

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

- Get exposed to four distinct tracks Assurance,
 Consulting, Tax, EY-Parthenon:
 Transformative Strategy and
 Transactions
- Receive personalized mentorship from EY leaders throughout the program.
- Experience an accelerated career path upon successful graduation from this program.
- Enjoy networking opportunities to expand your professional connections.
- Gain broad-based learning and development through rotations within and across service lines.
- 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

Core service line immersion

18 months

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

Cross-service lines exploration

6 months

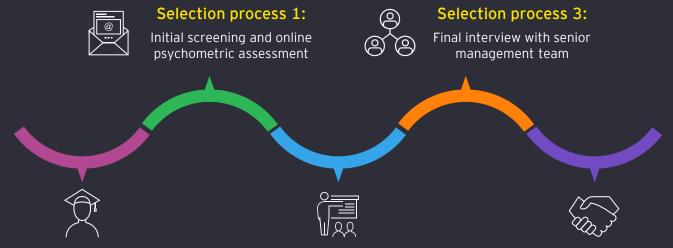
In addition to your extensive immersion with your core service line, you will also work with another service line. Whether you opt for a longer stint in one team or explore two different teams for shorter periods, this broad-ranging experience offers an unparalleled perspective of our diverse businesses,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



Attend our campus events or visit 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

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.

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via ey.com/privacy. EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit ey.com.

© 2025 Ernst & Young Solutions LLP. All Rights Reserved.

APAC No. 12004008. ED None.

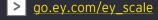
Ernst & Young Solutions LLP (UEN T08LL0784H) is a limited liability partnership registered in Singapore under the Limited Liability Partnerships

A member firm of Ernst & Young Global Limited.

This material has been prepared for general informational purposes only and is not intended to be relied upon as accounting, tax, legal or other professional advice. Please refer to your advisors for specific advice.

ey.com

Connect with us!









Email us at eyscale@sg.ey.com if you have any specific questions regarding EY SCALE.