YOUR CAREER.
YOUR ADVENTURE.
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Why Accenture

- We have more than 358,000 employees.
- We have relationships with more than 4,000 clients in more than 120 countries.
- In FY14 we delivered more than 15 million hours of employee training and professional development.
- All our top 100 clients have been clients for at least five years.
- 95 of our top 100 clients have been clients for at least 10 years.
- 89 of the Global FORTUNE® 100 are Accenture clients.
- 75% of the Global FORTUNE® 500 are Accenture clients.
- We have expertise in more than 40 industries across 19 industry groups.
- We have a broad global footprint with offices and operations in 56 countries.
- We have been one of Working Mother’s 100 Best Companies for 12 consecutive years.
- We have been one of DiversityInc’s top 50 companies for diversity for eight consecutive years.
- We have been one of FORTUNE® 100 Best Companies to Work For for seven consecutive years.
- Through Skills to Succeed we have equipped more than 800,000 people with the skills to get a job or build a business—more than three times the original goal set in 2010.
- We reduced our global emissions per employee by more than 43% in FY14 against our FY2007 baseline.
- We have been voted one of Ethisphere's Most Ethical companies for eight consecutive years.
Accenture is a leading professional services company, with capabilities in strategy, consulting, digital, technology and operations.

We devise the strategy for our clients, develop and recommend the technology, help them make the most of digital, and deliver these services through our consulting teams. We even handle their business operations, including business process outsourcing, infrastructure consulting and cloud services.

**Accenture is the only company with the ability to integrate these capabilities, end-to-end.**

Working at Accenture means candidates can develop expertise in virtually any industry, because we serve most of them.

**Greater Growth**

Accenture's commitment to the Greater China market makes it the ideal place for a challenging and rewarding career. With our dynamic environment and a plethora of training opportunities, let your talent be richly rewarded at Accenture in Greater China.

**Greater Results**

Accenture is in the forefront of business and technology partnering leading organizations in Greater China and the world, thus offering you the opportunity to challenge yourself and excel. Our relentless focus on quality, combined with a culture of high performance, ensures that you develop the skills you need to succeed. We ensure that hard work and excellent outcomes are always acknowledged and rewarded.

**Greater Collaboration**

At Accenture we value diversity, collaboration and above all, you. We encourage an environment where experience and knowledge is shared within and across teams, both locally and globally. Our seamless global network allows you to access the right resources wherever they may be, and our local expertise gives you the team you need to succeed. Supportive colleagues and flexible working arrangements help promote a healthy work life balance.
Our Industry Specialization

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 19 industry groups.

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

Financial Services
- Banking
- Capital Markets
- Insurance

Products
- Air, Freight & Travel Automotive
- Services
- Consumer Goods & Services
- Industrial Equipment
- Infrastructure & Transportation Services
- Life Sciences
- Retail

Health & Public Service
- Health
- Public Service

Resources
- Chemicals
- Energy
- Natural Resources
- Utilities
Our services and the roles we offer
How we are organized

Accenture

Our Roles

Consulting  Technology Delivery

Our Teams

Accenture Strategy  Accenture Consulting  Accenture Digital  Accenture Technology  Accenture Operations

“I think that the diversity of projects and clients is the reason why I like working at Accenture so much. Every day is different. You never stop learning.”

Rafael A.

“If I could change anything? I don't think I would change anything! I love working at Accenture. I am very proud to work at Accenture.”

Melissa P.
The roles we offer

At Accenture, we are committed to uncovering the key ingredients to help our clients become high-performance businesses globally. Our expertise across geographies, business functions, industry sectors and technologies helps us be more efficient and respond proactively to our clients’ needs. In the process, it also drives the overall development of our people, allowing them to build global networks, develop deep, marketable skills and gain insights that add value to their careers.

When new graduates join Accenture, they’ll find themselves in one of two types of roles:

- **Consulting (Client & Market Career Track):** They’ll develop the market-relevant insights that enable them to build, retain and attain relationships with businesses and governments around the world, as they deliver an expansive range of management and technology consulting services.
- **Technology Delivery (Client Delivery & Operations Career Track):** They’ll design, develop and/or deliver the solutions, services, capabilities or offerings that allow us to solve the problems of businesses and governments around the world.

Each of our teams offers the potential for advancement to a Leadership role, if that’s the path you choose.

Our Teams

**Accenture Strategy** shapes our clients’ futures, using our deep business insight and understanding of how technology will impact their industries to envision and deliver the means by which they can stay ahead of the curve.

In Accenture Strategy, you’ll help solve the biggest and most complex business problems for our clients. You’ll operate at the intersection of business and technology as you work alongside senior thought leaders in Accenture Strategy, who will help you become a Strategy expert, too. You’ll develop strategic insights by analyzing data and conducting research, and you’ll pull together and present the recommendations to C-suite level executives and government leaders. You’ll help clients understand the next Big Thing and their options in the context of global economic, technology and social trends.

