

INQUISITIVE & YOUNG
CURIOUS & YOUNG
TALENTED & YOUNG
AMBITIOUS & YOUNG
YOUNG

You've thought about what you want.
How your career will play out.
How you'll achieve your ambitions and fulfil your potential.

You want to be inspired and, in turn, inspire others with your enthusiasm, drive and determination. From building relationships, to addressing business challenges, you know that you're ready for early responsibility.

Ready to grow as a person? Experience an entrepreneurial culture that will recognise, reward and develop your unique talents.

Starting your career with Ernst & Young is your opportunity to be part of our diverse and supportive environment. Our clients look to us to be problem-solvers and trustworthy advisors. From entrepreneurial start-ups to multinationals, we provide fresh insights and analysis – helping organisations manage risk, address issues and capitalise on opportunities to achieve their potential.

Wherever your future lies in Ernst & Young, you'll be in good company. With 141,000 other people on paths to success, you can thrive and develop into a respected and successful business professional.

With some of the largest clients and most interesting projects, both locally and globally, our dedication to development will ensure you can achieve professional progress. To start to become.

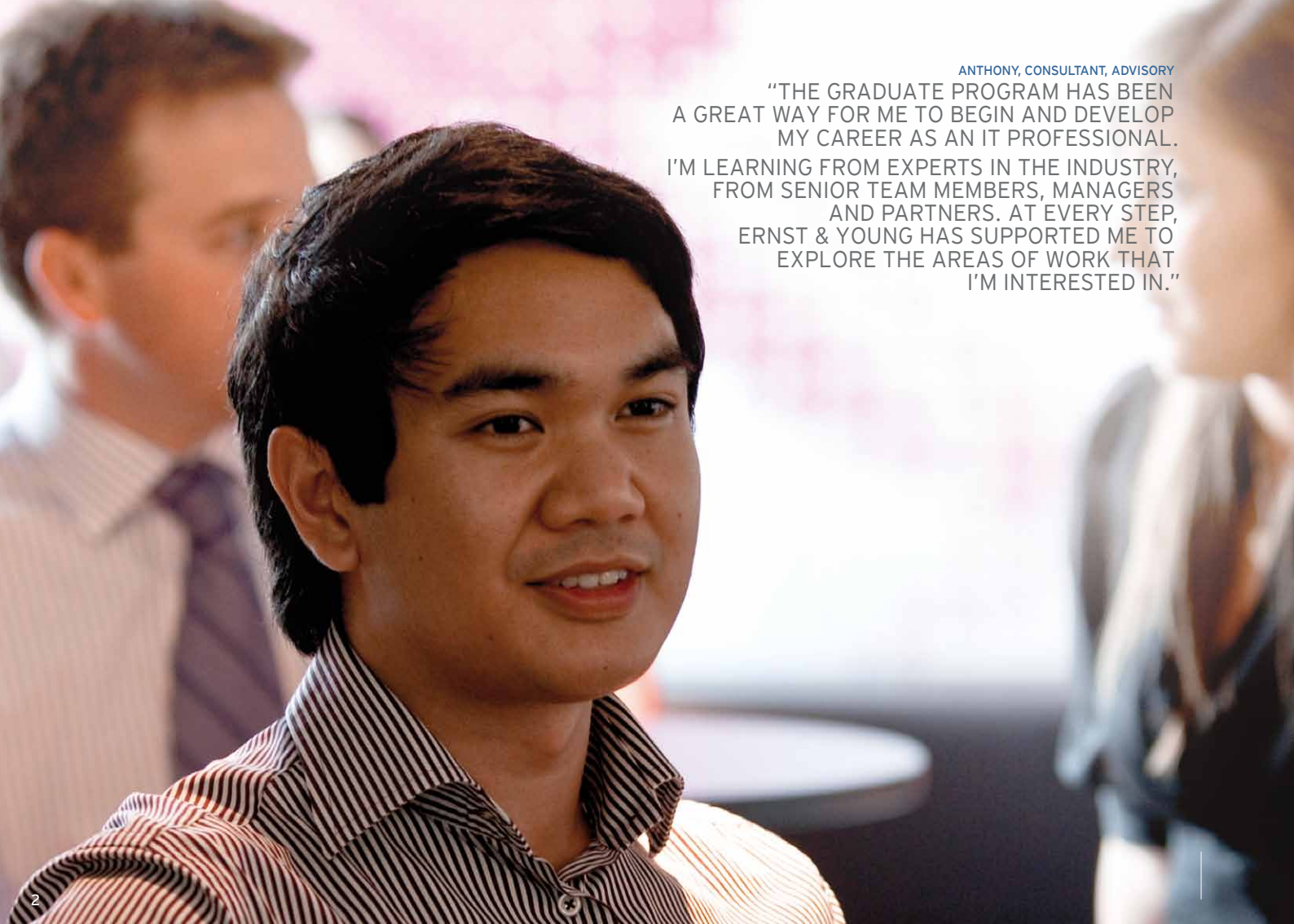
MILICA, ACCOUNTANT, ASSURANCE
"ONE OF THE THINGS
I HOPE TO ACHIEVE WITH
ERNST & YOUNG IS
TO MOVE GLOBALLY AND
DEVELOP MY CAREER
AS I EXPERIENCE
DIFFERENT BUSINESS
MARKETS."



