

You have to rise above the crowd.  
Just another day at the office for a Tiger.



>  
accenture

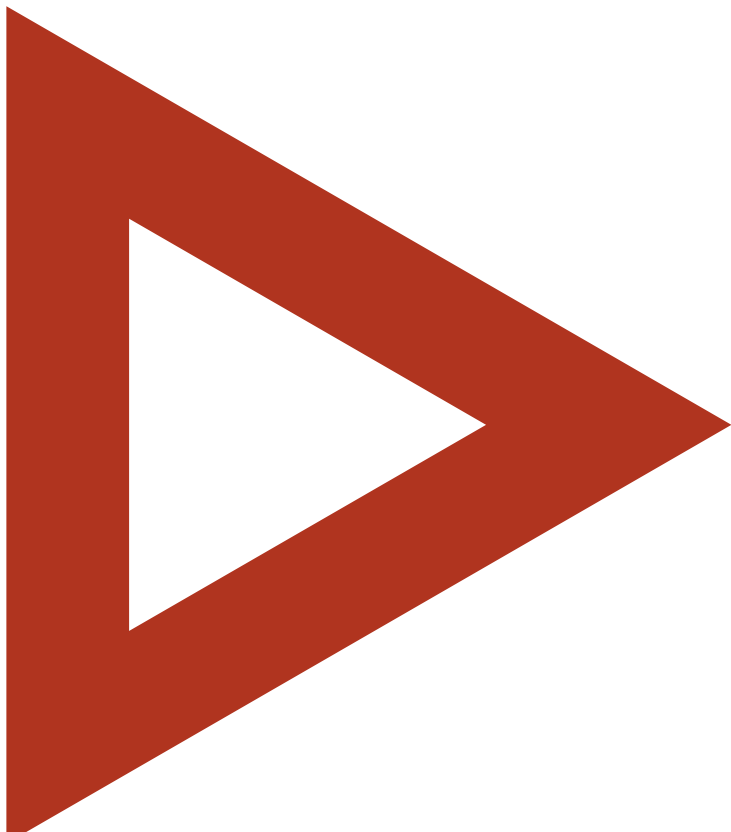
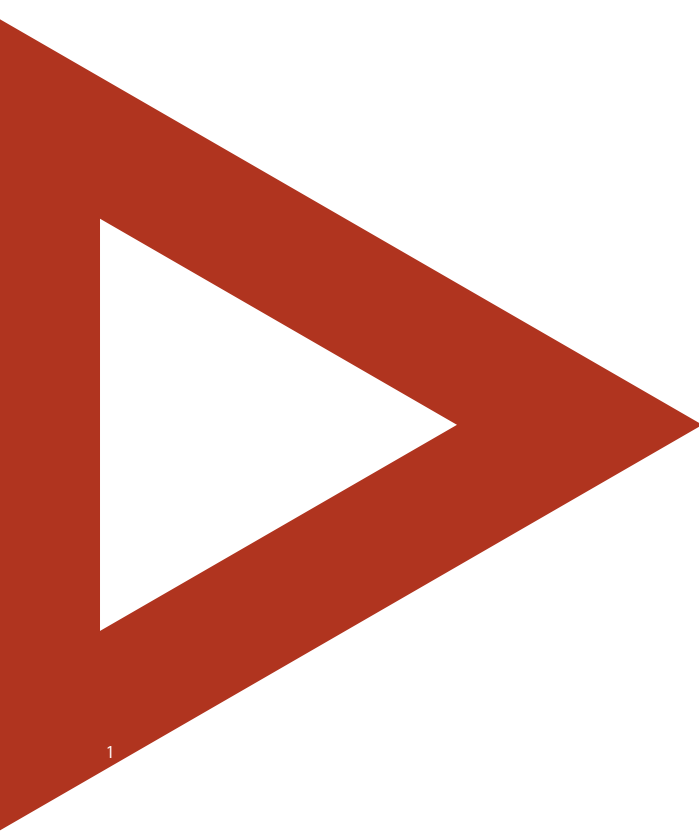
*High performance. Delivered.*

• Consulting • Technology • Outsourcing



Choose Accenture for a career where the variety of opportunities and challenges allows you to make a difference every day. A place where you can develop your potential and grow professionally, working alongside talented colleagues. The only place where you can learn from our unrivalled experience, while helping our global clients achieve high performance.

If this is your idea of a typical working day, then Accenture is the place to be.



