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EY NextGen Women Competition Terms and Conditions January 2026

1. ORGANISERS OF COMPETITION

1. The EY NextGen Women Competition (the “**Competition**”) is being conducted by Ernst & Young Services Pty Ltd ABN 67 457 905 811 of 200 George Street, Sydney NSW 2000 (“**the Organisers**” “**EY**” or “**Ernst & Young**”).

2. ELIGIBILITY TO ENTER

2. To be eligible to enter the competition:
 - 2.1 For entrants applying from Australia, entrants must:
 - 2.1.1 Be currently residing in Australia;
 - 2.1.2 Be currently enrolled in an Australian university;
 - 2.1.3 Be intending to complete their degree between 2027 - 2029; and
 - 2.1.4 Hold Australian or New Zealand Citizenship or Australian permanent residency.
 - 2.2. For entrants applying from New Zealand, entrants must:
 - 2.2.1 Be currently residing in New Zealand
 - 2.2.2 Be currently enrolled at a New Zealand university
 - 2.2.3 Be intending to complete their degree between 2027 - 2029
 - 2.2.4 Be enrolled in a level 7-degree qualification or higher
 - 2.2.5 Have at least 18 months on your Post Study Work visa at the time you would join EY, if awarded a Prize Internship
 - 2.3. not be immediately related to the Competition judges; and
 - 2.4. not have won a prize at the previous “EY NextGen Women Competition (2-4 November 2025)”;

3. COMPETITION DETAILS

3. The Competition consists of five key phases.
 3. **Phase 1:** Entrants view the competition questions at https://www.ey.com/en_au/careers/nextgen-women and complete the online application form. Eligible entrants will be sent an email containing a link to submit their responses via the entry portal powered by HireVue. One question will be via written response and must not exceed 250 words in length; the other will be via video response and must not exceed 90 seconds. Entries are to be submitted before the closing date outlined in "Competition Period". Entrants must also submit their current resume and their most recent academic transcript.
 - 3.1. **Phase 2: Shortlisting (“Shortlisting”).** The Organisers will then select the best Competition entries as determined by Competition judges in their sole discretion. Entrants will be notified they are a ‘Regional Finalist’ by email and/or telephone and will be given no less than five business days to prepare to attend the Regional Competition.
 - 3.2. **Phase 3: Regional Final (“Regional Final” or “Regional Competition”).** The Regional Finals will take place by Friday 15 May 2026. The Regional Finalists will complete a group-based case study to be judged by EY Partners and staff. The Organisers will announce the Regional winners (“**Oceania Finalists**”) by 5pm Australian Eastern Standard Time (“AEST”) Friday 15 May 2026.



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- 3.3. **Phase 4: Oceania final (“Oceania Final”).** It is intended that the Oceania Final will take place on Thursday 2 July 2026. The Oceania Finalists will be required to attend the event to be considered for the next phase.

EY partners and staff will be involved in the judging of an Oceania winner, as well as 2nd and 3rd place winners.

Option A:

In the event that the Oceania Final can take place face-to-face on 2 July 2026, for Oceania Finalists residing outside of Melbourne, the Organisers will book and pay for one return, economy fare flight and one night's accommodation (two nights' accommodation for the Finalist/s from Perth and New Zealand if required).

Option B:

In the event that a face-to-face Oceania Final is deemed by the Organisers to be unsafe and/or where government regulations are prohibitive or if EY determines that a face-to-face Oceania Final should not go ahead for any other reason as determined by EY, the Organisers will complete the Competition in a virtual format.

- 3.4. **Phase 5: Global Competition (“Global competition” or “Global Final”).** The Oceania winner will attend the Global Competition. It is intended that the Global Competition take place face-to-face in Europe or the UK in late 2026 and the Oceania Finalist must be available to travel for the duration of this period and hold a current passport.

In the event that a face-to-face Global Competition is deemed by the Organisers to be unsafe and/or where government regulations are prohibitive or if EY determines that a face-to-face Global Competition should not go ahead for any other reason as determined by EY, the Global Competition will be completed in a virtual format.

4. COMPETITION PERIOD

4. The Competition entries for Phase 1 open on Monday 16 February 2026 at 9:00am and close at 5.00pm on Friday 20 March 2026. Participants who have successfully completed their entry form and meet the eligibility criteria will be invited to submit their responses to the competition questions via our entry platform HireVue. The HireVue platform will remain open through the entry period and close at 5pm on Wednesday 25 March 2026.
5. Regional Finalists will be required to attend the Regional Competitions held in the week commencing 11 May 2026. The Oceania Finalists will be required to attend the Oceania Competition on 2 July 2026. The Oceania Winner will attend the Global Competition hosted in late 2026.
6. All times are expressed as Australian Eastern Standard Time (AEST) unless otherwise stated.

