

Creating together

Graduate Opportunities



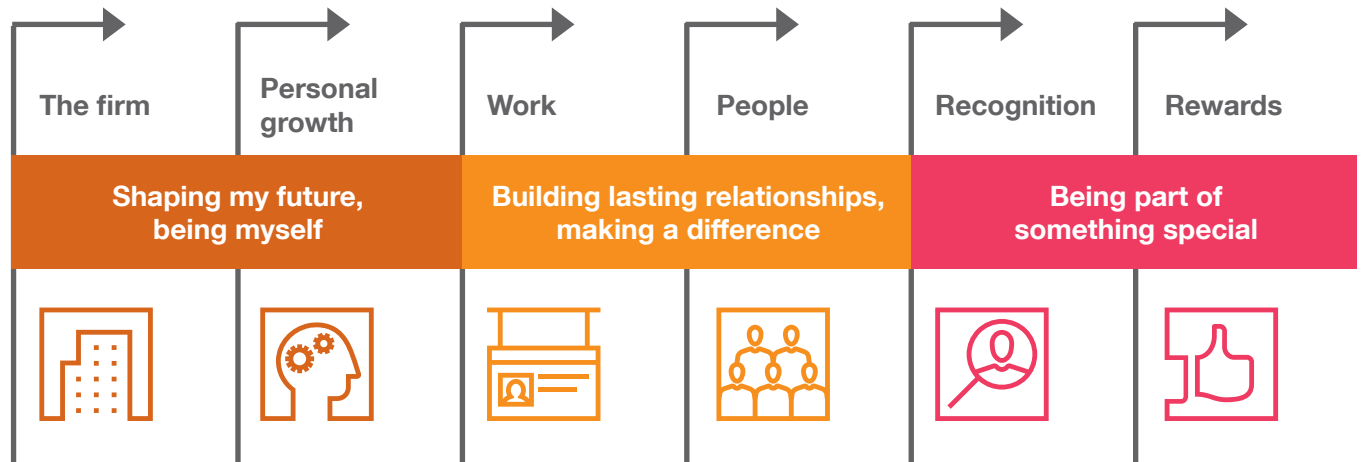
Graduate opportunities

If you want to join us as a graduate, there are plenty of business areas open to you. You will join a structured graduate programme, which will give you the training and development you need to shine and make a difference to your clients. Here's a snapshot of some of the programmes you can join.

Awards



The PwC Deal



No matter which area of the business you choose to join, all graduate programmes offer the same deal: the opportunity to grow as an individual, meet new people, and build relationships that will stay with you for life.

Our graduate training programme is underpinned by a development framework that will broaden and deepen your knowledge. You'll learn from hands-on coaching and an outstanding variety of work. In the process, you'll gain business, personal and technical skills you can use across the business and throughout your career.

All our people need to demonstrate skills and behaviours that support us in implementing our business strategy. This is important to the work we do for our business and our clients. These skills and behaviours make up our global leadership framework: **The PwC Professional**.

CA training contract

A training contract is a three-year learnership contract with a registered training office. During your learnership with PwC, you will be able to put into practice the theory you have learned at university. You will work in a challenging business environment, travelling to clients on most days, and you will interact with people on various levels.

You may apply for a training contract at any time during your studies. If you are successful, your learnership will start the year after you complete your honours degree or obtain your Certificate in the Theory of Accounting (CTA) or equivalent qualification. You can also choose the Tax Elective skills area.

SAIPA learnership

The SAIPA learnership is aimed at candidates who want to qualify as a professional accountant. It is run in partnership with the South African Institute of Professional Accountants (SAIPA). Students on this three-year programme serve their articles over three years in our Assurance line of service, specialising in accounting. They build strong relationships and gain a thorough understanding of their clients' businesses. They are able to offer advice that is closely tailored to each client's business and needs, addressing challenges while at the same time anticipating and creating opportunities for success.

Auditing Support Services Africa

The Assurance Service Delivery Centre provides audit support services to audit teams across Africa on a remote basis. They perform general auditing functions according to PwC methodology. The growth of the SDC in Port Elizabeth is a PwC strategic initiative, providing career opportunities to non-CA stream graduates.

Actuarial, Risk and Quants (ARQ)

On the ARQ programme you'll learn how to use complex financial and statistical theories to weigh up risks and estimate the odds of what might happen. You will also use these estimates to calculate the financial impact thereof on our clients. Just as important, you'll develop a flair for presenting your findings in simple, easy-to-understand language. Early client exposure will enable you to broaden your experience at an early stage in your career.

Our experience is concentrated in the life insurance and banking industries, with additional expertise in the health, short-term insurance, employee benefits and asset management markets.

The three-year period of work experience will enable our actuarial candidates to become Fellows of the Actuarial Society of South Africa (ASSA) once the necessary academic prerequisites have been met.

Foundation for the Future

Our 18-month rotational programme will expose you to diverse and highly skilled teams that are experienced within our Consulting disciplines. The purpose of the Foundation for the Future programme is to accelerate the development of young professionals so that they are equipped to excel and provide a quality service to our clients and the market in general. Come experience the most amazing transformation journey as you become a formidable and innovative consultant capable of helping businesses achieve their goals!

