

**Deloitte.**

To be a winner...  
It's a choice.



Audit • Tax • Consulting • Financial Advisory.

# Ahlan

Deloitte grew big by performing with professionalism, skill, knowledge and integrity. We've spent eight decades helping grow Middle East businesses of all sizes. We're the region's natural business partner. Want to join our winning team?

Race with us and you may even take the lead to shape your future and contribute to a success story with Deloitte member firms in the Middle East. What we offer you is a career that will challenge, develop, reward and stimulate you to such an

extent that whatever you do in your professional life you will look back and say joining Deloitte was the best move you ever made.

We know what you're looking for. You want an organization with a worldwide reputation for excellence, an enviable client list and a diversity of interesting projects. You want to be surrounded by great people who you'll enjoy spending time with both in and out of work. You want rapid relevant



learning and development. You want to share the fun and working as a team and succeeding as a team. If this sounds like you, there are 120,000 Deloitte people worldwide who want you to join the team. Over recent years, people like you have helped Deloitte become one of the leading names in professional services. Although our size makes us a major global player, our success has come from the way our many specialist teams collaborate to service our clients' needs.

It's a team approach that breeds a culture of integration and mutual support that demands a straightforward and open way of working – it also creates the perfect environment to allow an individual to shine. Our collaborative culture is stimulating for our people and a major factor in attracting new clients.

# Deloitte at a glance

Deloitte is one of the biggest players in the professional services arena, delivering world-class audit, tax, consulting and financial advisory services through its member firms and serving a vast client list that includes some of the most famous industry names in the world.

More than 120,000 Deloitte people in nearly 150 countries serve over one-half of the world's largest organizations, as well as national enterprises, public institutions and successful fast-growing global companies. Our uniquely collaborative working culture integrates our various areas of expertise & our service lines to deliver outstanding client solutions – and a compelling career for you.

Starting from one man's vision in 1926 of establishing professionalism and integrity in local auditing in the Middle East, Deloitte member firms in the region offer top quality audit and consulting services in nearly 30 offices stretching from the Atlantic to the Gulf and up through the Levant.

The Deloitte member firms also focus on being the first choice for most talented people, who are drawn by the organization's eminence, diversity, and culture. Retaining

the best people and providing them with opportunities to grow and develop are also important to long-term sustainability.



*Eighty years young  
and still learning*

# Audit

Nothing brings you closer to the most intimate workings of a business than working in audit. In their quest to provide an opinion on a company's accounts, our auditors get to have the run of the premises, gaining a true appreciation of every aspect of operations and getting to know client staff at every level. Couple this with the team nature of our work - clients are always audited by teams rather than individuals - and you'll realize that audit is a really people-focused business, and succeeds based on the quality of close working relationships.

The nature of audit is always a bit of an adventure - you never know quite what's going to reveal itself. If a client's running its business well, it'll be a thorough checkover and a clean bill of health will be given, no pain attached. On the other hand, if we think there are problems, we'll identify them and make recommendations - which could be anything from changing working practices to addressing IT security issues.

People of Deloitte member firms are passionate about their responsibility to clients and stakeholders. They strive for quality in all they do. It's why the member firms' audit

practices are investing tens of millions of dollars in a new generation of audit methodology and technology to be known as "The Deloitte Audit." The Deloitte Audit continues the tradition of excellence and innovation.

As you've probably now realized, working in audit provides one of the finest groundings in the practice of business anyone could wish for. And because an audit is generally conducted over a matter of weeks rather than months, your work will carry you from client to client. As a result of which you'll gain knowledge and experience across such a broad spectrum that your career's future development opportunities will be virtually limitless.

## Our Mission

We help our clients and our people excel.

# Consulting

Flying in the face of convention is never less than challenging. But without the challenge there would be no stimulation, no motivation, and no reward - three core components of the Deloitte ethos. Our exceptional depth of talent across many disciplines allows us to genuinely deliver a total solution to our clients – whatever their size, their geographic profile or their need.