**Accenture Consulting** transforms our clients’ businesses by focusing on their specific industries and developing an understanding of their issues and applicable technologies, and then delivering innovative, tailor-made solutions.

In Accenture Consulting, you’ll team with experts from across Accenture, you’ll provide management consulting and technology consulting work for clients and, in doing so, you’ll transform industries and governments around the world. Because our clients span the full range of industries around the world, you’ll have the opportunity to pursue your passion, hone your expertise and deepen your knowledge.

Every day will be different. Maybe you’ll be the liaison between clients, vendors and the IT team to figure out how to translate business needs into technical solutions, or help financial institutions ensure they’re in compliance with new regulations; you’ll have diverse experiences, with the chance to do different kinds of work, locally or in key cities around the world.
**Accenture Digital** digitizes our clients’ businesses, enabling them to harness the power of digital tools such as analytics, interactive marketing and mobility services to improve the user experience for millions of end users.

In Accenture Digital, you’ll improve the customer experience for millions of end users. You’ll improve the way we work and live as you design and implement cutting edge end-to-end digital solutions for businesses and governments around the world. Maybe you’ll help a client disseminate its new training program to 40,000 people, and you’ll design the app and e-learning tool, and shoot the video. You could help one of the FORTUNE® Global 100 use analytics to improve outcomes and achieve high performance. Or maybe you’ll help a telecom giant make sure its product’s functionality meets the business needs.

**Accenture Technology** powers our clients’ businesses with “best in class” technologies—established and emerging—changing the way their people and customers experience work, life and entertainment.

In Accenture Technology, you’ll translate the operational needs of the world’s governments and leading businesses into the innovative technical solutions that will enable them to better serve their customers—your friends, family and neighbors. You’ll create custom-designed solutions using Architecture, Development and Integration, or by integrating our Technology Platforms with their operations. You’ll also be able to leverage alliances with top technology providers—including SAP, Oracle, Microsoft, salesforce.com, Cisco, IBM, and HP—and explore emerging technologies in the Accenture Technology Labs. Maybe you’ll determine a client’s technology requirements, help build the system with one of our international teams, test the software and then deploy it, or maybe you’ll be responsible for safeguarding their most valuable IT assets.

**Accenture Operations** operates business processes and infrastructure as a service on behalf of our clients.

In Accenture Operations, you’ll help clients transform their technology infrastructures using resources that range from cloud, data centers and workplace to networks, security and managed services. You’ll help clients establish and maintain thriving IT ecosystems that bring together multiple stakeholders and multiple technologies. Or you might pursue a career with Accenture’s industry-leading BPO services, and manage the kinds of operations that can mean the difference between a maddening 30 minutes on the phone and a merciful 30 seconds for millions of customers. Your duties might range from meeting your client’s quality and productivity metrics to innovating their processes to providing performance coaching and development planning.
From making it easier to get your banking done from anywhere to helping millions of U.S. citizens get healthcare to enabling elections in South Africa, the work we do isn’t just about technology and systems, It’s about improving the way the world works and lives.

We care about the communities we work and live in, and our robust corporate citizenship programs allows us to make time to do what we do best to help them build a better future. For example, Skills to Succeed initiatives have already equipped more than 800,000 people with the skills to get a job or build a business and, by the end of fiscal 2020, that number will grow to more than 3 million.

Our commitment to doing the right thing—for our people, our neighbors and our planet—is one of the reasons we’re so frequently found on lists such as Ethisphere’s World’s Most Ethical Companies, FORTUNE® “100 Best Companies to Work For” and Newsweek’s Green Rankings. For example, in FY14 we reduced our global emissions per employee by more than 43% against our FY2007 baseline.

With our more than 358,000 employees around the world, the skills we volunteer are as varied as the cultures, ethnicities, beliefs and languages we represent. We have more than 115,000 female employees, and that number is growing. More than 3,000 employees serve as champions for Persons with Disabilities. These are just some of the reasons we’ve been one of DiversityInc’s top 50 companies for diversity for eight consecutive years.
Training and development

At Accenture, we hire the best people and then we help them become even better. Whether it’s for the next project, a promotion or general professional development, our training is designed to prepare you for the next big challenge in your career.

At Accenture, we believe that specialized skills and development opportunities are vital to your short- and long-term growth. That’s why we offer industry-leading training, career counseling and development tools that can help you succeed.

In fact, last year, we invested more than US$787 million in training and developing our people. But it’s not just about the hours spent in training. It’s making sure those hours are spent learning skills and growing knowledge. Our training programs leverage unparalleled tools and resources that are tailored to individual needs so you grow and develop continuously.