Accounting Firm of the Year,
CFO Awards 2010 and 2009



2010 Australian Employer
of Choice for Women Equal
Opportunity for Women
in the Workplace Agency
(Awarded for the ninth
consecutive year)



ANTHONY, CONSULTANT, ADVISORY

“THE GRADUATE PROGRAM HAS BEEN
A GREAT WAY FOR ME TO BEGIN AND DEVELOP
MY CAREER AS AN IT PROFESSIONAL.

I’M LEARNING FROM EXPERTS IN THE INDUSTRY,
FROM SENIOR TEAM MEMBERS, MANAGERS
AND PARTNERS. AT EVERY STEP,
ERNST & YOUNG HAS SUPPORTED ME TO
EXPLORE THE AREAS OF WORK THAT
I’M INTERESTED IN.”

Paths to success

Do you want to get a head start on your career? To be offered a role that meets your ambitions? Or perhaps you want to learn more about the best path to take? Whether you're at school, an undergraduate or a post graduate, we'll help you discover what we offer and what you're capable of.



You know that making smart decisions about your career is essential. Through the structured learning sessions, you'll understand more about our service lines and gain the skills that will ensure you grow from student to professional.

Introduced to the Ernst & Young culture, you'll be invited to network with peers and experienced professionals. Demonstrate that you're a high achiever and you may interview for our Vacationer Program.

Apply if you are graduating in 2013.

Already know where you want to be? Want to secure a graduate position early on? This could be one of your first opportunities to join Ernst & Young and get ahead, before you've completed your degree.

Our summer or winter* Vacationer Program provides client work, skills development, training and professional experiences. Not only do you learn about our organisation, you get to apply that knowledge. This is a popular path, direct to a role at Ernst & Young. Show us what you're capable of and you could be invited to join us after graduation.

Apply in the penultimate year of your degree.

*Only Adelaide, Brisbane and Perth offices run winter programs.

You're ambitious. You've studied hard and you want to put your knowledge and skills to the test. If you've recently graduated, or are about to, our Graduate Program is that opportunity.

With early responsibility and the support and training to grow, you'll build the confidence to pursue your goals. Exposed to a wide-range of clients and service lines, you can expect to develop your networks, collaborate with specialists, learn from mentors and even study for postgraduate qualifications.

As a graduate with Ernst & Young you'll be able to add value to your clients and shape your career as a professional.