By integrating skills from across the firm we deliver an unrivalled team architecture that truly answers clients' demands for single-source solutions. If you want to work across a wide range of clients, from some of the biggest global organizations to the most innovative new enterprises, contributing to their business strategies and participating in delivering lasting change, you should join consulting. A career in consulting at Deloitte is unique in that our work not only requires us to conceive innovative strategies with our clients, but more importantly, it demands our expertise in delivering these strategies. It's a highly rewarding combination because you get to see the end result of your strategic endeavor - applied thinking in the truest sense of the phrase. Moreover, our consulting role is frequently tied to a broader remit that brings together other elements of Deloitte's expertise from our Financial Advisory, Tax and Audit service lines, allowing us to develop unique relationships with our clients through the breadth and depth of service we offer. Because consulting at Deloitte is about strategy and implementation, it embraces specialist skills in strategy, operations, financials, people management and technology – applying the latest technology to solve our clients' challenges is fundamental to our work.

As a new graduate you'll start to develop skills in these areas very early on in your career with us. It sounds challenging, and it is - but the rewards are there for you. If you apply yourself, have a can-do attitude, and are responsive to changing situations, you'll crack it. All of which means, as a Deloitte consultant, you'll play a key role in shaping the

future of our clients. The bottom line is - if you want to make a difference, you'll find a career in consulting positively life-changing.



# Enterprise Risk Services

Enterprise Risk Services advises clients on how to anticipate, understand and address a broad spectrum of risk including strategic, operational, and financial risk. Deloitte's Enterprise Risk Services (ERS) practice is a global leader in helping clients manage risk and uncertainty, from the boardroom to the computer network. We provide a broad array of services that allow clients around the world to better measure, manage and control risk to enhance the reliability of systems and processes throughout the enterprise. With core competencies encompassing control assurance, internal audit, corporate governance consulting, risk management, regulatory consulting and IT security services, our ERS professionals offer a wealth of experience across a wide spectrum of industries.

*Make your choice  
and take the lead*

## Our Vision

### To be the standard of Excellence

Is realized through being the first choice

- Of the world's most coveted talent, drawn by our eminence, culture and diversity
- Of the most sought-after clients in each market, attracted by the breadth and depth of our world-class expertise and the quality of our service
- Of those organizations in our communities who share and respect our values, and look to partner with us to better the world in which we do business

# Tax

Our job as tax specialists is to keep our clients on the right side of tax law and to minimize the tax costs within their business. So it's not just about numbers. You will need to be aware of all the implications of corporate tax, international tax, fringe benefits tax, employment and transaction taxes, and international transfer pricing. Just start to consider the wide range of taxes and duties here in the Middle East, and the fact that corporations operating across borders in several countries have to deal with different taxes in each territory, and you'll start to appreciate the complexities we have to deal with. Keeping abreast of tax law and finding ways to optimize a client's tax position is highly stimulating work.

Given all of the above, you won't be surprised to learn that as a Deloitte tax specialist you'll get to deal with clients at a very senior level and establish close working relationships with them that could endure for the rest of your professional career. Because solutions need to be commercially sound, you'll also develop expertise across the board in the consulting, business, financial and legal areas, all of which will make for a supremely balanced head.

# Financial Advisory

The Financial Advisory Services (FAS) practice at Deloitte provides strategic services to clients throughout every phase of the economic cycle. FAS comprises four distinct but related global service lines whose shared principal objective is the creation and enhancement of shareholder and stakeholder value. By managing these service lines together, FAS professionals can extract synergies from deep specialties and global industry programs to provide added value to clients worldwide. They're big, they're broad, and they're basic to the well-being of any company. We offer acquisitions, business modeling, financial due diligence, valuation and transaction services. The clients may be companies, private equity/venture capital firms, banks, entrepreneurs and governments. The range is so vast that you need to pick a specialization from the word go.

Transaction services may include financial due diligence, financial reviews, or preparing a prospectus. The Valuations area covers independent expert reports as well as asset and business valuations and valuation for tax consolidation purposes. Specialists in Business Modeling may find themselves building and reviewing financial models or helping to compile a procedures model for the client.



**Deloitte member firms' Ethical Principles:**

- **Honesty and integrity**  
We act with honesty and integrity.
- **Professional behavior**  
We operate within the letter and the spirit of applicable laws.
- **Competence**  
We bring appropriate skills and capabilities to every client assignment.
- **Objectivity**  
We are objective in forming our professional opinions and the advice we give.
- **Confidentiality**  
We respect the confidentiality of information.
- **Fair business practices**  
We are committed to fair business practices.
- **Responsibility to society**  
We recognize and respect the impact we have on the world around us.
- **Respect & fair treatment**  
We treat all our colleagues with respect, courtesy, and fairness.
- **Accountability & decision-making**  
We lead by example, using our Shared Values as our foundation.