You’ll have a wide variety of other learning opportunities, including social learning via industry hubs and communities of practice, self-studies and virtual learning, industry certification programs, apprenticeships and action learning programs, and mobile learning and virtual labs.

Local and global training
Training is conducted in a variety of ways at Accenture, from classrooms to the Web, locally, globally, digitally and in person.

Training begins the day you join Accenture and continues throughout your career. You will attend New Joiner Orientation when you first arrive. This multi-day classroom experience provides the essential knowledge you need to launch your Accenture career, whether you’re straight out of university or a workforce veteran. The program serves as an introduction to our global network, even though it is conducted close to your home location. This is just the first component of training you’ll receive.

You also may benefit from attending courses at the Q Center, outside of Chicago, USA, or at one of our regional training centers near London, England, or Kuala Lumpur, Malaysia. At these locations, you and other Accenture people will gather to learn from each other, collaborate and build professional relationships that can last your career. Other classroom-based courses are also held at regional locations around the world.
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 is how we participate in the technology ecosystem and engage with the business community to drive sustainable economic growth. It is grounded in our core values, shared business ethics and uncompromising standards for high performance. It differentiates Accenture in the marketplace and is brought to life every day, in everything we do, through our unique passion, energy and style.

We create high-energy environments where our people can thrive—and we bring a commonality to those environments so that people from one area of our business can work seamlessly with others. You’ll work with diverse teams of highly motivated people who are collaborative and results-focused and focused on delivering value for our clients. You’ll have the chance to learn from all of them—supportive, approachable leaders and colleagues with deep market relevant skills and expertise. This unique team culture offers you a diverse network of skilled, respected colleagues and leaders who are committed to helping you – and ultimately our clients – succeed.

We have a history of driving innovation, and we spend approximately US$715 million on research and development each year. We therefore offer extensive industry, technology and process expertise and have the ability to effect change for our clients across their businesses.

We are passionate about our clients and focused on delivery of outcomes. We have extensive relationships with the world’s leading companies – including 89 of the Fortune Global 100 and more than three quarters of the Fortune Global 500 – as well as with governments and organizations of all sizes. We take pride in being known as a partner with a sense of purpose, and having the resources to consistently get the job done.

Essentially, we are smart, flexible and committed to creating high performance for our customers – qualities that enable us to deliver results time after time.
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.

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.

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.

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.
Meet our people

To meet more Accenture employees, do a search with ‘Accenture employees’ in youtube or visit careers.accenture.com
Jennifer

Position: Senior Manager
Location: Hong Kong
Department: Financial Services, Accenture Consulting

"I love the challenges that different projects and different clients bring me, and successfully completing projects gives me a sense of achievement."

I am from the financial services operating group. I participate in diverse projects, from system implementation to change management to management consulting. Personally, I am most interested in change management projects because they provide me with a lot of opportunities to communicate with people and make presentations. Helping clients is a joyful thing to do. I would suggest that people in the consulting industry have the right expectations. I have been with Accenture for nine years. I love the challenges that different projects and different clients bring to me, and successfully completing projects gives me a sense of achievement. I like my job also because I have the chance to work with many talented people. Sometimes we are very busy especially when we work under deadline pressures or when there are many projects on hand. But we as a team would always try our best to deliver high-quality projects on time.
Claire

Position: Managing Director
Location: Beijing
Department: Accenture Strategy

1997
Jumped into my first consulting project on my day 2 in Accenture. The project was about planning a market entry strategy for a foreign company in the construction material industry. This was an enlightenment project for my consulting career from where I learnt the working philosophy and methodologies of a consulting company as well as the value system in client servicing.

1999
My first time serving a large state-owned enterprise. In this project, we teamed up with more than 30 experts in the Energy industry from Accenture Houston office to work closely with investment bank, accounting firm and law firm. From this valuable experience, not only did I learn how a large enterprise goes public, it has also set off my career in the Energy industry. I also got to truly understand Accenture's teaming culture and professional values - One Global Network, Respect for the Individual, can-do attitude.

2006
Led the team to win and successfully deliver an operating model transformation project for a large enterprise in an important business sector. The pioneering success of this project helped local enterprises accumulate important knowledge assets and cultivate a generation of experts in this area. It also built me up to become a competent customer relationship manager and market making leader.

2010
Appointed as Managing Director, Talent & Organization Lead of Accenture Greater China. In this role I was required to take a series of responsibilities including planning business strategy for the department, setting up the organization, cultivating talents, implementing strategies, and to integrate the practice into the Accenture global network. These are all entrepreneurial experiences that Accenture offered to me.

2010
Appointed as the sponsor of Accenture Institute for High Performance in China. It offered me the chance to think in a systematic way as to how to promote the transformation and development of Chinese enterprises as well as Accenture’s influence through thought leadership. Grateful to have the many opportunities working with the media, also delighted to see the positive influence of our management consulting thought leadership in the China market and among our clients.