Cadet Program

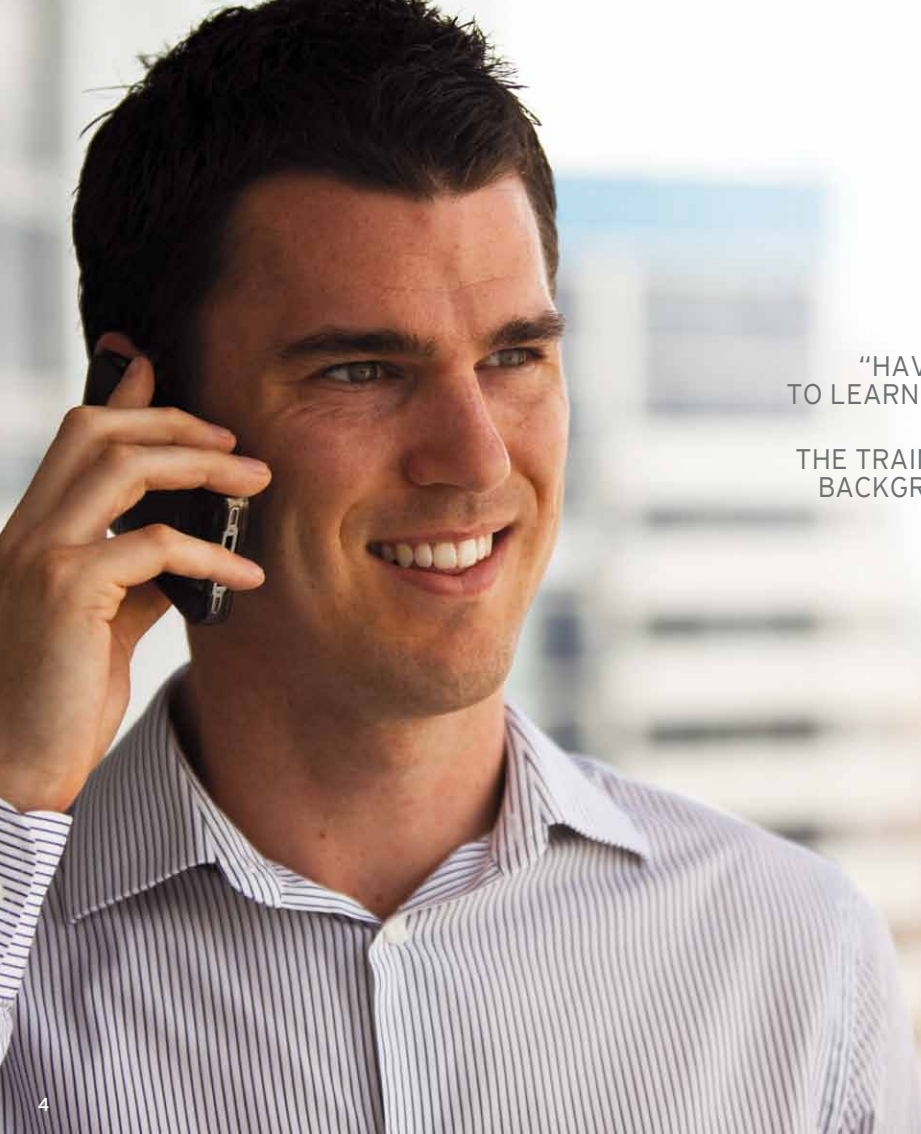
Want the chance to combine your degree with real work experience? On this program you'll join a peer group and be supported by a buddy and counsellor to develop your skills and talent. Gain up to two years experience with us and you could return at a higher level than other graduates once you've completed your studies.

Apply in Year 12 or in year one of your university degree for the Melbourne or Sydney Program or in years one to three of your university degree for the Brisbane Program.

Additional opportunities

Completing a degree in Information Systems and Accounting? Our Sydney [Graduate Challenge Program](#) will give you experience in both our Assurance and Advisory service lines.

Our [Melbourne Internship Year Program](#) lets you work full time before your final year. Apply in your penultimate year.



CHRIS, CONSULTANT, TAX

"HAVING STUDIED GEOLOGY, I WAS SURPRISED TO LEARN THAT ERNST & YOUNG HIRED FROM SUCH A DIVERSE RANGE OF DISCIPLINES. THE TRAINING AND DEVELOPMENT CATERED TO MY BACKGROUND AND HAS HELPED ME TO NETWORK WITH OTHER TAX GRADUATES."

Degrees of freedom

As a global professional services organisation, we tackle diverse and challenging clients and projects. Developing excellent relationships and delivering effective business solutions requires specialists from many different subject areas – not just accounting or commerce. 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.

