



Let your curiosity lead you

Graduate opportunities
in Gibraltar



kpmg.com/gi/graduate-gibraltar

Welcome

I'm delighted that you have picked up this leaflet and are thinking about a career with KPMG in Gibraltar.

I started my career journey 17 years ago in Cambridge, moving to Gibraltar in 2005 and I am pleased and proud to tell you that my choice of career has opened doors I could not have imagined. There is no better time to join us at KPMG. It's a time of global change, digitisation and growing complexity for businesses. KPMG is embracing new approaches and technologies – which is not only changing how we can support our clients, but also how we work on a day-to-day basis.

At KPMG in Gibraltar, there are so many opportunities to develop and shape your career, and to do so whilst enjoying an incredible climate and a diverse and interesting place to live. In my time in Gibraltar, I have worked with a huge range of clients from a number of different industries, including insurance, online gaming, private equity, telecoms and banking. One of the incredible things about Gibraltar is the opportunity to work with leading clients whilst enjoying the benefits of life in Spain.

I would describe the office in Gibraltar as diverse and dynamic. We have grown rapidly in recent years, particularly in Audit, and enjoy a list of high profile clients whilst having the opportunity to grow into new advisory areas and the exciting opportunities that will bring our people.

If you are looking for the opportunity to work with some of the most talented people and gain a wealth of experience across a wide range of industries and clients, then you have come to the right place.

All of us at KPMG have different backgrounds and perspectives – but we are united by the same values.

We believe in open communication and acting with integrity. We are curious, we love to collaborate and we are focussed on delivering high-quality results for our clients.

If you choose to join us in Gibraltar, you'll become part of our fast-moving, intellectually-challenging and supportive community, where you'll be empowered to learn every day and develop a truly rewarding career.



Jon Tricker

Managing Director, KPMG Gibraltar

Why KPMG?

From intellectually stimulating challenges and supportive colleagues to the chance to work with a variety of clients using cutting-edge technologies, this is a place that can empower you to learn, grow and thrive.

Big enough for any ambition

KPMG in the Gibraltar is part of a global network of firms offering Audit, Tax & Pensions, Consulting, Deal Advisory and Technology services. Through the talent of over 13,500 colleagues and 620 partners, we bring quality insights and innovative approaches to help solve our clients' most complex challenges.

We work across the broadest range of clients and sectors, from the biggest multinationals through to the most innovative start-ups in virtually every industry imaginable. Our vision is simple: to be the clear choice for our clients, our people and our local communities.

Working in Gibraltar

Joining KPMG in Gibraltar will give you the chance to work with our high-profile Audit clients, particularly in financial services and gaming.

Our Gibraltar office is based in Ocean Village, but our work takes us to different locations every day. The nature of audit work means that we base ourselves with our clients. This can involve working from a client office a short walk away from our office, or as far as Hong Kong. As Gibraltar has close ties to KPMG's UK member firm, there will be opportunities to work specifically with our UK clients and you'll also have the opportunity to develop your global mindset by working in offices across KPMG's global network of firms.

Culture that inspires

As a firm, we believe innovation is nurtured by having a rich diversity of people and perspectives. It means that from the moment you join us, you'll find yourself in an environment that's welcoming, friendly and inclusive, one where your enthusiasm, curiosity and ideas will be valued.

Recognising and motivating you

As well as interesting clients and projects in a friendly and vibrant community, you can expect real responsibility and lots of opportunities to grow professionally. You'll also have access to world-class training resources and support towards professional qualifications.

A bright future

In a digitally transforming world, KPMG has never needed to be more agile or technologically-adept than we are now. It makes us an exciting place to build a career. We're working in a dynamic and fast-changing environment, using the latest technologies, such as artificial intelligence, to deliver the highest quality insights and results for our clients.

Graduate opportunities

Find a spot that suits you.

KPMG is a place where the curious come together. A place where you'll enjoy diverse challenges, use innovative approaches and help deliver quality results. It's a place where you'll be surrounded by inspirational people and exciting opportunities. At KPMG, you'll find yourself in a friendly and supportive environment where your contribution will make a real difference to colleagues, clients and communities alike.