2012
Starting from this year, I was in charge of promoting talent strategy of diversity and driving women leadership creation internally and externally. The successful stories of women leaders have proved that as a woman leader, you get to stand along with men peers and take responsibilities with courage and confidence.

2013
Appointed as Managing Director, Strategy Lead of Communications, Media and Technology, Accenture Greater China. Another new voyage to take on.
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<thead>
<tr>
<th>Year</th>
<th>Event</th>
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<tbody>
<tr>
<td>2001</td>
<td>Joined Accenture Australia upon university graduation. I was on a large multinational banking client where we managed to implement a successful branch and call center sales and services platform.</td>
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<td>2004</td>
<td>Promoted to Consultant in Australia. I was on a very successful financial services client account in Australia and had many good leaders that I looked up to. I was able to learn from them who were able to develop and grow me to the next level.</td>
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<td>2006</td>
<td>Received a Masters of Information Technology from University of Melbourne on the job with support from the company, and promoted to Manager in the same year. I was responsible for leading a team and managing engagements end to end including coaching and mentoring people that reported to me. I was also responsible for the project financial management, as well as providing solutions to clients for their IT needs.</td>
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<td>2009</td>
<td>Promoted to Senior Manager in Australia. The promotion meant more responsibilities that I cherished including responsibility on much larger engagements and being involved in more of the senior client engagements like CIO, general manager, etc.</td>
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<tr>
<td>2010</td>
<td>Relocated to HK from Australia so that I could participate in the development of fast growing markets like China and Asia and experience working in a completely different culture.</td>
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<tr>
<td>2010</td>
<td>Led the team to successfully deliver Accenture’s first core banking implementation project in China for a large bank.</td>
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<td>2013</td>
<td>Sponsored to be a GEMBA candidate for USC Marshall Business School. I expect to be able to learn more about global businesses and the skills to be a high performing leader that I can apply back on my Accenture projects.</td>
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Accenture Helps Visa Build Connected Car Commerce Proof-of-Concept

Accenture is working with Visa to explore the future of Internet of Things-based commerce by developing a connected car proof-of-concept, which enables customers to order food from the car while on-the-go using cellular connectivity, as well as Bluetooth technology and beacons. During the project, Accenture has helped Visa develop the applications, integrate several technologies for extracting information from the car, and build the technical foundation for machine-to-machine commerce based on secure and seamless payment transactions. With the connected-car proof-of-concept, Visa will enhance its on-the-go payments, the next phase of payments, being driven in large part by mobile technology and involves many new players and innovative ways to shop, pay and get paid.
PUMA decided that the fastest way to take its e-commerce business in China to the next level was to launch a new store in China’s largest and fastest growing online retailer JD.com. They determined that the best way to do that was to partner with Accenture for comprehensive digital marketing services, including store design, store build and deployment, store campaign design and execution, and third-party partner management. The PUMA JD e-store was successfully launched in less than three months from project kick-off until the first item was sold.
Optimizing Large-scale Core Business Processes

China Petroleum & Chemical Corporation (Sinopec) is one of the largest integrated energy and chemical companies in China. Sinopec aims to optimize its huge core business processes in order to improve its operational performance and reduce costs. The company is eager to accelerate the transformation of its own operation model, shifting from a traditional state-owned enterprise to a market-driven one geared to international standards.

Accenture has assisted Sinopec to build and implement its Enterprise Resource Planning (ERP) system which has been launched in over 100 Sinopec’s branches, leading to the restructuring of most business processes and the introduction of global best practices in ERP. The new system has not only enabled Sinopec to reduce costs, but also ensured smooth, timely and more comprehensive flow of information to optimize the management team’s decision making process.
When media giant Globo wants to surf emerging trends, they tune into Accenture.

Globo is the undisputed media leader in Brazil across print, radio, broadcast television and online media. Facing the disruption of the media industry with new entrants and new business models, they asked Accenture Strategy to provide a preview of coming attractions.

Combining skills from our centers of expertise, we surveyed the landscape to create a holistic view of the emerging technologies and trends most likely to change the game for Globo and the media industry overall over the next five to ten years. By previewing the next phase in the digital revolution and providing a well-established innovation process, we are helping Globo explore greater business opportunities in this fast-paced environment of change. Stay tuned.
Accenture in Greater China

Accenture is a global management consulting, technology services and outsourcing company, with more than 358,000 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$31.0 billion for the fiscal year ended Aug.31, 2015. Accenture has been operating in Greater China for more than 25 years. Today, the Greater China practice has more than 10,000 people serving clients across the region and has offices in Beijing, Shanghai, Dalian, Chengdu, Guangzhou, Shenzhen, Hong Kong and Taipei.

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

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!