future > present

Achieving more together.

Start Your Career with Accenture
At Accenture You are the Center of Focus:

As a company we are made up of a variety of individuals, each with different skills. That is why we try to make our work environment and our corporate culture as attractive as possible for many great people.

Learn more about Accenture through this interactive document!
Who we are (1/2) —
The Best Place to be for Extraordinary Candidates

- One of the world's leading professional services companies
- The world's leading partner for large-scale business transformation projects
- Providing consulting and outsourcing services through our strategy, digital, technology and operations capabilities
- Net revenue: US$30.0 billion for the fiscal year which ended Aug. 31, 2014
- Listed as one of the Top 100 Best Employers
- Ranked No. 44 on Interbrand's “100 Best Global Brands 2014”

## Revenue by Operating Group*

- Comms., Media & Tech: 20.3%
- Financial Services: 21.5%
- Resources: 16.6%
- Health & Public Service: 16.6%
- Products: 24.9%
- Others: 0.1%

* as of Aug 31, 2014; in US$. 

next >
Who we are (2/2) –
This is where You find Us

Locations: worldwide in over 200 cities and 56 countries

Geographic Units:
- Germany
- Austria
- Switzerland

(Graphic does not include project offices.)
How we Work —
The Accenture Way

The Accenture Way is how we do things. It is the way we innovate, collaborate, operate and deliver value — for our clients and our shareholders. It differentiates Accenture in the marketplace and is brought to life every day, in everything we do, through our unique passion, energy and style.

Clients: We are passionate about our clients and we are focused on delivering results.

People: We have the best people and we are team players.

Performance: We are flexible and we drive for performance.

Future: We care about our communities and we are focused on economic and business competitiveness to build a better future.

Learn about The Accenture Way.
Our Key Differentiators

Outstanding Features

• Enduring client relationships
• Deep industry expertise
• Global breadth and depth
• One of the world’s largest independent technology services provider
• Global Delivery Network
• The best people in our industry

A Privileged Position in the Technology Ecosystem

• Strategic relationships with alliance partners, including leading technology providers such as Microsoft, SAP, Oracle, Cisco, EMC, Salesforce
• Systems integration partner for Oracle and SAP
• Knowing our partners and their technology inside-out, we can rapidly tailor solutions to meet clients' specific needs
Our Clients

Large portfolio of top clients

We have extensive relationships with the world’s leading companies and governments and we work with organizations of all sizes, all over the world. We serve over 4,000 clients in over 120 countries, including:

• 89 of the Fortune Global-100 and more than three quarters of the Fortune Global-500
• 29 of the companies listed in DAX-30 (Germany)
• 13 of the 20 SMI-companies (Switzerland)

Accenture innovation: projects and client successes

Watch these videos on innovative projects and see how Accenture helps its clients achieve high performance and success:

• Marriott: Optimizing the Internet presence
• Deutsche Telekom: Tripdiscovery, a more relaxed journey to success
• UBS: A keen eye on valuable information
Our Business – Overview

Bring your talent and passion to a global organization at the forefront of business, technology and innovation. Collaborate with diverse, talented colleagues and leaders who support your success. Help transform organizations and communities around the world. Sharpen your skills through industry-leading training and development, as you build an extraordinary career.

Discover how great you can be. Our businesses include:

accenture
High performance. Delivered.

accenture strategy

accenture consulting

accenture digital

accenture technology

accenture operations
Our Industry Focus

Accenture’s clients span the full range of industries around the world. Our industry focus enables us to deliver innovative solutions tailored to each client. We bring an understanding of industry evolution, business issues and applicable technologies.

- Communications, Media & Technology
  - Communications
  - Electronics & High Tech
  - Media & Entertainment

- Financial Services
  - Banking
  - Capital Markets
  - Insurance
  - Risk Management

- Health & Public Service
  - Defense & Public Safety
  - Health
  - Human Services
  - Public Service Operations & Management

- Products
  - Auto, Industrial, Infrastructure & Travel
  - Consumer Goods & Services
  - Life Sciences
  - Retail

- Resources
  - Chemicals
  - Energy
  - Natural Resources
  - Utilities Industry
Our Business — Accenture Strategy

Join Accenture Strategy and turn your theories into action. Devise and deliver solutions at the intersection of business and technology, and help some of the world's most successful and influential organizations develop new ways of doing business.