Risk Assurance

Risk is a fact of life for business and it is growing in importance to businesses around the world. It exists in various forms, from potential cybersecurity breaches to possible breaks in the supply chain. Risk cannot be avoided altogether, but it can be managed and mitigated.

A business can to a large extent prepare for what may be lurking around the corner. That's where PwC's Risk Assurance practice comes in.

Cyber

Governance

Understanding the context of the organisation ensures that the organisation's vision with regard to cyber security can be translated into policy, and that adequate structures are in place for decision making, oversight and risk management.

Threat intelligence

Threat intelligence and collaboration include processes to effectively discover, analyse, and understand cyber threats, with the capability to share information internally and with appropriate third parties.

Control effectiveness

Cyber security control assessments measure the adequacy and effectiveness of the controls used to safeguard IT assets, infrastructure, and information. This enables an organisation to strengthen its defensive posture through continuous protection and monitoring.

Incident response and resilience

Cyber incident response and resilience includes identifying, establishing and analysing cyber events; prioritising an organisation's cyber incident containment or mitigation; and escalating information to appropriate stakeholders.

Digital Trust (IT Audit / SAP)

Digital audit gives you a unique opportunity to experience all aspects of the audit, from finance to technology. You'll develop a strong understanding of the role that digital plays in the modern-day audit and how new technologies are deployed and controlled within business. In practice, you'll understand and test IT systems and controls, deliver technology-enabled audits, including the latest on advanced analytics, process control and automation and the use of innovative tools.

There are two facets to digital audit:

- Digital auditing – You'll be using our latest tools to help digitise the way we deliver audits through automation, AI, data analytics and innovation. You'll also use PwC developed tools and industry leading software to audit our clients.
- Auditing digital – You'll be auditing our client's technology to give them assurance that security and controls are in place. This includes infrastructure, Cloud, and applications. You'll gain an understanding of end-to-end processes and how business applications are utilised, controlled and optimised.

Governance, Risk and Internal

At PwC, we recognise the importance of internal audit as a key enabler in companies. By joining this programme, you'll gain functional and industry insights, get to work with large multinational companies, and help clients enhance their internal audit function. If you've always dreamed of working for a large multi-national in Risk Assurance, then PwC is the place for you! In your role as part of our team, you'll be exposed to industry and business leaders; CIOs, CFOs and CEOs; various business processes; and the latest methods of consulting.

Data and Analytics

In data and analytics, we help our clients analyse big and complex data sets by linking performance and decision making with data and technology. This could mean driving new growth opportunities, operating more efficiently or identifying and managing risk. Data and analytics is revolutionising business, underpinning decision making and driving innovation. But greater volumes and more detailed data brings new challenges for businesses in converting that data into a more comprehensible and user-friendly format – creating actionable insights and applying these to transform an organisation.

Sustainability & Climate Change

Sustainability is one of the most prominent topics in the current political and economic discourse. Our Sustainability and Climate Change team advises our clients on their sustainability strategies and how to integrate them into their business models. We provide assurance on key sustainability performance indicators and also assist clients and statutory audit teams on matters related to safety, health and environment (SHE).

As an associate, you'll complete a three-year graduate traineeship, gaining exposure to the different service offerings within Sustainability and Climate Change across a variety of clients in a range of industries.

Financial Services Risk & Regulation

Many see financial services risk and regulation as a problem; we see it as an opportunity. An opportunity to shine, grow and build trust. At PwC, we work with our clients to redefine the way risk and regulation is seen. Actively embracing change is a powerful way for our clients to enhance their reputation, secure long-term growth and sustainable profits, and deliver value to their customers. With our help, they won't just navigate around potential problems, they'll also be positioned to get ahead.

Edge (Deals)

Our Deals division provides comprehensive commercial financial, economic and strategic advice to companies facing significant business growth opportunities. We help put together major mergers and acquisitions, and resolve business crises. You could work on anything from international take-over bids to cases of insolvency. Graduates are employed on a full-time basis.

Strategy&

Strategy& – PwC's strategy consulting group – is a new kind of consulting business. Strategy& is a leading strategy team in its own right and helps PwC as a whole become the pre-eminent professional services firm. Strategy& offers clients a combination of strategy consulting expertise and a proven track record of delivery, with unrivalled global scale and experience.

Graduates are employed on a permanent basis and provide clients with practical strategy based on the opportunities and risks involved in doing business.

Forensics

Fraud, corruption and other economic crimes require a thorough, professional and independent approach, particularly when they concern senior management. Affected parties will require the reassurance of an effective response that is supported by a combination of forensic accounting and investigative skills to make well informed decisions, whether in the boardroom or the courtroom. This training programme takes three years to complete. Individuals who want to work in forensics are required to be part of the Association of Certified Fraud Examiners (ACFE).

SAIT learnership

The SAIT learnership is aligned with the Tax Professional Internship of the South African Institute of Tax Professionals (SAIT).