This table shows the degree-types that will give you a foundation to realise your goals:

Degree/Major	Service line	Areas of our business	Key
Accounting Business ¹ Commerce ¹	Assurance Tax Transaction Advisory Services Advisory	All areas of our business	Key 1 Adelaide, Brisbane, Perth offices require a major in accounting 2 Sydney and Melbourne offices only 3 You may be required to complete the Chartered Accountant qualification. We will support you to complete the 'Graduate Certificate of Chartered Accounting Foundations' course.
Actuarial Studies	Advisory	Actuarial	
Economics	Assurance Tax Transaction Advisory Services Advisory	Audit and Accounting ¹ Transfer Pricing (International Tax) Economic Advisory (Infrastructure Advisory) All areas of Advisory	
Engineering	Assurance Tax Advisory	Climate Change and Sustainability Services ³ Research & Development (Indirect Tax)	
Human Resources	Tax	Human Capital ²	
Information Systems Information Technology Computer Science	Advisory	IT Risk and Assurance	
Law	Tax Transaction Advisory Services Advisory	Business Tax Services Indirect Tax International Tax Transaction Tax	
Mathematics	Advisory	Actuarial Financial Services Risk Management	
Science	Assurance Tax Advisory	Climate Change and Sustainability Services ³ Research & Development (Indirect Tax)	
All degrees	Assurance ^{2,3} Advisory	Performance Improvement	

CHRIS, ACCOUNTANT, ASSURANCE

"I ENJOY WORKING WITH PASSIONATE AND LIKE-MINDED PEOPLE, WHO ARE ABLE TO CHALLENGE AND HELP ME. THEY ENSURE I'VE GOT A CLEAR ROADMAP OF THE SKILLS I NEED TO ACQUIRE AND HOW I'M GOING TO ACQUIRE THEM."



Your destination

Whichever path you choose, you'll find an environment of collaboration and support; a culture where you'll be comfortable seeking the help of others and able to gain new perspectives, knowledge and ideas, throughout your development.

Assurance

You're curious and looking for a career that gives you breadth and depth. One that allows you to develop rewarding client relationships and exposes you to all aspects of business operation.

Providing companies, investors and regulators with confidence about financial statements, information or processes, you can play a vital role in our largest service line and help your clients make informed decisions about their business.

Gaining the technical tools, insights and networks needed to succeed, Assurance is your head-start to achieving your goals.

Join our Assurance practice and you may work in:

- ▶ Audit and Accounting
- ▶ Climate Change and Sustainability Services
- ▶ Fraud Investigations & Dispute Services

Tax

With analytical and problem-solving skills, you know your future lies in developing your intellectual talents and delivering practical solutions.

Joining experienced professionals in tackling complex and challenging tax issues, you'll be exposed to different corporate, regulatory and financial governance environments and business activities.

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

As well as generalist experience, you may also choose to focus on:

- ▶ Business Tax Services
- ▶ Human Capital
- ▶ Indirect Tax
- ▶ International Tax
- ▶ Transaction Tax

Transaction Advisory Services

You're looking for a range of professional challenges. To learn and apply a broad range of skills across business transactions to strategically enhance an organisation's growth, competitiveness and profitability.

In Transaction Advisory Services, you'll learn how to structure transactions to maximise value for your clients. Exposed to a variety of clients and complex projects, you will understand the whole transaction process – from evaluation to execution. With knowledge of the full range of services in developed and emerging markets, you'll be better equipped for success in your career in:

- ▶ M&A Advisory
- ▶ Infrastructure Advisory
- ▶ Restructuring
- ▶ Operational Transaction Services
- ▶ Real Estate Advisory Services
- ▶ Transaction Support
- ▶ Transaction Tax
- ▶ Valuation & Business Modelling

