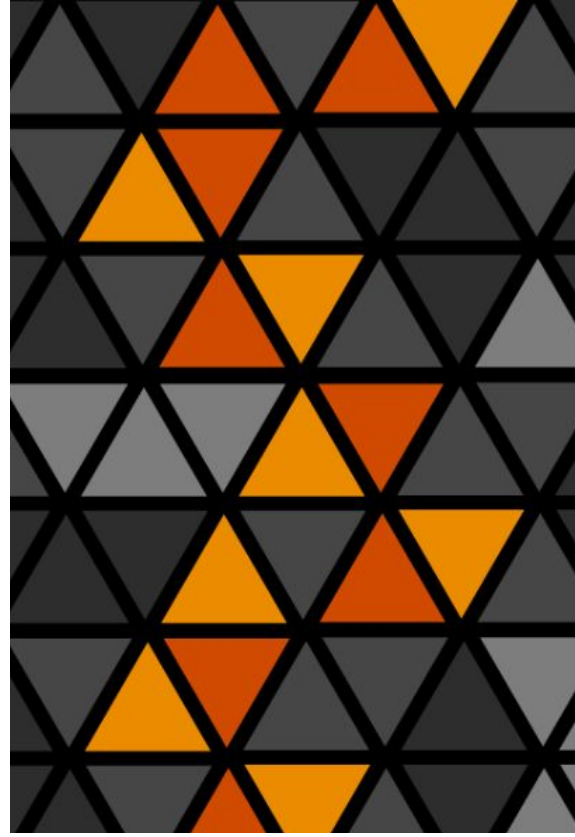
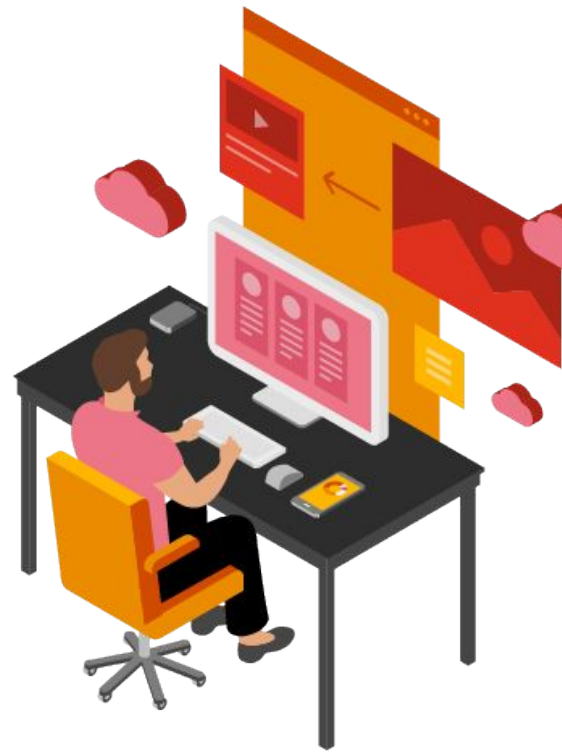


# Graduate Handbook



# Your guide to PwC Malaysia Content



“What does PwC *actually* do? Which department can I join? What’s the difference between Junior Xplorer and Earn While You Learn? There are just *so many* questions that I have before applying to PwC Malaysia!”

We hear you, and we are here to help! In this handbook, we’ve put together all you need to know about PwC Malaysia. The best part? You don’t have to read this in one sitting! Once you’ve saved it, just revisit and browse through anytime you need to.

## Are you ready to find out more?

- 1 Overview of PwC Malaysia
- 2 Lines of Service
- 3 Graduate opportunities
- 4 Work-life@PwC Malaysia
- 5 Employer’s insights



