

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

>  
accenture

*High performance. Delivered.*

Graduate Consulting and Technology  
Solutions opportunities in Malaysia

• 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.



"Without a doubt, it is our people who will steer us toward greater success in the future and help us keep our clients ahead of the competition in today's complex and changing business landscape."

Lim Beng Choon  
Country Managing Director, Malaysia

## Table of contents

Why join Accenture?	3
Graduate opportunities in Consulting	4
Graduate opportunities in Accenture Technology Solutions	4
What can I expect from my experience at Accenture?	5
What training will I receive?	6
How will I be rewarded?	7

# Why join Accenture?



## Here are four good reasons

### Wide job variety

Always focusing on leading projects in various industries, Accenture offers the widest range of job opportunities in Malaysia: cross-industry, cross-function, cross-border and cross-specialisation.

### Deep career development

Accenture enables its people to develop their skills and confidence. Our employees work with the best people worldwide to solve problems and do what hasn't been done before.

### Leading client projects

Accenture's clients are some of the world's biggest companies. Household names come to Accenture for help with their most difficult technology challenges. So the work we do is not only important, it also has an impact; the results can be seen changing everyday life for people all around us. Accenture people work on vital assignments for FORTUNE® Global 500 clients to help them achieve high performance.

### Active Community Commitment

Accenture is actively committed to internal and external communities. Externally, we encourage people to play an active role in community life—be it in charity, welfare, leisure, sports or any other community that helps society grow. Internally, our people are proud and enthusiastic to be a part of the Accenture community.

Whatever your career goals and expectations, you should explore the wide range of career options at Accenture.

We look for applicants from a wide range of disciplines including technical degrees in Engineering, Mathematics and Computer Sciences as well as graduates with excellent academic achievement in Business/Commerce, Economics, Human Resources, Management, Finance and Law.

Join our global team and you'll be delivering the innovation that helps our clients become high performance businesses.

Apply at:  
[accenture.com/malaysiagrads](https://accenture.com/malaysiagrads)

# Graduate opportunities in Consulting

## What is Consulting?

Our Consulting professionals design, sell and deliver comprehensive business solutions, drawing on knowledge from across Accenture's global network. Our consultants belong to one of three work groups that determine the type of consulting work they do: Management Consulting, Systems Integration or Technology Consulting. Consultants also develop and apply expertise in an industry, business, technical or functional area; and this in turn determines the clients with whom they work.

## What is the work environment like?

Consulting people work closely with our clients, often in a fast-paced and highly collaborative project environment. They work in teams that bring together relevant experts from across Accenture. Consulting work typically takes place at client sites, often requiring travel.

## What does the Consulting workforce do?

As a consulting analyst in one of our three consulting groups below, you would focus mainly on project delivery: working across several industry groups, and developing a broad set of skills that will best position you for future success.

Read about the day-to-day work that you would do:

### Management Consulting

Focus on strategy and take responsibility for organisational change and business transformation. Use industry or functional expertise and critical thinking skills to help our clients determine where they are on their journey to high performance; and design realistic, achievable strategies that address their key business priorities.

### Systems Integration Consulting

Deliver large-scale, complex programs that marry processes with technology to help our clients achieve high performance. Specialise in the design, development, integration and delivery of functional and industry solutions, and processes for clients, based on existing packages such as SAP and PeopleSoft, Retek, or custom-built systems.

### Technology Consulting

Deliver technology innovation and serve as the backbone of our systems integration business. Design enterprise architecture and technology solutions, assess and diagnose technology environments, design technology infrastructure such as networks, security and platforms, set strategies, and tune technology environments for optimal performance.

# Graduate opportunities in Accenture Technology Solutions

## What does the Accenture Technology Solutions (Solutions) workforce do?

Solutions workforce people are technology specialists who are responsible for implementing and leading highly complex technology projects. They may build, test, install and maintain software across a variety of projects and industries. They are involved in a wide range of challenging technology projects on a global scale—working with leading enterprise applications such as SAP, Siebel, PeopleSoft and Oracle, or with custom-built applications.

In Solutions, our people belong to one work group: Technology Solutions. They are assigned to a technology capability, which determines their work assignments and training opportunities.

## What is the work environment like?

The Solutions work environment varies by assignment, but work typically takes place at either a client location or in an Accenture delivery center. Solutions people work in project teams that require collaboration with other local Accenture people and client personnel, and bring together relevant experts from across Accenture's global network. Depending on the specific responsibilities of an individual's role, travel may be required.



# What can I expect from my experience at Accenture?

The main reason people choose a career at Accenture is because of the work we do. The sheer scale of capabilities and client engagements differentiates what we do from most other companies. Many of our clients are global organisations, so you'll craft solutions and build systems that affect companies around the world—creating the infrastructure of business today.

At Accenture, you would be working for a company with a globally recognised brand and reputation. It is important to know that regardless of where you work in our organisation or where you are in your career, you will have a variety of opportunities to develop your potential. Although our people have different responsibilities within Accenture, your work would challenge you to consider new, innovative ideas and be open to new possibilities. This may include providing services or developing solutions for our clients. At times this work is demanding, but there are strong support networks in place to help you along the way—from

motivated and talented co-workers, to supportive leaders and supervisors, to internal communities that complement your work experiences with mentoring, coaching, knowledge sharing and networking opportunities.

