Building a rewarding career at Accenture
Welcome

Hello and welcome! We’re pleased you’ve decided to learn more about Accenture, and we hope this brochure gives you a good idea of the rewarding career you could start building with us.

If you’re keen to find out more about joining Accenture and how you can develop your career with us, you’ll find a wealth of additional information online.

- Accenture Careers UK
- @accentureukjobs
- Accenture UK Careers
- Accenture UK Careers
- accenture_uk_careers

Select a brochure tab to read more or visit accenture.com/ukgraduates
What We Do

As one of the world’s largest consulting and technology firms, we hire talented people, people like you, to help our clients achieve their aims – whether that’s increasing profits, gaining a greater market share, redefining strategies, working with new technologies or offering better customer experiences.

If you want to see examples of what we’ve done for some of our clients, turn to page 25.

What Does Accenture Do?

We examine a client’s organisation, work out how best to improve it, and then shape and implement agreed actions to bring about positive, lasting and profitable change.

For us, it’s not just about coming up with the big ideas, it’s also about successfully delivering and implementing them. Every organisation relies on technology, which means that our solutions will lean heavily on improving what and how technology is used in order to make businesses more successful. We are also about being at the forefront of innovation – understanding everything there is to know about the latest technologies, and using them to help our clients become even better. This is one of our strengths as a company; it’s how we set ourselves apart in the industry, and as you’ll see on pages 5 & 6, it’s reflected in how we’re set up as a business.

What This Means For You

It all comes down to the perfect mix of training, support and opportunity. Working for a company with the breadth of expertise and diversity of clients that we have, wherever you join, whatever you want to do, there’s an avenue open to you to explore a fulfilling career and get the skills you need now and in the future.

Clients include more than three-quarters of the Fortune Global 500

More than 336,000 employees

11,000 UK and Ireland employees

We operate in 200 cities in 56 countries

91 of the Fortune Global 100 are clients

Find out more at accenture.com/ukgraduates
Our Organisation

Accenture works with 4,000 companies in 120 countries. To manage the broad spectrum of challenges our clients face, our business needs to be diverse, which is why we’ve set up our organisation across five business areas:

**accenture strategy**
How do businesses transform? Where should they be going? How can they get there? These overarching questions will determine the success of any organisation. Within Accenture Strategy we help our clients set out their goals for the future and how they can achieve them.

**accenture consulting**
Accenture Consulting has the insights to transform companies and the capabilities to do it. We work in partnership with our clients to help them become better businesses, advising them on tools they should use and how they should implement them.

**accenture digital**
Digital is an essential part of every business. But not every business knows how to make the best use of it. Using industry-leading professionals and a host of digital expertise, Accenture Digital helps our clients do just that.

**accenture technology**
New technologies arrive on the market at an incredible pace. In Accenture Technology, we investigate and explore them to determine how our clients can use them – helping their businesses innovate, grow and improve.

**accenture operations**
Accenture Operations manages the transactional data and processes for many of our clients. Using process expertise and deep industry knowledge, we help our clients gain new insights and achieve greater efficiency.

At Accenture, this variety of expertise allows us to deliver the end-to-end solutions that set us apart in the marketplace. It also means we’re always looking for a diverse range of people, talents and ideas to contribute to what we do. Which is where you come in.

If you’re looking for a spectrum of opportunities and experiences that can build a multitude of skills, then there’s no better place to start your career.

Find out more at accenture.com/ukgraduates
Working Here

When you join Accenture, you'll discover it's not just the work that's diverse. You'll be part of a mix of brilliant people from all backgrounds, plus have the chance to take part in a variety of initiatives and events. From volunteering and charity work to taking part in corporate social responsibility activities, we'll help you make the most of every opportunity and we offer you three paid days to volunteer each year.

Your Community

Whichever part of the business you join, from your first week you'll be part of an Accenture ‘community’. Our graduate communities are the Analyst Consulting Group and the Technology Graduate Group. These are communities of peers and mentors that will give you the valuable support you need when you’re just starting out. They are also a great way to have fun, meet people and feel part of the team.