Watch what Caroline has to say about her experience at Accenture Strategy.
Join Accenture Consulting and use your insights and capabilities to transform the world’s leading companies. Accenture Consulting serves clients globally in more than 40 industries. By focusing on specific industries, we develop an understanding of the business issues and applicable technologies for each, enabling us to deliver innovative solutions tailored to each client.

Watch what John has to say about his experience at Accenture Consulting.
Our Business — **Accenture Digital**

Bring your digital marketing, mobility and analytics skills to the forefront of innovation with a recognized leader in digital services. You'll help the world's leading brands and governments unleash the power of digital to drive growth and transform their businesses.

Watch what Alex has to say about his experience at Accenture Digital.

---

**Communications, Media & Technology**

**Financial Services**

**Health & Public Service**

**Products**

**Resources**

---

**DIGITAL STRATEGY & BUSINESS DESIGN**

**DIGITAL CUSTOMERS, CHANNELS & MARKETS**

**DIGITAL ENTERPRISE**

**ANALYTICS, BIG DATA, BUSINESS INTELLIGENCE**

**DIGITAL & MOBILE TECHNOLOGIES**
Our Business — Accenture Technology

Working for Accenture Technology, you help clients across all industries harness the power of technology to innovate, grow and improve their operations. Leverage your technology expertise with one of the world's largest independent providers of technology services.

Watch what Marta has to say about her experience at Accenture Technology.

Watch the Accenture Technology Global Delivery Video.

Communications, Media & Technology
Financial Services
Health & Public Service
Products
Resources

IT-APPLIKATION
PLATFORM: Microsoft/Avanade | Oracle | Data Center | Salesforce | Workday | Java
LIFECYCLE: Architecture Services | Application Testing | Application Outsourcing | Application Capacity | Services | Mainframe/Modernization

ACCENTURE SOFTWARE

CLOUD

Our Business
Our Business — Accenture Operations

As an Accenture Operations professional, you’ll partner with clients to create a broader definition of success — going beyond cost efficiencies and operational excellence to deliver outcomes such as increased sales, greater customer and employee satisfaction, increased market share and more.

Watch what Riten has to say about his experience at Accenture Operations.
GOOD REASONS FOR ACCENTURE

Why Accenture?
Continuous Education & Training
Career Opportunities for Women
Social Responsibility
Why Accenture? (1/2) –
We Differentiate Ourselves by Our Way of Working

Achieve More in a Team
We are international, inter-cultural and inter-disciplinary – and that is how our teams work for and with our clients.

End-to-End Implementation
Several times a day an Accenture system goes live somewhere in the world. We provide much more than strategic vision – we also ensure seamless and successful implementation of well thoughtout solutions. End-to-end, from A to Z, everything from one source.

Our Values
Our corporate culture is based on our values, and they also define our character. They are the guideline for our behavior and for the decisions we make: Stewardship, Best People, One Global Network, Client Value Creation, Respect for the Individual, Integrity.
Why Accenture? (2/2) —
We Differentiate Ourselves by Our Way of Working

Understanding What it Takes
Our employees can draw from a profound knowledge base at the "Accenture Institute for High Performance".

An Excellent Employer
National and international awards have confirmed time and again that we are using the right approach: e.g. the Great Place to Work® award in Austria & Switzerland.

Flexible Career Planning
Our employees' needs will change over the years. With a number of programs we will support you in shaping your individual career:
- Flexible Hours/individual working models (Flexi-time, Part Time, Job Sharing, Home Office)
- Child Care and Elder Care Programs
Part of the support Accenture offers you is ongoing training to help you remain at the top of your game and continue to grow.

