BUILD THE FUTURE

NEW APPLIED NOW
accenture.com/hk-campus
Accenture is a leading global professional services company, providing a broad range of services and solutions in strategy, consulting, digital, technology and operations. Our clients are virtually in every industry. We have a range of career options that can satisfy the widest of interests.

**FORTUNE GLOBAL 500**

Accenture is a Fortune Global 500 company, with approximately 449,000 people serving clients in more than 120 countries.

**WORK WITH THE BEST**

Our clients include 95 of the Fortune Global 100 and more than three quarters of the Fortune Global 500, as well as government organizations from all over the world.

**LEAD IN THE NEW SINCE 1951**

Continuous innovation and rapid transformation have been themes throughout Accenture's history.

**EXTRAORDINARY FINANCIAL SUCCESS**

Accenture went public on **July 20, 2001**. Since then we have delivered strong financial results:

- 2002: $15.01
- 2008: $169.07
- 2017: $169.07

Aug 31, 2018 $169.07
We team with experts from across Accenture – strategy, digital, technology, and operations – to provide management and technology consulting solutions to clients, transforming industries and governments globally.

By focusing on specific industries, we develop an understanding of the business issues and applicable technologies for each industry, enabling us to deliver innovative solutions tailored to each client.

Operate at the intersection of business and technology to develop strategic insights and recommendations that help clients understand the next Big Thing and their options in the context of global economic, technology, and social trends.

Harness the power of digital tools such as analytics, interactive marketing and mobility services to help our clients grow their digital presence and market share, and apply digital technologies to create new value.

Solve the most complex technology problems for our clients, creating custom-designed solutions using architecture, development and integration, or by integrating our technology platforms with their operations.

Operate business processes and infrastructure on behalf of our clients.
Our industry focus provides Accenture’s professionals with a thorough understanding of industry evolution, business issues and applicable technologies, enabling us to deliver solutions tailored to each client’s industry.

We provide comprehensive service offerings in more than 40 industries across 13 industry groups.

**OUR INDUSTRY SPECIALIZATION**

**COMMUNICATIONS, MEDIA & TECHNOLOGY**
- Communications
- Electronics & High Tech
- Media & Entertainment

**FINANCIAL SERVICES**
- Banking & Capital Markets
- Insurance

**PRODUCTS**
- Consumer Goods, Retail & Travel Services
- Industrial
- Life Sciences

**HEALTH & PUBLIC SERVICE**
- Health
- Public Service

**RESOURCES**
- Chemicals & Natural Resources
- Energy
- Utilities
Our Six Core Values Are:

**Stewardship:** Fulfilling our obligation of building a better, stronger and more durable company for future generations, protecting the Accenture brand, meeting our commitments to stakeholders, acting with an owner mentality, developing our people and helping improve communities and the global environment.

**One Global Network:** Leveraging the power of global insight, relationships, collaboration and learning to deliver exceptional service to clients wherever they do business.

**Best People:** Attracting, developing and retaining the best talent for our business, challenging our people, demonstrating a “can-do” attitude and fostering a collaborative and mutually supportive environment.

**Client Value Creation:** Enabling clients to become high-performance businesses and creating long-term relationships by being responsive and relevant and by consistently delivering value.

**Respect for the Individual:** Valuing diversity and unique contributions, fostering a trusting, open and inclusive environment and treating each person in a manner that reflects Accenture’s values.

**Integrity:** Being ethically unyielding and honest and inspiring trust by saying what we mean, matching our behaviors to our words and taking responsibility for our actions.

*These enduring values have guided our people in their interactions with clients and with each other throughout our history... they are, together with our Code of Business Ethics and uncompromising standards for high performance, part of the Accenture Way for how we do business.*
We embrace who you are, empower you to be your best – both professionally and personally.

**Work Life Balance**
- Provide innovative communication and collaboration tools to help increase your productivity, efficiency and flexibility as you stay connected globally.
- Fly-back program, smart work initiative and client-site flexible work arrangements help address the challenges that come with the professional travel experienced by many of our consulting employees.

**Inclusion and Diversity**
- We believe that no one should be discriminated against because of their differences, such as age, disability, ethnicity, gender, religion or sexual orientation.
- Among DiversityInc’s top 50 companies for diversity for nine consecutive years.
- 150,000 women employees globally, with a goal to have 50% by 2025 and 25% managing directors by 2020.
A FUN PLACE TO WORK

Work hard play hard! Accenture employees enjoy their after work life together in office-wide drinks, interest classes, sports teams, outing and corporate citizenship programs.

**Interest classes:** climbing, macaron Christmas tower baking, VR gaming, meditation, pineapple pastry, indoor cycling, valentine’s homemade cookies, moss terrarium & preserved floral art, paintball, TRX, aerial yoga, coffee and latte art, wood craft, pottery, neon dodgeball, Zumba dancing, tie dye, eclairs baking, Korean cooking, rock climbing, brush calligraphy, kayaking, jewelry making....