## Who are we?

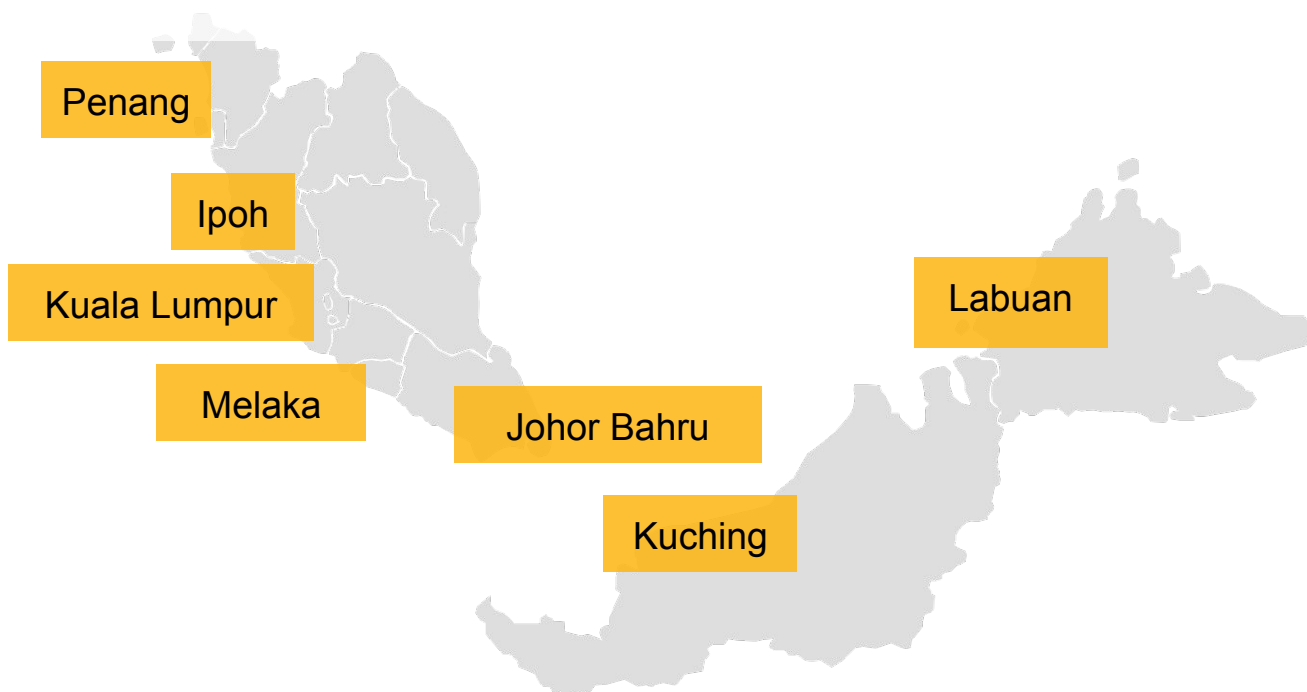
PwC is one of the world's leading professional services firms with more than 284,000 people across 155 countries. We are a diverse community of solvers who are empowered to deliver ideas and solutions in the area of **assurance, tax, and advisory services**. This is a place where you can learn with purpose, lead with heart and make a positive impact to the world. This is a place to kickstart **an experience that stays with you**. #MYPwCExperience

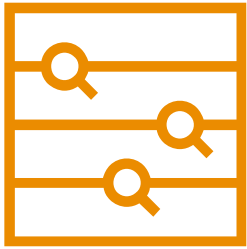
## Our purpose

is to build trust in society and solve important problems.

## Where are we in Malaysia?

In Malaysia, PwC employs more than 3,000 people in **seven locations**:





## Assurance

If you think Assurance is just auditing, we are here to change that perception. In Assurance, we seek to understand every aspect of a client's business - its target audience, technology, people and management as well as its finances, and **offer advice that is insightful and constructive**. It often involves a combination of in-depth knowledge and team work.

### Graduate opportunities in Assurance:

- Aspiring Accountants Programme (Pg 5)
- Earn While You Learn (Pg 6)
- Junior Xplorer (Pg 5)
- Risk Assurance Services (Pg 6)



## Tax

Our Tax team helps tailor solutions using local knowledge and global experience in this increasingly challenging tax environment. They play an important role by **providing assistance in various types of business transactions** including optimising tax efficiencies and strategies, and maintaining compliance via a wide scope of tax advisory services.

### Graduate opportunities in Tax:

- Earn While You Learn (Pg 6)
- Tax Apprentice Programme (Pg 7)
- Tax Management Trainee Programme (Pg 7)

Graduates can also join us as an Associate in other teams, including Deals, Consulting, Actuarial, as well as our newly set up Digital team. Visit our [website](#) for more information.



## Junior Xplorer

### > What is this programme about?

An opportunity to experience work placement in PwC Malaysia through a five-month employment contract. You will be taking on the role and responsibilities of an Associate, and will be working full-time with us. You will have a headstart to join PwC Malaysia upon the successful completion of your work experience and professional exams.

### > Who can apply?

- Graduates who completed an accounting degree
- Students who are in the final stage of pursuing their professional papers (one Professional level paper left)

### > When is the intake of this programme?

- Currently one intake per year, commencing in January

## Aspiring Accountants Programme

### > What is this programme about?

Designed for non-accounting degree graduates, the Aspiring Accountants Programme welcomes graduates from diverse backgrounds who are keen to pursue a career in accounting. Upon joining the programme, you will be given insight on the fundamentals of accounting and auditing, before joining our Assurance team and receive on-the-job training while you work with us.

