Be yourself. Create your future.
One decision, a lifetime of opportunity.
Value your unique talents, integrity and energy. Because we do.

At EY, we don’t try to fit you into a box. In fact, we want you to be yourself. We want your individuality to shine through. That way, we can try to match your strengths, interests and skills with opportunities to help expand them, grow them and challenge them. We’ll open the door to experiences that will last a lifetime and shape the professional you’ll become.

Enjoy your work. Achieve your goals.

You know what your goals are. And our job is to help you reach them. We’ll provide you with the support, the experiences and the development you need to create a future that inspires you. We care about your success, because ours depends on it. Together we can build a better career for you, and a better working world for our people, our clients and our community.

Be yourself. Create your future.
The EY difference

Work at the heart of global business and be part of a team that includes 175,000 people in more than 150 countries. As a global organisation, our people are vital to business, industries and economies worldwide; advising on issues that matter most.

Working here connects you to global clients and colleagues, and offers first-hand experience on the big issues that are shaping the business world. We give you a part to play in helping major businesses make informed decisions and grow in a sustainable way.

You don’t need to travel the world – the world will come to you.

A career with EY really can take you to amazing places.

US$25.8b

Our global revenue in FY2013
Make a difference to the business world and beyond

To help us in achieving our purpose, we have created a 6-year plan called Vision 2020 that explains how we’ll build a better working world for now and beyond, through:

Building trust and confidence. To help you and our clients grow. You’ll become a trusted advisor that helps to build trust and confidence in the capital markets and economies, globally.

Fostering sustainable growth. For you, our clients and our community. It’s how we build the careers of our people, and support entrepreneurship, education and women in business.

Developing talent and leadership. You’ll help define us, and we’ll help define you. We want to ensure that the time you spend at EY is the most valuable experience of your career!

Collaborating globally. To inspire you and our clients. We connect with each other like no other Big 4 firm – cross border and cross services. Power comes from strong networks in accessing knowledge, information and creating solutions.

A better working world starts with you

We want to build a better working world – for you and with you. However, as our clients drive more and more business globally, we need people who can work with colleagues and clients from all different countries, backgrounds and viewpoints. That’s why we need people who have a global mindset. People who are open and willing to think and work, beyond their own personal perspectives and borders. People who’ll someday think, act and lead globally – because that’s how business is now being done.

The EY experience lasts a lifetime

Wherever your career takes you, your first experience of the business world will make a huge difference. In fact, the place you start out will shape your career for years to come.

We’ll give you the flexibility to explore different opportunities, so you can create a career that matches your ambition and your life goals. And, no matter how long you stay with us, we’ll value the contribution you make, as you help us to grow and become even stronger.

Our purpose is to help build a better working world. And we can’t do it without the right people. People who want to work with the best, develop their skills as leaders and create positive change. People who believe that the world can work better. Could you be one of them?
How will you progress through EY?

I'm a first or second year student

Career Compass Programme

Grow your professional skills through workshops, lectures, team-building and self-development programmes. Build your network at social events.

I'm a penultimate year student

Intern Programme

Apply your knowledge working on real projects. Grow your professional skills. Build your network through mentoring and social events.

I'm a final year student or graduate

Graduate Programme

Gain exposure to diverse clients and industries and a wide range of opportunities. Build your business network across different industries. Secondment opportunities. Collaborate with global colleagues.
Fast track your application

Secure your position early

Begin your career at EY

Create your future

Fast tracked for an intern role

Offered a graduate position
Career Compass Programme
Discover a new direction. Whoever you want to become, our Career Compass Programme will show you how. We will help you to discover more about yourself and your key strengths.

During our structured learning sessions you’ll learn how to evaluate your career options to make smarter decisions for your future. The Career Compass Programme experience is designed to give you a first hand, birdseye view of EY, so you can find out as much about us as possible: our people, our culture, how we do business, how we operate and most importantly, how we can help you to create your future.

Demonstrate that you’re a high achiever and you may be invited to interview for our Internship Programme.

Apply if you’re graduating in your first or second year.

Ready to kick-start your career?
ey.com/nz/careers/ccp

Internship Programme
You’re curious and motivated. Driven by going further, faster – you want a taste of the real world now.

As an intern you’ll feel part of the team from day one. You’ll be given real client work, attend client meetings and have the opportunity to meet some of the most dynamic business minds in the market. You’ll work right alongside senior professionals who’ll mentor and guide you. And even though it’s only a short period of time, you’ll be amazed at the amount of exposure you’ll get to a variety of different experiences and opportunities.