**Sports teams:** basketball, dragon boat, trailwalker, tennis, running, soccer, table tennis

**Corporate citizenship:** Girls Go Tech, Junior Achievement Pro-Bono Consulting, Social Innovation.....
WE INVEST IN YOUR FUTURE

• $935M investment in continuous education/learning.
• $13.5B in revenue from in ‘the New’ digital-, cloud- and security-related services—approximately 50% of total revenues.
• 70,000 people reskilled in ‘New IT’ in 2016; goal of 150,000 in 2017.
• 100 connected classrooms globally by end of fiscal 2018, combining interactive technologies with innovative content design.

TIME AWAY TO LEARN
LEARNING ALL THE TIME
“Pick a place where you can obtain skills and knowledge that are relevant to the future.”
“If you want to work and learn with awesome people in rewarding projects to grow exponentially, then Accenture is definitely the place to go.”

Why did you choose Accenture?
By the time I received Accenture’s offer, I also had offers from other consulting firms. I went to discuss with my previous bosses in internship. This key advice determined the first step of my career: “Pick a place where you can obtain skills and knowledge that are relevant to the future.”
I believe in the future waves of distribution that technology will bring to every corner of the business world and I want to pursue a consulting career; I believe Accenture is the best place to build my skill sets and enable me to become the “bridge” between business and technology strategy.

Tell us about some of your experience in Accenture so far.
I joined Accenture as a management consulting analyst and have worked on three projects with the largest entertainment company in Hong Kong. The projects covered change management, business and operating model transformation, customer journey mapping and process design work. After that, I moved on to projects with the railway corporation in Hong Kong and a global leading airline based in Hong Kong. I also worked in Beijing for six weeks on the Chatbot and Machine Learning Proof of Concept (POC) projects and a go-to-market strategy project for a leading household conglomerate in China. Currently I’m on a strategic planning project for a park in Hong Kong.

What about learning opportunities?
There are always learning opportunities around that can help you build your skill sets and knowledge. From analyst boot-camp, group training in Shanghai and Beijing, precious on-the-job guidance from senior colleagues, abundant of online training courses and intensive classroom trainings on specific topics (e.g., design thinking, Agile delivery, New IT). Furthermore, Accenture has a global network of talent that you can reach out to for whatever topic you are interested in or if you need support for a specific project.

How has the wide exposure helped you in your personal and professional growth?
In my two years journey with Accenture, I’ve been always looking for the next step, next learning opportunity or exciting projects. I’m very lucky to have met many good mentors who guide me through my career and give me invaluable advice based on their long and robust experience in the consulting industry. With the variety of project experience, my perspective about the consulting industry as well as my career aspirations have been evolving. I’m very glad that I can pursue my career goal and personal goal at the same time in the company.
“Accenture has a steep learning curve. It is a good starting point for fresh graduates who are ready to challenge themselves and build a solid foundation for their career. Accenture is also empowering. It provides all kinds of classroom and overseas trainings, ranging from project management and product design to hands-on coding training.”

**Why did you choose Accenture?**
Accenture does work that matters and develops groundbreaking solutions to solve tomorrow’s biggest problems.

**Tell us about some of your experience in Accenture so far.**
1. Consultancy study on the business model and business planning for the Hong Kong Innovation Technology Park
2. Customer relationship management (CRM) and digital transformation strategy for Hong Kong’s largest venue provider
3. Digital transformation strategy and implementation road map for a leading Hong Kong bank
4. Customer experience excellence program for leading international healthcare group
5. Strategy planning for one of the largest arts and culture hubs in Hong Kong
6. Digital health tracking program rollout across Asia Pacific markets for a leading Hong Kong insurance company

**What about learning opportunities?**
Yes. Other than a variety of online and classroom trainings, I also joined an overseas training offered by the Accenture Consulting University. Not only did I improve my hard skills, but I also expanded my network within Accenture.

**How has the wide exposure helped you in your personal and professional growth?**
Both my industry knowledge and consulting skills have grown exponentially through the extensive project exposure. On the personal front, I was also able to identify my strengths and weaknesses. My career counselor and I developed a growth plan that helps me improve myself and work toward my career goals.
1. Are you an Accenture baby?
Yes, starting on 30 August, 2010 at the Hong Kong office.

2. Why did you choose Accenture?
Back then, my decision was between joining Accenture or being part of a large-scale corporation in the financial sector. While most of my friends and classmates were dedicated to the financial sector (which is very common in Hong Kong anyway), my consideration leaned towards a more exciting career that has more “unknowns” but more “rewards.” Hence, I decided to join Accenture.