Advisory

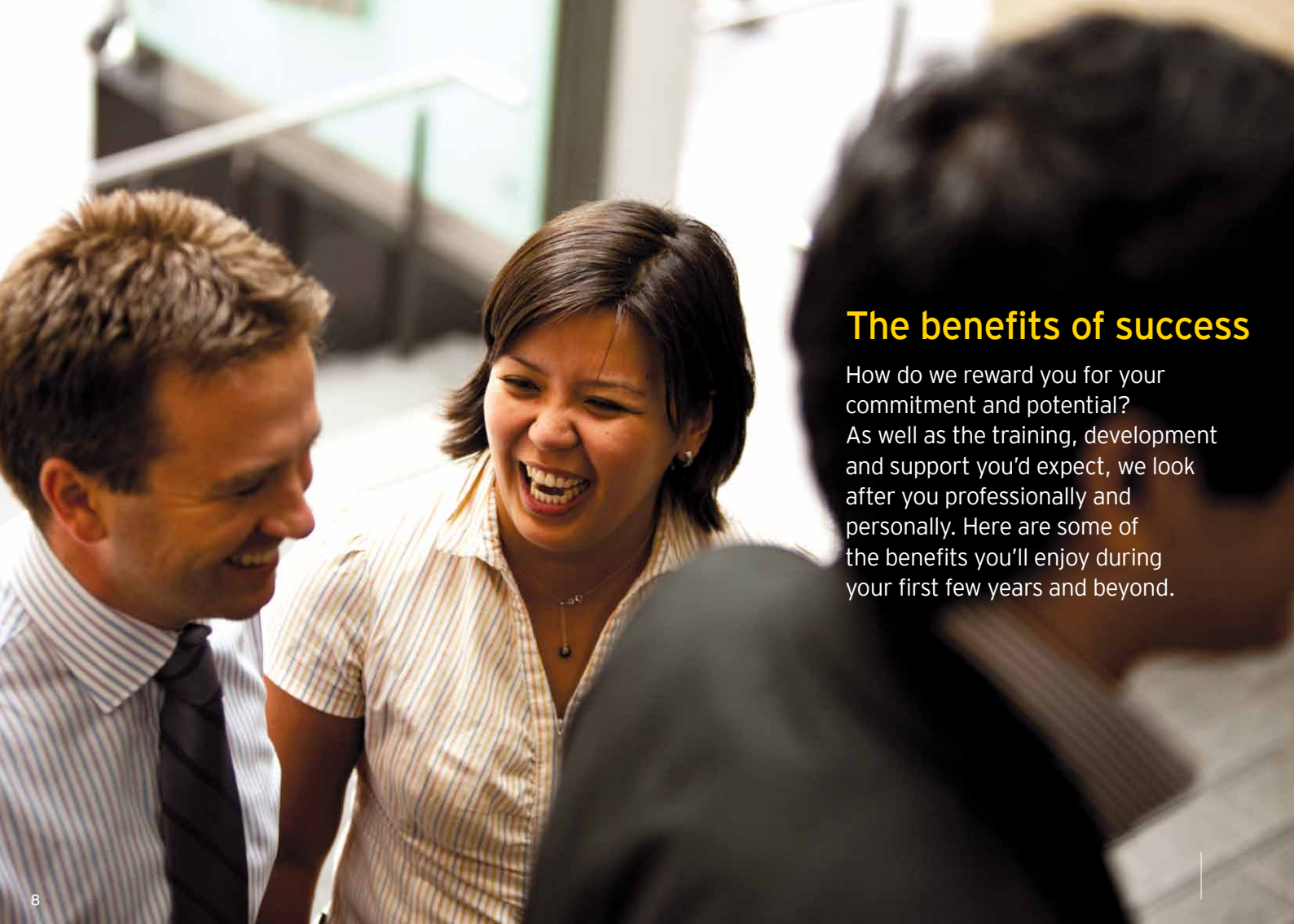
You're a talented specialist. You want to apply your skills. To use your qualification, develop your technical knowledge and become a trusted business advisor.

Able to focus on and develop your specialty, you'll help your clients address challenges, improve performance and identify opportunities and solutions. Joining other specialists who will support your growth as a professional, the variety of your experience will equip you with the business skills and networks to achieve your ambitions.

Our Advisory service comprises of:

- ▶ Actuarial
- ▶ Customer
- ▶ Finance
- ▶ Financial Services Risk Management
- ▶ IT Advisory
- ▶ IT Risk and Assurance
- ▶ People and Organisation
- ▶ Risk
- ▶ Supply Chain and Operations

JOIN OTHER SPECIALISTS
WHO WILL SUPPORT
YOUR GROWTH



The benefits of success

How do we reward you for your commitment and potential? As well as the training, development and support you'd expect, we look after you professionally and personally. Here are some of the benefits you'll enjoy during your first few years and beyond.



