

Deloitte.

It's your career
How far will you take it?



Who we are

Deloitte Touche Tohmatsu Limited is an organization of member firms around the world devoted to client service excellence. Member firms offer services in audit, consulting, financial advisory, risk management, and tax.

With access to the intellectual capital of approximately 170,000 people worldwide. We focus on client service through a global strategy executed locally in more than 150 countries.

Member firm clients include more than 80 percent of the world's largest companies as well as large national enterprises; public institutions; locally important clients and successful, fast-growing global growth companies.

The Romanian office was established in 1992 and now employs over 350 professionals, providing services to a diverse range of local and international clients. Deloitte in Romania is one of the 17 national practices grouped together to form our regional firm, Deloitte Central Europe.

By utilizing a combination of local expertise and international experience, Deloitte Romania offers a unique perspective on the challenges facing our clients' business.

Since 2006 we are located in a state-of-the-art office building in Victoriei Square in Bucharest with excellent facilities that allows you to interact with colleagues across the firm in an open space environment.

In 2008, Deloitte has settled premises in the territory - Cluj-Napoca and Timisoara.



In search of the perfect match

When you're just starting out on your professional career, the first step you take can be the most important. You need to be sure that you are joining a team that will allow you to grow and develop as you strive to reach your goals. You wonder about the atmosphere at work and you want to remain yourself without losing your unique personality traits in the structures of a big corporation. Finding the right firm for you can be hard with so many choices.

Of course, keeping stride with an ever-shifting marketplace, providing the widest range of audit and financial advisory, tax, legal, and consulting services, demands skill and talent. The broader our employees' experience, education, and backgrounds... the more diverse their opinions and insights, the deeper our firm's collective understanding.

Big decisions can require leaps of faith. That is exactly why we wrote this brochure. We want you to have a realistic preview about working at Deloitte. The experience. The work. The people. The learning. And the many opportunities you may find. We invite you to explore this brochure to get acquainted with us. And then we'll be happy to meet you.

Our checklist.

What we are looking for:

- Final year or master students (usually accounting, finance, legal or engineering is a plus, but not a must), with superior academic record
- Excellent command of Romanian and English; another language is a bonus
- Strong analytical and problem solving skills
- Motivated self-developers and quick learners, who seek challenging projects
- Team playing and interpersonal skills
- Integrity and flexibility

Your checklist.

Some answers to your common questions:

- New Hires Training – intensive training for new joiners kicking off their work at Deloitte;
- Career Development – a well-developed counseling and performance management process that supports your career growth within the Firm;
- Professional Qualifications – internationally recognized qualifications, e.g. ACCA and local certifications for auditors, ACCA/ADIT and local certifications for tax consultants, MBA or CIMA for management consultants, and the Corporate Finance Qualifications or CFA for financial advisory associates;
- Comprehensive and ongoing Learning & Growth – a variety of local and international trainings, as well as a powerful e-learning portal;
- International secondments – short- and long-term international assignments;
- Environment – a “people place” with a strong human capital culture, and a sense of co-operation, partnership and teamwork.



The Opportunities

Learning & Development. We say it every time and we do believe it: there is little chance to find the same prospects for learning and career progression in other places. You will never stop learning and we will never allow you to. Professional certifications, internal and regional classroom training, leadership development programs, huge e-learning platform, and above all – working on a wealth of clients and industries, will help you develop faster than you can imagine.

Diversity. Routine at Deloitte? Hard to believe. Well, let's be honest again: every job has its significant part of routine tasks. However you will never face tow projects alike. So many clients, industries and projects will make no two days ever the same.

Networking. Quality personal network is nowadays one of the main assets that business people can own. At Deloitte you will not just collect names in your Facebook account. You will make meaningful group of business contacts, colleagues and most likely a number of friends that nobody will ever take back from you.



The Work

Hard and fast. 9 to 5? Well, some days. Yes, we know what you heard. We don't want to trick you on this one. Challenging projects require commitment and sometimes longer hours than your school colleagues working in other industries. Often you're not even in a Deloitte office – but at your client's site instead. However, we always try to balance it. For instance, Audit implemented a Friday off policy during summer months to compensate for the long hours during the "busy season".

