Welcome!

We are pleased that you have decided to learn more about Accenture. This brochure will give you a good idea about the rewarding careers Accenture offers.

We are also on social media. Stay up-to-date with our offerings by following us here:

- facebook.com/accenturesingapore
- accenture.com/linkedinasean
- youtube.com/accentureasean
- instagram.com/accenturecareers_sg

Find out more at accenture.com/singaporegrads
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—we work at the intersection of business and technology to help clients improve their performance.

We are the only company with the ability to integrate these capabilities, end-to-end, tailored to specific industries, and we’re looking for talented people like you to join us. With more than 394,000 people serving clients in more than 120 countries, we drive innovation to improve the way the world works and lives.

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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 are organized into five practices:

> **Accenture Strategy**

Accenture Strategy shapes our clients' futures, by 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.

> **Accenture Consulting**

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 tailormade solutions to each client.

> **Accenture Digital**

As cutting edge innovators, Accenture Digital helps its clients improve their customer experience by providing solutions that customers want and need through the power of digital. We help our clients grow their digital presence and market share by applying digital technologies to create new value.

> **Accenture Technology**

Accenture Technology powers the world's leading businesses and governments, changing the way their people and customers experience work, life and entertainment. We 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.

> **Accenture Operations**

Using our deep insights and extensive experience, Accenture Operations helps clients transform their technology infrastructures through our end-to-end intelligent infrastructure capabilities, which range from cloud, data centers and workplace to networks, security and managed services.

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At Accenture, our diversity of practices allows us to deliver a variety of end-to-end solutions that sets us apart in the marketplace. It also means we are looking for a unique group of people, with the passion and talent to contribute and help improve the way the world works and lives. This is where you come in.

If you are looking for a spectrum of opportunities and experiences that can help you build a multitude of skills, then there is no better place than Accenture to jump-start your career.

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GRADUATE CAREERS

There are several ways to join us at Accenture. We are expanding our graduate opportunities, so be sure to visit our website for the latest news and updates on our programs.

As a new graduate, you will find yourself in one of the following roles:

• **Consulting** – You will develop market-relevant insights that will enable you to build, retain and attain relationships with businesses and governments around the world, as you deliver an expansive range of management and technology consulting services.

• **Technology Delivery** – You will design, develop and deliver solutions, services, capabilities or offerings that help us solve the problems of businesses and governments around the world.

A common feature of all our graduate career roles is the market-leading development opportunities we offer:

**Training and development**

Your Accenture experience will provide you with everything you need to start your career adventure. You'll have the opportunity to experience our company culture, expand your network, and build skills that you’ll be able to apply anywhere. And you won’t just be shadowing others—you’ll be in the mix right from the start. You’ll receive intensive training and as well as hands-on project experience.

It all begins with an introduction to the Accenture Way of doing things, your new colleagues and members of the leadership team. After that, you’ll join a community of graduate peers and mentors specific to your career role.

**Rewards and benefits**

In addition to rewards and benefits, every program offers the following:

• Subsidized gym membership
• Personal laptop
• Competitive salary and package
• Private healthcare

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Excited to make your mark at Accenture?

We offer three career opportunity paths that you can explore to launch your career.

Consulting Opportunities

As an Accenture Consulting analyst, you’ll provide industry-specific management consulting and technology consulting work that will transform industries and governments around the world. Because our clients span the full range of industries, you’ll have the opportunity to pursue your passion, hone your expertise and deepen your knowledge as you bring together other experts from across Accenture to deliver game-changing solutions. 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 define best-in-class processes tailored to improve operational efficiency and customer satisfaction. You’ll have diverse experiences, with a chance to do different kinds of work.

Find out more at accenture.com/singaporegrads
Let's hear from our Graduate Hire

Meet Jessica
Security Analyst

What I Do
“I joined Accenture in October 2015 as a security analyst. Currently, I am assisting the security consulting manager on different projects. My work enables me to participate in a range of areas, from implementing to testing, so I get to experience the different needs and requirements throughout the project life cycle. Despite the steep learning curve, I’m able to benefit from going through each process stage.”
Software Engineering Opportunities

As a Software Engineering professional, you’ll work across the project life cycle to analyze, design, build, test, implement and maintain multiple system components or applications for Accenture or our clients. If you desire a challenging career in technology and the opportunity to work with dynamic clients all over the world, this is the career track for you.
Emerging Technologist Development Programme (ETDP)

If you are an aspiring Software Engineering from Nanyang Polytechnic, Ngee An Polytechnic, Republic Polytechnic, Singapore Polytechnic or Temasek Polytechnic and want to make an impact through technology and innovation, join ETDP. Through a mixture of online and classroom based training, as well as on-the-job training, you’ll have the opportunity to deepen your skills and earn certification in areas like digital content, customer insights, Big Data, application programming interface (API) management, software-as-a-service (SaaS) and digital marketing. Throughout the program, you will be supported by a network of experienced Accenture IT professionals. After one year, you will be ready to launch your career with us.
Let's hear from our Graduate Hire

Meet Matthias
Software Engineer Associate

My Advice

“Always have a positive attitude and a willingness to learn. Over the course of your career, you will work with different types of people on a variety of projects. Some projects are easy and some are difficult, but all are opportunities for you to learn and grow. Accenture also offers a wide range of training courses so take advantage of those to enhance your skills.”
Accenture in Singapore's My1stDegree Study Grant enables polytechnic graduates to build a career in technology and gain valuable work experience, all while pursuing a first degree.