3. How you felt in your first or second year?
I had a very diverse experience in the first 24 months in terms of sectors, geographies, colleagues and clients I met. One thing in common is that all supervisors I met are more than happy to coach, which is extremely important in such dynamic settings in a consultancy.

4. How important were these early years for your career development?
It had shaped me into a more adaptable person, staying humble and quick to learn anything new along my career.

5. What inspires you at your work?
In the past few years, I have been working in different sectors, from financial service, entertainment, retail and transportation; and across different project nature, from organization change and performance, to large-scale corporate transformation and more innovative and digital projects for improving toplines. Most importantly, we are a team of results-driven colleagues, dedicated to delivering results for our clients.

6. Any memorable projects you are proud of?
I was in the Middle East for one of my previous assignments, where we conducted an operating model revamp project for a conglomerate. Accenture stood out from the competition because of our commitment to tangible results for our clients. Another point that I would like to mention is the core value of ‘One Global Network,’ where we work across regions and cultures. It’s another invaluable experience for me.
Every time I have been asked what keeps me going at Accenture, I have only one answer—I like what I do! I provide right solutions to my clients to help them with their business challenges. Every project I have worked on has been special and enriching in some way. Sometimes it's about the people, sometimes the big challenges that push you to achieve your full potential and sometimes it's both!

Clients engage Accenture to deliver something that they could not have done just by themselves. They acknowledge the value we bring to them through their transformation journey that can change the way their organization functions, making it more profitable and versatile.

Everyone at Accenture—from the more experienced leadership to our fresh talent pool—all work together towards a common goal of delivering high-performance on each and every project.

Moreover, we are very committed to people development. Our career counselor, mentorship, buddy systems and performance management mechanisms ensure an inclusive, open and equitable work environment for our people across levels.

When I graduated with a business degree 14 years ago, I haven’t made up my mind which industry to set my foot in. I wanted to explore different type of work, people and companies in the shortest period of time to help me choose the right career path for myself. At Accenture, I have got the industry exposure, network and professional growth I always wanted. I have worked on local projects, overseas projects, banking clients, insurance clients, strategy projects, management consulting projects, even system implementation projects.

Looking back, I know I have found the right answer to my career dilemmas as a fresh graduate and I am glad that I chose Accenture in the first place.
Malcolm
Position: Managing Director
Location: Hong Kong
Department: Technology Strategy, Accenture Strategy
Year joining Accenture: 1998

1998
I joined Accenture in Australia as a fresh graduate. The first client I worked with was a large Australian telecommunications company. It was an eye-opening experience because I was able to learn about large scale mission critical system delivery up close.

2000
During the dot.com boom, I was able to architect and implement an online share trading platform for a leading investment bank. Because of my actual project experiences and various trainings, shifting from telecommunications to financial services was not that difficult. The platform launch was a success and allowed the bank to branch out into the retail financial services market.

2003
I led a team that developed and sold a lending platform for a major Australian bank. We delivered the solution using a pioneering onshore and offshore model, which marked a turning point for Accenture. We now have more than 200,000 people in global delivery centers worldwide.

2005
After transferring to Accenture in Hong Kong, I was assigned to close a must-win deal in Beijing. Despite the cultural challenges, I was able to quickly adapt and win the deal thanks to the support of the local leadership team. I also was promoted to the position of senior manager.

2010
My move increased my exposure from just one country (Australia) to an entire region (Asia-Pacific), since Hong Kong is home to many multinational headquarters. I also started working in China where I worked on many strategy and planning projects, ranging from information technology strategy to mergers and acquisitions. From working in Financial Services, I moved into Technology Consulting as Accenture was setting up its Technology Consulting practice in Greater China. I also led our IT Strategy practice advising the chief information officer on the IT Transformation agenda.

2012
I was promoted to Managing Director and was able to influence and execute new ideas while continuing to develop great people.

2013
I moved into Accenture Strategy. With continuous advancements being made in Digital, Accenture formed its Strategy practice by bringing together IT strategists from Technology Consulting and business strategists from Management Consulting. The end result is a practice that operates at the intersection of business and technology.

2016
From system implementation to Technology Consulting and now Strategy Consulting, my Accenture journey has certainly been a rewarding one. As Accenture continues to invest in the next big thing, it is hard to predict what my role will be in the foreseeable future. However, I have no doubt that there will always be new challenges to face and new roles to play as we move forward.
ACCENTURE ANALYST ACCELERATION PROGRAM

GOAL:
To cultivate graduate analysts into a new breed of all-around, highflying consultants for the digital age in one to two years.

WHY DO WE SET UP THIS PROGRAM?
The market is getting more dynamic and complex, and consulting demands more comprehensive and innovative skills.