5. REQUIREMENTS OF ENTRY

7. To enter Phase 1 of the Competition, Entrants must do the following:
 - i) go to https://www.ey.com/en_au/careers/nextgen-women and click through to enter the Competition;
 - ii) complete all aspects of the entry form and include their full name, email address and phone number, along with their current resume, academic transcript and photo identification;
 - iii) if the application is deemed eligible by EY, when prompted via email, follow the steps to complete part two of the entry in HireVue including a short answer response and a video response;
8. Entries will be limited to one entry per person and must be individual entries. Entries will be checked for plagiarism.



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6. SELECTION OF WINNING ENTRIES & PRIZES

9. At the end of Phase 1 (as set out in "**Competition Details**"), all eligible entries will be judged by the Organisers. The Phase 1 entries including resume and academic transcript along with the short answer and video responses, will be judged at the Organiser's discretion on the following set of criteria:
 - (a) Knowledgeable about and interested in corporate finance & transactions
 - (b) Strong academic performance
 - (c) A proven track record of personal & professional success
 - (d) Exhibits strong interpersonal skills & a keen interest in learning about others
 - (e) Shows enthusiasm, energy & poise when communicating well-reasoned, analytical responses
 - (f) Demonstrates a global mindset in their approach to problem solving; inherently understands the impact that business decisions can have on everyday people and not solely on companies
10. The top entries in each region considered to be the best by the Organisers at their sole discretion will be shortlisted to Regional Competition stage.
11. Regional Finalists will attend the Regional Competition in the week commencing 11 May 2026. Regional Finalists will participate in a group-based case study which will be judged by the Organisers.
12. The Regional winners will be announced by Friday 15 May 2026 and will win a paid Internship in EY-EY-Parthenon and progress to the Oceania Final on Thursday 2 July 2026. If there are no entrants from a particular region or location, or the Organisers deem (at their sole discretion) that applications from a particular region or location do not meet the set criteria, the Organisers may (at their sole discretion) shortlist additional finalists to participate in the Oceania Final.
13. The judging criteria for the Regional and Oceania Finals will require the candidate to demonstrate the following characteristics or skills:
 - (a) Global business acumen and cultural intelligence;
 - (b) Agility and innovation;
 - (c) Dealing with ambiguity;
 - (d) Leading inclusively;
 - (e) Communication and influence;
 - (f) Problem solving; and
 - (g) A propensity for digital and analytical thinking.
14. Oceania Finalists will compete in individual and group case challenges throughout the day and will be judged by the Organisers. The Oceania winner will be announced at an awards ceremony on Thursday 2 July 2026 and will receive a mentoring session, invitations to attend a minimum of two EY events, progress to the Global Competition taking place at a location to be determined by EY (likely to be in Europe/the UK) in late 2026 and win a future graduate position within EY-Parthenon (provided the winner meets the requirements set out in the relevant EY employment contract).
15. 2nd and 3rd place winners at the Oceania Final will also be announced, and they will receive a mentoring session with a senior representative of EY-Parthenon.
16. An internship ("**Internship**") is defined as either:
 - (a) a paid part-time position for no less than 3 weeks in an EY Oceania office, working within EY-Parthenon, at a mutually agreed time, on terms determined by EY. Travel and accommodation for this internship will not be covered by EY; or
 - (b) a full-time paid internship of no less than 3 weeks in an EY Oceania office, working within EY-Parthenon, at a mutually agreed time, on terms determined by EY. Travel and accommodation for this internship will not be covered by EY.



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17. The Global Competition will take place at a location to be determined (likely to be in Europe/the UK). If attending the Competition requires travel to an overseas or domestic destination that the Oceania Winner does not reside in, flights and accommodation will be funded by EY.
18. An EY event is defined as:
 - (a) An event hosted by EY or clients of EY. Any invitation to attend an event will be decided at the discretion of EY. Any travel and/or accommodation costs incurred to attend the event will not be covered by EY.
 - (b) The opportunity to spend an agreed amount of time with a partner or senior leader from the EY-Parthenon team during a working day.
19. In the event that EY determines, in its sole discretion, that the attendance of attendees or EY personnel at an event (e.g. Regional Final, Oceania Final etc), is impacted or affected due to reasonable concerns regarding the health of attendees or EY personnel posed by disease or epidemic (including, for the avoidance of doubt, COVID-19), EY may terminate these Terms and Conditions with immediate effect on written notice without further penalty, obligation or liability.