# Accenture in Greater China

Accenture is a global management consulting, technology services and outsourcing company. Committed to delivering innovation, Accenture collaborates with its clients to help them become high-performance businesses and governments. With deep industry and business process expertise, broad global resources and a proven track record, Accenture can mobilize the right people, skills, and technologies to help clients improve their performance. With more than 186,000 people in 49 countries, the company generated net revenues of US\$23.39 billion for the fiscal year ended Aug. 31, 2008. Its home page is [www.accenture.com](http://www.accenture.com).

Across the globe, we partner with nearly 4,000 businesses and governments spanning across all industries and sectors. Our commitment to client satisfaction strengthens and extends our relationships. In fiscal year 2007, all of our top 100 clients have been clients for at least five years, and 85 have been clients for at least 10 years.

Over the past 20 years, Accenture in Greater China has grown side by side the evolution of China's economy. From the administration of the nation's opening-up policy to the accession into the World Trade Organization, Accenture has partnered with China's foremost corporations in providing management consulting, technology and outsourcing services, to help them advance through the changing environments and capitalize on opportunities from these critical junctures. Today, 80 percent of our clients in Greater China are Chinese enterprises. We also help multinationals define, launch and streamline their operations locally.

Accenture is one of the few companies in Greater China that continues to deliver innovative services and solutions to local and global enterprises. The unique strengths that distinguish Accenture in the marketplace are our ability to bring together excellence in innovation and implementation, employ a rare level of operational and technological expertise, and embrace local know-how with world class methodologies.

## Awards and Honors

- Consecutively ranked in the *Fortune* Global 500 for seven years
- Ranked in 2008 as one of the 50 most valuable global brands by *BusinessWeek*
- 91 of the *Fortune* Global 100 and more than two-thirds of the *Fortune* Global 500 are our clients
- Awarded the #1 outsourcing service provider on the Global Outsourcing 100 List by the International Association of Outsourcing Professionals

- Recognized by *CRM Magazine* as the leading consulting service provider for 5 consecutive years
- Named as a world leader in Systems Integration services for the second straight year by IDC
- Achieved recognition as the most admired American company in the IT Services category by *Fortune* for three straight years

## How we deliver our services

Accenture's business is structured around five industry-focused operating groups: Communications & High-Tech, Financial Services, Products, Resources and Public Services.

The services and solutions we offer fall into three growth platforms: Management Consulting, Systems Integration & Technology and Outsourcing.

From a business point of view, the high degree of specialization across business functions, industry sectors and technologies helps us be more efficient and respond more quickly to our clients. Just as important, it also drives the career development of our people, allowing them to build deep, marketable skills and gain experience that adds value to their careers.

### Management Consulting

- Strategy
- Talent & Organization Performance
- Finance & Performance Management
- Customer Relationship Management
- Supply Chain Management

### Systems Integration and Technology

- Systems Integration
- Technology Consulting
- Information Management
- Global Delivery and Sourcing

### Outsourcing

- Application Outsourcing
- Business Process Outsourcing
- Infrastructure Outsourcing

## Our core values

How we act at Accenture is guided by our core values. They shape our culture, define our character and guide how we make decisions. They apply to everyone, in every office, in every country.

- **Stewardship:** Building a heritage for future generations, acting with an

owner mentality, developing people everywhere we are, and meeting our commitments to all internal and external stakeholders.

- **Best People:** Attracting and developing the best talent for our business, stretching our people and developing a "can do" attitude.
- **Client Value Creation:** Improving our clients' business performance, creating long-term, win-win relationships and focusing on execution excellence.
- **One Global Network:** Mobilizing the power of teaming to deliver consistently exceptional service to our clients anywhere in the world.
- **Respect for the Individual:** Valuing diversity, ensuring an interesting and inclusive environment, and treating people as we would like to be treated ourselves.
- **Integrity:** Inspiring trust by taking responsibility, acting ethically, and encouraging honest and open debate.

## Our culture

Accenture is able to consistently deliver leading-edge solutions by bringing together talented people in a creative, dynamic environment.

Teamwork makes the daily challenges enjoyable and rewarding, and whether your team operates at a local or global level, you'll get to collaborate with diverse groups of highly motivated people who are committed to achieving outstanding results.

Support is crucial—our people have access to a wealth of information and resources, as well as the latest technologies and tools. We have a strong culture of sharing knowledge and working together to get effective results and deliver high performance. And we support you as an individual by encouraging you to pursue opportunities and succeed in your career.

## Accenture as a corporate citizen

Working with Accenture is not just about bringing high performance to our clients. Our people strive to become good corporate citizens, applying the same principles of high performance to bring lasting, positive change to society.

