattern.

I felt extremely thankful and lucky to have been awarded the 2021 KPMG Scholarship. I'm especially excited about being able to work at the firm in my future years and thankful for the support and mentoring they offer me while I attain my ACA. With this scholarship, I am able to learn from business professionals at a world-renowned firm that supports my success and growth. It is an honour to be given this opportunity. ”

— Kathryn Mason
KPMG 2021 Scholarship Winner

What we look for



At KPMG, attitude is every bit as important as ability. Being a team player, having passion for what you do and a desire to continuously improve in order to go far. If you love to learn and sincerely want to make an impact, you'll feel at home from day one.

Independent thinking is essential. We want graduates that can look at a problem from a variety of angles. You'll need to be prepared to challenge assumptions and bring new perspectives to our clients' businesses.

KPMG is much more than an accounting firm. We provide Audit, Tax and Advisory services across a wide range of industries, government and not-for-profit sectors.

While we are probably best known for the work we do with top-tier clients, we also provide services tailored to meet the unique needs of mid-sized, fast growing and family-owned businesses. We do this through KPMG Enterprise where you will get to work with a diverse range of exciting businesses. Because of the size of the clients, you get better exposure to the whole company, Chief Executives included, which you just wouldn't get with other larger corporates.

We recruit across a range of degree disciplines, skills, abilities and backgrounds. We want diversity, commitment and ambition. We value innovative ideas and we're interested in you and your unique take on the world. Your academic record is just a small part of what we consider.

We recruit for three behavioural capabilities:



Delivers impact

The firm looks to invest in students that take accountability for their actions and always consider the wider implications – to the firm, colleagues and the public at large. When working on projects, use innovative approaches that pull from a diverse range of perspectives to deliver against your priorities.



Seek growth

Regularly reflect on how you can expand your knowledge and broaden your perspective. Take time to develop, motivate and work with others. Build meaningful, collaborative relationships with colleagues that enable you to deliver excellent outcomes.



Inspire trust

Drive quality and provide consistently exceptional service to our clients. Lead by example and act with integrity, speaking up when you see behaviour that is inconsistent with our Values. Foster a culture where people are encouraged to be themselves, so that everyone feels like they belong.

Selection process



We offer internships and full-time program positions to a diverse mix of individuals. You could be one of them. KPMG has a six stage selection process. Here is an overview of each stage and some considerations that will help improve your chances of success.



Application phase – An exciting KPMG career starts with submitting your:

- Resume/CV;
- Cover letter describing your career aspirations and future ambitions;
- Transcripts from your University that you attend(ed);
- Two written references (character and academic);
- Copy of your Bermuda Passport or Permanent Resident's Certificate; and
- Application deadlines:
 - February 28 - Summer Internship and
 - May and December - Lift Off Program.

Be sure to do your research, and check your application for any typos.

After gathering all your required information, you'll be emailed confirmation details on your submission. If you do not receive this, please email hr@kpmg.bm.



Psychometric assessment – After all documents have been received and reviewed, you will be sent a psychometric game based assessment and a personality assessment for you to complete.



Company culture and engagement interview – You will be contacted by KPMG to arrange an in person or Microsoft Teams virtual interview. You will be engaged with interview questions that are aligned to the KPMG way and values.



Technical interview – If successful with your first interview, you will receive an invite to have a technical interview with a Manager or Senior Manager from one of our Service lines.



Panel interview (if needed) – The final stage of our recruitment process involves you coming into our office for an information session and/or involves a face-to-face interview with a Senior Manager, Director or Managing Director. You'll have the opportunity to tell us about yourself in a friendly and relaxed environment. You'll also hear from our recent graduates, find out more about the benefits of working at KPMG and have the opportunity to ask any questions you have about our process and programs.



Our offer – If you're successful at the final stage of our process, you'll be contacted by our KPMG Human Resource department and a written offer of employment will be forwarded to you.

To apply for any of the student and graduate opportunities at KPMG, you can send your CV along with a cover letter (explaining why you would like to be considered by KPMG, your preferred field of interest and your requested time period) to hr@kpmg.bm.



KPMG recruitment: quick tips



Why Choose Accountancy?