Beyond number crunching. Those days are far behind. The key of our work – and yours – is helping organizations of all sizes perform better. That means going beyond the numbers. Turning problems into opportunities and finding every way possible to create more value, by understanding how the client firms operate, which are the market trends, and by providing them with meaningful information.

Always in teams. You'll never be alone. It's a proven approach that delivers results and value for our clients and helps you progress faster on your own career course.



The Experience

Orientation. No matter who you are and when you join, you will always take part in the new hire orientation program, so that at the end of day one you have all it takes to connect, communicate and learn. Usually our new joiners in summer participate to comprehensive one to four weeks of technical and non-technical training before starting the real work.

Performance & feedback. Our performance management process aims at all professionals having clarity on their role expectations and individual goals, as well as receiving ongoing feedback on their progress. Supported by first-class technology, our performance management process cycle ends which each colleague receiving aggregate feedback and discussing with her counselor key strengths, development areas, and learning needs.

People. After all, this is all about in our field. We encourage an open and unformalized, yet professional interaction. You will meet diverse people of different age, nationality, experience, cultural background and personality. Let's face it: we don't expect every single one to like all the others, but even when that does not happen, we do expect and encourage positive collaboration and constructive debate toward the shared goal – to excel in what we do.

Becoming the better firm. It's not only you learning from us, it's the vice-versa, too. We strive to keep bottom-up channels open so that we can permanently improve and become a better firm. Regular 360° feedback session, employee commitment surveys or innovation programs are just some examples of available communication channels to help us improve.



Audit - Get under the numbers

Today's changing global economy needs trusted advisers. Because the Audit Services professionals of Deloitte member firms take the time to understand their clients' businesses as well as the sectors in which they operate, we can help identify major risks and opportunities beyond the traditional financial reporting function. Our global network of audit and risk services professionals at Deloitte member firms also provides a range of audit and advisory services to assist clients in achieving their business objectives, managing their risk and improving their business performance — anywhere in the world. In this practice, you'll support our clients' efforts to build their image and enhance performance. With our audit approach, you'll add value to our clients by enhancing quality and productivity. Responsibilities will include providing advice on financial statements, helping clients achieve business objectives, strengthening management and improving profitability. To leverage our professionals' skills and time, our practice uses the AuditSystem/2, which supports all phases of the audit process, from planning to execution to reporting. Individuals must possess the ability to utilize their business knowledge, understand technology and comply with set methodologies.

An Audit Assistant:

- Is included in one of several teams working in a specific industry (Financial Services Industry, Energy & Resources, Manufacturing, etc.);
- Works in teams (approximately 2-6 persons subject to the size of the client), under the guidance of more experienced colleagues;
- Works at our clients' premises, which means a majority of working hours are spent "on site", and not in the office; clients operate in different cities throughout the country;
- At the clients' premises, he/she works on analyses and various testing (based on documentation made available by the client – invoices, bank statements, inventory of property, etc.); he/she tests individual items of the balance sheet and profit and loss account to review accounting correctness;
- Communicates regularly with clients' representatives and within the team;
- Studies ACCA (international accounting certification); when joining the firm during summer he/she goes immediately on an intensive four-week course; the full ACCA program completion usually takes 3-5 years and includes 14 exams. Above all, during this period we'll provide you with full financial support to complete the ACCA;
- In September/October, he/she completes a three-week training course in professional skills (accounting, auditing, audit methodologies, etc.) as well as in soft skills (e.g. communication skills);
- Work is performed with the AS/2 audit system, as specified in Deloitte's audit methodology;
- Uses technology much of the time (primarily with MS Excel).

