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Our selection process



How do you get here?

We've designed our application process so we can assess everyone's merits in the context of their educational and personal circumstances.

Your qualifications

Usually, you should have - or be on track for - GCSEs Maths grade 6* and English grade 4 to apply for all programmes: plus 104 UCAS points for BrightStart and Graduate Programmes; plus a 2:1 degree for Graduate Programmes. (Pre-2017: GCSE grades B in Maths, C in English & 260 UCAS points). This can vary, please see our website for details.

Apply online at deloitte.co.uk/careers

It takes about 20 minutes to begin your adventure with us. Simply answer questions about you, your education and your background.

Immersive Online Assessment

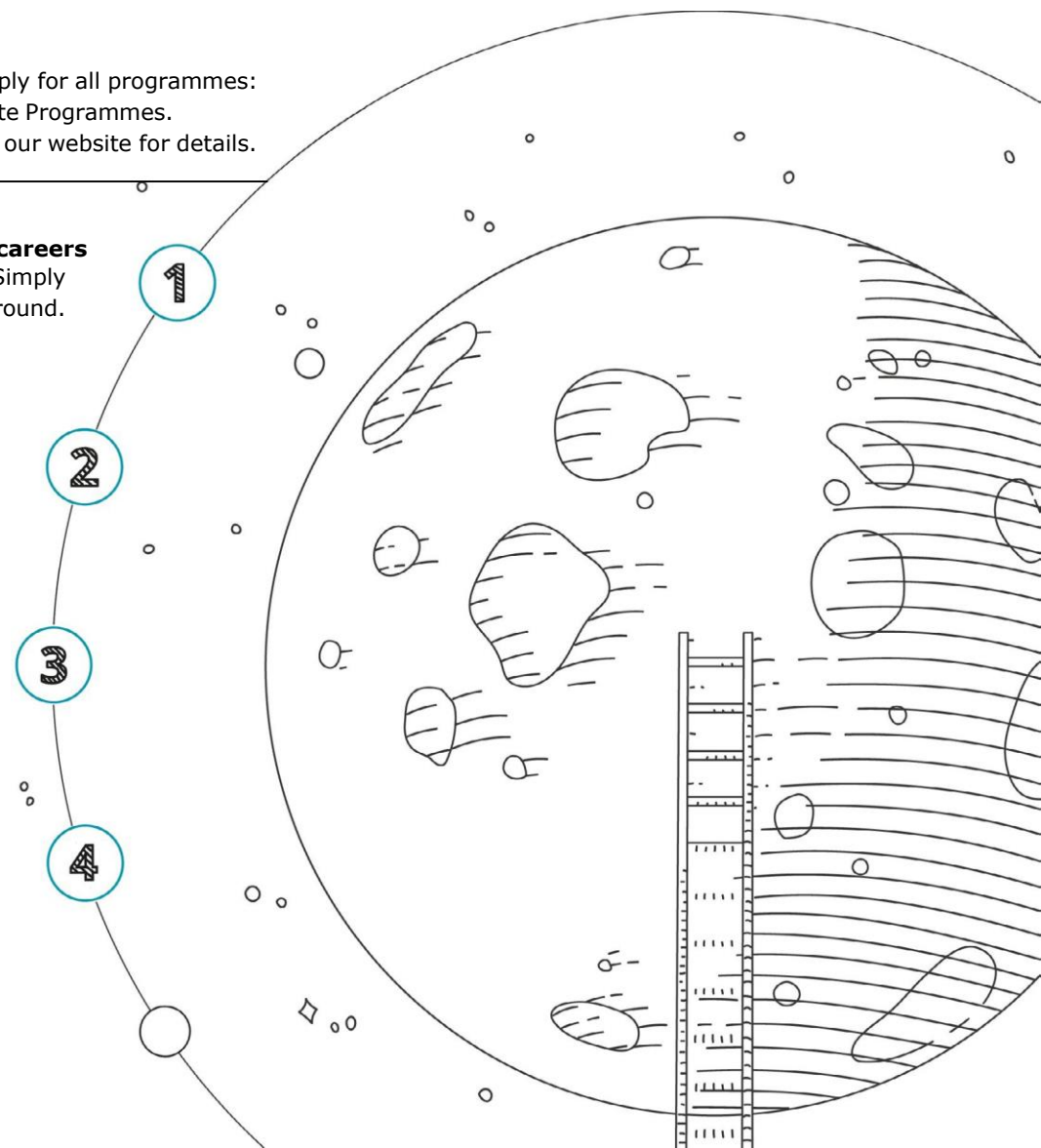
Get a taste of what it's like to work here while we get to know you better. You'll be asked to look at possible work scenarios and answer honestly how you'd respond, using rank order or multiple choice questions. Untimed but allow around 1 hour.

