

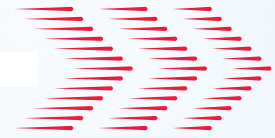
AUDIT • ADVISORY • TAX

INVEST IN YOUR CAREER

Join BDO. Watch your career grow.

#IAMBDO

BDO



CAREERS AT BDO

CLEAR ADVICE FROM ETHICAL, INDEPENDENT AND QUALITY-DRIVEN EXPERTS, THROUGHOUT THE COUNTRY AND AROUND THE WORLD.

Over 2135 people providing clarity in audit, tax, advisory, and business outsourcing to companies across numerous industries. Seven offices in South Africa and 111, 307 people in 164 countries around the globe.

We offer industry-specific practices, world-class resources, and an unparalleled commitment to meeting our clients' needs with 75% of them recommending us. We serve more than 47 JSE-listed domestic clients, over 150 international clients and over 700 000 clients globally, who are clear on why they chose BDO:

- Quality, independence and a high ethical standard across all services
- Unparalleled partner-involvement (12:1 staff to partner ratio, globally)
- Deep industry knowledge and participation
- Geographic coverage across South Africa and Africa
- Cohesive global network
- Level 1 BEE Contributor
- Focused capabilities across over 20 disciplines
- Purpose driven culture, underpinned by values

Being ethical and quality driven is a given for us, and to show exactly how this is a part of our DNA, we have developed the BDO Clarity Charter. This is our commitment as individuals and as a firm. It underpins all we say and do, from how we live our values to how we engage with you, our clients and all our stakeholders.

At BDO we make it our business to help you grow. Developing strong relationships with colleagues, clients, service providers, regulators and other stakeholders, is at the forefront of our exceptional client service approach. Many of our clients and staff have been with BDO in excess of 10 years – testimony to the level of personal attention and care we give to developing and nurturing relationships.

We are clear about our commitment to create unlimited growth by giving our people continuous opportunities and our clients unparalleled support.

So, if you are looking to work for one of the world's leading professional services firms, BDO should be your first choice.

WHAT IS OUR AMBITION?

Driven by our own ambition, our clients' needs and a focus on delivering exceptional client service, we're working collaboratively across the world to offer innovative solutions and services to our clients.

We're striving to become a much larger BDO, and to be seen as the only viable choice for our clients whose companies are looking to grow.

OUR PEOPLE

At BDO, we understand that exceptional service to our clients begins and ends with exceptional regard for our people. We are BDO through our extraordinary people:

- Partners and staff are accessible
- We encourage collaboration in an atmosphere of trust and cooperation, mentoring, consulting, and exchanging ideas
- The BDO culture emphasises career growth
- Locations in large and small centres around the globe





IT'S TIME FOR BDO TO LEAD

..ARTICLES

We offer a number of different training contracts, depending on your chosen specialisation.

Should you choose to do your traineeship in Johannesburg or Cape Town, you will have an opportunity to gain considerable sector specialised experience in one of several industry sectors, from Natural Resources and Public Sector, to Real Estate and Construction, Technology, Media & Telecommunications, Consumer Businesses or Mid-Market/Entrepreneurial businesses. Your traineeship will combine your preferred prime sector exposure, together with some cross-exposure from other industry sectors to give you overall broad experience during your contract.

In our smaller offices in Durban, Pretoria and Port Elizabeth, you will have more general exposure and you will work on a range of clients across different industries.

Our objective is to develop well-rounded professionals, so no matter which office you work in, you will be exposed to all you need to know to ensure you emerge with one of the most desired qualifications, globally.

AUDIT

Once you have completed your SAICA accredited post graduate degree, it is time to take the next step on your path towards becoming a CA(SA) - your training contract. A training contract is signed with an auditing firm or registered training firm (as approved by SAICA) to complete your qualification. It's best to research a number of firms before you make a decision as they vary widely in culture and trainee experience.

TAX AND ADVISORY

We also offer specialised traineeships for those

wanting practical experience in Tax, Risk Advisory, Wealth Advisory and other professional careers. We also accept SAIPA applications, which open in August each year.

FINANCIAL SERVICES

BDO's Financial Services (FS) practice draws on deep industry experience and FS specialists to help clients navigate a changing and highly competitive industry.

Our professionals deliver audit, technology, tax and consulting services to financial institutions, asset managers and insurance companies.

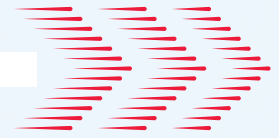
BDO FS brings an in-depth understanding of the complexities of the financial services industry, and the unique challenges facing our clients' businesses and global financial markets.