## Deloitte's Competitive Position

Deloitte member firms serve over 80 percent of the companies listed on the 2005 Fortune Global 500®. In addition, Deloitte member firms serve countless middle market clients, which account for more than 50 percent of the aggregate revenues. These middle market clients fuel the economy, sustain growth, and are potentially the leading organizations of the future.

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**Percentage of 2005 Fortune Global 500® served by Deloitte member firms**

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Aviation & Transportation Services	74%
Consumer Business	77%
Energy & Resources	66%
Financial Services	74%
Life Sciences and Health Care	75%
Manufacturing	87%
Technology, Media & Telecommunications	82%

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# Recruiting the best

Deloitte retains and attracts the best people because it is critical to our success.

We focus on recruiting top individuals from the best educational institutions and strategic education programs. However, their choices are based on more than just high academic standing.

For example, through internship programs, Deloitte member firms offer short-term employment opportunities to the best and brightest future professionals while they are completing their education. Deloitte member firms also enhance recruitment through behavioral interviewing and other screening and performance-predictor tools that help ensure every candidate shares our global values and ethical principles and meets rigorous performance standards. We are committed to developing and retaining the talented people who join us, as they contribute to sustained growth and success.

One important tool available for identifying and developing the specific skills and talents member firms require is gEm - Global Excellence Model. It is designed to ensure that every client receives superior consistent service on every engagement. This competency model provides a framework of the capabilities member firms require of their people and

defines the expected shared, technical, and specialized competencies of team members at various levels. Individuals use gEm to identify areas for personal development and their future professional growth.

## Looking for a stimulating career?

As a new graduate you'll get real responsibility with clients within only a few weeks of joining, together with all the support and guidance you'd expect from your team. Within a year, you'll be helping to support and train new graduates, offering them your advice and guidance as they embark on their own careers. As a world-class organization Deloitte demands excellence across the board, but the upside of the hard work to achieve our standards is the stimulation you'll feel as you stretch and reinforce your personal abilities and grow in stature and confidence. It sounds like hard work, and it is, but it's also rewarding. We are committed to providing you with substantial support for your learning and development and making Deloitte a place to accelerate your career within our professional services.

# Investing in our people

You've already made a mark for yourself through your achievements at university, so we know you're good. Our intention is to hone and develop your talent - to make you not just good, but exceptional. You'll be coached by people who've already demonstrated they're the best in the business, and will also learn from fellow Deloitte graduates who are a year or two into the firm. With all that talent being lent to further your success, it'll be up to you to make the most of it.

We build career through opportunity and choice. Over time, career goals change and grow, and as they do, Deloitte member firms support their people with the tools and education they need. Learning and development opportunities include traditional instructor-led learning and e-Learning programs. The Deloitte Learning Platform allows the people of member firms to take educational opportunities into their own hands. They have access to more than 15,000 learning programs, including courses, online books, virtual classroom sessions, and real-life simulations. Through e-Learning, people can acquire the knowledge and skills they need at a time best suited to them.

An international qualification is a must for developing your career at Deloitte. It's in our interest to get you through your professional exams successfully, so we'll give you all the support necessary to ensure you sail through those with flying colors - we'll give you time off to study and you'll have the support and expertise of those who've been there before you, to draw on. Simply, if you've got it in you to succeed, we'll make sure you do. And when you do qualify, you'll find your hard work will reap dividends as your qualified status and experience will garner you considerable prestige and recognition.

That's not just it. Our award-winning Global Development Program (GDP) gives a limited number of talented professionals and top performers within the ME member firms the opportunity to spend up to two years in another country early in their careers - countries like the US/Canada/UK and others. The program focuses on strengthening the organization's worldwide service capabilities by building a team of future leaders. By linking careers to the needs of Deloitte and its member firms, the program provides clear career paths that benefit both the individual and the member firm, and ultimately its clients.

*It's a cliché but it's the truth,  
people are our greatest resource*

## Global People Commitments

Deloitte member firms share a common set of People Commitments that add strength, direction, and focus to our organization.