RAYMOND, CONSULTANT, TRANSACTION ADVISORY SERVICES
"FROM THE TRAINING TO SOCIAL OPPORTUNITIES
EVERYONE IS APPROACHABLE AND
INTERESTED IN ME, AS A PERSON, AS WELL
AS A PROFESSIONAL."

FLEXleave – The opportunity to purchase extra leave each year.

Career break – Up to three months career breaks available.

Interstate/overseas work – Once you have a few years experience you can apply for an interstate or overseas secondment.

Discounts – Enjoy a wide range of discounts on technology, travel, insurance, motoring, health and other products.

Paid parental leave – After a year you'll be eligible for up to 14 weeks paid leave, after 5 years service 18 weeks paid leave.

Social club – Get involved in a range of organised activities, from sporting events to the annual ball.

Salary packaging – From car parking and study expenses to gym membership and superannuation, there are a range of items that you can salary package.

Insurance – You'll have access to income protection insurance and if you join Ernst & Young's superannuation fund you will be covered by group life insurance.

Study assistance – We can help with the cost of approved external studies which may include reimbursing you for all or part of your course fees and study materials, and offer you study and exam leave.

Ernst & Young Foundation – Through the Ernst & Young Foundation, we support the community financially and through the time and expertise of our volunteers. Donate your time and you'll benefit from developing your skills as you give back to others.

Work/life links – From health and lifestyle services to identifying care arrangements for dependents, Work/life links is an independent resource that can help you manage family responsibilities.

Health and well-being – We provide on-site gyms in our larger offices, free annual vaccination and eye tests as well as healthy eating options in our kitchen and break out areas.

Professional memberships – We'll cover your joining and annual fees for one professional body each year.

Employee Assistance Program – You and your family can access free professional counselling.

Global Employee Referral Program – Be rewarded for successfully recommending a candidate to us.

Alumni Program – You can be part of the extended Ernst & Young family through this program, which gives you access to a network of past and present employees.

How else can you benefit at Ernst & Young?
Find out at ey.com/au/careers



SHAE, CADET, ASSURANCE

"I CHOSE THE ERNST & YOUNG CADET PROGRAM BECAUSE THE PEOPLE, THE CULTURE AND THE GOALS OF ERNST & YOUNG FIT WELL WITH MY VALUES.

I KNEW I'D GET THE PRACTICAL EXPERIENCE TO COMPLEMENT THE THEORY I WAS LEARNING. WITH A STRONG FOUNDATION, I CAN BETTER UNDERSTAND HOW MY WORK FITS INTO THE BIGGER PICTURE."

Prepare for the journey

Driven. Determined. You know where your career is heading. How it happens depends on you and what you want to achieve. Your path to success is as individual as you are. That's why we'll help and inspire you to take your journey. To travel and grow with us, to reach your goals.

Work overseas, specialise, develop and apply your technical and personal brand skills. Through our professional support, training and development opportunities we'll ensure you can achieve your ambitions.

Ernst & Young and you

Your strengths and aspirations will be the basis for your progress. We'll work with you on a unique framework for your career development, ensuring you can add value to our clients, our business and your professional reputation.

The program includes:

Learning through our structured, formal programs. You'll be supported to achieve professional certification such as the Chartered Accountant, Master of Tax, Certified Internal Auditor and Certified Information Systems Auditor.

Experiences that put your knowledge into practice, and help you develop new skills. You'll stretch and challenge yourself as a professional with effective assignments and activities.

Coaching will nurture you in your day-to-day work. Get feedback, counselling and mentoring from experienced people who can help and show you how to realise your talents and aspirations.

**YOUR
STRENGTHS AND ASPIRATIONS
WILL BE THE BASIS FOR
YOUR PROGRESS**

"THE MOST IMPORTANT THING FOR ME IS WORKING IN A GOOD TEAM AND THAT'S ONE OF THE MAIN BENEFITS OF ERNST & YOUNG. I KNOW THAT OUR CADETS, VACATIONERS AND GRADUATES WILL BE WORKING WITH SOME GREAT PEOPLE."