- Comprehensive Training
- Curriculum
- Mandatory Basic Training
- Individual Training Budget

- Career Development & Standard Performance Management

- Mentoring by peers during integration
- Career Coaching from experienced colleagues (Development Plan, Annual Feedback)

- A diverse group of international colleagues, united by a common corporate culture
- Communities
- Knowledge Pool & Knowledge Sharing Network
At Accenture, the success of our women around the globe is key to our success, and we are committed to supporting their professional goals and aspirations – which are as unique as the women who deliver high performance every day.

Accenture has created unique programs to support our women, including:
- Women's Mentoring Programs,
- Accenture Women's Network,
- Training and Education Programs.

Ideal perspectives for women: To learn more about career paths for women at Accenture, please click here.

How we use digitalization for our careers? This question was explored in the Accenture Women's Survey of 2015. To learn more, please click here.
Social Responsibility

We get involved in the world we live in – with all our capabilities. Apart from our Accenture Foundation we offer our employees plenty of opportunities to become active in charitable projects and to participate in social programs.

Accenture Foundation

“Skills to Succeed”

Accenture’s corporate citizenship initiative, Skills to Succeed, helps address the global need for skills that open doors to employment and economic opportunity. It draws on two of Accenture’s core capabilities: training talent and convening partnerships to achieve tangible, measurable results.

By the end of 2013 Accenture and the Accenture Foundation had contributed over 100 million USD in our Corporate Citizenship Program, both in the form of donations for global and local projects, and in the form of employee activities.

Environmental Protection

We are aware of the environmental impact of everything we do, and we have pledged to reduce pollution, e.g. by reducing CO₂ emissions and by promoting eco-efficient work practices. We reduced our per employee carbon emissions by more than 43 percent against our fiscal 2007 baseline.
YOUR FUTURE

Your Opportunities
Your Career Ladder
Your Application Process
How you can contact us
Your Opportunities

You appreciate a challenge, and you want to demonstrate every day how you can harness your know-how, your vision and your social skills for a common goal? Then Accenture is the right place for you!

Graduates
- Jump-start Program
- Direct Entry

Professionals
- Direct Entry

Students
- Internships
- Work-Study Programs

School Graduates
- Dual Studies: Bachelor of Science, Business Informatics or Applied Informatics
- Vocational Training: Qualified IT Specialist (D)
- Jump-start Program for HTL Graduates (Höhere Technische Lehranstalt) (AT)
- Jump-start Program for Graduate Apprentices (CH)
Your Career Ladder

Introductory Training

• Overview
• Technical and Methodology Training in our Training Centers

New Associate, Associate, Analyst

• Training on the Job, specific training
• Work in Project Teams

Consultant

• Continuous Education
• Budget and Team Leading Responsibilities
• Specialize for Expertise Group

Manager

• Project Management Responsibilities

Senior Manager

• Sales Responsibilities

Managing Director

• Leadership, Business Development and Sales
• Client Acquisition and Relationship Management

Career Levels:

New Associate, Associate, Analyst
Consultant
Manager
Senior Manager
Managing Director
Entry Program – Jump-Start (1/3)

Technical

Days

Project Preparation (Business Communication, Self Awareness, Cultural Awareness, Database Training or Excel Training, Accenture Delivery Methods)

SAP-ABAP

Java

Infrastructure

PLM

Orientation

5

10

15

20

25

30

35

40

SAP Fundamentals

Custom Application Fundamentals

Network Fundamentals

Fundamentals of Java Custom Application, Enterprise & Frameworks

SAP ABAP Development

Enterprise Java

Data Center Fundamentals

Teamcenter Academy

Speciality Training

Frameworks

Workplace Management & Collaboration

Part 1: Introduction

User Interfaces: Web, Advanced & Mobile

Part 2: Data Model & Administration

Case Study

Part 3: Customization

Security Fundamentals
### Functional & Technical Entry Program — Jump-Start (2/3)