The program helps eligible participants get a guaranteed job at Accenture upon graduation, receive a grant to co-pay polytechnic school fees and gather rich work experience while studying for a first degree.

Requirements for interested applicants are as follows:
• Current participation in the Emerging Technologist Development Program (ETDP)
• Less than one year of formal work experience
• Intent to pursue a first degree
• Diploma from a recognized polytechnic

You can enter one of two study modes: Part-time, where you study while working for Accenture; or Full-time, which lets you study after at least one year of service at Accenture.

Get a head start today! Here are some ETDP candidates and their experiences in pursuit of professional growth.
“Signing up for the program gave me an advantage over my peers. It helped me gain experience to progress in my career and develop a specialization. It also helped a lot in being recruited into Accenture in 2015 following my graduation from the polytechnic.”

- Htet Htet

“The programme provided me with great learning opportunities, including on-demand lessons and on-the-job training, as well as a chance to use the skills I’ve developed at the polytechnic. I also learned a lot from my day-to-day experiences with my peers. All of these helped me easily adapt to Accenture’s working environment.”

- Glenda

“Accenture invests in the training and development of its people. Under the ETDP, I was sent to train in Pegasystems Case Management. I used my skills in mobile and Web portal applications to help develop an online platform where Singapore citizens can raise municipal cases. The project was a success!”

- Jia Ming

“The program has given me the opportunity to explore different aspects of the IT industry while learning. It’s now helping me decide the career path and specialization I want to take. Right now, I plan to pursue further studies in IT to enhance my skills and help me move to a higher career level.”

- Rebecca

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When you join Accenture, you will discover that it's not just the work that is diverse.

You will be part of a group of dynamic individuals from different backgrounds and you will get the chance to take part in a variety of initiatives and events. From volunteering and charity work to corporate social responsibility and fund-raising events, we help you make the most of every opportunity. We even offer you three paid days for volunteering each year.

Enjoying where you work is just as important. That's why we encourage you to explore your passions outside of work, whether it's through sports or social events. Accenture runs a wide range of clubs and societies, many of which are subsidized. Want to stay in shape? Join one of our sports clubs like badminton or tennis to keep fit and active. Interested in movies or drinking wine? There are social clubs that organize group screenings of the latest Hollywood blockbusters and wine appreciation nights. Whatever your interest, you'll probably find a club at Accenture that will suit you. It's a great way to meet new people.

The variety of our graduate tracks and the scale of our capabilities also means that there is something for everyone. While requirements may differ depending on the track, we accept applications from any academic discipline. We know that it's less about what you learn in class and more about your aspirations, skills and interests.

If you are hungry for learning, have a passion for technology, a problem-solving mindset and a desire to meet new people, we want to talk to you.
UNDERGRADUATE TRACKS AND EVENTS

Are you interested in finding out if a career at Accenture is right for you? Apply to one of our undergraduate tracks or attend one of our campus events. You will get a taste of what it’s like to work at Accenture, gain valuable experience on a project and enjoy a competitive salary.

For first-year students, we invite you to drop by the Accenture booth during career fairs to pick up a program information packet. You can also attend our talks and workshops to learn more about the different programs we offer.

For second-year to fourth-year students, the Accenture Discovery Internship program will provide you with a taste of what life is like at Accenture. The program lasts 10 to 12 weeks, from May to August. Whether you choose the consulting track or solutions track, you’ll learn some new skills and gain 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 upon graduation.

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HOW TO APPLY

Completing an application form or attending an interview requires preparation on your part. Keep the following in mind when applying to Accenture:

General interview process for Consulting roles

Application
The application form is your chance to tell us about your experiences and educational background. Ensure that your curriculum vitae (CV) is attached. Submit your online application form at accenture.com/singaporegrads. Take note that applications and hiring are done on a rolling basis, and are subject to the business needs of the company.

Digital interview
This is your opportunity to show us how much you know about Accenture and the role you are applying for. The interview is approximately 25 minutes long and can be completed at your convenience. An option to re-record your answers is available to give you the best possible chance for success.

Online skills test
Our online skills test is designed to assess the specific skills you need for the program you are applying. Use this opportunity to demonstrate that you have the necessary aptitude to be successful in the role.

Assessment
This consists of a group interview, a discussion of individual work and a final one-on-one interview with our hiring managers.

General interview process for Software Engineering and Emerging Technologies Development Program roles

Assessment
The final part of your interview consists of a one-on-one interaction with our Software Engineering senior executives to determine where you fit in the team.

Skills interview
The skills interview allows you to demonstrate your technical proficiencies, programming skills and knowledge of software development in a one-on-one interview with our Software Engineering hiring managers.

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About Accenture

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