For further details of our graduate programmes, please visit
kpmg.com/gi/graduate-gibraltar



Graduate opportunities

On our graduate programme, you'll have the opportunity to work with a variety of clients and gain experience across a range of projects. You'll use your natural curiosity and fresh perspective to empower change and help clients succeed now, and in the future. Our programme offers full training on top of comprehensive support towards professional qualifications.

Audit

Audit is the historical backbone of our firm and remains the core of our business. At its heart, this area is all about examining organisations and ensuring their accounts reflect a 'true and fair' view of their financial position. By doing this, KPMG plays a vital role in building trust and confidence for business and society.

A career in Audit gives you the chance to gain a deep understanding of businesses across different sectors – from entrepreneurial start-ups to large corporations. You'll bring your independent thinking and eye-for-detail to deliver high-quality insights and results for clients – all while embracing technologies of the future.



Myriel

Graduate Trainee –
Audit in Gibraltar

II As KPMG is part of a global network of firms, I have the opportunity to develop my skill-set in an international environment – all whilst working with colleagues from diverse backgrounds on different projects and with wide-ranging clients. My role involves a lot of travel and I particularly enjoy discovering London when I am there for work.

The work is challenging, but I'm supported throughout and I learn a lot from the experiences I get. KPMG offers a great choice of classroom and online training resources, which helps me with my day-to-day work. I'm coached by senior team

members too, which gives me the chance to ask questions and learn from others in the business. I've also just completed my professional qualification exams. To combine work with study might sound challenging, however KPMG gives you the flexibility and study support to balance both.

We have a social committee in Gibraltar which arranges office activities and social events, such as the Christmas party and an event in the summer. At month-end, we also have informal get-togethers where people have the opportunity to network with colleagues in a relaxed way.

KPMG provides me with the chance to explore diverse career paths and different opportunities. My manager and I regularly discuss my career ambitions and how to best achieve them. I'm looking forward to what the future holds for me here at KPMG.



What we offer

You're the future of our firm, so we want to bring out the best in you. We've created an environment where bright, ambitious individuals can excel. We'll nurture your talent, support your development and reward you for your contribution.

Reward and recognition

We know how hard you work to deliver exceptional results, so we make sure we recognise and celebrate great work. Among other things, you can expect the following benefits:

- Competitive salary*
- 25 days' holiday
- £400 in vouchers annually
- Up to 25% of core salary as tax free allowance for 7 years
- Financial support towards gaining professional qualifications
- Study leave

Career development and qualifications

Through our Academy, you'll have access to a community that supports you as you begin your career journey. It will help you build your network in Gibraltar and across the UK, and offers inspiring talks, mentoring and access to a suite of learning.

We know professional qualifications are a priority for many. We'll help you to gain the Associate of the Institute of Chartered Accountants in England and Wales (ACA) qualification via a specific training route. We'll pay for all the costs associated with attending

courses for your exams and our dedicated Professional Qualification and Accreditation teams will also make sure you're fully supported every step of the way.

Community work and volunteering

With KPMG, you'll have plenty of opportunities to do meaningful work, not just for clients but for the community too. On top of your annual leave, you can expect to receive up to six days of work time each year for volunteering.

Behavioural capabilities

Your attitude and personal qualities are the most important things we want to see from you when you apply. While we don't look for people that fit any particular definition, there are general behaviours that we look for in applicants, and we call them behavioural capabilities. We have identified a number of behaviours that fit in with our values.

Before you apply, you may find it helpful to think about how you've demonstrated these capabilities in your life, using recent examples covering things like hobbies and academia, part-time jobs and extracurricular activities.

Please visit our website to find out more about our behavioural capabilities.

*The starting salary for graduates varies, please see website for details.



How to apply

Our success is built on the hard work and expertise of all kinds of people, so we'll take a range of factors into account when you apply to join us, not just your academic results.