<table>
<thead>
<tr>
<th>Days</th>
<th>Functional</th>
<th>Functional &amp; Technical</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>Project Preparation (Business Communication, Self Awareness, Cultural Awareness, Database Training or Excel Training, Accenture Delivery Methods)</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>PMO Bootcamp</td>
<td>SAP Fundamentals</td>
</tr>
<tr>
<td>15</td>
<td>MS Project Staffing</td>
<td>Business Processes SAP Module 1</td>
</tr>
<tr>
<td>20</td>
<td>Resource and Collaboration</td>
<td>Business Processes SAP Module 2</td>
</tr>
<tr>
<td>25</td>
<td>SharePoint Basics</td>
<td>Customizing SAP Module 1</td>
</tr>
<tr>
<td>30</td>
<td>Tracking, Reporting, Resource Mgmt., Contract Mgmt.</td>
<td>Customizing SAP Module 2</td>
</tr>
<tr>
<td>35</td>
<td>Case Study</td>
<td>Success Factors - Introduction to Mastery incl. Certification, module specific trainings</td>
</tr>
<tr>
<td>40</td>
<td></td>
<td>HR Quality Center</td>
</tr>
</tbody>
</table>

- **SAP Module 1**
- **SAP Module 2**
- **Success Factors**
- **Training and Exam**
- **SaaS Customizing**
- **Business Analysis & Testing**
- **Software Engineering Fundamentals**
- **Application Testing**
- **HR Quality Center**
Entry Program — Jump-Start (3/3)

Days

5

Project Preparation (Business Communication, Self Awareness, Cultural Awareness, Database Training or Excel Training, Accenture Delivery Methods)

10

Digital & Analytics Fundamentals and Pre-Requisites

15

NoSQL & Hadoop

20

SAP Netweaver Fundamentals Training

Data & Analytics Overview

SAP BW

Digital Interactive (Module 01–Module 8)

Custom Application Fundamental

UI Web

UI Advance

Introduction To Adobe Experience Manager

25

Oracle Training

Informatica Training

SAP Business Objects

30

SAP BW

Web Services

SAP hybris

SAP HANA

35

SAP BW

Web Services

SAP hybris

SAP HANA

40

SAP BW

Web Services

SAP hybris

SAP HANA

Digital Interactive (Module 01–Module 8)

Custom Application Fundamental

UI Web

UI Advance

Introduction To Adobe Experience Manager

HTML 5 Hands on

Technical Deep Dive AEM

Overview Adobe Offering

Specialization Training

PHP for Web Development Hands on
Your Application Process

Your Application for an Extraordinary Career

If you graduated (Bachelor, Master, Diploma) in one of the following disciplines, you are well-prepared for Accenture:

- Economics/Business Administration
- (Business) Informatics
- (Business) Engineering
- Natural Sciences (Mathematics, Physics or Chemistry)

There are also great opportunities for Qualified IT Specialists (D), Graduate Apprentices (CH), HTL Graduates (AT).

Apply in Three Steps

Step 1:
Online Application

Step 2:
Interview

Step 3:
Selection Day: Personal Interviews*

What We Expect from You:
Valuable Tips for Your Application from Our Recruiting Experts.

*Depending on the professional experience of individual applicants.
For more information about Accenture and your career opportunities, visit our career website:

- accenture.de/karriere
- accenture.at/karriere
- accenture.ch/karriere

You can also find us via Social Media:

- facebook.com/accenturekarriere
- twitter.com/AccentureDACH
- xing.com/companies/accenture

If you have questions, you can also contact our Career Infoline:

- Germany/Austria: 00 800 – 450 450 45 (toll-free)
- Switzerland: 00 41 – 44 219 5005

Your contact in Germany
Accenture Recruiting Team
Campus Kronberg 1
D-61476 Kronberg

Your contact in Austria
Accenture Recruiting Team
Börsegebäude
Schottenring 16
A-1010 Wien

Your contact in Switzerland
Accenture Recruiting Team
Fraumünsterstrasse 16
CH-8001 Zürich