Chloe

“I went to our International Women’s Day event run by the Accent on Women Network. I’ve also done some charity work for a group of boys aged 8-16 who came to Accenture for an event we were running. We showed them how to network, gave them tips on presenting and told them about the skills they’ll need if they want to work in the professional world. The day really made an impact on me; it was so nice to give back and feel that I can have a positive impact on people, like others have had on me.”

Clubs and Societies

Wherever your interests lie outside of work, there’s an excellent chance we’ve got a club or society that’s right up your street. From rock climbing to rock music, wine tasting to ski racing, we’ve plenty going on. Here’s a quick snapshot of some of our most popular clubs and societies.

Networking Groups

We also support a wide range of networking groups. These include the African & Caribbean Network, the Working Parents Network and the Lesbian, Gay, Bisexual & Transgender Network. We also run women’s mentoring programmes, celebrate International Women’s Day and have an active Women’s Network.

Find out more at accenture.com/ukgraduates
There are a variety of ways you can join us at Accenture. As a growing firm we are expanding our graduate opportunities, so be sure to visit our website for the latest news and updates on our programmes.

You can apply to join us on one of our three main graduate programmes – these are Strategy & Consulting, Client Delivery and Software Engineering. Additionally, throughout the year we recruit smaller numbers of graduates onto several specialist programmes. These are generally industry and skill specific, for example our Analytics Graduate Programme and our Information Security Graduate Programme. We’ll announce these programmes on our website so check online for more detail.

Each of these has different requirements and a focus on distinct skillsets. The one thing all our programmes have in common is the market-leading training and development opportunities for everyone who joins us.

Training and Development
Wherever you join, you’ll enjoy the perfect mix of intensive training and live project experience. It all starts with an award-winning induction, which will introduce you to how we work, your new colleagues and members of the leadership team. After that, you’ll join a community of graduate peers and mentors specific to your scheme. They’ll help you integrate into the team and feel part of Accenture.

Rewards and Benefits
The rewards and benefits will vary depending on which area you join (please see our website for more information), but for every programme you may look forward to:

What We Look For
Our variety of graduate schemes and the scale of our capabilities means there’s something for everyone at Accenture. Although requirements differ depending on the scheme, we’re proud to accept applications from any academic discipline. This is because we know it’s less about what you learn in class and more about your aspirations, skills and interests.

Ambitious and hungry to learn, you’ll have the resilience to rise to any challenge. What’s more, because you could be placed at any one of our offices in Edinburgh, London, Manchester or Newcastle and may be delivering projects on client sites anywhere in the UK (and sometimes abroad), flexibility is a must.

Overall, if you have a real enthusiasm to join our business, a passion for technology and a problem-solving mindset – we want to talk to you.
Our Graduate Programmes –

Strategy & Consulting Graduate Programme

Work with clients to identify market opportunities that shape and transform their businesses. This could involve how our clients’ organisations manage their people, processes and technology.

Work at a fast pace as part of a team alongside our clients.

Client Delivery Graduate Programme

Work with a client team to deliver business transformation. This will include designing, building and testing strategic solutions ready for implementation. You could be involved in changing processes and technologies - including designing, building and implementing new ones, as well as strategic solutions.

Software Engineering Graduate Programme

Work with a team to create technology solutions and deliver across multiple environments. Work with Accenture’s industry-leading technology partners (Microsoft, Oracle, SAP and emerging market technologies). Use your programming knowledge to create effective solutions for clients.

Specialist Graduate Programmes

Varies by programme, we’ll announce full details as they open on accenture.com/ukgraduates

At A Glance

Graduate Programmes

What You’ll Do

Strategy & Consulting Graduate Programme

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Specialist Graduate Programmes

Varies by programme, we’ll announce full details as they open on accenture.com/ukgraduates

What You’ll Need To Apply

Strategy & Consulting Graduate Programme

340 UCAS points across your top 3 A-Levels (excluding General Studies).

Minimum 2:1 degree (any discipline – achieved or predicted).

