

# Deloitte.



**Make a difference.**  
Join our purpose-  
driven culture.

Choose your impact  
2023 Deloitte Graduate Handbook

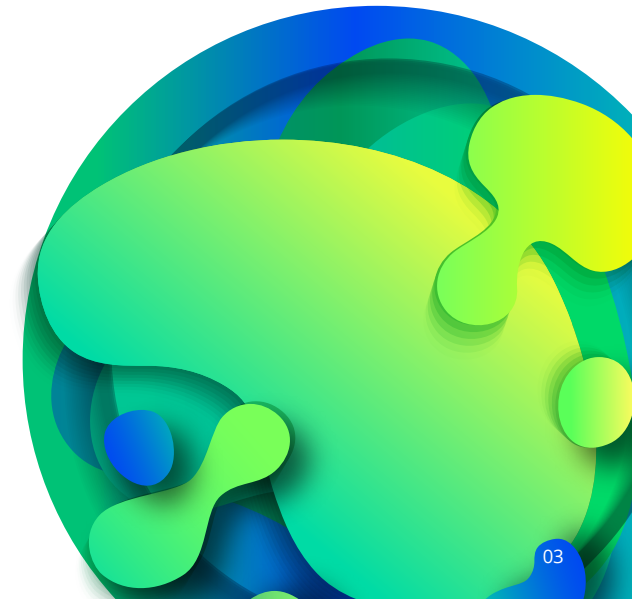


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## Our story

We believe that **we're only as good as the good we do**. All the facts and figures that talk to our size and diversity and years of history, as notable and important as they may be, are secondary to the truest measure of Deloitte: **the impact we make in the world**.



So, when people ask, “what’s different about Deloitte?” the answer resides in the many specific examples of where we have helped Deloitte member firm clients, our people, and sections of society to **achieve remarkable goals, solve complex problems** or **make meaningful progress**.

Deeper still, it’s in the beliefs, behaviours and fundamental **sense of purpose** that underpin all that we do.

With over **150 years** of hard work and commitment to making a real difference, our organisation has grown in scale and diversity—more than **345,374 people** in **150 countries** and **territories**, providing **audit, tax, legal, financial advisory, risk advisory, and consulting** services—yet our shared culture remains the same.

For us, good isn’t good enough. We **aim to be the best at all that we do—to help clients realise their ambitions**; to make a positive difference in society; and to **maximise the success of our people**. This drive fuels the commitment and humanity that run deep through our every action.

That’s what makes us truly different at Deloitte. Not how big we are, where we are, nor what services we offer. What really defines us is our drive to **make an impact that matters** in the world.

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To learn more, read the **2022 Deloitte Africa Impact report** [here](#).

# Audit, Assurance & Advisory

Deloitte Audit, Assurance & Advisory is uniquely positioned to help provide comfort and confidence amidst complexity and change.

Our core competencies are directly applicable and extensible to this need.

In fact, they have never been more relevant.

## Actuarial & Insurance Solutions (AIS)

Deloitte's actuarial team provides a wide range of specialised actuarial and risk services to the insurance and reinsurance industry in several African countries. Deloitte has an integrated African practice committed to developing actuaries and transforming the profession.

We have significant experience as statutory actuaries and as leading providers of SAM, audit and due diligence solutions across Africa as well as projects all around the globe including UK, Europe, Middle East and Asia.

## Actuarial & Analytical Systems (A&AS)

Transforming data into insights that drive performance. The A&AS team specialises in providing unique solutions through a combination of actuarial and advanced analytics skills that extends across businesses and industries. We offer a wide range of solutions and expertise which covers both advisory and actuarial services, thus creating synergies and harnessing skills across the team.

## Financial Service Advisory (FSA)

Financial Services Advisory (FSA) is an established advisor within the financial services industry. Our vision is to be the leading provider of advisory services to financial services institutions and corporate treasury operations across Africa.

## Assurance Services ESG Reporting and Assurance – Graduate Programme

Our Assurance services go beyond merely meeting statutory requirements. We help our clients perform better and achieve their business objectives. We listen to their needs, think about the business implications and tailor our approach accordingly.

Our team of advisors provide a unique set of skills to support finance leaders in solving both complex and day-to-day challenges in the finance function.

