

The Deloitte Pathway programme Achieve your goals



Maintaining a flow of new graduate talent is crucial to Deloitte's continued prominence in the professional services industry. By dedicating resources to finding and attracting the bright stars of tomorrow, we can promise you a career that will stimulate, reward, and motivate you like no other.

Find out more about the **Deloitte Pathway programme** and how it will help you achieve your goals.



Deloitte in Malta

Our reputation for providing high quality services with integrity has earned us the trust of our clients, and our people. If you're ready for a career with a dynamic organisation in an environment that fosters professional development and career advancement, you're ready for Deloitte.



Experience Deloitte

With over 168,000 people in more than 140 countries, Deloitte member firms serve more than 80 percent of the world's largest companies as well as large national enterprises, public institutions and successful fast-growing companies.

In Malta Deloitte reported amongst the highest revenues of any professional services firm. We have the largest international tax practice and a dedicated financial services practice, serving a range of multinationals that operate through Malta to take advantage of our skills, competitive cost base, regulatory environment, EU membership and attractive tax system.

The financial services industry already represents approximately 12% of Malta's GDP and is set to become a major growth component of our economy offering unique opportunities for young professionals.

Join the Deloitte Pathway programme to help you realise your full potential

Our working environment is the envy of many. Amongst our 200+ permanent staff we currently welcome 10 nationalities in Malta and graduates from all walks of life.

Not only do we have large, spacious modern offices packed with the latest technology to support you in your role, but we also have a great working atmosphere.

Our people share not just professional interests but also play sport, have fun and help others together. We plan frequent social activities to ensure that all new staff settle in and get to know people across the office, organise office football leagues (for both men and women), take part in regular corporate social responsibility events and organise family-friendly events.

Needless to say there is also an ongoing programme of both internal and external professional development courses, for both audit and tax staff. This means that when you are on the job or at a client, you feel part of and supported by the firm, no matter how recently you joined us.