Problem solver.

Team worker.

Curious about technology.

Client Delivery Graduate Programme

University degree (any discipline).

Passion for technology.

Project management and problem-solving skills.

Interest in process improvement.

Communication skills.

Software Engineering Graduate Programme

A degree in IT, computer science or a technology-related subject. We also take maths, science and engineering graduates who can demonstrate a passion and flair for IT and technology.

Some programming knowledge.

Passion for software engineering and end-to-end design and delivery.

Specialist Graduate Programmes

Varies by programme, we’ll announce full details as they open on accenture.com/ukgraduates

What You’ll Learn

Strategy & Consulting Graduate Programme

Opportunity to develop world-class consulting skills.

Outstanding training and on-the-job learning with the world’s most influential companies.

Opportunity to become an expert in your field, quickly.

Client Delivery Graduate Programme

Opportunity to build market-leading project management and specialist technology skills.

Outstanding training and on-the-job learning with the world’s most influential companies.

Software Engineering Graduate Programme

You’ll work with some of the most advanced technology in the market and you will develop industry-leading specialist skills.

Advanced training and the opportunity to gain industry certifications.

Specialist Graduate Programmes

Varies by programme, we’ll announce full details as they open on accenture.com/ukgraduates

Which Programme Is Right For You?

Varies by programme, we’ll announce full details as they open on accenture.com/ukgraduates

Find out more at accenture.com/ukgraduates
Strategy & Consulting Graduate Programme

The Strategy & Consulting Graduate Programme is the fast-track to developing the world-class business skills you’re looking for. Here, your raw talent and ambition will really be put to the test. Expectations will be high from day one; we’ll give you plenty of responsibility but will also make sure you get the support you need to thrive and build a long-term, rewarding career.

What Will I Do?
Our clients come to us because they have a business challenge that needs solving or they want to explore ways to be more efficient and successful. How they achieve their goals will be down to you. It’s all about developing innovative answers to a variety of complex business problems and turning high-level theory into action – making the most of technology to transform and improve how an organisation works.

Joining a team with highly specialised business, technology and operations expertise, you’ll draw on this experience to help our clients shape what they want to accomplish and set out transformational solutions. Whether you’re brainstorming ideas with a client, or soaking up the breadth of knowledge from inside Accenture, you’ll be challenging yourself and expanding your knowledge every day.

What Will I Learn?
What you know is what we can sell to our clients. So we’ll invest in your development from your first day. And realising you need to be up-to-speed as soon as possible, we’ll make sure you have all the training you need. As well as an award-winning induction programme and a supportive graduate community, you can look forward to mentoring from some of our most successful leaders. This training will help you get the all-round skills for success but it will be your experience that will really make the difference, which is why the variety of live project work we’ll give you will be so important.

What Can I Become?
We believe that your career is your adventure. All this training, experience and client exposure is focused on turning you into a trusted client advisor: someone with deep industry experience, technological know-how and a strategic mind who is able to become a future leader at Accenture.

What Do I Need To Apply?
You’ll need to be on course for or already have a minimum 2:1 and 340 UCAS points from your top three A-Levels (excluding General Studies). Overall, we’re looking for relentlessly curious problem solvers with an interest in how technology can make a real difference to business. Driven, ambitious and inquisitive, if you’re always keen to learn new things and push yourself, we want to hear from you.

“I’m helping redesign part of a client’s treasury operations. So we carried out week-long workshops in four of their locations, picking 40 processes they wanted to redesign and exploring how we could improve them. I went to Brazil, the US, Belgium and Luxembourg for the project. It’s been amazing. And the best bit is I know my work has an impact. I can suggest, ‘this is how we should do things from now on’, and then that’s the way it’s done. It’s quite exciting for someone who’s just starting out.”