We offer audit trainees the option to complete their training contract by specialising in the audit of FS clients across banking, insurance and investment management.

FS Technology focuses on delivering audit and advisory services across FS. Apply for a two-year contract with our FS Technology team. You will need one or more of the following degrees: BCom or BSc in Computer Science, Informatics, or Information Systems.

In FST you join a team with more than 300 years of FS and more than 80 years of technology experience collectively. You will gain exposure into the 4th industrial revolution, Robotics & Artificial Intelligence, Blockchain and cryptocurrencies, and Machine learning. We are developing the Adviser of the future with key focus on emerging technologies.





WHAT WE DO

BDO offers a broad range of audit, tax and advisory services:

INDUSTRIES

- Owner managed business
- Natural resources
- Financial services
- Public sector
- Technology, media and telecoms
- Consumer business
- Real estate and construction

AUDIT

- Financial Services and other regulated sectors such as retirement funds and medical schemes
- JSE Listed Companies
- Privately Held Companies
- Public Sector

ADVISORY

- B-BBEE Verification Services
- Business Restructuring
- Company Secretarial
- Corporate Finance
- Cyber Lab
- Digital Advisory
- Economic Advisory
- Infrastructure Advisory
- Internal Audit
- Forensics
- Legal Services
- People and Business Solutions
- Risk Advisory
- Sustainability
- Strategic And Development Advisory
- Wealth Advisory

TAX

- Corporate Tax Compliance
- Corporate Tax Consulting
- Global Employer Services
- Individual, Trust and Estate Tax
- International Tax
- Transfer Pricing Services
- VAT and Customs

Business Services Outsourcing (BSO)

- BDODrive
- Independent Reviews
- Payroll Outsourcing
- SME Tax

AFRICA DESK





OUR CULTURE

We believe that 'play' is just as important as 'work' – with many opportunities to participate in sporting, charity and other social events. A number of internal programmes drive our unique culture, which can be felt as soon as you visit for your first interview.

BDO's internal value proposition has been developed by staff and is lived by us, every day as we interact with each other and our clients. Our values guide us through the challenges of our profession, and they are what make BDO a dynamic and supportive working environment.

WHAT WE OFFER?



Driven by our Core Values



3rd year article clerks are eligible for secondments to International BDO Offices for both short and long term



164 offices worldwide



Study leave



Exposure to our clients who are large JSE-listed companies, private companies, public sector entities and individuals



Personal mentoring from leadership



We invest in you to support you in achieving the relevant certification to grow your career



Accelerated growth - we will groom you to be a manager in the next three years



CSI and Social committees



Professional membership fees paid – any fees relevant to your profession aligned with a professional body



Leaders in our market



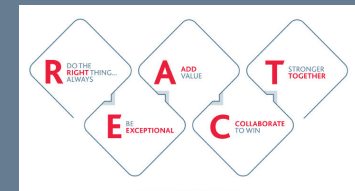
Lead through innovation



Advisers of the future

REACT TO OUR VALUES

- Do the Right thing, always
- Be Exceptional
- Add Value
- Collaborate to win
- Stronger Together



EXCEPTIONAL CLIENT SERVICE

We are proud of the work we do at BDO, whether for clients or for each other.

Our global Exceptional Client Service programme recognises and rewards staff who go above and beyond for BDO, demonstrating a level of commitment like no other:

- Anticipating client needs
- Being clear, open and swift in our communication
- Meeting our commitments
- Providing the right people for our clients and the right environment for our people
- Creating value by giving clients up to date ideas and valuable insight