7. GENERAL

20. The terms and conditions of this Competition shall include these terms and conditions as well as any information or instructions provided by the Organisers on 'how to enter' and / or the prizes, and any other information on our website or other material relating to the Competition. The Entrant acknowledges and agrees that the submission of an entry to the Competition or any other form of participation in the Competition shall be deemed as their acceptance of the terms and conditions of the Competition.
21. Incomplete, illegible, incomprehensible, inappropriate or indecipherable entries will be deemed invalid.
22. The determination of the winning entries is final and no correspondence will be entered into and no responsibility is accepted for late, lost or illegible entries. Each entry will be individually judged.
23. Entrants acknowledge that all entries are the property of the Organisers and the Organisers may reproduce any entry and Entrant details in any EY publications or on the EY Australia Career Facebook page. Entrants acknowledge and agree that the Organisers shall be entitled to use the Entrant's details for the purposes of sending updates on career news from the Organisers.
24. The Organisers have the right to remove (and subsequently disqualify) any entry which contains content which they consider (in their sole discretion) offensive, inappropriate, objectionable, plagiarised or which breaches a person's privacy.
25. The Organisers accept no responsibility for late, lost or misdirected entries or a failure in the Competition proceeding due to technical failures, unauthorised intervention or other causes beyond its control.
26. The Finalists agree to provide information or details to be used in all promotional and marketing campaigns leading up to the Competition. This includes giving the Organisers permission to video and photograph the Regional and Oceania Competitions and use the footage for an unlimited period of time in any on-line or off-line materials created by the Organisers.
27. In no event will Ernst & Young, its subcontractors, the member firms of Ernst & Young Global Limited be liable for any loss or damage whatsoever which is suffered (including but not limited to consequential loss, loss of profits, data, business or goodwill, or indirect, incidental, punitive, exemplary or special damages) or for personal injury suffered or sustained during the use of the prizes, except for liability which cannot be excluded by law.
28. Finalists may withdraw from the Competition at any time. However, all travel expenses incurred by the Organiser in respect of a Finalist who has withdrawn must be repaid in full.



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29. The information Entrants provide will only be used for the purposes of the Competition (including those stated in clauses 22 and 35) and in order to receive updates on career news from the Organisers.
30. Entrants understand, authorise and agree that, in connection with their participation in the Competition, EY, its affiliates and/or third parties acting on their behalf may seek information about Entrants or their company to confirm or supplement information in their Competition entry by (i) researching publicly available sources (including, without limitation, information available on social media, or the internet generally, or in court or regulatory agency records) and/or (ii) verifying Entrants' educational background. Entrants authorise all persons, investigative agencies and educational institutions to provide EY, its affiliates and/or third parties acting on their behalf any information concerning the Entrants' educational background.
31. In consideration of the Entrant's participation in the Competition, on behalf of the Entrant and their heirs, executors and administrators, Entrants hereby release and forever discharge (i) Ernst & Young and its affiliates; (ii) the member firms of Ernst & Young Global Limited and their affiliates; and (iii) the partners, employees, agents, shareholders, members, representatives, successors and assigns of each of the foregoing entities from any and all liabilities, claims, actions, damages, costs or expenses of any nature arising out of or in any way connected with Entrants' participation in the Competition, including (without limitation) any information or materials submitted in connection with this Competition; any information/background checks conducted in connection with the Entrant's participation in the Competition; any events, ceremonies or promotional activities related to the Competition and/or the Entrant's participation therein; or the determinations of the Organiser in judging with respect to this Competition and/or the Entrant's participation in the Competition.
32. If there is a dispute arising out of or relating to the Entrant's participation in the Competition, the parties must submit the dispute to mediation before having recourse to any other dispute resolution process. Written notice of the dispute will be given for it to be submitted to mediation before a mediator chosen by the parties or, where the parties cannot agree, by the Australian Disputes Centre ("ADC"). The parties will use their best endeavours to settle the dispute promptly.
33. The mediation will be conducted in accordance with the ADC Guidelines for Commercial Mediation to the extent that they do not conflict with the provisions of this clause. If the dispute is not resolved within 60 days after notice of the dispute, the mediation will terminate unless the parties otherwise agree.
34. Entrants understand that Regional Finalists and the Oceania Finalists and their ability to hold themselves out as the Regional and Oceania Finalists are subject to revocation and termination if the Regional or Oceania Finalist has engaged, or is alleged to have engaged, in actions that would reflect adversely on the Competition.
35. Entrants have read the terms and conditions of this Competition, understand its contents and represent that the Entrant is legally competent to sign this document and is not aware of any agreement with any other party that would conflict with the terms set forth herein. To the best of the Entrant's knowledge, the information provided herein is true and complete.
36. Entrants confirm that they understand and agree to the collection of information (including personal information) for the purposes of the promotion and administration of the Competition including events, publications. You can visit EY's Privacy Policy [here](#).
37. Entrants confirm that they grant EY consent to email them with regards to program events and publications.
38. Entrants confirm that they authorise EY to share the Entrant's contact information (name, email address and telephone number only) with their fellow Entrants for networking purposes.
39. The terms and conditions of the Competition will be governed by the law applicable in Australia and New Zealand (as applicable) and the parties irrevocably and unconditionally submit to the non-exclusive jurisdiction of the Courts of Australia and New Zealand (as applicable).