1



2



3

Online Application Form

Tell us about your academic background and work experience

Situational Judgement Test

We will ask you to consider a hypothetical challenging situation you may face

Online Numerical and Verbal Reasoning Tests

This looks at your ability to analyse numerical and verbal data

4



5



Digital Audio Submission

You will be asked to complete a digital submission in audio format

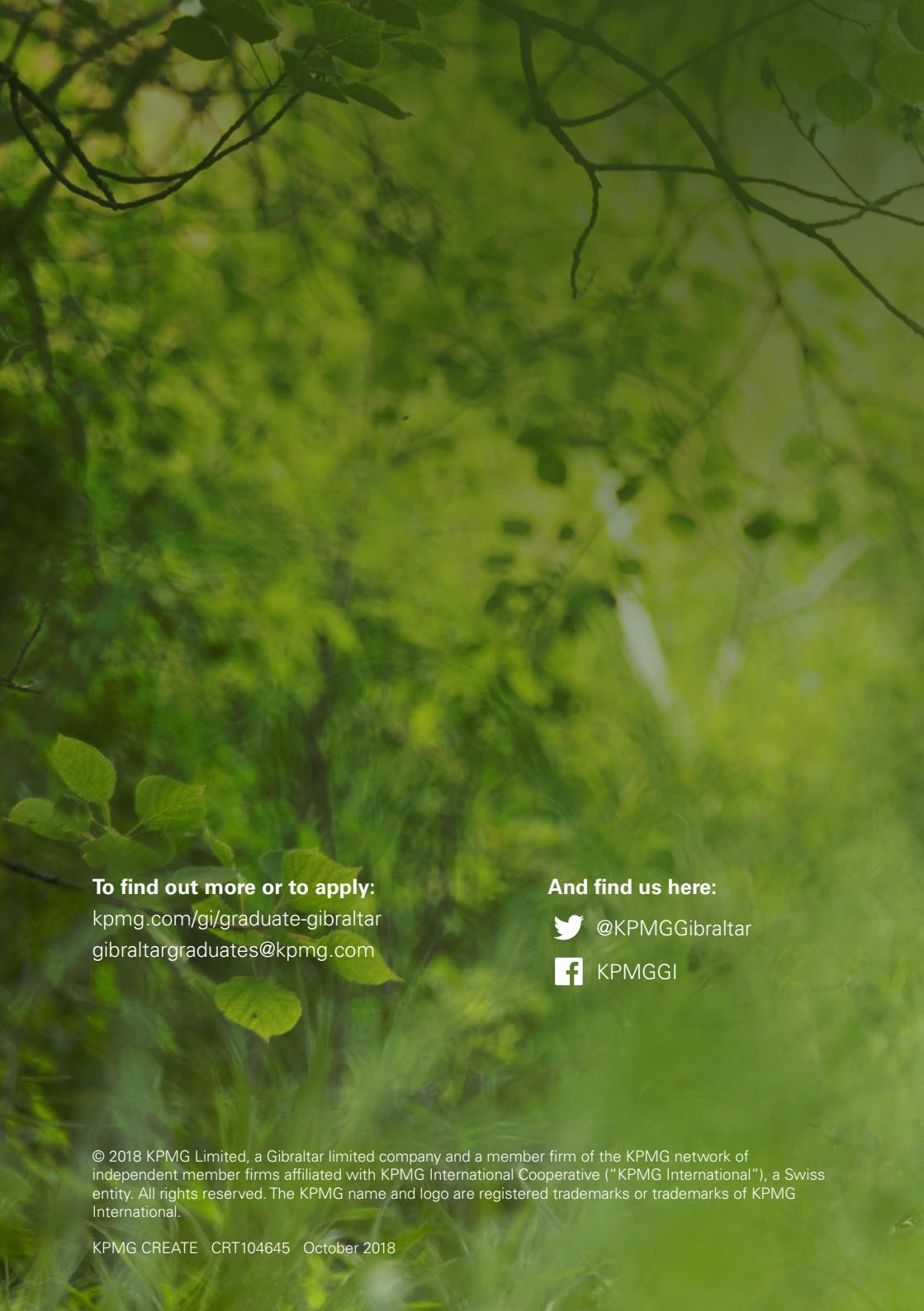
Launch Pad Recruitment Event

Learn more about us, meet our people and take part in assessment activities – at a Launch Pad event held in the UK

6

Final Interview

You will be invited to a final interview at our Gibraltar offices, where you'll also have the opportunity to meet our team



To find out more or to apply:

kpmg.com/gi/graduate-gibraltar
gibraltargraduates@kpmg.com

And find us here:

 @KPMGGibraltar
 KPMGGI

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