### > Who can apply?

- Graduates with a Bachelor's degree in any field, such as Science, Technology, Engineering and Mathematics (STEM), Law, Economics, and more

### > When is the intake of this programme?

- January and September



## Earn While You Learn

### > What is this programme about?

This programme is designed for non-degree holders who would like to get a head start in the accounting profession. It offers a full-time employment, exam support to pursue your professional accounting qualification, and study leave.

### > Who can apply?

- Diploma / STPM / UEC / GCE A-Levels / CAT / University Foundation Programme / Matriculation holders

### > When is the intake of this programme?

- The Earn While You Learn intake is ongoing. Please visit our website to learn more and apply.

## Risk Assurance Services

### > What does this team do?

Join us as an Associate in our Risk Assurance Services team to provide clients with solutions to protect their business, reputation and operations. Specialisation:

- Information Technology Risk Assurance (ITRA)
- Risk, Performance, Governance and Controls (RPGC)
- Financial Risk Management (FRM)

### > Who can apply?

- Graduates with a Bachelor's degree in any field, such as Science, Technology, Engineering and Mathematics (STEM), Law, Economics, Financial Engineering, Actuarial, and more

### > When is the intake of this programme?

- The intake for this team is as and when a position is available. Please visit our website for more updates.



## Tax Management Trainee Programme

PwC Malaysia

Lines of Service

Graduate Opportunities

### > What is this programme about?

Be part of this two-year programme which gives you the exposure across specialist and business units in Tax, with one rotation in Assurance. This specially structured development programme comprises on-the-job learning, job shadowing, career coaching and online/classroom training to build your specialisation and develop your skills and experience to be a business advisor.

### > Who can apply?

- Graduates with second class upper/equivalent
- Candidates with less than one year of working experience

### > When is the intake of this programme?

- Currently one intake per year, commencing in September

## Tax Apprentice Programme

Work-life@PwC Malaysia

Employers' Insights

### > What is this programme about?

This is a structured internship programme that offers on-the-job learning, coaching and mentoring by our industry leaders, formal training, client engagement, and more. The programme runs from a minimum period of two months to a maximum of six months to help you acquire the critical skills a future Tax consultant needs.

### > Who can apply?

- Penultimate year students who are looking for a challenging yet fulfilling internship experience in Tax

### > When is the intake of this programme?

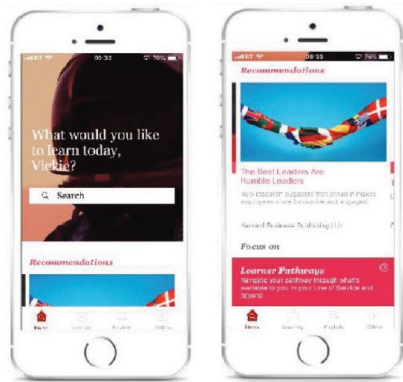
- June/July and December



## Growth anytime, anywhere

### Vantage

Everyone in PwC has personalised guidance on their learning and development with **Vantage**, a **mobile learning app** which gives you the convenience to learn on-the-go, whenever and wherever.

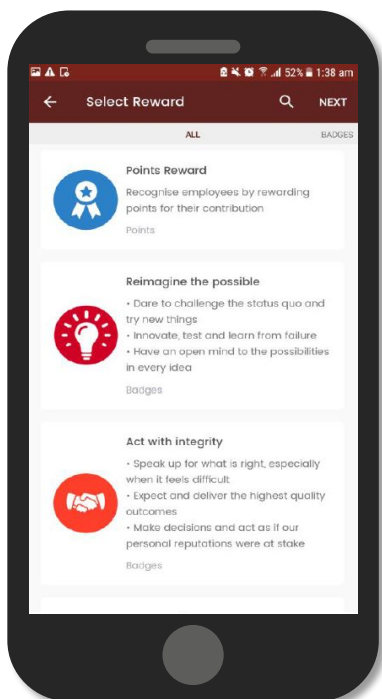


### My Growth Journey

My Growth Journey is PwC Malaysia's ecosystem to support our people's development as a PwC Professional.

Through essential elements such as real-time development, growth conversations, and PwC's own 'Snapshots' (an easy and digital way to assess our development), we want to make sure our people grow both professionally and personally.

## Recognition for effort and a job well done



We value real-time recognition and appreciate the effort and a job well done. That's why we launched **flexPoints**, a **real-time recognition programme** that's both a mobile and web application.

It allows our people to express and receive appreciation through points and badges. These points can then be used to redeem gifts from their favourite brand!





## Opportunities to solve important problems

### Future Skills

Upskill yourself with our Future Skills initiative which aims to equip you with both digital and human skills to prepare you for the future of work.