The perks

- Generous annual leave
- Competitive salary
- Comprehensive benefits package



Covered expenses

- Paid study leave
- Registration fees
- Study materials
- Course fees
- Exam fees
- Travel and accommodation expenses



Work experience

- Mentors to help guide you
- Tiered professional program
- Broad practical experience



Reaching your goal

- We endeavour to make the studying process as smooth as possible
- This is the start of a very rewarding career

Which University Degree is the right degree?



Best undergraduate majors

- Accounting
- Commerce
- Finance
- Business
- Business Administration with a major in Accounting



Which country is the best place



to study for you: Canada

- Specific prerequisite courses to pass before enrolling in CPA Atlantic program
- Aligned to courses offered in Canadian universities



United States

- Make sure to research at [nasba.org](https://www.nasba.org) to ensure it's a recognised degree program
- Semester hour quota and accounting subject prerequisites to be met for entering CPA US



United Kingdom

- To qualify as an ICAEW Chartered Accountant you must complete the ACA, a highly-respected professional qualification that requires students to complete at least three years on-the-job training while passing a series of exams.
- You may be able to apply for credit for prior learning if you hold a relevant degree for exemption against an ICAEW exam module.

Earning your Chartered Professional Accountant (CPA - Canada) qualification



Professional Program

- You will be enrolled in the Chartered Professional Accountants (CPA Canada) program



Covered expenses

- Paid study leave
- Chartered Professional Accountants of Bermuda (CPA Bermuda) student registration fees
- Study materials
- Course fees
- Exam fees
- Travel and accommodation expenses



Work experience

- Work with Audit Practice as Staff Accountant
- Eventually in charge of own portfolio of audit clients
- Tiered professional program
- Learning & development support



Becoming a CPA

- Complete CPA PREP and PEP Programs written in Bermuda
- Common Final Exam (CFE) written in September over three days in Bermuda
- Complete practical experience requirements
- Apply for CPA Bermuda membership

Earning your Certified Public Accountant (CPA - United States) qualification



Preparation

- Most popular preparatory course is the Becker CPA US Exam Review



Covered expenses

- Paid study leave
- State Board of Accountancy registration fees
- Study materials
- Course fees
- Exam fees
- Travel and accommodation expenses



Work experience

- Work with Audit Practice as Staff Accountant
- Eventually in charge of own portfolio of audit clients
- Tiered professional program
- Learning & development support



Becoming a CPA

- Pass all four exams
- Complete practical experience requirements
- Register with a state board of accountancy
- Apply for CPA Bermuda membership
- Preparation for exams with mock exams and study groups

Earning your Associate of Chartered Accountant (ACA - United Kingdom) qualification



Preparation

- Components help build technical knowledge, professional/practical experience needed



Covered expenses

- ICAEW study materials
- BPP study materials
- Paid study leave
- Course fees
- Exam fees



Work experience

- Work with Audit Practice as Staff Accountant
- Eventually in charge of own portfolio of audit clients
- Tiered professional program
- Learning & development support



Becoming an ACA

- Professional development
- Ethics and professional skepticism
- 3 - 5 years practical work experience
- 15 accountancy, finance and business modules across three sectors - Certificate, Professional and Advanced
- Apply for CPA Bermuda/ICAEW membership

Why KPMG?



Training

- Classroom and virtual training
- One-on-one training
- Goals and objectives are clearly set
- Technical and soft skills
- One-on-one coaching



Have a say

- Managers and Managing Directors observe open and honest communication
- Graduate Committee student representative appointed



Mock exams

- Supplement your education by providing mock exams
- Exams are invigilated and marked for you
- One-on-one coaching in problem areas
- Personalised advice on exam technique
- Excellent pass rate

Life at KPMG



Learning curve

- Your skill set and business knowledge will grow exponentially at KPMG in Bermuda



Being a mentor

- When you start, you will be paired with a mentor more senior than you
- Once qualified, you will become a mentor to new staff



Auditor role

- Review financial statements to ensure presentation and disclosure is fair
- Provide advice on areas of improvement in process and controls
- Obtain and provide supporting evidence



KPMG Staff Accountant

- Will develop business acumen to enable you to take advantage of global business opportunities

Graduate profiles



Ashley Farrington

Staff Accountant, Audit - Financial Services

Univeristy attended:

McGill University, Montreal,
Quebec, Canada

Degree earned:

Accounting and concentration
in Strategic Management



My interest was initially sparked for the prospect of working with KPMG when I attended multiple K-Nect events during the summers following my graduation from high school. I felt that these events showcased a strong balance between career-focused networking and light-hearted entertainment. The corporate culture that was reflected here intrigued me to apply for KPMG's Lift-Off Program Accounting Scholarship - an opportunity that I knew I could not miss! Since working with the firm since last fall (September 2021), I have experienced an overwhelming amount of support not only through the means of KPMG financing my CPA Canada Progression, but through the supportive resources that are my colleagues. I look forward to further growing with the firm as I work towards my accounting designation.

Rickie Williams

Staff Accountant, Audit - Enterprise

Univeristy attended:

Acadia University, Canada

Degree earned:

Bachelor of Business Administration
with Co-op option majoring
in Accounting



In 2020, I was an intern at KPMG in Bermuda in the Enterprise department for seven months. I was intrigued by the culture of the department. My co-workers were knowledgeable, approachable, and a pleasure to be around. My co-workers' courteous manner made it easier for me to understand the purpose and nature of audit procedures, and how to perform them. After graduating university I wanted to work for a company whose values align with mine. KPMG has given me the resources and ability to pursue my CPA Canada designation by assigning me an education mentor and financing my future courses. I value my education mentor because they look out for me by giving knowledge and support when needed.

Graduate profiles



Mikaya Desilva-Jacome

Staff Accountant, Audit - Financial Services

Univeristy attended:

University of Maryland at College Park, Maryland, USA

Degree earned:

Bachelor of Management and Organisational Studies – Honors Specialisation in Accounting

Kyran Simmons

Staff Accountant, Audit - Enterprise

Univeristy attended:

St. Mary's University in Halifax, Nova Scotia, Canada

Degree earned:

Bachelor of Commerce with a major in Accounting



I began my journey with KPMG as the recipient of the 2018 KPMG Accounting Scholarship. Following this I completed two summer internships in the Banking and Asset Management department. After graduating, I started my full-time employment and joined the Graduate Program in September 2021 where I would continue gaining work experience with the Banking and Asset Management team, while simultaneously beginning my studies towards becoming a Chartered Professional Accountant. The Graduate Program is a great start for recent graduates, as the firm provides its graduates with trainings, mentorship opportunities, study leave, and exam fee coverage. I have also been able to work with a range of professionals from different backgrounds and cultures allowing for the opportunity to develop both professionally and personally. Aspiring business professionals, should consider the range of opportunities that KPMG has to offer.



I joined KPMG to gain more experience in the accounting/auditing industry. My previous employer didn't give me any experience in my field, which gave me the incentive to join KPMG and the Enterprise team. KPMG has helped me with getting my certification so far by providing me with the applicable experience that I need. For my time with KPMG thus far (2 months), I have been in multiple mentor meetings, been to client's offices and spoken to them about the testing as well as the procedures that will be performed and I've been through multiple on-the-job trainings.

Furthermore, I work with great team members here at KPMG who have all contributed to my growth and experience gained so far. I have had multiple chats with several of my colleagues as well as team meetings. Working at KPMG has also contributed to my studies for my CPA Assurance exam. I had already passed three exams prior to joining KPMG. I am looking forward to working more at KPMG along with my current team members.

Graduate profiles



Sihle' Sharrieff-Hayward

Staff Accountant, Audit - Financial Services

Univeristy attended:

University of Maryland at
College Park, Maryland,
USA

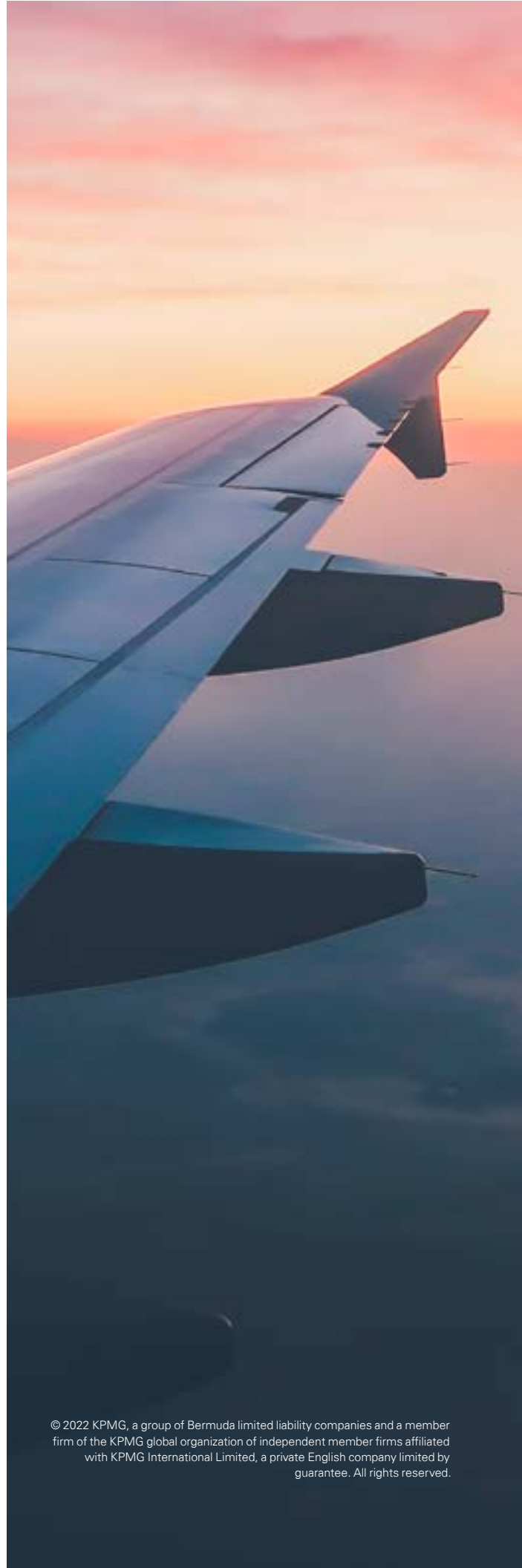
Degree earned:

Masters of Science
in Accounting



My journey with KPMG Bermuda began when I was awarded the 2020 KPMG Scholarship. In the summer of 2021, I started my first internship with KPMG working in the Banking and Asset Management (BAM) department. From January to April 2022, I rejoined as a Winter intern then a Co-Op intern with the BAM department where I gained experience of my first busy season, while completing my Master of Accounting degree at University of Maryland.

In June 2022, I was given the opportunity to travel to Copenhagen Denmark to represent KPMG in Bermuda amongst 120 students from across the globe for KPMG's Global Advantage Program. September 2022, I started full-time as a Staff Accountant in the BAM department and working towards my CPA US designation. I am excited for my future with KPMG in Bermuda, as I have been provided with lifetime learning opportunities and explorative experiences thus far.



Frequently asked questions



What do you look for in a graduate?

Our standards are high but we're interested in the person, not just an academic record. We're looking for well-rounded applicants – people who are team players, progressive thinkers and can communicate their ideas with passion. People who keep on learning, who want to be leaders in their profession and who want to make a difference.

What's the culture like at KPMG?

An organisation's culture can be difficult to define, however ask our people what makes KPMG different and most will tell you the same thing: it's our open and friendly culture. Of course it's also a performance-oriented culture. We recognise the hard work and achievements of our people in many different ways. We understand that talented individuals look to their careers for personal development and fulfilment, not just financial reward.

Why should I apply to take part in your Lift Off Program at KPMG?

At KPMG, we can help you to reach your full professional and personal potential in your chosen career path. You can expect to be recognised and rewarded for making progress towards this goal through a range of career benefits that emphasise choice and flexibility.

We'll offer you an attractive salary, career development, a friendly and supportive working environment and many other benefits. You'll be able to stretch yourself intellectually, furthering your professional education and personal development, and taking advantage of opportunities for overseas travel and work experience.

We'll help you to pursue appropriate postgraduate qualifications including financial assistance and study leave. You'll be able to advance your professional standing through a planned program of work experience and in-house learning and development opportunities.

Which program am I eligible for?






No matter what stage of your academic career, KPMG has a program to suit your needs.