Show us what you’re capable of and you may even secure a graduate role before we open applications!

Apply in the penultimate year of your degree.

Want to give your career a head start?
ey.com/nz/careers/internship

Graduate Programme
Put your knowledge to the test. Build your technical skills. Expand your network. Join us full-time when you graduate, and you’ll get early responsibility, support and training as you set out to achieve your career ambitions. You’ll start creating your future immediately, working with experienced professionals who’ll guide you to put your degree into practice.

Imagine the confidence and technical skills you’ll gain through new experiences with leading clients in different industries.

Apply in your final year of your degree or within 18 months from your graduation date at the time of application.

Where will your studies take you?
ey.com/nz/careers/graduate

"The EY Career Compass programme gives you an insight into what the firm looks for in your application. Speaking with people across all the service lines, from partners to consultants, helps you understand what you can expect from working in each area and how your interests and skills might fit in. The networking events are great. You can chat with people across the whole organisation, so you really get a feel of what it’s like to work here – and see the friendly, positive culture first hand."

Carly Lansberry,
Career Compass Programme – 2013

"The Internship Programme was an incredibly rewarding experience. It introduced me to a wide range of people and gave me highly diverse work experience and valuable insights into how EY operates. Working in a variety of teams helped me identify my strengths, influencing my final year of study. But, for me, the stand out at EY was the people – everyone was accessible and friendly."

Steven Karl,
Internship Programme, 2012 – 2013
The number of global locations we work in
Degrees of Freedom

As a global professional services organisation, we tackle diverse and challenging clients and projects.

If you’re ambitious and focused on future success, you have the opportunity to apply and develop the skills and knowledge gained from a wide range of degrees.

Want to find out where you can fit at EY? ey.com/nz/careers

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Advisory

Economics  Engineering  Information Systems  Information Technology

Transaction Advisory Services

Computer Science  Business  Law

Accounting  Mathematics  Tax  Science
Where do I start?

Discover more about how you can create your future by talking to us on campus, at career fairs or online.

Understand which business service line you aspire to work in and where your ambitions, skills and knowledge can take you.

Apply

Check application dates and apply online
ey.com/nz/careers/apply

If your online application is successful you’ll be invited to complete an online assessment test.

Attend

Once we’ve reviewed your application and online assessment results, you may be invited to our recruitment day.

This is an opportunity for you to tour our office, network and speak with our people and where you can discover how we match your aspirations.

Receive

If you’re successful in the recruitment process and a great fit for the business, you’ll receive an offer to join EY.

We’ll also arrange some social events for you to celebrate and meet your new colleagues.
Assurance

Do you have a questioning mind?
Do you want to understand what makes a business tick?
Are you a natural networker and enjoy building relationships?

As part of our Assurance practice, you’ll help to provide confidence to investors by ensuring they receive timely, relevant, accurate financial information. That confidence is at the heart of the business world and leads to broader economic health.

You’ll have opportunities to develop rewarding client relationships with reputable business leaders in a wide variety of industries.

Trained on an audit methodology and process that is used globally throughout the firm, you’ll learn business insights that will become a valuable foundation for your entire career.

You’ll have access to multinational clients and opportunities for international assignments. No matter what degree background, a career in Assurance will set you up for life.

Joining us in our Assurance practise you may work in the following areas:

- Audit
- Fraud Investigation & Dispute Services

“I find Assurance a fascinating place to work. Auditing our clients’ financial statements involves understanding an organisation’s business processes, business risks and day-to-day operations. This helps us verify the financial statements are materially correct. It gives me the opportunity to work with a variety of clients, across multiple industries.”

Todd Anderson
Senior Accountant, Assurance

16,161 Assurance employees across Asia-Pacific

For more information on Assurance visit ey.com/nz/your-role-here
Do you want to be the solution, not just part of it?
Are you good at seeing answers hidden in complex information?
Do you have strong analytical skills?

Within our Tax service line, you’ll be dedicated to helping our multinational clients meet their complex tax obligations around the globe. By helping our clients meet their obligations, we are also helping them not only to support the communities, in which they operate, but also to understand and manage the risk relating to their tax decisions.

From strategic planning to structuring tax efficient transactions, you’ll contribute to the way your clients manage their business. Your career development will be on the fast-track as you learn and apply a range of analytical skills and knowledge to tax processes and systems.

