



Shape the future  
with confidence

# EY SCALE

Management  
associate program

Seek. Connect. Accelerate.  
Learn. Experience



The better the question.  
The better the answer.  
The better the world works.

## EY SCALE

### Management associate program

| **Seek**  
| **Connect**  
| **Accelerate**  
| **Learn**  
| **Experience**

EY SCALE is a 24-month management associate program designed for aspiring young talents seeking to excel in the professional services industry. You can look forward to personalized guidance from our senior management, structured learning opportunities that help you develop your core competencies and a fast-tracked career upon completion of the program.

We offer a total of four distinct tracks, each presenting a distinctive program structure to cater to your career aspirations. Embark on this exciting journey and let your career trajectory reach new heights with EY SCALE.

### What's in it for you

- |          |  |          |  |
|----------|--|----------|--|
| <b>1</b> | Get exposed to four distinct tracks - Assurance, Consulting, Tax, EY-Parthenon: Transformative Strategy and Transactions | <b>4</b> | Receive personalized mentorship from EY leaders throughout the program.          |
| <b>2</b> | Experience an accelerated career path upon successful graduation from this program.                                      | <b>5</b> | Enjoy networking opportunities to expand your professional connections.          |
| <b>3</b> | Gain broad-based learning and development through rotations within and across service lines.                             | <b>6</b> | Increase your exposure and build knowledge in various aspects of the businesses. |

### Who we are looking for

- A second upper-class honors degree or equivalent in any discipline
- Less than two years of work experience
- An outstanding record of involvement in co-curricular activities
- Proven leadership skills
- Demonstration of diverse interests and a strong desire for learning

### Program structure

Specifically catered to different career paths, we offer this program in four different tracks - Assurance, Consulting, Tax, EY-Parthenon: Transformative Strategy and Transactions.

## Immersion

18 months

### Core service line immersion

You will be placed in a primary track from one of our integrated service lines. Each track carries a different rotation schedule that requires you to undertake two intensive nine-month rotations within your core service line. This immersion experience provides fundamental groundwork for increasing knowledge about the businesses, developing specialized skills and honing professional capabilities needed to excel within the service line.

## Exploration

6 months

### Cross-service lines exploration

In addition to your extensive immersion with your core service line, you will also work with another service line. Whether you opt for a longer stint in one team or explore two different teams for shorter periods, this broad-ranging experience offers an unparalleled perspective of our diverse businesses, helping you to map your journey at EY.

Upon completing the program, you will join one of the teams within your core service line.

## Your journey starts here

Immerse yourself in our diverse and inclusive culture, work on real business challenges and experience firsthand how we nurture our next generation of leaders. You'll make a bigger impact than you ever thought possible.

Learn about our recruitment process and get ready to start your journey with us.



### Selection process 1:

Initial screening and online psychometric assessment



### Selection process 3:

Final interview with senior management team



Attend our campus events or visit [go.ey.com/ey\\_scale](https://go.ey.com/ey_scale) to learn more about EY SCALE. Apply and submit your application directly to the program job link: [go.ey.com/apply\\_eyscale](https://go.ey.com/apply_eyscale)

### Selection process 2:

Case study and panel interview with Singapore Talent Leader and EY Partners

If you are a great fit for this program, we will extend an offer for you to join our team and invite you to our social events to meet your mentor and your future colleagues before your first day with us.



## EY | Building a better working world

EY is building a better working world by creating new value for clients, people, society and the planet, while building trust in capital markets.

Enabled by data, AI and advanced technology, EY teams help clients shape the future with confidence and develop answers for the most pressing issues of today and tomorrow.

EY teams work across a full spectrum of services in assurance, consulting, tax, strategy and transactions. Fueled by sector insights, a globally connected, multidisciplinary network and diverse ecosystem partners, EY teams can provide services in more than 150 countries and territories.

All in to shape the future with confidence.

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