- **Work Shadow program** – this program is offered to high school students who are in their last year.
- **Summer internship** – a 10-12 week work placement for college or university undergraduate students.
- **Co-op placement** – a program that is designed to meet requirements for students enrolled in cooperative undergraduate degree programs.

- **Graduate Program** – permanent employment for university graduates or post-graduates also seeking to study for a professional designation.
- **KPMG Scholarship** – offered to students who are generally in their first or second year of college or university, although post-graduates may also apply.

How do I apply?

All applications for any part of our Lift Off Program require the following:

-  Resume/CV;
-  Cover letter describing your career aspirations and future ambitions;
-  Transcripts from the high school, college or university that you attend(ed);
-  Two written references (character and academic); and
-  Copy of your Bermuda Passport or Permanent Resident's Certificate.

These items are to be emailed to hr@kpmg.bm or hand delivered to KPMG's office. View our Selection Process on page 13 for further information on what will happen after you submit an application. Applications for our Graduate Program are considered all year round. Applications for our summer internship should be made by February 28. Keep an eye on our [website](#) and [Facebook](#) page for updates. Scholarship applications can be downloaded from bermudascholarships.com. Applications for the KPMG Scholarships should be made before April 30.

Do you have any tips for completing my application?

It is important to provide us with as much information about yourself as you can, proof read, and be honest in your answers.

What is your recruitment process like?

Our recruitment process is designed to promote two-way communication between you and KPMG.

You find out about us. We realise that you're considering a variety of career options, so we give you several opportunities throughout our recruitment process to meet our people and discover the benefits of a career with us.

We find out about you. We make a dedicated effort to get to know you as an individual and learn what you can offer our firm.

What questions will I be asked in an interview?

You will be asked about your life, your time at university, extra-curricular activities and any work experience. Our interview questions are behavioural-based and are related to the skills and behaviours we consider crucial for success at KPMG.

What will my salary be while in the Lift Off program?

KPMG salaries are paid at competitive market rates. When you are offered a position you'll receive full details of your remuneration package. It is important to think about not just your salary, but the total rewards you will receive when joining such as salary plus benefits, incentives or bonuses, development and growth opportunities, long term earning potential and career progression. We also provide paid study leave, travel and accommodation for overseas courses, all fees and expenses for examinations and study materials towards your professional designation.

When will I be required to start work?

This will depend upon which program you are interested in (i.e. summer, co-op internships or graduate program). Summer interns generally start in June while co-op placement student's start dates vary depending on their University course structure. Full-time employees joining the Graduate Program typically start in October or January.

What are your work hours like?

Our standard working week is 36 hours per week. The office hours are Monday to Thursday from 8:30am to 5:00pm, Fridays 8:30am to 4:45pm, with one hour and fifteen minutes for lunch, between 12:45pm to 2:00pm. However, we offer a flexible working system to allow you to better manage any personal commitments around these hours.

When will I hear from KPMG after submitting my application?

We aim to get back to you within a week, however, during peak time from February to April, it may take us a little longer than this due to the volume of applications. Please feel free to email hr@kpmg.bm at any time during the application process.

What training do you offer to your graduates?

KPMG has a structured training program that all graduates will participate in as well as business specific training. All graduates are encouraged to participate in further KPMG learning and development programs to develop their careers. For more information, refer to our [Learning & Development page](#) on our website.

Does KPMG support post graduate studies?

Yes. We strongly encourage our people to undertake relevant professional post-graduate studies. We provide a range of support including study leave, exam leave, financial assistance and in-house training. For further information on CPA/ACA Programs, Postgraduate studies, and other qualifications please email hr@kpmg.bm.

Do I need an accounting background to apply?

No, not if you are aiming to take an ACA - UK Certificate level or Canadian PREP programs. However, we ask that you include all prior work experience in your application, including casual or part-time positions held.

I have already graduated – can I still apply?

Yes, you are still eligible to apply for our Graduate Program and KPMG Scholarships. We recruit graduates with some work experience as well as people who are taking gap years or pursuing postgraduate courses. If you have substantial work experience, please visit [Experienced hires](#) page.

Can I become a CPA/ACA without an accounting degree?

KPMG supports non-accounting students through relevant study to meet the required prerequisites for the CPA/ACA programs.

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