Can you imagine the impact you’ll have applying your highly valued skills and specialist knowledge?
- Business Tax Services
- Human Capital
- Indirect Tax
- International Tax
- Transaction Tax
- Private Client Services
- EY Law

"We provide tax advice and compliance services to a wide range of clients, including: individuals, small businesses and large, multinational enterprises. Tax law is constantly changing and developing, which means I always have new things to learn and share with our clients."

Jerome Flint
Manager, Tax

For more information on Tax visit ey.com/nz/your-role-here
Transaction Advisory Services

Are you ready to work on deals from the top end of town?

Do you want to help companies work more efficiently and effectively, ensuring long-term success?

Are you ready to step up to the challenge in a dynamic, forward-looking environment?

“Transaction Advisory Services is a really interesting service line to work in. We help companies to consider their capital related issues and challenges and understand their options, so they can make better business decisions. You’re exposed to a number of exciting tasks, diverse companies, constantly moving markets and industry trends.”

Luda Graves
Senior Manager,
Transaction Advisory Services

As part of our Transaction Advisory Services practice, you’ll help our clients to raise, preserve, invest and optimise capital. You’ll support them in reaching the right decisions and in implementing them more efficiently and effectively. In doing so, you’ll play a part in securing our clients’ long-term health and in generating economic and social value through the transactions they undertake. Working in Transaction Advisory Services puts you in the best position to guide clients making critical decisions. Very soon you’ll get involved in highly strategic projects.

You’ll see first-hand how important transactions are conceived, crafted and negotiated. Plus, your role may even involve being part of a team working across Asia-Pacific deals which would give you even greater exposure and opportunity to learn from colleagues across the area. In the process, you’ll develop valuable communication and presentation skills, gaining you a reputation as a trusted business advisor – by people on both sides of the transaction.

Where will this reputation take you?

Join our Transactions practice and you may work in:

- Mergers & Acquisitions Advisory
- Infrastructure Advisory
- Restructuring
- Transaction Support
- Transaction Tax
- Valuation & Business Modelling

For more information on Transaction Advisory Services visit ey.com/nz/your-role-here

1,289 Transaction Advisory Services employees across Asia-Pacific
Have you got an eye for spotting risk?
Can you see issues from multiple perspectives?
Are you ready to become a trusted business advisor?

"In Advisory, no two days are ever the same. We solve problems by managing risk and improving performance on a range of issues. This involves delivering a wide variety of services, from risk analysis to providing assurance over an IT system to support external audit."

Wilson von Batenburg
Consultant, Advisory

Working in our Advisory service line, you’ll be focusing on improving clients’ performance by helping them to translate their strategy into reality through better risk management, improved finance functions and better supply-chain and customer management. Your experiences will be wide and varied, with early responsibility to develop innovative solutions.

Apply your area of specialisation to a range of technical, operational or business problems that organisations can’t solve themselves.

Working in a small, specialist team is the best opportunity for you to learn to analyse and understand different operational situations and issues across a wide range of industries. Imagine the experience and contacts you’ll gain through this exposure.

How long will it be before you see your ideas helping to improve your clients’ business performance?

Join our Advisory practice and you may work in:
• Performance Improvement
• Supply Chain and Operations
• IT Advisory
• Risk
• IT Risk & Assurance

For more information on Advisory visit ey.com/nz/your-role-here
EYU stands for “EY and You”. It’s how we help you to develop your career. Your development starts by being part of our supportive, collaborative team culture. With the right people behind you, you can create the future you want.

You bring your talent, enthusiasm and ideas; we support you with the right mix of learning, experiences and coaching. You choose and develop your career path; we teach you the right skills and give you the right opportunities. All the time, your learning will accelerate through mentoring from leaders and subject matter experts – lessons that will last a lifetime.

Experiences
We place great importance on real world learning. You’ll develop critical competencies through planned, high-impact experiences with a range of clients. This will broaden and deepen your knowledge and build your confidence and versatility.

Learning
You’ll have access to high-quality, formal learning to give you the skills, confidence and knowledge to serve our clients. You’ll be guided through a curriculum that includes both organisation-wide and technical content that supports your future ambitions.

Coaching
You’ll build skills and knowledge through formal learning and then apply them through on-the-job experiences or projects. But what happens when you have questions or run into difficulties? Our experienced professionals will be there to coach you through these challenges. They’ll advise you on your career development and encourage you to take responsibility for your future career. Using their coaching advice and feedback from your managers, you’ll be able to make the right decisions to build the career you want.

