

# Day one is where you make the job your own.

It's where you put the theory into practice and start to stretch yourself. Where you're encouraged and supported to succeed. Where you can start to make your ambitions a reality. From the day you join us, we're committed to helping you achieve your potential. So, whether your career lies in assurance, tax, transaction, advisory or core business services, shouldn't your day one be at Ernst & Young?

## What's next for your future?

[www.ey.com/za/careers](http://www.ey.com/za/careers)

### Winner

Best employer to  
work for 2006

Top ten ranked  
Best employer 2007

Top five ranked  
Best employer 2008

Corporate Research Foundation

 **ERNST & YOUNG**  
Quality In Everything We Do

ERNST & YOUNG IS A GLOBAL LEADER IN ASSURANCE, TAX, TRANSACTION AND ADVISORY SERVICES. WORLDWIDE, OUR 135 000 PEOPLE ARE UNITED BY OUR SHARED VALUES AND AN UNWAVERING COMMITMENT TO QUALITY. WE MAKE A DIFFERENCE BY HELPING OUR PEOPLE, OUR CLIENTS AND OUR WIDER COMMUNITIES ACHIEVE THEIR POTENTIAL.

## Employee value proposition

At Ernst & Young we support you in achieving your unique potential wherever you are in the world – both personally and professionally. We give you stretching and rewarding experiences that keep you motivated, working in an atmosphere of integrity and teaming with some of the world's most successful companies. While we encourage you to take personal responsibility for your career, we support you in your professional development in every way we can. You enjoy the flexibility to devote time to what matters to you, in your business and personal life. At Ernst & Young, we know it's your point of view, energy and enthusiasm that make the difference.

## Graduate recruitment programme / candidate skills and character

Our graduate programmes are about more than getting a job – they are an opportunity to align your career with your own personal aptitudes and ambitions. With our wide-ranging international client base, diverse service lines and outstanding support services, the possibilities are unlimited.

The ideal Ernst & Young employee is a team orientated and goal driven individual and competition for places with us is high. Visit our website to develop your understanding of us, and the opportunities we offer. Our vacation programmes and our business experience programmes are additional ways for you to find out more about us and for us to find out more about you. We are also offering extensive training programmes for our students throughout the year to enrich their experience and equip them for work. Opportunities exist for graduates studying accounting, auditing, financial management, information technology and business degrees – including PDM, engineering and tax.

## Career opportunities

Ernst & Young offers careers in the assurance, tax, transaction, advisory and core business sector.

As your career develops, we offer numerous ways to move up, move on or change direction – all within the Ernst & Young organisation. It's important to us that our people are empowered to use their skills and experience in a range of areas, not just across services and sectors but around the world. You can take your career wherever you wish – whether through varied internships, continuing education or extended positions overseas.

## AREAS OF STUDY

- Agriculture
- Business Administration/Management/Strategy
- Commercial Marketing
- Education
- Engineering
- Economics/Finance/Commerce
- Human Resources
- Information Technology
- Journalism/Media
- Law
- Logistics
- Natural Sciences
- Procurement and Logistics

## STARTING DISCIPLINES

- Administration
- Civil/Industrial Engineering
- Communication/Marketing
- Financial Management
- Auditing/Tax
- Human Resources
- Information Technology
- Law
- Marketing/Sales
- Management Trainee/Strategy
- Production
- Research and Development
- Information Management

## STATISTICS

Total employees: 2 050 (as at June 2008)

Total graduates recruited annually: 180 graduates nationally (as at June 2008)

Average starting salary for graduates: We offer competitive market-related salaries.