	CONCERNS	MYTH	FACT
1.	You will be stuck on an audit, auditing one section for four months	I'll spend most of my time on one client, which could be boring.	At BDO, we are exposed to lots of different industries, sectors and clients - from JSE-listed entities and owner-operated businesses to schools and NPOs.
2.	It is a very serious working environment	People say that in auditing, everyone wears grey suits and works in a grey building.	Not true at all. You visit different places (clients) and travel a lot (maybe even too much). Auditors LOVE social events and we often have office functions and monthly drinks. The auditing profession has changed a lot over the years. Today it is full of young people (or just young at heart!) vibrant people.
3.	All the first year do is make coffee and scans and print documents	I was told articles would enable me to become a CA(SA).	Not just a CA(SA). You'll learn people and life skills from working with a team, managing pressure and dealing with any curveballs thrown your way.
4.	You will only do ticking and bashing i.e. cash and bank	Auditors spend most of their time crunching numbers and ticking & bashing.	Yes, we need to crunch numbers to analyse financials, but a lot of our day is spent meeting with clients to understand their business. We also do site visits and get to witness and see how products are manufactured. Auditors also gain insights into how financial, socio-economic and environmental factors affect different businesses.
5.	The profession will become redundant	Auditors will be replaced by robots.	Certain auditing processes are indeed becoming automated, however human ingenuity and professional judgment are critical to the process, making you indispensable to the profession.
6.	When you start articles you will work extremely long hours all the time	Being an auditor is a lonely job.	Auditors work together on teams of all sizes and shapes: different staff seniority, gender and ethnic backgrounds. These teams often change from audit to audit so you get to meet new people all the time.
7.	You went to varsity, got degrees, so you know it all	Now that I have two degrees, I know everything after my studies.	Theory is different to practice, Your articles is 100% what you make of it and there are many learning opportunities if you are willing and have the right attitude. Mistakes happen, which is why seniors review work and help you to improve. Remember your career starts NOW!
8.	You are just a number in the company and no one cares	There are so many trainees, will I be just a "number"?	At BDO our corporate culture is focused on being a family. We have mentorship programmes during and after articles where you are assigned a mentor manager and mentor partner. They coach, assist and guide you through your training contract.
9.	People on the audit expect you to know what you are doing	As a junior member of the team I will not have an important role on the audit	Trainees have many different responsibilities, but coming straight out of university means that you have the most up to date theoretical knowledge. To be successful, an audit needs everyone, to play their part and bring their unique value to the team.
10.	There is no work life balance	People told me that I will not be able to play sport anymore or go to the gym.	Actually, we encourage sport and fitness for physical and mental health, especially during reporting deadlines. We have a wellness team, who will guide and show you how to manage your own personal work-life balance, as well as how to navigate articles.
11.	You are stuck in an office all day	Auditors are tied to their desks.	Many auditors have an "office in a backpack" lifestyle and their location varies between the office, home and the client (which FYI may mean going on away-audits and staying in luxury accommodation).

...YOUR CAREER

At BDO we don't only have the ambition, but the opportunity to fundamentally change the circumstances in which we operate. Driven by this ambition, our clients' needs and an unyielding focus on delivering exceptional client service, we're working collaboratively across the world and are consistently innovative.

The field of accounting and advisory is marked by constant change and evolution. Those who are most successful evolve with it, continually learning and growing throughout their careers. To that end, BDO offers training and mentorship opportunities designed to help professionals at all levels advance in their careers.

...YOUR FOUNDATION

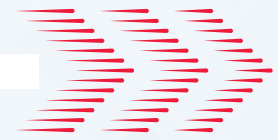
Our RED and RED Lite Programmes are the ideal vacation work opportunity to gain first-hand experience of what it means to be a CA(SA) and to learn about the world of work. Students from 1st year to CTA can apply to join the office closest to them and experience what it is like to work at BDO. The BDO RED programme – Readiness Experience Drive is targeted at 3rd year and CTA students, and the BDO RED Lite programme is targeted at 1st and 2nd year students.

...YOUR FUTURE

At BDO, we believe in investing in our people to help them grow, both professionally and personally. The foundation of our business is strong relationships, with colleagues, clients and other stakeholders and we work hard every day to make this a reality.

Our commitment is to create unlimited growth by giving our people continuous opportunities and our client's unparalleled support. We make it a priority to provide our interns, trainees and other entry level professionals with mentorship, flexibility, learning and growth opportunities.

When deciding on a firm to kickstart your career, as one of the world's leading professional services firms, BDO should be your first choice.



CAREERS AT BDO



01. BUSINESS EDUCATION
Mentor to be allocated to you.



02. EXPOSURE
Our clients are large JSE-listed companies, private companies, public sector entities and individuals.



03. CORE VALUES DRIVE OUR FIRM
Our staff work hard to support our values and what matters to them, matters to us.



04. WE CARE
Our CSI committee drives support for those in need.



05. PROFESSIONAL BUT FUN
We work hard but also play hard.



06. YOUR CAREER
Your future is grounded in a strong foundation.



07. TRAVEL
See the world on a secondment.



08. MORE OPPORTUNITIES
Opportunities to work in industry sector teams, thereby broadening your experience.



09. RELATIONSHIPS MATTER
Hands-on involvement with clients and colleagues.



10. LOCATION
We have offices in 7 locations in South Africa (5 of which run graduate programmes) and 164 countries globally.

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