Develop your career here: ey.com/nz/your-development

New partners were promoted in Asia-Pacific on 2013
“In 2013, I was nominated for the Global Chairman's Values Awards, which celebrates people who live EY’s values. I was extremely fortunate to attend the Asia-Pacific Chairman’s Values celebrations in Shanghai and the Global celebrations in London. I was blown away by the positive feedback and support I received from my colleagues throughout the nomination and judging process. I’m lucky to work alongside the most intelligent, vibrant and hardworking people. Our people really do underpin EY’s global success.”

Casey Webster
Senior Manager, Assurance
We believe in rewarding you as a high performer and offer a performance based rewards system. Once you’ve spent time working with us, you can be confident your individual efforts will be recognised and you’ll be rewarded through our Performance Management and Development Programme.

We also use industry research to benchmark our salaries at a competitive rate for all our people. So, as well as the training, development and support you’d expect, you can also be confident you’re receiving the best possible financial and lifestyle kick start too!

Here are some of the benefits you’ll enjoy during your first few years and beyond.

**Leave arrangements**

**FLEXleave.** You’ll have the opportunity to purchase up to two weeks extra leave giving you more time for study, family or other personal pursuits.

**Paid parental leave.** You’re entitled to two weeks paid parental leave if you’ve been with the firm for more than a year, and three months paid parental leave if you’ve been with the firm for three years or more. This is on top of the Government’s paid parental leave provisions.

**Flexible work arrangements.** We promote a flexible work culture by assisting our people to balance their work and personal responsibilities through the availability of flexible working arrangements.

**Discounts**

Enjoy a wide range of discounts on health, banking, travel and other products.

**Health and well-being**

We support initiatives such as social and competitive sporting events, and offer employees complimentary flu shots, fruit in the office and discounted gym memberships.

**Employee Assistance Programme.** You and members of your immediate family can access independent, confidential counselling, free of charge, from professionally qualified counsellors should you need advice on personal, family or work-related concerns.

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**Feel rewarded**

How do we reward you for your commitment and potential?
Work|Life Links. Work|Life Links is an independent national telephone information and resource service that will assist you in making care arrangements for your dependents and older relatives.

Social Club. Our Social Club organises a range of activities, from sporting events to informal and formal social functions, including an annual ball (in most offices).

Financial Study Assistance. We'll help you meet the cost of approved external studies, which may include providing you with financial assistance to cover all or part of your course fees and the cost of your study materials. We may also offer you study and exam leave.

Professional memberships. We'll cover joining and annual membership fees for one professional body each year. This includes the Institute of Chartered Accountants or an equivalent body for qualified professionals.

Referral Programme. Recruiting the best people is critical to our success. People like you are often the best source of the best candidates. Our Employee Referral Programme provides you with a cash reward if you successfully refer a candidate to the firm.

EY Foundation

Formed in 2010, EY Foundation focuses our community commitment and involvement, ensuring we contribute to the social issues EY people care about most. Each year, we make major financial contributions to a national community organisation, helping them to develop an innovative community initiative.

We also support our people to volunteer one day per year, providing community organisations with valuable assistance.

Get a feel for some of the benefits you'll enjoy here: ey.com/nz/life-at-ey
International students

Is this you?

› You currently reside in New Zealand
› You’re currently enrolled in a degree at a New Zealand University. Prior to joining EY full time and at the time of submitting your permanent residency application, you must have completed two years of your full time degree at that campus
› You must be eligible to apply for a New Zealand permanent residency and apply for residency immediately when you complete your degree

For the most up-to-date and complete list of criteria for international students, please visit: ey.com/nz/careers/intl
“My work has additional meaning when it’s with our Maori clients. It gives me the opportunity to establish strong relationships with fellow Maori, while using my skills to help them achieve their goals.”

Rangi Ririnui
Analyst
Transaction Advisory Services
Create your future
Connect with us and stay in touch

ey.com/nz/careers

For more information on student programmes, where you fit, how we develop you, life at EY and what makes us different.

.com/eycareers

The best way for you to keep up-to-date with application dates, events, news and what’s happening at EY. Get to know us through our people, videos and stories, plus it’s a great place for you to ask us a question and connect with other students.


Use LinkedIn to connect with people you might know who work at EY.

@EY_NewZealand

Follow us on Twitter and keep your finger on the EY pulse.

youtube.com/ernstandyoungglobal

Subscribe to the EY Asia-Pacific Careers channel and view the latest insights.
About EY

EY is a global leader in assurance, tax, transaction and advisory services. The insights and quality services we deliver help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all of our stakeholders. In so doing, we play a critical role in building a better working world for our people, for our clients and for our communities.

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