Alex

If this sounds like you, apply now by going to accenture.com/ukgraduates
Client Delivery Graduate Programme

Our clients around the world rely on us to deliver scalable, business critical, end-to-end solutions. On this graduate programme, you’ll be the catalyst for making that happen whether this is on a large scale or smaller scale project. Accenture sets out the vision for its clients, it’s up to you to make it a reality. Often working on long-term, highly complex projects, this is your chance to develop a real in-depth knowledge of businesses, industries and technologies – giving you wide-ranging, highly marketable and transferable skills.

What Will I Do?
The perfect mix between analysis and action, on this programme you’ll see how the ideas and strategies proposed to our clients are turned into practical working solutions – that are expertly delivered by you and the teams you are working with.

A key member of the team, you’ll go the extra mile to understand any requirements, formulate a plan of action, and work with a range of onshore and offshore delivery teams to get it done. In close contact with the client at every stage, this role will make the most of your ability to communicate complex technologies in a way the client understands, while managing third party suppliers, timelines and expectations.

What Will I Learn?
Your credibility will depend on your passion for and knowledge of technology. So we’ll work with you to make sure you’re fully equipped on the latest innovations. This could cover everything from hardware, software and emerging technologies such as wearables to cloud computing, mobile, social or analytics. What’s more, because the way we work is as important as what we work on, depending on your project, your training could also cover delivery methods, project and programme management.

What Can I Become?
We believe that your career is your adventure. The scale of what we do and the clients we work with means that, whatever your interests, whatever your ambitions, you’ll have the opportunity to achieve them. And by backing this up with early responsibility and a strong community of support and training, we’ll make sure your career is as successful as you want it to be.

What Do I Need To Apply?
You’ll need a degree, a keen interest in technology and excellent communication skills. Plus, if you know about programming, it would be a real bonus. Overall, we’re looking for a willingness to develop, a creative mind and a passion for improving the way things work in business.

“My current client project is brilliant. I’m constantly learning, working with people across the business to find out about field level mapping, and also creating design documents and pushing them through the approval process. During the past few weeks we’ve moved into the testing phase, which is completely new to me. The product we’re installing was developed in Spain, so everyone’s in the same boat, learning as we go and relying on each other for support. You never know what will happen next. It also makes a big difference when you’re working with people who share your aspirations and are equally eager to do things.”

Krupa

If this sounds like you, apply now by going to accenture.com/ukgraduates
Software Engineering Graduate Programme

The way we harness and use technology is one of our strengths. This comes from the expert teams we assemble to build and deliver the incredible projects our clients demand. On this programme you’ll get to work with some of the most advanced technologies on the market, increasing your specialist skills and helping to transform our clients across the globe.

What Will I Do?
Join us here and your passion, expertise, judgement and in-depth understanding of technical capabilities will help us create winning solutions.

A key team member, you’ll be designing, building and supporting the innovative technical solutions we’re renowned for. As well as understanding what our clients want to achieve, you’ll discover what’s possible within their existing framework and explore the best technologies to achieve the most effective results. Working with onshore and offshore teams, you’ll work on a variety of challenging projects for a range of clients, across a range of industries.

What Will I Learn?
Here, it’s not just about the languages you know. Depending on the nature of the project we’ll train you in technologies such as SAP, Oracle, Java/J2EE, C# and BEA WebLogic; give you the chance to get a range of industry certifications and get incredible insights into testing technologies such as .NET, IBM Rational Toolset and SAP (ABAP).

But more than that, we want you to understand the bigger picture. So you’ll get to learn all about IT strategy, data centre technology, security and enterprise architecture. Plus, because of the size and scope of our business, not only will you get to work with big name providers like Microsoft, Oracle and SAP, but also emerging market innovators.

What Can I Become?
At Accenture, we believe your career is your adventure. The scale of what we do and who we work with means that, whatever your interests, whatever your ambitions, you’ll have the opportunity to achieve them. And by backing this up with early responsibility and a strong community of support and training, we’ll make sure your career is as successful as you want it to be.

What Do I Need To Apply?
IT skills are a must. So you’ll need a degree, (IT or STEM based) and have a real passion for technology, as well as an understanding of how it can be used. You’ll need to know a thing or two about programming languages. Overall, we’re looking for a willingness to try new things, a passion for self-improvement and a strong work ethic.