Job Simulation

Dig deeper in our challenging and truly Immersive online case study assessment. Everything here relates to the type of things you can do and achieve at Deloitte, with questions in different formats: written, video, rank order and multiple choice, Think of it like a face-to-face interview.

Final Stage Assessment

An interview with a senior person from the business area you've applied to join. We'll ask you to complete some exercises and do a presentation too. Don't worry, you'll get all the details beforehand, so you'll have plenty of time to prepare.





Before you apply

Research

- Check that you meet the requirements of the particular programme and service line you're applying for
- Read our website thoroughly – particularly the client case studies and people profiles, which give a great feel for the work we do in each service line and day-to-day life at Deloitte
- Attend a Deloitte event and meet our people. We will be happy to answer any questions you have. Our events information can be found on the events section of our website
- The more you know the more prepared you will be





Before you apply

Our application form is simple to complete. We will ask for your personal details and your educational achievements (have your qualification details to hand before you begin, including all your grades).

- Read and follow instructions carefully
- Proof read and check your grammar and spelling
- Don't be vague or inaccurate about your results
- Provide us all your qualifications in detail. You don't need to try and convert them into UCAS points, we will do that for you

Your unique candidate ID

We'll give you a candidate ID number when you submit the form, which you'll use throughout the selection process. It's really important that you quote this number every time you get in touch with us about your Deloitte application.





Immersive Online Assessment

During this assessment, you will get a taste of what it might be like to work at Deloitte. It will also help us to understand your key strengths and how they align to our business.

You will be presented with a series of photographs which outline a number of situations, there are five potential responses for each situation and you will be asked to rank these in order of preference. There are also multiple choice responses to some of these as well as data to review.

All of the questions have been carefully designed to assess the key strengths that are important for success at Deloitte. It's really important that you answer as honestly as possible, thinking about how you behave on a daily basis.

The assessment isn't timed so you can complete it at a pace that you're comfortable with, but it does need to be completed in one sitting. The average time for completion is 1 hour.

After completion you'll get a personalised feedback report sharing your strengths, with some practical advice on how to make the most of your potential. Please note this is not the outcome of your assessment.

The feedback report is a really useful takeaway for you to further develop your strengths.





Job Simulation

You'll learn a lot about yourself by taking our challenging, but enjoyable online video assessment. We call this Job Simulation as the assessment is related to the types

of challenges and opportunities you might face once you are in role with us here. There will be a variety of questions that come in different formats including, written video, multiple choice responses and rank order questions. You will be immersed into a business project, similar to what life might be like at Deloitte, please try to give responses in the same way that you would respond in a real life situation.

We appreciate that this might be the first time you've taken an assessment like this so here are some tips from people who have completed one before:

- Find a comfortable and quiet place to complete the assessment
- Wear clothes that you would wear to work, smart is best
- Complete all the practice questions which you are given access to at the start of the assessment. They will help you get used to the technology





Final Stage Assessment

At the Final Stage Assessment, you'll meet a senior member of staff from the business area and office you are being considered for. We will give you full details of the exercises we'll ask you to complete when you're invited. Part of the interview is a presentation and for some service lines

a group exercise may be involved. Don't worry – a member of the student recruitment team will call you beforehand to talk you through what to expect and brief you on the topic.

Interview tips:

- Prepare in advance
- Remind yourself of the things you've done that can help you demonstrate your skills and qualities
- Consider your strengths and motivations so you can discuss these with your interviewer
- Review your Immersive Online Assessment feedback report and consider the questions you're likely to be asked and what your response would be
- Think of questions you want to ask
- Listen carefully to what the interviewer is asking you
- Take time to consider your answer if necessary
- Express yourself clearly and concisely
- We know that interviews can be daunting but try to relax and be yourself





Group exercise

(Not all areas have a group exercise. We will inform you if this is part of your Final Stage Assessment)

- ✓ Prepare for an Icebreaker – introduce yourself
- ✓ Contribute, but do not dominate
- ✓ Be assertive, but not aggressive. Speak clearly and confidently. Listen and don't interrupt
- ✓ Be diplomatic
- ✓ Keep an eye on the time and stay focused on the overall objective
- ✓ The topic will be provided on the day

Presentation

- ✓ Prepare a 5 minute presentation
- ✓ You will receive the topic in advance of the day so you can prepare
- ✓ Interviewer will ask you questions about your presentation
- ✓ Think about the questions that may come up
- ✓ Listen to the questions asked
- ✓ Be clear and structure your
- ✓ Practice – stay within time
- ✓ You can't use a laptop but can take in a handout if you wish



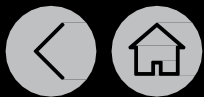


The biggest piece of advice we can offer is really quite simple and applies to the entire process: give it everything you've got.

Enthusiasm and commitment count for a great deal here at Deloitte. And this is your chance to show us yours.

Good luck!





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