### Corporate Responsibility

You will be able to volunteer for activities below:

- Improve literacy and upskill our community and students to meet a digital future
- Inculcate financial literacy
- Be part of our efforts to reach Net Zero by 2030

## Ways of Working that maximises impact



### life@work:

- flexWear: You can dress for your day, every day
- flexMed: Allows you to take medical leave to recuperate without a medical chit

### flex@work:

- flexTime: Choose when you start and end your work day
- flexFridays: You can leave work at 12.30pm every second Friday of the month
- flexSpace: Work away from the office if the need arises

### flexBenefits:

- Allows flexibility to use your benefits in areas that you need the most at different phases of your life

### #PwCWellbeing

#PwCWellbeing is a campaign to encourage a healthier you, encompassing the physical, mental and emotional aspects of your life.

This includes:

- #FitPwC that covers KakiJalan (a competition to increase your step count), fitness classes and more
- Mindfulness classes
- A hotline to call professional counsellors

### Diversity & Inclusion

- #LepakwithaStranger to expand your network and share experiences.



'The PwC Professional' is our global leadership development framework. It exists to support our people and their development and career progression, outlining the capabilities needed to thrive as purpose-led and values-driven leaders at every level. This framework also guides us when we select candidates to join us.



- Whole leadership**  
 Leading yourself and others to make a difference and create a positive impact
- Business acumen**  
 Understanding how business works and demonstrating analytical thinking
- Technical and digital**  
 Applying a range of technical, digital and other professional capabilities to deliver quality and value
- Global and inclusive**  
 Operating and collaborating effectively in different environments including working with colleagues and clients from other cultures
- Relationships**  
 Building meaningful relationships and communicating with impact



Now that you know more about us, here are some tips to help prepare you for the next step - your job interview!

We asked some of our most experienced interviewers at PwC on what they look for in a candidate during an interview, and here's what they have to say.

The candidate must be **confident and show conviction for the position that he/she is applying for**. I know it is hard for the candidate to show confidence when one is being interviewed but at least smile and show that he/she has done necessary preparation for the position applied and done research about the company.

*Partner in Tax (10 years)*

I look for candidates who are **honest and not give rehearsed/prefabricated answers**. No two candidates are the same and there are no 'model' candidates that we are looking for, as long as they fulfill the PwC professional framework.

*Senior Manager in Assurance (4 years)*

If I have to pick one (PwC Professional attribute), it will be Relationships. **If you have the ability to build meaningful relationships, it will help you to open doors.**

*Senior Manager in Human Capital (9 years)*

I will always look forward for those that **display their whole leadership**. This includes enthusiasm in learning, experiencing new thing and agility in working in new environment.

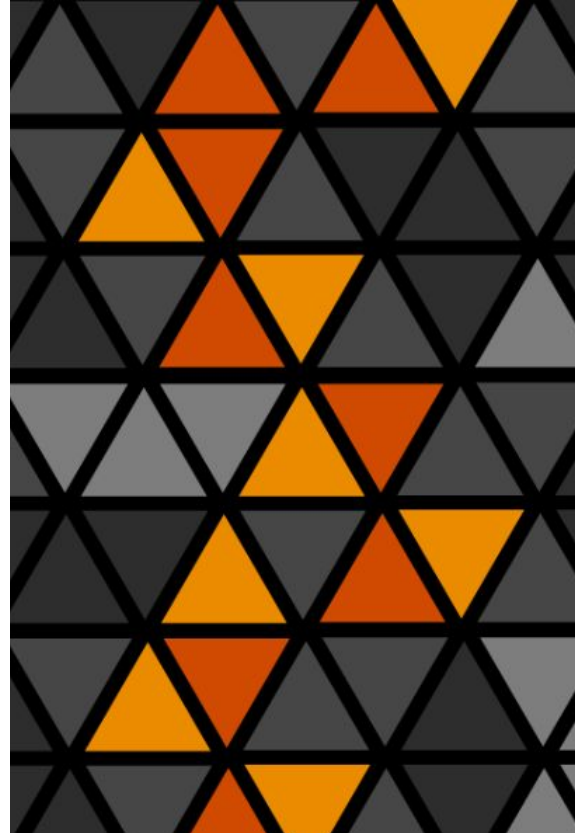
*Senior Manager in Assurance (6 years)*

Able to **narrate/tell a story about his/her experience, with sufficient details and an eventual outcome**, i.e. what did you learn from it? Rather than sharing about the 10 projects you were involved in, it will be better to share 1 or 2 projects in-depth that were impactful to you.


*Manager in Deals (5 years)*

*(Years of interviewing experience)*


Stay connected  
with us!





## PwC Malaysia Recruitment Team

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 PwC Msia

 [pwc.com/my/careers](https://pwc.com/my/careers)

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 @PwC\_Malaysia

Keen to apply to us? [Watch this video](#) to see how you can submit an application.