FINANCIAL ALLOWANCES

STRUCTURED & CONTINUING
WORK EXPERIENCE

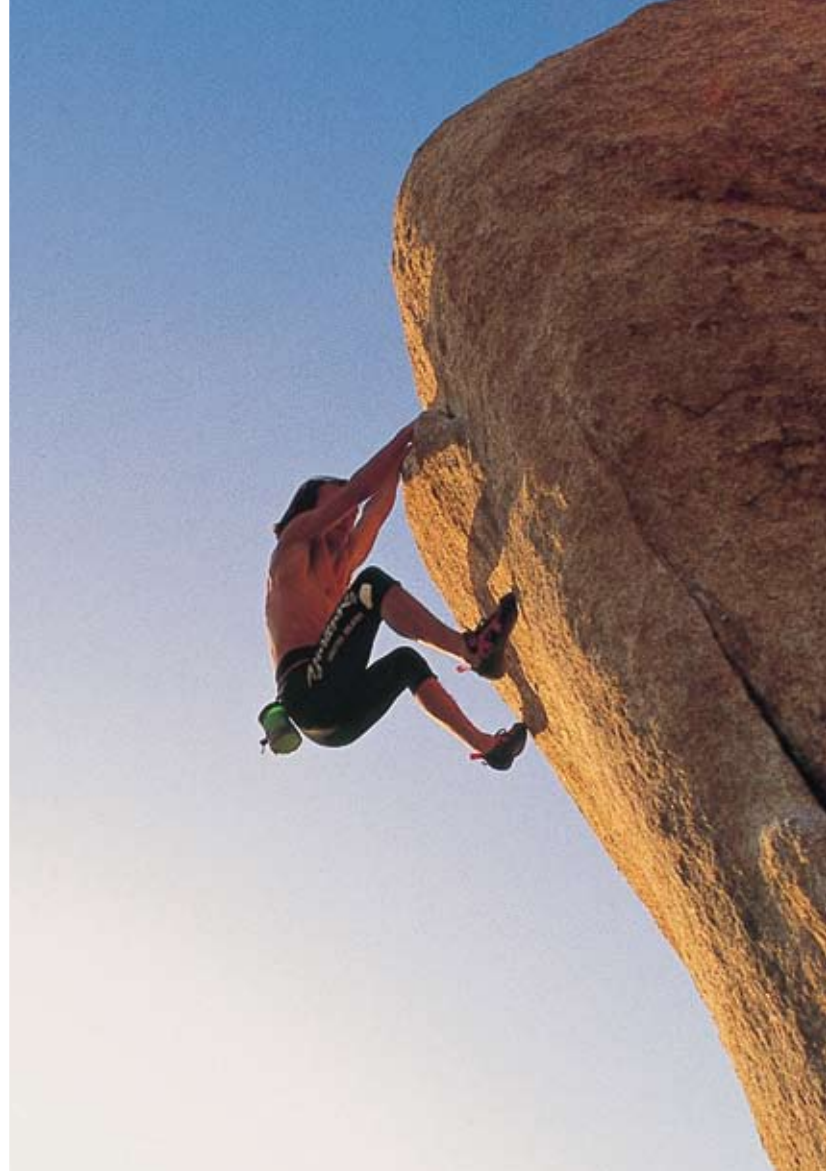
SPONSORSHIP TOWARDS
CPE ACTIVITIES

DELOITTE BUDDY

FINANCIAL REMUNERATION ON
ACHIEVING SUCCESSFUL RESULTS

TECHNICAL ASSISTANCE DURING
YOUR STUDIES

A GREAT CAREER ON COMPLETION
OF YOUR STUDIES



The Deloitte Pathway programme

The Deloitte Pathway programme is a commitment that we make to you, and you undertake to us, during the two years of your Bachelor of Accountancy (Hons) course by providing you with structured work experience and financial support, concluding with a full time job offer on completion of your studies. The key elements of the Deloitte Pathway programme are:

- A financial allowance paid to you during the summer months after your B.Commerce course and prior to starting the B.Accountancy (Hons) course.
- Between 150 and 200 hours of structured work experience over the period October through to May in the first year of your B.Accountancy (Hons) course. Your work experience will include client work, internal assignments, e-learning and research.
- 250 hours of continuous work experience during the summer months of July and August between your first and second year of the B.Accountancy (Hons) course.
- €250 of sponsorship towards any Continuous Professional Education (CPE) activity organised by the Malta Institute of Accountants during your 4th or 5th years at University in support of your studies.
- A Deloitte buddy will be allocated to you as a coach to support you through your initial work experience and to provide a point of contact should you require technical assistance during the second year of your B.Accountancy (Hons) course. This is likely to be a B.Accountancy (Hons) graduate who can relate to the transition from university to professional life and who can identify with the challenges you may be facing.
- A financial allowance paid to you during the summer months after concluding the B.Accountancy (Hons) course to celebrate your graduation.
- Cash prizes for obtaining a First Class Honours in the B.Accountancy (Hons).



To register your interest in the Deloitte Pathway programme prior to the Deloitte Insight event, contact any Deloitte Partner or our HR team at careers@deloitte.com.mt

After Deloitte Pathway

After successful completion of the B.Accountancy (Hons) studies and of the Deloitte Pathway programme, you will be offered a permanent job at Deloitte, starting in early September. This will be conditional on your achieving a 2:2 degree or better.

Most graduates chose to join Audit initially to work towards their CPA Warrant and specialise later, but we also offer direct entry into our Tax function or to certain industry groups to a select number of candidates. You may also be sent on short term audit secondments to other Deloitte Member firms within the EU in your 2nd year after joining.

We offer competitive remuneration packages to graduates that includes a starting salary that matches the market rate of comparable firms plus a host of other benefits including free parking, health insurance, childcare subsidies, subsidised social events and CPE training.

Who is eligible for the Deloitte Pathway programme?

The Deloitte Pathway programme is open to students at the University of Malta who are in the third year of the Bachelor of Commerce degree and who intend to follow the B.Accountancy (Hons) course. Any offers made to you during your third year at university shall be conditional upon acceptance to the B.Accountancy (Hons) course.