These member firms' commitments are:

- **To attract and retain the best.** We strive to attract people with the capacity to contribute to the growth of our organization, sustain a high level of performance, and develop and grow as individuals.
- **To communicate openly and effectively.** We share information openly and in a timely fashion to ensure that all of our people have the information they need to perform their duties properly, and to ensure that everyone's input is heard, considered, and valued.
- **To empower and trust.** We involve our people in decisions affecting them, and create opportunities for them to contribute and add value beyond their current roles and responsibilities.
- **To develop our people.** We create opportunities for learning, provide constructive feedback on performance, and actively support individual career plans and objectives.
- **To recognize success.** We recognize and reward our people based on team and individual performance, and promote people based on merit.
- **To respect and support work-life balance.** Everyone has multiple commitments, and we support our people in achieving a balance among work, family, education, and community involvement.

# Diversity at Deloitte

As part of our global commitment to being employers of choice and our strong commitment to diversity, the Deloitte Middle East member firms are proud to have over 25 nationalities across the region at all levels.

Women play an increasingly valuable role at Deloitte at all levels including leadership roles. Deloitte continuously review and enhance initiatives, policies and programs that promote Deloitte as the place where talented high performing women could find outstanding careers.



# Corporate Social Responsibility

In some places, corporate social responsibility (CSR) is viewed as signing over a check to charity before the end of the tax year. We take our obligations to the world we live in, our duties to our clients, and our pleasure in helping the communities where we operate a lot more seriously than that.

Deloitte recognizes that our professional services may have social economic implications for whole communities and environments so we operate in a sustainable manner – in the way we work with our clients in the marketplace; in the way our people respect each other and the environment in their day-to-day work; and in the way we interact with our suppliers and the communities in which we operate.

We roll our sleeves up and go out to work among the members of the community. In our own area – the Middle East – staff of Deloitte member firms have engaged in tree-planting to help the environment, clearing overgrown gardens and beautifying them in the grounds of a

retirement home, participated in a “Job Shadow Day” where a number of students from various schools were exposed to an actual work environment with our employees and had the chance to carry out various aspects of the future job that they had in their career sights, given courses at schools so that pupils could benefit from our experience even before they themselves join the world of business and commerce.

We care about what we do. We care about the people we work with. And we care about the people we live among.

## Our shared Values

- Integrity
- Outstanding value to markets and clients
- Commitment to each other
- Strength from cultural diversity

# Application process

We're looking for eager graduates to join us across the Middle East region so if you're getting a degree in a business related discipline and have what it takes to be a winner, we want to hear from you!

Your first visit should be to our global website at [www.deloitte.com](http://www.deloitte.com) to explore our country sites and find out more about our services. Your second visit should be to our Middle East Careers website at [www.deloitte.com/me/careers](http://www.deloitte.com/me/careers) to submit an online application. Candidates interested in an internship opportunity may also apply through our careers site.

Once you've submitted your application, your file will be made available to our Middle East Country HR leaders who will contact you if they match our opportunities with your profile.

# Deloitte throughout the Middle East

**Bahrain**  
Manama

**Egypt**  
**Saleh, Barsoum, & Abdel Aziz**  
Cairo  
Alexandria

**Jordan**  
Amman

**Kuwait**  
Kuwait City

**Lebanon**  
Beirut

**Oman**  
Muscat

**Qatar**  
Doha

**Saudi Arabia**  
**Deloitte & Touche Bakr Abulkhair  
& Co.**  
Riyadh  
Dammam  
Jeddah

**Syria**  
Damascus  
Dummar

**United Arab Emirates**  
Abu Dhabi  
Dubai  
Fujairah  
Ras Al-Khaimah  
Sharjah

**West Bank / Gaza**  
Gaza  
Ramallah

**Yemen**  
Sana'a

**DTME Correspondent &  
Representative office**

**Libya**  
Tripoli

#### **About Deloitte**

Deloitte refers to one or more of Deloitte Touche Tohmatsu, a Swiss Verein, its member firms, and their respective subsidiaries and affiliates. Deloitte Touche Tohmatsu is an organization of member firms around the world devoted to excellence in providing professional services and advice, focused on client service through a global strategy executed locally in nearly 150 countries. With access to the deep intellectual capital of 120,000 people worldwide, Deloitte delivers services in four professional areas—audit, tax, consulting and financial advisory services and serves more than one-half of the world's largest companies, as well as large national enterprises, public institutions, locally important clients and successful, fast-growing global growth companies. Services are not provided by the Deloitte Touche Tohmatsu Verein, and, for regulatory and other reasons, certain member firms do not provide services in all four professional areas.

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