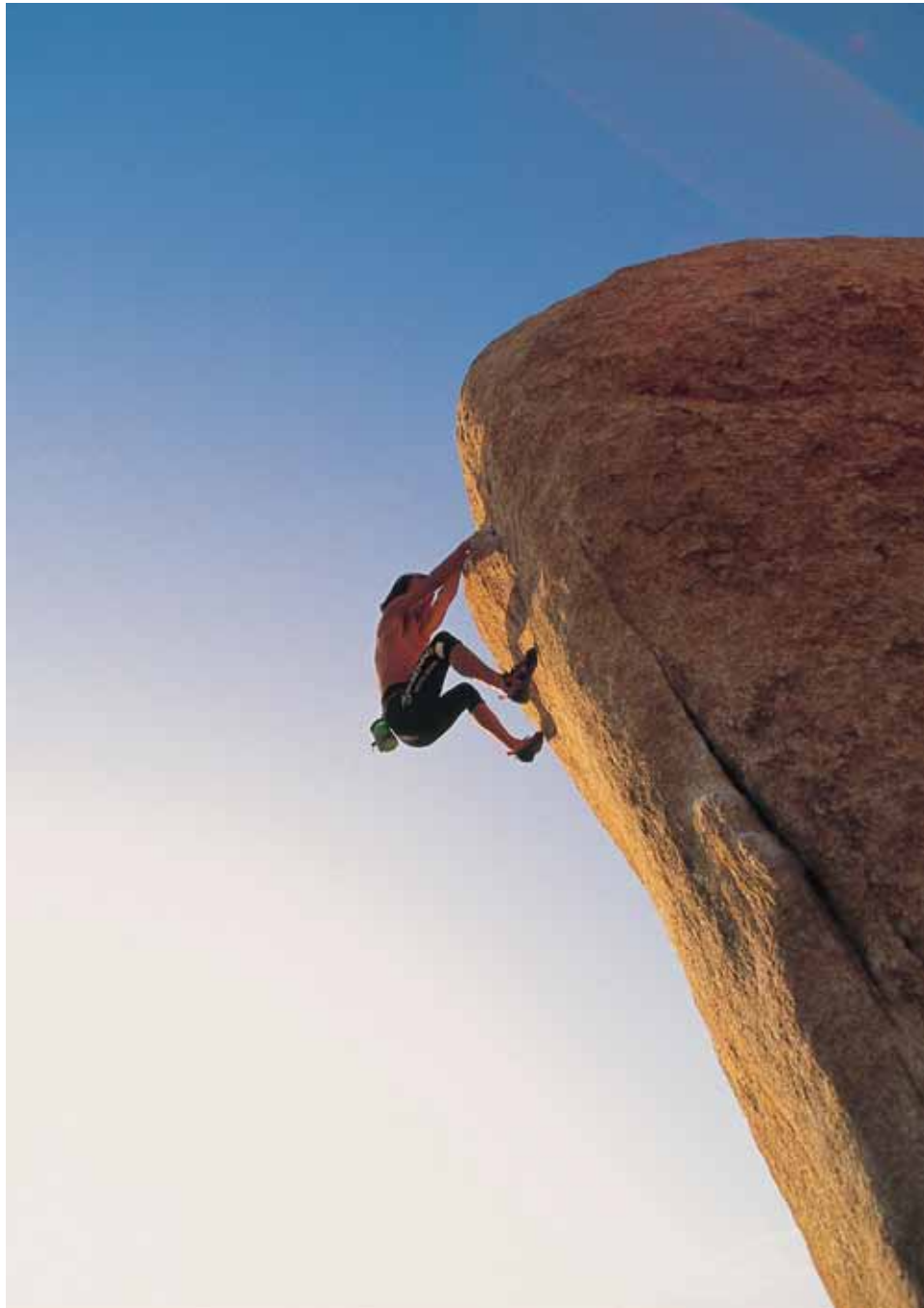


Enterprise Risk Services - 360 degree thinking

The Enterprise Risk Services practices at Deloitte member firms worldwide help clients manage risk and uncertainty, from the boardroom to the network. Through these member firms, Deloitte professionals provide a broad array of services that allow clients around the globe to better measure, manage and control risk to enhance the reliability of systems and processes throughout the enterprise. To succeed, a background involving assurance and compliance, e-business, ERP services, information technology, internal audit and outsourcing for a variety of business processes is essential. The ability to utilize your business knowledge, understand technology, comply with set methodologies and apply professional standards is essential.