PROGRAM CHARACTERISTICS:
1. All-round, wide exposure
   • Graduate analysts can experience the breadth of Accenture services in their early years through project assignments from different departments, not limited to any one of the 5 businesses or 13 industry groups.
   • Your exposure, people network and knowledge can expand exponentially.

2. Digital environment
   • As a global leader in digital transformation, Accenture provides a global innovation and digital environment with advanced digital and New IT knowledge. This significantly enhances your digital mindset and capabilities.

3. Accelerated growth
   • Speeds up your self-assessment in strengths and career interest through intense exposure.
   • Shortens your search for the right opportunities through an expanded people network.
   • Allows you to see things through a manager’s lens, which is essential for working with different people, most especially with the senior executives.

4. Clear metrics growth management
   • A transparent performance review system with frequent feedback conversations with your project managers and career counsellor.

5. Choice in deployment:
   • From rotating between assignments to choosing your deployment destination at the end of the program, we always take your preference into consideration.
ANALYST ACCELERATION PROGRAM (AAP)

CONSULTANTS FOR THE DIGITAL AGE

Goal:
TO CULTIVATE ANALYSTS INTO A NEW BREED OF ALL-AROUND, HIGHFLYING CONSULTANTS FOR THE DIGITAL AGE IN ONE TO TWO YEARS.

5) CHOICE IN DEPLOYMENT
You take part in determining your career growth direction.

3) ACCELERATED GROWTH
You fast track your strengths and career interest identification, people network search and managerial mindset.

1) ALL-ROUND, WIDE EXPOSURE
You can get trainings and project assignments from any of our 5 businesses and across different industry groups.

4) TRANSPARENT METRICS GROWTH MANAGEMENT
You get measured with a transparent performance review system with frequent feedback conversations.

2) DIGITAL ENVIRONMENT
You are immersed with:
- Digital Transformation
- New IT
- Advanced Innovation
- Digital Mindsets and Capabilities

- accenturestrategy
- accentureconsulting
- accenturedigital
- accenturetechnology
- accentureoperations
We have partnered with Apple to help businesses transform how their people engage with customers through innovative business solutions for iOS. Now clients can take full advantage of the power, simplicity and security of iOS combined with our capabilities as a leader in industry and digital transformation to unlock new revenue streams, increase productivity, improve customer experience and reduce costs.

Our dedicated iOS practice will co-locate with experts from Apple in select Accenture Digital Studios around the world. Working together, we will launch a new set of tools and services that help enterprise clients transform how they engage with customers using iPhone and iPad. The experts will include visual and experience designers, programmers, data architects and scientists, and hardware and software designers.
In the fiercely competitive credit card market, American Express had already staked out its turf: affluent customers interested in high-end cards. American Express’s longstanding success with this segment made its next move a bold surprise—a pivot toward customers seeking alternative financial services.

To pull off this dramatic departure, American Express sought to launch its newest product and quickly ramp up a good-sized customer base to create a stir in the marketplace. With Accenture’s help, American Express developed a new mobile platform with a digital alternative to banking, enabled to scale with rapid development.

American Express Serve—a digital prepaid reloadable platform—debuted with money management tools to support various transactions including direct deposit, mobile check deposit, and a “Reserve” account for savings.

With Serve, American Express gave consumers an alternative to banking in the palm of their hands.
ABOUT ACCENTURE

Accenture is a leading global professional services company, providing a broad range of services and solutions in strategy, consulting, digital, technology and operations. Combining unmatched experience and specialized skills across more than 40 industries and all business functions – underpinned by the world’s largest delivery network – Accenture works at the intersection of business and technology to help clients improve their performance and create sustainable value for their stakeholders. With approximately 449,000 people serving clients in more than 120 countries, Accenture drives innovation to improve the way the world works and lives.

For more information, please visit accenture.com/HongKong or accenture.com/hk-campus

JOIN THE ACCENTURE TALENT CONNECTION

This is a network of professionals who are interested in the challenging, rewarding opportunities offered by Accenture. The Accenture Talent Connection is easy to join, and is open to anyone who is interested in discovering more about what we do, how we do it, and what makes us different.

Take a minute to join and stay connected with us!
talentconnection.accenture.com

ACCENTURE SKY JOURNEY

Want to learn more about what Accenture does?

Sky Journey challenges you to use Accenture strategy, digital, technology and operations offerings to help your business stay ahead of the competition. Work through 25 levels of increasingly difficult game play as you seek to create a high performing business using real Accenture solutions. This game highlights Accenture’s innovative approach to creating business value and provides links to our real-world services, as well as opportunities to explore careers with Accenture. Upgrade your airport’s systems, improve sustainability, satisfy your customers, and have fun!

We also invite you to take the following two challenges for fun and for understanding about yourselves:

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