International students

If you're an international accounting student keen to join us as a vacationer, a graduate or attend the Career Compass Program, you'll need to meet the following criteria:

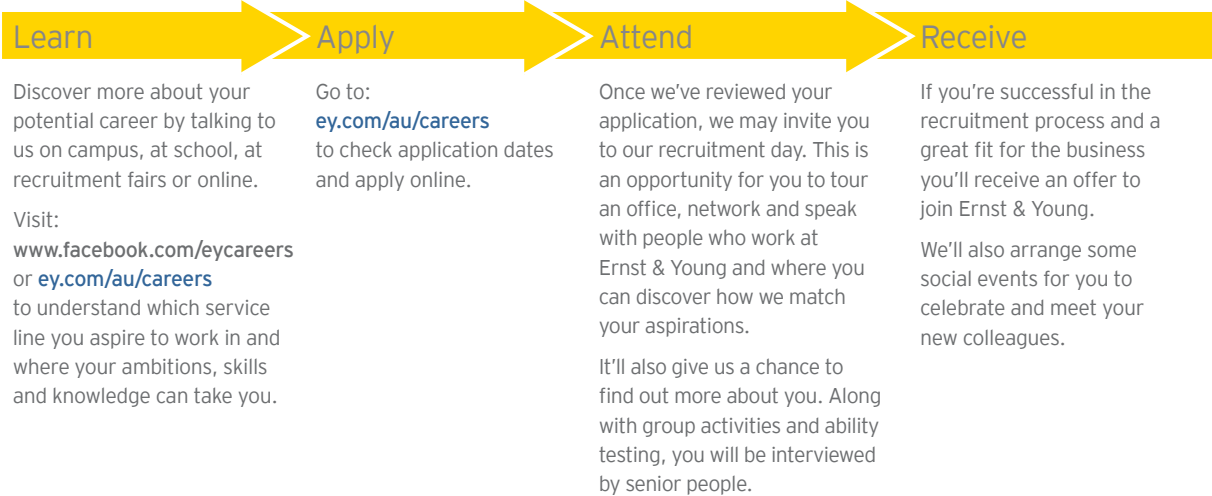
- ▶ You currently reside in Australia.
- ▶ You're currently enrolled in an accounting degree at an Australian campus of an Australian university. Prior to joining Ernst & Young full time, you must have completed two years of your degree at that campus.
- ▶ You are on target to graduate with a major in accounting and pass all subjects required to obtain a favourable skills assessment from one of the Australian professional accounting bodies (ICAA, NIA, CPAA).
- ▶ You are eligible for Australian permanent residency under the General Skilled Migration (points test) scheme upon completion of your degree. You must apply for that residency immediately when you complete your degree, providing confirmation of the lodgement to Ernst & Young prior to your first day of work.
- ▶ When you submit your application, you must attach a copy of your IELTS test scores. You will need to achieve a minimum score in each of the following individual categories (Academic or General module accepted):
 - 8.0 speaking and listening
 - 8.0 writing and reading
- ▶ If you're asked to attend one of our recruitment days, you will need to bring your original IELTS documentation and your original visa.
- ▶ To be a vacationer, you must hold the relevant student visa that grants you the right to work full time during your university holidays. You'll need to submit a copy of the visa at the time you apply to join the Vacationer Program.

At this stage, we don't accept applications from international students for our Cadet Program. If you're an international student and don't meet these criteria, you could consider a career in one of our overseas offices. For more information visit ey.com.

Unfortunately, we can't fully or partly fund applications for permanent residency, or sponsor students on the 457 Visa. Also, we're unable to provide advice on or supporting documentation for your permanent residency application.

Joining Ernst & Young

So, Ernst & Young is the place for you to realise your talents and you want to join our global team. What do you do to start your journey?



Ernst & Young

Assurance | Tax | Transactions | Advisory

About Ernst & Young

Ernst & Young is a global leader in assurance, tax, transaction and advisory services. Worldwide, our 141,000 people are united by our shared values and an unwavering commitment to quality. We make a difference by helping our people, our clients and our wider communities achieve their potential.

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