In exchange for your efforts, you are given many opportunities to learn, grow and expand your expertise through on-the-job experience, and formal and informal training. You will also be competitively rewarded and recognised through various programs designed to acknowledge your contributions.

## Hear from our people...



Joanne joined our Talent & Organisational Performance practice in Malaysia as an Analyst.

### A typical day at work...

I kick off the day by responding to emails then browsing through online news to get up to speed on world events. Then, my focus is on the project I am working on, gathering and analysing data obtained from colleagues and the client.

### What excites you about your job?

The opportunity to work with talented colleagues who are just as fun as they are skilled at their work.

### What attracted you to Accenture?

The limitless opportunities it provides and the very famous training facilities and curriculum it offers.

### What are your proudest achievements at Accenture?

Conducting a User Acceptance Test (UAT) on my own, with minimal supervision and being able to answer queries from the client. Coming from a totally unrelated industry and background, I have learnt a lot from my colleagues and team leads who are experts in the SAP system.

### What is something you have learned in the past year?

Anyone can learn something new as long as they are surrounded by the right means, ie: wonderful colleagues who are constantly ever ready to help and who have been very patient with me.

# What training will I receive?

**Our people are our most important asset and we invest considerable resources to provide on-going training that builds and extends to professional, technical and management skills in all areas.**

A recent research study shows that for every hour of training our competitors give their people, Accenture employees receive two hours, at half the cost per hour. Specifically, our \$900 million investment in training resulted in more than 60 training hours per person, for a total of over 12 million hours of training delivered plus completion of more than 95,000 industry-related courses.

Accenture colleagues come from a wide range of cultural, educational

and geographic backgrounds, creating a dynamic and diverse professional work environment. We encourage our people to become involved with and to make a difference through a variety of community and environmental programs. Training is conducted in a variety of ways at Accenture, from classrooms to the web, in country and globally. All our new recruits attend New Joiner Orientation when they first arrive, which gives them the essential knowledge they need to launch their Accenture career. This program serves as an introduction to our global network even though it is conducted close to our people's home locations.

This is just the first component of training we give to our people. Many Accenture employees benefit from attending courses at one of our regional training centers. At these

locations, Accenture people gather to learn from each other, to collaborate, and to build professional relationships that will last a career.

Other classroom-based courses are also held at regional locations around the world. However, learning doesn't stop when you walk out of the classroom. Our global learning portal, myLearning, directs our people to over 20,000 virtual classroom courses, and other learning resources, to meet almost any business need. Our people also learn while they are on the job by using the Knowledge Exchange, our vast online encyclopedia. This means our people are learning every minute of every day of their Accenture career. All of this takes place in an environment that enables you to collaborate with people and draw from expertise around the world.

## Hear from our people...



David, an Analyst with our Systems Integration & Technology practice in Malaysia shares his thoughts about working at Accenture since joining as a Graduate.

### How did you get the job?

I was intrigued about consulting and after applying online and going through a series of interviews, I started my consulting career at Accenture!

### Why did you choose Accenture?

Firstly, Accenture is one of the best consulting firms in the world and secondly, because of the diversity of work and challenges that exist across the different projects we work on. The learning experience is a little steep having come straight out of university but the information that I have gained about business processes has been invaluable. Training is an integral part of Accenture and so I continue to develop my skills.

### What does the future hold for you at Accenture?

More exciting and challenging projects and the prospect of taking on more responsibility as I continue my journey in consulting and growing my career with Accenture.

### What do you like most about your job?

The fast-paced working environment and the fact that I am learning something new every day. Accenture does have the work hard and play hard culture. The other aspect I like about Accenture is its people and I am thrilled to work alongside these fine individuals.

# How will I be rewarded?

**Total Rewards:** Helping you get out of bed in the morning. Performance management is a continuous process you take part in throughout the year. It provides you with feedback and guidance to manage and enhance your performance, skills and career.

Taking on new challenges and responsibilities and learning from your experience is the best way to deepen your skills. Each Accenture workforce supplements your experience with training in core, must-have skills appropriate for your role or position and career level. Training opportunities help our people to build deeper proficiencies in their area of specialisation. But your opportunity to learn does not stop there. Regardless of what you do at Accenture, you have access to Accenture methodology, expert networks and global newsfeeds and publications to help you to be successful. The opportunity to connect with and learn from your colleagues around the world is one of the unique aspects of working for Accenture.

Ask for help, and you will get it!

## A taste of the rewards

- **Employee Share Purchase Plan**  
Employees can buy shares at a discount.
- **Above & Beyond**  
High performers and exemplary employees are awarded on a quarterly basis.
- **Celebrating Performance Points**  
High performers are recognised and rewarded by their colleagues with points to buy from a range of i-pods, digital cameras, laptops and much more.
- **Accenture Clubs / Community Meeting**  
There are a variety of clubs and communities in order to strengthen bonds among employees and create a vibrant and healthy atmosphere.
- **Employee Referral Program**  
An employee referral program is in place, in which Accenture pays a bonus when referred applicants are hired.



## World's #1 golfer



Accenture is designated as the exclusive management consulting and technology services partner of both Tiger Woods and the Tiger Woods Foundation.

## About Accenture

Accenture is a global management consulting, technology services and outsourcing company. Combining unparalleled experience, comprehensive capabilities across all industries and business functions, and extensive research on the world's most successful companies, Accenture collaborates with clients to help them become high-performance businesses and governments. With offices and operations in more than 200 cities in 52 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).

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## Apply now:

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