A Risk Services Consultant:

- Is involved in technology and business process related engagements - Forensic and Fraud investigations, Internal Audit, IT and Technology audit and advisory, Capital Markets, Anti-Money Laundering advisory;
- Forensic Services - testing of controls, SAP security, risk management, project quality assurance, system process integrity;
- Internal Audit - description of corporate systems and procedures, preparation of risk analyses, compliance audit and testing of controls;
- IT and technology - data quality and security reviews, audit and advisory jobs on governance, risk, compliance and legal regulations for information management, vulnerability assessments and penetration testing, IT Controls, Business Continuity and Disaster Recovery Planning;
- Capital Markets - compliance and advisory related to financial institutions, Basel II compliance.



Tax -

Ease the burden. Build the bottom line.

There are tax implications in virtually every business transaction, and the rules never stand still. As the world becomes more integrated, increasingly complex tax implications arise for multinational companies. With these complications, you'll be exposed to a comprehensive array of consulting and compliance opportunities. The key to our approach is global, ensuring seamless service delivery, shared ideas and aggressive investment in tax technologies to maximize quality and efficiency. Apply your knowledge to assist clients in meeting the challenges of doing business in a global environment. Core competencies include knowledge and experience in tax law, rules and regulations, as well as specific industry issues facing each client. The ability to grow the tax practice and understand tax practice economics is a must to advance.

A Tax Junior Consultant:

- Is included in one of several teams of tax consultants and specializes in specific tax issues from the start of work with Deloitte: Corporate & International Tax, Indirect Tax, Transfer Pricing, Global Employer Services / Individual Taxation;
- Works under the guidance of more experienced colleagues;
- Looks for and studies the documentation underlying the relevant questions and uses Deloitte's standard methodologies;
- Prepares letters for clients summarizing facts, analyses and specified solutions and recommendations; uses knowledge of tax statutes;
- Looks for relevant reasoning to support recommendations and other information concerning Deloitte's clients;
- Attends meetings with clients, together with Managers and Senior Consultants;
- Communicates with client representatives, either Romanians and foreign citizens;
- Gradually improves his/her knowledge in tax advisory services (on special training courses for new hires and during specialized team training courses, later attends international training, professional qualifications – ACCA or ADIT – and acquires information on international standards and procedures);
- Uses his/her knowledge of technology (MS Office, working with the Internet and databases).



Legal / Reff & Associates - Time to listen, capacity to act.

Reff & Associates is the correspondent law firm of Deloitte Romania, fully integrated with the Deloitte multi-disciplinary advisory practice and affiliated to a network of law firms and legal departments working with Deloitte all over the world. Over the last ten years, Deloitte's correspondent legal practice has been providing assistance to clients in Romania on various matters pertaining to mergers and acquisitions, corporate and commercial law, finance, banking and capital markets, real estate, employment, competition, fiscal and commercial litigation. The professionals working with Reff & Associates have significant experience in high level transactions, in which complex matters are addressed from cross-border and multi-disciplinary perspective. Our team comprises fully qualified Romanian attorneys, foreign lawyers and lawyers who have worked and/or studied in foreign jurisdictions, professionals with both legal and economic backgrounds, and experts in banking and finance.

A Junior lawyer in our team:

- Has the opportunity to combine in a very interesting manner a certain level of specialization in one or two of our main lines of service (Mergers & Acquisitions, Corporate & Commercial, Finance Law, Capital Markets, Financial Services Industry, Competition & EU law, Employment, Real Estate, Litigation) with exposure to a broad range of legal issues;
- Works in teams under the guidance of more experienced colleagues, on complex projects and for sophisticated clients;
- Has access to the rich local and global research and training resources of Deloitte;
- Is involved in all stages of evolution of a project, from initial discussions with prospect, proposal development, analysis, verifications, structuring, drafting, negotiations, implementation etc.;
- Has direct contact and interacts closely with clients and colleagues from other functions and geographies;
- Works in a dynamic and competitive environment, which preserve a uniquely collegial culture;
- Has full support for Bar accession and membership;
- Almost all activities are carried out in our offices; some domestic and international travel is required occasionally.