## FSA Capital, Credit & Managed Services Solutions:

Within FSA, we have the following core teams, involved in the service offerings as listed below each team:

- Capital (treasury, capital & liquidity management)
- Credit
- Managed Service Solutions.

## FSA Valuations:

- Graduates will be involved in:
- Derivative Instrument Valuations
- Hedge Accounting Advisory
- IFRS 2: Share Options and BEE Valuations
- Tool / Model Development and Validation
- Counterparty Credit Risk (xVA) Valuations.

For Deloitte, assurance is more than a reactive matter. We do more than simply look at past events and performance to issue a report.

We take a proactive approach, addressing the entire ecosystem of variables that decision-makers must consider. We provide value and insight that build confidence and unlock opportunity. It is one of the fundamental ways we help individuals and organisations aspire with assurance.

**Actuarial & Insurance Solutions (AIS) graduate programme (JHB & CPT)**

Deloitte has an integrated African practice committed to developing actuaries and transforming the profession. We have significant experience as statutory actuaries and as leading providers of SAM, audit and due diligence solutions across Africa.

[Read more online](#)

**Actuarial & Analytics Solutions (A&AS) graduate programme (JHB)**

The A&AS team specialises in providing unique solutions through a combination of actuarial and advanced analytics skills that extends across businesses and industries. We create meaningful partnerships with clients and public entities, providing meaningful, value-added services.

[Read more online](#)

**Financial Services Advisory (FSA) graduate programme (JHB)**

The FSA graduate programme offers you the opportunity to be rotated across all our business areas for a period of three years.

[Read more online](#)

**Financial Services Advisory (FSA) Valuations graduate programme (JHB)**

The FSA Valuations graduate programme provides graduates with hands-on experience with supporting business area leadership with implementing strategic initiatives. Graduates will support teams to provide key insight and guidance in quantitative modelling methodologies for valuations, risk, and strategic projects.

[Read more online](#)

**Audit Graduate Recruitment (AGR)**

(JHB, DBN & CPT)

Are you a Chartered Accountant in the making? From training contracts to vacation work, we'll walk you through your journey towards becoming a CA (SA).

[Read more online](#)

# Consulting

Innovation, transformation and leadership occur in many ways.

At Deloitte Consulting, our ability to help solve our clients' most complex issues is distinct.

We support our bright young talent with a collaborative, open culture where you have a voice and space to bring your great ideas to life.

## Core Business Operations

We combine capabilities to help clients transform and run their existing technology platforms. We optimise clients' operations and help them take advantage of new technologies - driving innovation, improving financial performance and accelerating speed to market.

## Customer & Marketing

Customer & Marketing makes connections like no other with people, ideas, technology, society, our clients and their future. We package the full power of Deloitte to create the human experience filled with heart, vision, values, energy and trust.

## Enterprise Technology & Performance

We help clients achieve maximum value from digital transformation investments in finance, supply chain and IT operations.

## Strategy

Our global network of Strategy & Operations professionals draws on the strength of Deloitte's full suite of professional services and industry experience to focus solutions on the real issues affecting businesses today.

## Human Capital

We help work become an outcome that drives productivity, value and impact - unlocking human potential and creating an organisation that is resilient to risk, fit for the future and grounded in meaning for workers whose identity will drive sustained results.

**Consulting InfinityX graduate programme**

(JHB & CPT)

We support our bright young talent with a collaborative, open culture where they have a voice and bring their ideas to life. InfinityX includes an immersive Consulting 101 training boot camp, graduates are exposed to a variety of Deloitte Consulting offerings or industries over a period of one to two years.

This enables graduates to make an informed decision about where their passion lies and to become a well-rounded consultant.

[Read more online](#)



# Financial Advisory

At Deloitte Financial Advisory, our specialists create end-to-end solutions to help unlock and preserve value in mergers and acquisitions, restructuring, investigations and disputes. In today's rapidly changing marketplace, progressive organisations need agile business advisors to help them thrive.

Using our global insight, local knowledge and breakthrough analytics, we exist to help businesses drive smarter decisions in their defining moments.

## Merger & Acquisitions

Our dedicated M&A professionals have been serving corporations and private equity investors for many years. Our breadth of experience and industry insight enables us to deliver value-added services, from strategy and execution through to integration and divestiture.