“I’m predominantly a web developer and use multiple technologies such as Java, XHTML, CSS and JavaScript. Currently I’m the team lead on an ecommerce project for a major UK fashion retailer. We’re building a multi-functional, multi-channel website using the popular industry platform ATG, which is Java based. I’m also responsible for managing offshore resources and recently took a trip to India to train a team over there. Accenture is all about technology, people and projects. The opportunity to work on exciting projects with interesting people, utilising multiple technologies is an exciting and relatively liberating opportunity. And being able to have such well-known clients is an amazing option to have in your reach, especially as a growing professional.”

Abidemi

If this sounds like you, apply now by going to accenture.com/ukgraduates
Teach First

At Accenture, our business is all about transformation. Which is why Teach First is so important to us. Around 75 of our current workforce have spent two years inspiring the lives of young people before embarking on their career at Accenture. The Leadership Development Programme (LDP) gives them the opportunity to give something back as well as build the skills we value – such as leadership and the ability to handle a variety of challenging situations.

As a Teach First partner, we’re able to offer two unique routes into our business. On the three-week Summer Project, you have the opportunity to get some valuable industry experience and, if you impress us, could be offered a place on our Strategy & Consulting Graduate Programme. Alternatively, you could apply to either our Strategy & Consulting or Client Delivery Graduate Programmes and then defer your start date for two years until you complete the LDP.

What Do I Need To Apply?
In addition to the graduate programme requirements detailed on pages 11 & 12, you’ll need to have applied to Teach First already and been accepted onto the Leadership Development Programme.

Already Completed Teach First LDP?
If you have already completed the two years’ Leadership Development Programme (or are currently taking part), you will be fast-tracked through our application process. You’ll need to fill out the application form and then, if you’re successful, can move straight to the assessment centre. We’ll also provide additional coaching and contact from the Accenture team throughout the recruitment process.

“Teach First was one of the best career decisions I have made. Initially an emotive decision, I wanted to give students who may not have had the best start in life the opportunity to succeed. Having the confidence to know the right ways to engage with people and get the best out of them is key to my current client-facing role, and these are skills I thank Teach First for. In teaching we often say, there is no such thing as ‘I can’t do it’ but instead ‘I can’t do it...yet’. I carried this ethos into my role at Accenture, as it’s what consultancy is all about – taking on a challenge, mastering it and then doing it again.”

Alex

If this sounds like you, apply now by going to accenture.com/ukgraduates
Undergraduate Schemes And Events

The best way to find out if a career at Accenture is right for you is to apply to one of our Undergraduate Schemes or attend one of our events. As well as getting a taste of what it’s like to work with us, you’ll gain some valuable live project experience and enjoy a competitive salary on our schemes.

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For all of our schemes we operate a rolling deadline and fill places on a first-come, first-served basis – competition is fierce so apply early to avoid disappointment.

Summer Vacation Scheme
If you’re a penultimate year student and you’re looking to do a little more with your summer, our vacation scheme could be the perfect solution. Over eight weeks during July and August, you’ll get a real taste of life at Accenture, have the opportunity to learn new skills and get an insight into the work you could be doing as a graduate. What’s more, if you do well, we may offer you a permanent role after you graduate.

Industrial Placements
If you’re studying a degree that offers the option of an industrial placement, we can offer you a fantastic opportunity to discover more about how we work while building your skills. You can join us in one of two areas:

Consulting Industrial Placement
Here, you’ll take on real responsibility. You could be involved in testing software, undertaking research, compiling reports or analysing complex information. Whatever your day-to-day role, the aim is to give you an insight into what life is like at the sharp end of business and technology evolution. And, by the end of the year, you will come away with some valuable skills – and hopefully an offer to join us when you graduate. You’ll also be part of a vibrant graduate community with training, support and social events.