Financial Advisory - Finding the path forward

Our Financial Advisory Service team has unique knowledge and experience in the area of mergers, acquisitions, valuation and corporate restructuring. We offer a comprehensive range of advisory services including the management of the process of selling and purchasing an enterprise, assistance in negotiations, due diligence, corporate valuation and advisory in raising capital. We provide services to multinational companies, public institutions and important local companies from various industries. Financial Advisory Services represents a very dynamic area where experience and flexible and quick reactions are key to success. Therefore, we expect our team members to be committed to working hard, be flexible, proactive and able to find effective solutions to problems. Working with us means participating in many interesting and prestigious projects including cooperation with foreign and local clients as well as leading law firms.

A Junior Associate in Financial Advisory:

- Gradually specializes in particular advisory issues from the start of work with Deloitte: e.g. due diligence, corporate finance, business valuation;
- Works under the supervision of an experienced project manager;
- Participates in drafting analyses in individual areas within the project;
- Prepares information for reports and presentations for our clients;
- Is active in searching for and processing information from public sources (possibility to be included in a team monitoring a specific local or regional industry);
- Goes on business trips with the project team as and when required;
- Attends meetings with clients, together with more senior colleagues, and communicates with client representatives or other stakeholders;
- Works intensively on his/her further professional development (we support our experts in acquiring international professional qualifications – ACCA, CFQ, CFA, ASA and provide them with adequate training).



Consulting - Aligning operations, people, and technology.

The consulting function of Deloitte is now, in aggregate, one of the three largest consultancies in the world. We cover:

- Strategy & Operations – our insights about how a business operates and where it is going – or should go.
- Human Capital – our advice on the all-important people side of business.
- Finance Transformation – our value adding support to the CFOs.
- Technology – our counsel on getting the most out of technology investments.

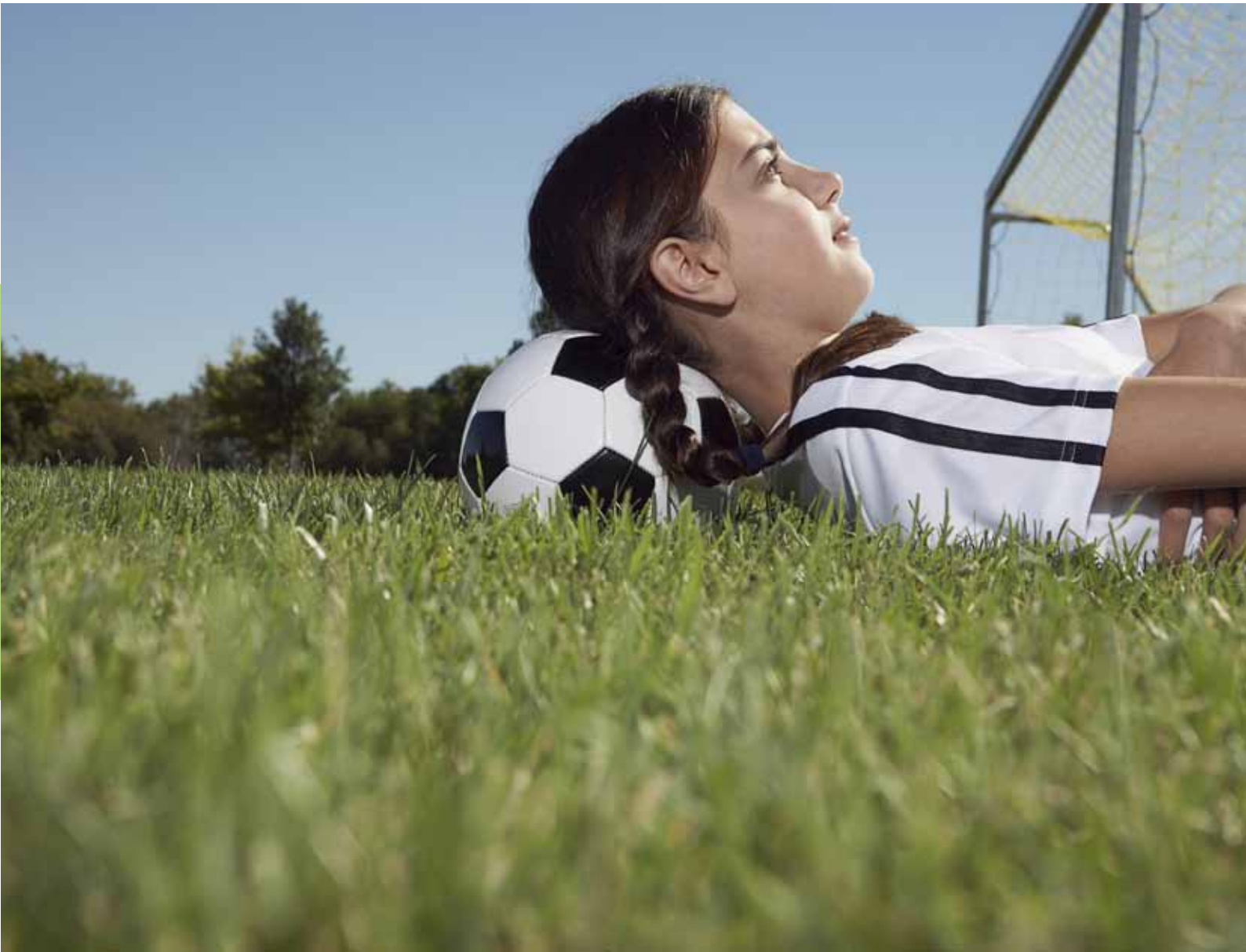
Deloitte is the only consulting firm in the world that can offer clients such a comprehensive scope of multidisciplinary services, ranging from strategy formulation to implementation.