Our three-year rotational programme, with various internal courses, allows our trainees to work across many areas of tax to develop a broad base of compliance and consulting skills. Through wide-ranging assignments, you can determine where your greatest talents and interests lie.

If you remain with PwC once you qualify, you can develop your skills in one of our highly specialised practice areas. Careers are built in a team-oriented, open, trusting and inclusive environment. Team leaders and coaches act as mentors, helping you make the most of your experiences so that you can grow, explore new opportunities and achieve your potential.

Bursary programme

Bursaries are awarded to high-performing, talented individuals. The programme also seeks to support qualifying students who have financial need. Our bursary programme is available to university students on selective programmes.

PwC Graduate Programmes

| Programme type | Assurance | | | | | | | | | Tax | Advisory | | | | |
|----------------------|--------------|-------------------|-------|------|------|--------------------------------------|---------------------------------|-----|-------|----------------------------------|------------------|---------------------------|--------------|-----------|-----------|
| | CA & Non-CTA | IT Risk Assurance | | | GRIA | Financial Services Risk & Regulation | Sustainability & Climate Change | ARQ | SAIPA | Auditing Support Services Africa | SAIT Learnership | Foundation for the Future | Edge (Deals) | Forensics | Strategy& |
| | | IT Audit & SAP | Cyber | Data | | | | | | | | | | | |
| Bloemfontein | ✓ | | | | ✓ | | | | ✓ | | | | | ✓ | |
| Cape Town | ✓ | ✓ | ✓ | | ✓ | | | ✓ | | | ✓ | ✓ | | ✓ | |
| Durban | ✓ | ✓ | | | ✓ | | | | | | | ✓ | | ✓ | |
| East London | ✓ | | | | | | | | | | | | | | |
| eMalahleng | ✓ | | | | | | | | ✓ | | | | | | |
| Johannesburg | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✓ | ✓ | ✓ | ✓ | ✓ |
| Kimberley | ✓ | | | | | | | | | | | | | | |
| Mafikeng | ✓ | | | | | | | | | | | | | | |
| Mbombela (Nelspruit) | ✓ | | | | | | | | | | | | | | |
| Pietermaritzburg | ✓ | | | | | | | | | | | | | | |
| Port Elizabeth | ✓ | | | | | | | | | ✓ | ✓ | | | | |
| Pretoria | | | | | | | | | ✓ | | | | | | |
| Robertson | ✓ | | | | | | | | ✓ | | | | | | |
| Secunda | ✓ | | | | | | | | | | | | | | |
| Stellenbosch | ✓ | | | | | | | | ✓ | | | | | | |
| Worcester | ✓ | | | | | | | | | | | | | | |

PwC graduate career opportunities

Assurance

Tax

Advisory

| SAIPA | CA and Non-CTA | IT Risk Assurance | GRIA | SAIT Learnership | Foundation for the Future | Edge (Deals) | Strategy& | Forensics | |
|--|---|---|---|--|---|---|---|--|--|
| <p>SAIPA accredited BCom degree containing the following subjects:</p> <ul style="list-style-type: none"> Financial Accounting Management Accounting Taxation Auditing or Internal Auditing Commercial or Corporate Law | <ul style="list-style-type: none"> SAICA Accredited Degree | <p>IT Audit / SAP & Cyber Security</p> <ul style="list-style-type: none"> IT (BSc or BCom) BSc Computer Science BCom Information Systems BCom Internal Audit BCom Management Accounting BCom Business Science Engineering degrees (Electrical, Computer, Software, Chemical, Mechanical, Industrial) BSc Information and Knowledge Systems | <p>Data</p> <ul style="list-style-type: none"> BCom Econometrics BCom Informatics BCom Applied Statistics/Statistics BSc Applied Maths/Mathematics BSc Information and Knowledge Systems BSc Physics Engineering degrees (Electrical, Computer, Software, Chemical, Mechanical, Industrial) Bus Sci Computer Science BSc Computer Science Socio Informatics degree BBus Sci Analytics | <p>GRIA</p> <ul style="list-style-type: none"> BCom Honours Internal Audit Engineering Industrial Engineering Bcom Honours in Economics and Risk Management | <p>SAIT Learnership</p> <ul style="list-style-type: none"> Post-graduate qualification in Tax | <p>Foundation for the Future</p> <p>Honours/Masters students within the following disciplines:</p> <ul style="list-style-type: none"> Computer Science Business Science Business Management Economics Organisa-tional Psychology Risk Management Information Technology Industrial Psychology Informatics Engineering Finance Labour Law Law Computational and Applied Mathematics Arts Degrees | <p>Edge (Deals)</p> <ul style="list-style-type: none"> BCom Hons Investment Management BCom Hons Financial Management BCom Hons Finance Bachelor of Business Science with Honours in Finance BCom Hons Accounting BSc Engineering BSc Information Systems | <p>Strategy&</p> <ul style="list-style-type: none"> BSc Engineering Hons in Investment Management BCom Hons Accounting Hons in Business Management Bachelor of Business Science with Honours in Finance Economics/ Econometrics | <p>Forensics</p> <ul style="list-style-type: none"> BCom Forensic Accountancy LLB BCom Law BCom Accounting |



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