

Deloitte.



It's your future
Where will you take it?

One of the best parts about working at Deloitte is the people and the culture. You will have the opportunity to work with some of the world's best professionals who will challenge you to achieve great things.

Start at the best place



You are at a major point in your life journey transitioning from school to the workplace, ready to make your mark. Where is the best place for you to start? Deloitte Southeast Asia, earmarked as a key growth market to double Deloitte's strength in Asia Pacific, is committed to investing in our people, products and services to achieve long-term growth.

Operating in Brunei, Guam, Indonesia, Malaysia, Philippines, Singapore, Thailand and Vietnam, Deloitte Southeast Asia has over 250 partners and 5,000 professionals in 20 office locations. You might think that working here would mean being a small cog in this large organisation. Nothing could be further from the truth because we value our people as our most precious assets. We fully recognise that it is through our people that we are able to provide the best professional services to our clients.

That is why attracting, developing and retaining the best people is so important to us.

Warmest regards,

Chaly Mah
Chief Executive Officer
Southeast Asia

At Deloitte, you will be immersed in an environment that is both challenging and engaging. With our broad range of services, a varied and exciting career awaits you. Our large footprint across Southeast Asia and beyond means that there are great opportunities for cross-border assignments for you to look forward to. Not only will you benefit professionally from working on these assignments, you will also get to experience life in culturally diverse environments.

One of the best parts about working at Deloitte is the people and the culture. You will have the opportunity to work with some of the world's best professionals who will challenge you to achieve great things. You will also find a warm and supportive culture, where everyone feels a sense of belonging and is committed to each other, sharing and celebrating success together.

We invite you to become an integral part of our vibrant Deloitte family, where some of the world's best talent choose to make their mark.



What gives you strength?

Ours comes from shared values and ethics

At Deloitte, our strength comes from our shared values and ethical principles. These define the way we conduct business with our clients, and interact with each other and the communities we work in. These shared values unite us and provide the foundation upon which we can build mutual respect and concern for one another. When you come in, you will notice a prevalent sense of team spirit, camaraderie and open communication. You will find our people willing to lend a helping hand and a listening ear.

Our ethical principles are our values in action. They offer guidance on appropriate ethical and professional conduct with respect to integrity, objectivity, confidentiality, competence and fair business practice – fundamentals that are critical in dealings with our people, clients and the community.

Our globally shared values

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

It's your career

How fast do you want to go?

Today, a career is no longer a straight rise up the corporate ladder but rather an undulating journey of climbs and lateral moves. At Deloitte Southeast Asia, we understand that our people's needs change over time. We offer a structured approach to support your professional and personal growth.

Our multidisciplinary service approach means you can choose to start your career with audit, tax, consulting, enterprise risk or financial advisory.

You will have the exposure to different industries as we serve a wide array of regional and global clients across all industry sectors – consumer business & transport, financial services, life sciences & healthcare, manufacturing, public sector, and technology, media and telecommunications.

You have the options to move your career faster or slower or change directions according to your priorities at the time. Depending on your abilities and aspirations, there are opportunities for you to progress to partner level.







How far can you go?

We'll provide you with the skills to find out

Naturally, we want you to succeed by ensuring that you are supported by the necessary learning and development framework.

A successful career takes planning, coaching, mentoring, structured learning and specific development programmes tailored to individual needs.

Learning is integral to your personal and professional growth. Coaching and mentoring starts from day one. As a new member of the Deloitte family, you will be assigned a counsellor who will guide you through the people, processes and procedures of the organisation. This experienced person is not just your coach advising you on work-related matters but also your buddy, listening to your problems, making sure that you do not falter in this fast-moving and ever-challenging environment.

Our global learning programmes cover technical, strategic and operational issues, communication skills, project management, coaching and delegation, leadership excellence and talent management. These help you improve your technical, communication, managerial and leadership skills – whether delivered in traditional classroom style or self-paced via e-learning.

So if you have the drive, we have the resources to help you achieve career success.

Going somewhere?

We'll help you lead the way

We understand that many of our people seek to develop skills by working on international assignments and collaborating with some of the world's brightest minds. We make this possible through our large global presence and regional footprint.

Our international mobility programmes, typically lasting 12 to 36 months, are designed to improve our people's technical and cultural skills through hands-on experience in any of Deloitte's offices worldwide. Within these programmes, there are highly selective assignments that aim at building a team of future leaders (you could be

one of them) who understand the nature of international business, have in-depth knowledge of specialised fields and markets, and a keen sense of the world's economic climate.

As Deloitte Southeast Asia is operating in 8 countries, naturally many regional mobility opportunities are awaiting you.

We will help you get there.





Wouldn't you like to have it all?

Don't let anyone tell you otherwise

Deloitte has a unique culture which respects your interests, perspectives and decisions. You can be yourself. You can expect people to be straightforward in how they work with you. Deloitte has a team oriented environment – we work together, support each other and share as well as celebrate our successes together. You will find yourself surrounded by like-minded colleagues who genuinely enjoy working at Deloitte and are driven by the desire to deliver the very best.

Although we may all share the same values and objectives, we also recognise that there is no one-size-fits-all solution for bringing out the best in our people who all have different personal backgrounds, attitudes and expectations. That is why we believe in offering our people the flexibility to take up options, to balance their careers

and personal lives. Needless to say, you will find out that part of your Deloitte experience entails celebrating the diversity of our people, flexibility as well as openness.

It is not all about work at Deloitte. There are times for fun and relaxation. We organise family fun days and outings, visit to nightspots and play games. We also participate in community projects and give back to our societies.



What makes you so special?

Join us, and find out

Making a decision about where to launch your career is one of the hardest you will ever make in your life. You can lower the risks with some insight into the organisation's history and working culture, but really, like marriage, it's a leap of faith when you say "yes".

To help you make the choice, look at these two checklists, one is what we are looking for, and the other is what you should be looking out for.

If you are ready to join an organisation that offers tremendous opportunities for personal and professional growth, visit <http://careers.deloitte.com/sea/> for information.

Our checklist

Here is what we are looking for:

- Integrity
- Strong interpersonal and team-building skills
- Superior analytical and problem-solving skills
- Drive, tenacity and resilience
- Leadership and initiative
- A desire to be a contributing member of your community

Your checklist

Here are some of the tough questions you should ask – not just of Deloitte – but of all potential employers to help you find the best fit:

- What is in it for me?
- What kind of training and development can I expect?
- What kind of support will I get from a coach or mentor?
- How fast can I be promoted?
- How much can I expect to travel?
- How will I keep work from taking over my life?

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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 140 countries, Deloitte brings world-class capabilities and deep local expertise to help clients succeed wherever they operate. Deloitte's approximately 169,000 professionals are committed to becoming the standard of excellence.

About Southeast Asia

Deloitte Southeast Asia – a cluster of member firms operating in Brunei, Guam, Indonesia, Malaysia, Philippines, Singapore, Thailand and Vietnam – was established to deliver measurable value to the particular demands of increasingly intra-regional and fast growing companies and enterprises.

Comprising over 200 partners and 5,000 professionals in 20 office locations, Deloitte Southeast Asia specialists combine their technical expertise and deep industry knowledge to deliver consistent high quality services to companies in the region.

All services are provided through the individual member firms, their subsidiaries and affiliates which are separate and independent legal entities.