## Restructuring Services

Our Restructuring Services team advises under performing and financially distressed businesses, their lenders, stakeholders and advisors. We use our expertise to identify the causes of under performance, work collaboratively to identify the best strategy for business recovery and then support the implementation of the optimal solution.

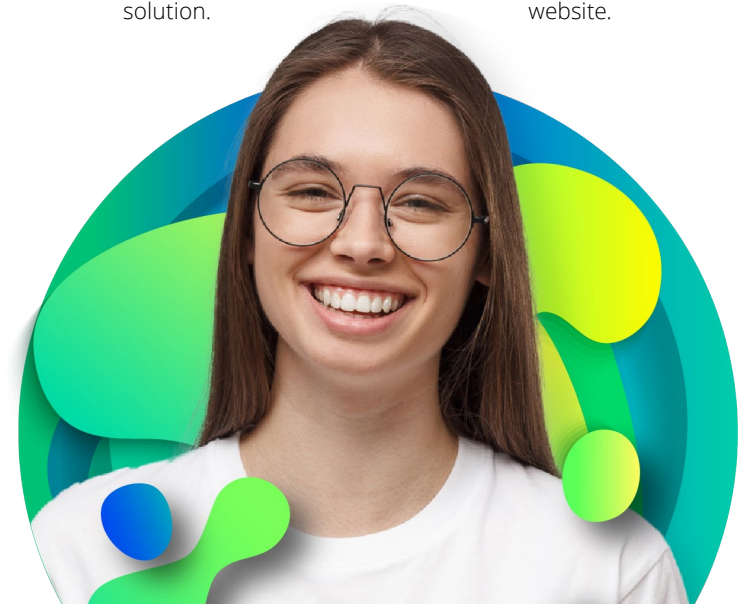
## Financial Advisory graduate programme (JHB)

The Financial Advisory graduate programme is a two-year fixed term contract where graduates will be given the opportunity to rotate between several service areas within this division.

[Read more online](#)

## Forensics Graduate Programme (JHB)

The FA – Forensics Graduate Programme is a two year fixed term contract whereby you will be given the opportunity to rotate between Operational Risk, Regulatory Risk, Financial Crimes, eDiscovery business areas."- We will ask the Digital Team to add it onto the website.





# Risk Advisory

Today's business climate is characterised by disruption and volatility. At Deloitte, we help businesses gain a new view of risk—seeing risk management as a vital performance lever, revealing untapped opportunities to create competitive advantage.

Deloitte Risk Advisory helps organisations power performance across six key risk areas:

## Strategic & reputation risk

Leading organisations take calculated risks—new products, new markets, acquisitions. At the same time, disruptors can threaten even the greatest business strategy and our clients' brands.

## Regulatory risk

Organisations must meet the demands of the complex regulatory landscape, but be flexible enough that the regulatory programme keeps pace with a rapidly changing environment—all with an industry focus.

## Financial risk

A fast-changing global environment demands organisations have both financial stability and liquidity. The right outcomes depend on continuous rigour in governance, models, and processes across the finance function.

## Operational risk

Every organisation faces ever present risks from employee conduct, third-parties, technology, data, business processes and controls. An agile, well-defined approach can help meet core business needs while optimising strategic flexibility.

## Data risk

Our Data Risk services team advises clients in the growth and deployment of digital capabilities to protect and govern data, generate business insights, and enhance decision-making through optimising data analytics and digital capabilities.

## Cyber risk

Today's business environment is global and highly interconnected, increasing an organisation's probability of cyber threats. Organisations must remain secure, vigilant, and resilient to minimise risk and optimise new opportunities.

# The Risk Advisory Academy

The Risk Advisory Academy is a performance enhancement programme which combines peer-to-peer collaboration with experiential coaching and mentoring to support the development of critical skills needed in the business environment.

## Cyber Academy Graduate Programme

(JHB & CPT)

Graduates will gain cyber security experience and develop a cyber risk lens through formal learning and exposure to client engagements.

[Read more online](#)

## #Evolve Analytics Academy

(JHB)

A structured programme which supports your development into a top performing Data Scientist - providing you with on-the-ground client exposure, a collaborative team environment, coaching & mentorship and an established learning curriculum.

[Read more online](#)

## Internal Controls and Assurance Graduate Programme

(JHB, CPT & DBN)

The Internal Audit graduate programme is structured over a two-year contract and is designed to ensure successful completion of the Internal Audit Technician (IAT) qualification, which is facilitated by the Institute of Internal Auditors SA.