In Greater China, we engage proactively with our neighboring communities through various corporate social responsibility initiatives. Children and education are the focus of our efforts locally, to inspire and breed the next generation of leaders for our country. With recent disasters such as the Asian Tsunami and the tragic 8.0 magnitude earthquake which hit Sichuan Province, our colleagues in Greater China and globally have united to make a difference to the victims of these catastrophes. We also take the environment seriously, and in a pact to reduce our environmental footprint, several offices in Greater China have achieved ISO14001 certification. Accenture China is a member of the China Federation of Corporate Social Responsibility, an alliance of China's most influential enterprises working together to promote the local advancement of corporate citizenship.

### Accenture Hope School

The Accenture Hope Elementary School project was launched in 1996. Through corporate and employee donations, Accenture totally rebuilt and transformed a neglected elementary school in a rural village in Sha'anxi Province. For more than a decade, we have continuously supported the school in upgrading their teaching facilities and resources; provision of materials such as school uniforms, stationery and books; and the establishment of a sponsorship program for outstanding teachers



and students. With our ongoing sponsorship, children who would not have dreamed of a decent education now have the opportunity to enter leading universities.

#### **Dalian Children's Village**

In 2005, our Dalian office initiated an employee corporate citizenship effort to assist in progressively making a difference to the lives of adopted handicapped children living in the Dalian Children's Village. Accenture's funding has backed the set up of a child health and rehabilitation center providing essential general welfare services to children in the village.

#### **Oxfam Hong Kong**

Accenture Hong Kong has partnered with Oxfam since 2005 to support various projects through innovative fundraising and volunteering activities. Funds raised have enabled the redevelopment of Lianhe Primary School in Guizhou Province and the establishment of the first

Interactive Education Center in Hong Kong. In recognition of Accenture's commitment to the community, the Hong Kong Council of Social Service awarded Accenture the "Caring Company" award for 2005/2006.

## Where do I fit in?

Accenture has many different types of positions. Through this workforce mix we are able to meet myriad client demands. More importantly, we are also able to offer potential recruits a wide range of career goals and expectations.

We provide a wide range of roles for different people at Accenture.

We look for:

- Specialists in business, industry, technical and functional areas, who are responsible for designing, building and delivering high-value solutions that help our clients

move forward in every part of their business, from strategic planning to day-to-day operations.

- Technology enthusiasts who focus on application development, systems administration work, practical programming and technology implementation for business.
- Services professionals who work on Accenture outsourcing projects. We build long-term relationships with our clients through the management and provision of their business operations such as software maintenance, finance and accounting, and human resources.
- Professionals who manage and operate Accenture's business functions and support client teams. They work in a wide range of functional areas including human resources, marketing and communications, finance, quality control, legal, IT, facilities and services.



## Continuous learning

At Accenture we hire the best people and then we help them become even better. Whether it's for the next project, a promotion or general professional development, our training is designed to prepare our employees for the next stage in their careers.

Training is not just something our people do when they first join the company. We make constant investments in our employees' development to keep them at the top of their games. In 2008 we invested nearly \$750 million in training and professional development and provided an average of 76 hours of training per person.

Throughout your career, you'll continue acquiring and building specialized skills through on-the-job and formal training, conducted online, in the classroom or in collaboration with clients.

The sheer variety of work we do, and the experience it offers, provide an unbeatable platform from which to build a career.

## Total rewards

A career at Accenture is rewarding on many levels. Part of the reward is pioneering, challenging and interesting work that helps clients achieve high performance. Part of it is the outstanding opportunity to grow and develop as a professional. But we also expect our people to take on a great deal of responsibilities, and in return this can lead to significant rewards. We offer a combination of market-relevant rewards that recognize individual contributions and performance.

Our Total Rewards are, depending on levels, a mix of compensation, benefits and professional growth. In Greater China, some of these benefits include wealth accumulation plans/equity program, health &

income protection, benefits to ensure employees can maintain a healthy work/life balance, as well as the full range of "time off" work benefits. We also offer recognition programs such as Above and Beyond Awards, Celebrating Performance as well as bonus for employee referral recruitment and more.

## Sign up for Accenture Careers Newsletter

Accenture Careers Newsletter presents interesting feature articles about the consulting and technology industries, news about Accenture, profiles of Accenture employees, easy access to our global job searching tool and links to other resources useful for job seekers.

Sign up for the newsletter now and you can receive it monthly at [www.careers.accenture.com/newsletter](http://www.careers.accenture.com/newsletter)