What about other students?

Alternative entry routes to a career with Deloitte are available to students of other relevant degrees such as Insurance, Banking & Finance, or Law (with an interest in tax), or to students who wish to conclude their university studies after the Bachelor of Commerce degree but who undertake to qualify under the ACCA examinations (Malta variant). However these places are more limited and offered under different terms and conditions.

How to apply

You are invited to attend a Deloitte Insight event in your second or third year of your Bachelor of Commerce degree. This is your opportunity to find out more about Deloitte, meet some of our people, and learn about a career in either Audit, Tax or Financial Advisory Services.

Following the Deloitte Insight event you will be invited to apply for the Deloitte Pathway programme. After a selection and interview process, you will be invited to enter into a contractual commitment with us – the Deloitte Pathway programme – which will allow you to experience Deloitte after your Bachelor of Commerce degree whilst undertaking your B.Accountancy (Hons) studies.

To find out more about Deloitte in Malta visit <http://www.deloitte.com/mt>

Deloitte Malta Awards

Achieving standards of excellence

**INTERNATIONAL
TAX REVIEW**

Tax Eminence

Deloitte is one of only two firms to have received a 'tier one' ranking from the International Tax Review ever since Malta started being featured. Deloitte Malta received the 2009 Transfer Pricing Award at the European International Tax Review Awards in London.



FHRD Excellence in People Management (Malta) Award

Deloitte was presented with the Excellence in People Management (Malta) Award by the Foundation for Human Resources Development (FHRD).

Fund Domiciles Service Awards

In 2008, Deloitte Malta was awarded the best auditor in Malta by FundDomiciles.com. Fund Domiciles.com offers the global fund management industry a single, comprehensive source of information on the world's international fund domiciles and the service providers that are based within them. The site offers regularly updated news and views on the issues surrounding domicile and service provider selection. It also carries directory information on all the service providers in each of the recognised global fund centres. Award winners are determined as a result of a two stage process: by votes and following consultation with a panel of industry experts.



ACCA Platinum award

Deloitte Malta received the ACCA Platinum award in recognition of the support provided to ACCA trainees and affiliates working towards the ACCA Professional Scheme qualification.





About Deloitte

Deloitte refers to one or more of Deloitte Touche Tohmatsu, a Swiss Verein, 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 and its member firms.

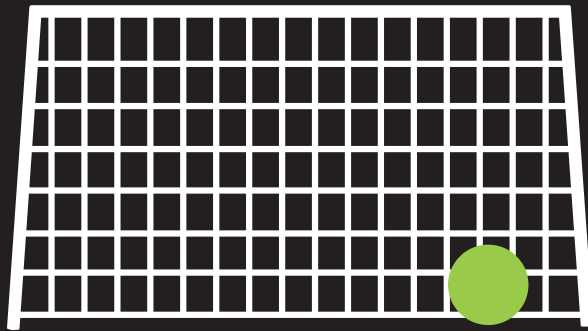
Deloitte provides audit, tax, consulting, and financial advisory services to public and private clients spanning multiple industries. With a globally connected network of member firms in more than 140 countries, Deloitte brings world-class capabilities and deep local expertise to help clients succeed wherever they operate. Deloitte's more than 168,000 professionals are committed to becoming the standard of excellence.

Deloitte's professionals are unified by a collaborative culture that fosters integrity, outstanding value to markets and clients, commitment to each other, and strength from cultural diversity. They enjoy an environment of continuous learning, challenging experiences, and enriching career opportunities. Deloitte's professionals are dedicated to strengthening corporate responsibility, building public trust, and making a positive impact in their communities.

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Achieve your goals

Deloitte knows the score when it comes to getting the most out of your University education. We understand the importance of having a career strategy in audit or tax and we can help you set your sights on achieving your goals. Be one step ahead with the Deloitte Pathway programme. For more information visit our stand at the University Careers Convention or go to www.deloitte.com/mt or email careers@deloitte.com.mt.