[Read more online](#)

## IT & Specialised Assurance graduate programme

(JHB, CPT & DBN)

The IT Assurance and Advisory team provides an array of technology assurance solutions to a range of clients across industries. You will have the opportunity to work directly with engagement teams delivering unique solutions to clients and to contribute your ideas, creativity and passion for excellence.

[Read more online](#)

## Forensic | Financial Crime graduate programme

(JHB)

Deloitte Forensic professionals are a diverse group with a wide and varied range of proficiencies, comprising forensic accountants, legal and law enforcement specialists, and business intelligence experts, all utilising state-of-the-art forensic technology.

The programme runs for one year, with the opportunity for renewal.

[Read more online](#)

# The Risk Advisory Academy continued...

## Africa Talent

(JHB & CPT)

Our Risk Advisory practices in Africa and the Netherlands have come together in a unique joint venture known as Africa Talent.

Africa Talent is a true encapsulation of the 'future of work'. We have the freedom to choose how and where we work – from the comfort of our homes or our local Deloitte office, without compromising on the quality of our client service.

We solve our clients' challenges and influence responsible business thanks to the support of our global colleagues, access to multi-continental knowledge and cross-border engagements.



# Tax & Legal

Deloitte Tax & Legal have a team of approximately 280 practitioners across South Africa comprised of tax professionals, chartered accountants & lawyers, all of whom offer specialist insights across many industries.

## Deloitte Tax

Deloitte Tax practitioners keep current on the latest changes that impact clients' business tax strategy, enabling clients to focus on business objectives while we address the tax requirements.

## Deloitte Legal

Deloitte Legal, amongst the largest legal and regulatory service providers in Africa, assists clients operating in increasingly complex legal, regulatory and digital environments through a multidisciplinary approach, combining integrated legal and commercial expertise.

## TrAX graduate programme (JHB)

As a Deloitte Tax & Legal professional, you will work with colleagues across the globe to address the complex, ever-changing challenges of our clients.

The TrAX graduate programme is a two-year fixed term contract consisting of several pathways, aimed at broadening your tax and legal knowledge, instilling and building confidence to take on new challenges, and allowing you to expand your career possibilities.

[Read more online](#)



# Vacation Interactive Business Experience Programme



The **VIBE Programme** allows students to experience Deloitte first-hand and build a holistic understanding of the nature of our business as a unified entity. It is a four-day programme hosted at our Deloitte Johannesburg office during June/July and December/January respectively, during university holidays.

In addition to workshops and seminars to support integration into the workplace as a graduate, students are given the opportunity to learn about the different areas of our business through plenary sessions and direct engagement with key business stakeholders.

[Read more online](#)





## Vac work

Deloitte vac work is a two-week programme offered during the June/July and December/January university holidays.

It aim is to give students an introduction to the workplace through direct exposure to the complex business problems we solve, while at the same time providing a mentoring and supportive environment where students can develop and flourish.

The only Vac Work that we currently have is the AIS one. They have a January and July intake and it's a one week programme.

In addition, we don't necessarily offer to the top performing candidates from VIBE, we advertise the role (it's a separate application process).

## Connect with us

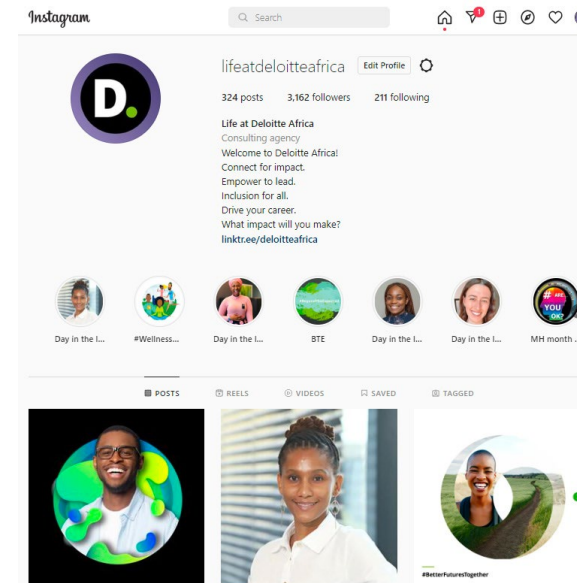
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