You can look forward to a competitive pro-rata salary and relocation allowance, as well as a generous holiday allowance, subsidised gym membership and a personal laptop.

Technology Industrial Placement
On this 12-month programme, you’ll study technologies including Java, .NET, IBM Rational Toolset and SAP (ABAP). Then we’ll assign you to a project where you’ll build your skills on the job.

Over the course of the placement, you’ll gain exposure to many different assignments from development to deployment. By the end of the year, you could be ICTTech certified and, hopefully, come away with an offer to join us when you graduate. You’ll also be part of a vibrant graduate community with training, support and social events.

In any event, you will be rewarded with a competitive salary. Other benefits may include generous holiday allowance, an interest-free season ticket loan, subsidised gym membership and a personal laptop.

Technology Future Leaders Programme
If you impress us with your Summer Vacation Scheme or Industrial Placement application, we may invite you to join our Technology Future Leaders Programme. This is a unique learning opportunity that runs throughout your final two years at university. It will help you evolve your knowledge and insights into today’s emerging technologies and provide valuable skills you’ll need to succeed as a future leader in technology.

Find out more at accenture.com/ukgraduates
While I was a placement student, I thought I’d be regarded differently to other Accenture employees, but you’re treated the same as anyone else. Along with the rest of my team, I created the design documentation for the client and the technical documentation for the build team, so they could create the right kind of systems. Every Friday after work, the placement students would get together for a few drinks.

Meet Accenture
If you want to know what it’s like to work at Accenture, the next best thing to actually working here is to talk to our employees and ask all the questions you want. We have many on-campus events throughout the year. Our recruiting team can chat to you about current opportunities and Accenture employees from all levels can discuss how they started their careers. They can also help you decide whether Accenture is right for you, and which programme you should apply to.

Inspiring Women Events
Throughout the year we host a series of Inspiring Women Events. These give you the opportunity to hear from successful women and talk to a range of Accenture professionals. Tickets for these events are limited, competition is fierce and the application process is rigorous. The good news is that, should you receive a ticket for one of the events, you’ll also be fast-tracked through the application process for our Undergraduate or Graduate roles.

“I originally started as an Intern. I did a one-year placement and as I was leaving the building they said, ‘here’s a job offer. Come back in a year!’ It took a lot of pressure away and allowed me to focus on my final year of university. Fast-forward a bit and I’m now working as a Migration Analyst, migrating all of our client’s applications from one data centre to another. We’re also virtualising their whole estate and looking at greener IT solutions. It’s really made me appreciate all the elements involved in development, and how it’s so much more than just coding.”

“While I was a placement student, I thought I’d be regarded differently to other Accenture employees, but you’re treated the same as anyone else. Along with the rest of my team, I created the design documentation for the client and the technical documentation for the build team, so they could create the right kind of systems. Every Friday after work, the placement students would get together for a few drinks.”

Lauren
Kunal

Find out more at accenture.com/ukgraduates
Tackles, tries and technology

If you’re into rugby, the RBS 6 Nations Championship should need no introduction. As well as being one of the most riveting Championships in the sporting calendar, it’s also an event where you’ll find us delivering the perfect mix of digital innovation, analytics and marketing expertise.

For several years now, we’ve been the Official Technology Partner of the Championship – a relationship that gives RBS 6 Nations the technology solution they’re looking for, and allows us to show the world just what we can do.

Using our own proprietary algorithms and the technical nous of our app design team (including UX, UI experts and developers) we’ve created something that rugby fans love. Namely, an app that adds to their experience of the match.

As well as giving supporters up-to-date pre and post-match news, we processed more than 1.9 million rows of live Opta statistics and data feeds to deliver unique, analytical insight directly to the app. So fans can now see player head-to-head statistics and monitor the game through real-time match momentum trackers.

And the innovation doesn’t stop there. For the 2015 Championship, we also developed a wearable technology proof of concept to bring to life the in-stadium fan experience of the future.