This broad capability and the unique market position is an advantage for Deloitte and for clients. Unlike most consultancies, Deloitte has a powerful process and technology implementation capability that enables us to take strategic plans and designs and help our clients turn them into reality.

As part of Deloitte Consulting, you'll join teams with some of the best business and technical minds on the market. Quick learner that you are, soon their knowledge and experience will become part of yours.

A Business Analyst in Consulting:

- Is usually not incorporated in a specific team on a stable basis but works on projects under the supervision of project managers and senior consultants;
- Collects and analyzes data, performs research, works primarily with MS Excel, participates in the preparation of proposals and client presentations, predominantly in MS PowerPoint;
- In more advanced stages, maps processes using computer applications; sometimes works with Access and Lotus Notes and other databases;
- The nature of the project is diverse, however takes into account the analyst's specialization;
- Works in an office and, if necessary, at the client premises;
- Gradually specializes in one of the service lines or industries.



Let's meet

Graduate recruitment process timetable

The recruitment season usually starts in October with internships and continues through the academic year, with the selection process for full-time juniors regularly being conducted in March-May. We encourage you to apply until the end of April in order to be included in the main selection stream. Successful recruits will start work with Deloitte in the summer, at a mutually convenient time after graduation.

To find about our graduate job opportunities and to apply for available jobs, visit www.careers.deloitte.com (select Romania > Graduates/Students section)

Internships

Students and graduates are invited to test their abilities on projects carried out for our clients. Taking part in our paid internship programme provides an excellent opportunity to check your knowledge gained at university and apply it to solving actual problems. Frequently we recruit interns in autumn or winter, with the aim of extending the contract into a full time junior position after several months. To find out about and apply for our internship opportunities, visit www.careers.deloitte.com (select Romania > Graduates/Students section).

Selection process

Selection process at Deloitte usually consists of a few stages. We begin with initial selection of applications, and then invite the selected candidates to an online testing session, at which we check analytical and language skills. Subsequent stages differ, depending on the practice you would like to join. You may be invited to a couple of interviews and/or to an Assessment Center.



Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee, and its network of member firms, each of which is a legally separate and independent entity. Please see www.deloitte.com/about for a detailed description of the legal structure of Deloitte Touche Tohmatsu Limited and its member firms.

Deloitte provides audit, tax, consulting, and financial advisory services to public and private clients spanning multiple industries. With a globally connected network of member firms in more than 150 countries, Deloitte brings world-class capabilities and deep local expertise to help clients succeed wherever they operate. Deloitte's approximately 170,000 professionals are committed to becoming the standard of excellence.