To find out more about what we did, how we did it and who played their part visit accenture.com/unexpected

Find out more at accenture.com/ukgraduates
Movement To Work

Prince’s Trust, placements and perfect skills

Movement to Work is a nationwide movement of employers committed to taking action on youth unemployment. We’re proud to be working alongside other leading employers and the charity The Prince’s Trust, to create four-week vocational training and work experience placements for people aged 18-24, who are not in education, employment or training.

Our programmes “Go Digital” and “Go Tech” also match Analysts as buddies for each young person and have already helped participants get Apprenticeships and jobs with us, or roles in other organisations. It’s all part of our wider Skills to Succeed programme and commitment to equip three million people globally with the skills to get a job or build a business by 2020.

Find out more at accenture.com/ukgraduates

Biometrics Face Recognition

Technology partners, passports and passenger safety

With millions of people coming through our airports every day, being able to reliably check passports is vital to keeping our borders secure. To automate the process, you need deep technological expertise and some rigorous testing. Which is why BAA and the UK Border Force came to us.

If you’ve travelled through Heathrow Airport recently, you’ll have noticed the banks of automated e-Passport gates. Introduced by Accenture, the facial recognition technology that underpins them was implemented by our Emerging Technology Innovation’s Unique Identity team. We also sourced and integrated all the hardware too. It’s another great example of how we use our own expertise and the best technology the world has to offer to deliver the right solutions for our clients.

Find out more at accenture.com/ukgraduates
When it comes to completing an application form or attending an interview, we appreciate it requires a great deal of preparation. All of our programmes have a different application process (which you can find out more about on our website) but see below for general information on what to expect and some top tips to make sure yours is a success.

1. **Application**
The application form is your chance to give us details of your experience and education and attach your CV. After submitting an online application form, you’ll hear back from us within 5-10 working days.
- Check your spelling and grammar carefully as the smallest mistake could prevent you from moving on to the next stage.
- Don’t just list your skills, give examples as to where these have been demonstrated and developed.

2. **Online Test**
Our online test is designed to assess the very specific skills you’ll need for the programme you are applying to. You’ll have the opportunity to demonstrate that you have the necessary aptitude to be successful in the role.
- Make sure you practice these kinds of tests. You can find plenty of examples on the internet.

3. **Digital Interview**
This is your opportunity to demonstrate your research into Accenture and the role. The interview is around 25 minutes and you can complete it at a time and location of your choice. You also have the option to re-record answers to give you the best possible chance.
- Research Accenture and its competitors and try to understand what makes us stand out in the marketplace.
- Take the time to formulate your answers – don’t just dive straight in and risk losing track of the question being asked.

4. **Assessment Centre**
This will include a group exercise, individual task work as well as a final one-to-one interview.
- Being part of group exercises is more important than leading them. Of course, it’s always good to see leadership skills but we’re also looking at how you interact with, and support others.
- In interviews, be excited and passionate – show why you want to work for us and what would really interest you.
- Don’t be afraid to ask questions. You need to find out if we’re the right company for you as much as we need to find out if you’re the right candidate for us.

Events
Our graduate recruiters will be running events across UK universities, visit our graduate site to view a calendar of events.

Google Hangouts
A great way to learn about Accenture is from our people themselves. We cover a range of topics from life as an Analyst, our application process as well as insights into technology and the work we do. Visit Accenture UK Careers on YouTube to watch our Google Hangouts.

Graduate Blog
Want to know what it’s really like to work as an Analyst at Accenture? Or what our Interns do every day, to help us deliver high performance to our clients. Visit accenture.com/gradblog and hear straight from our Analysts and Interns.

Visit accenture.com/ukgraduates for more details on how to apply.
About Accenture

Accenture is a global management consulting, technology services and outsourcing company, with more than 336,000 people serving clients in more than 120 countries. Combining unparalleled experience, comprehensive capabilities across all industries and business functions, and extensive research on the world’s most successful companies, Accenture collaborates with clients to help them become high-performance businesses and governments. The company generated net revenues of US$30.0 billion for the fiscal year ended Aug. 31, 2014. Its home page is www.accenture.com.