Achieving more together.

Start Your Career with Accenture
Your team today from the Geneva Office

Szilvia Herman
Business & Technology Delivery Manager

Denisa Hanson
Business & Technology Delivery Team Lead

Jessica Guerra
Management Consulting Analyst

Freya Girault
Management Consulting Analyst
At Accenture You are the Center of Focus:

As a company we are made up of a variety of individuals, each with different skills. That is why we try to make our work environment and our corporate culture as attractive as possible for many great people.

Learn more about Accenture through this interactive document!

<table>
<thead>
<tr>
<th>ABOUT US</th>
<th>OUR WORK</th>
<th>GOOD REASONS FOR ACCENTURE</th>
<th>YOUR FUTURE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Who we are</td>
<td>Our Key Differentiators</td>
<td>Why Accenture?</td>
<td>Your Opportunities</td>
</tr>
<tr>
<td>How we work</td>
<td>Our Clients</td>
<td>Continuous Education and</td>
<td>Your Career Ladder</td>
</tr>
<tr>
<td></td>
<td>Our Business</td>
<td>Training</td>
<td>Your Application Process</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Career Opportunities for</td>
<td>How you can contact us</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Women</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Social Responsibility</td>
<td></td>
</tr>
</tbody>
</table>

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ABOUT US

Who we are

How we work
Who we are (1/4) – The Best Place to be for Extraordinary Candidates

One of the world's leading professional services with experience in more than 40 industries

The world's leading partner for large-scale business transformation projects

Listed as one of the Top 100 Employers

Net revenue: US$ 31 billion for the fiscal year which ended Aug. 31, 2015

We deliver end-to-end solutions: from analysis to implementation, from concept to operation
Who we are (2/4) – The Best Place to be for Extraordinary Candidates

Revenue by Operating Group*

- **25%** Products
- **20%** Communications, Media & Technology
- **21%** Financial Services
- **16%** Resources
- **18%** Health & Public Service
- Others: <1%

>370,000 Employees worldwide, 6,700 Employees in ASG

Ranked **No. 42** on Interbrand’s “100 Best Global Brands 2015”

>4,000 clients, thereof 29 of the Dax 30 companies

* as of Aug 31st, 2015; in US$.
Who we are (3/4) –
This is where You find Us

Locations: worldwide in over 200 cities and 56 countries

Geographic Units:
• Germany
• Austria
• Switzerland

(Graphic does not include project offices)
Who we are (4/4) –
This is where you find us: Accenture in ASG
How we work – The Accenture Way

The Accenture Way is how we do things. It is the way we innovate, collaborate, operate and deliver value – for our clients and our shareholders. It differentiates Accenture in the marketplace and is brought to life every day, in everything we do, through our unique passion, energy and style.

**Clients:**
We are passionate about our clients and we are focused on delivering results.

**People:**
We have the best people and we are team players.

**Performance:**
We are flexible and we drive for performance.

**Future:**
We care about our communities and we are focused on economic and business competitiveness to build a better future.

Learn about The Accenture Way
OUR WORK

Our Key Differentiators

Our Clients

Our Business
Our Key Differentiators

**Outstanding Features**

- Deep industry expertise and global breadth
- The best people in our industry
- One of the world's largest independent technology services provider
- Global Delivery Network

**A Privileged Position in the Technology Ecosystem**

Strategic relationships with alliance partners, including leading technology providers such as Microsoft, SAP, Oracle, Cisco, EMC, Salesforce

Systems integration partner for Oracle and SAP

Knowing our partners and their technology inside-out, we can rapidly tailor solutions to meet clients’ specific needs
Our Clients

Large portfolio of top clients
We have extensive relationships with the world’s leading companies and governments and we work with organizations of all sizes, all over the world. We serve over 4,000 clients in over 120 countries, including:
• 89 of the Fortune Global-100 and more than three quarters of the Fortune Global-500
• 29 of the companies listed in DAX-30 (Germany)
• 13 of the 20 SMI-companies (Switzerland)

Accenture innovation: projects and client successes
Watch these videos on innovative projects and see how Accenture helps its clients achieve high performance and success:
• Marriott: Optimizing the Internet presence
• UBS: A keen eye on valuable information
Our Business – Overview

Bring your talent and passion to a global organization at the forefront of business, technology and innovation. Collaborate with diverse, talented colleagues and leaders who support your success. Help transform organizations and communities around the world. Sharpen your skills through industry-leading training and development, as you build an extraordinary career.

Discover how great you can be. Our businesses include:

- accenture strategy
- accenture consulting
- accenture digital
- accenture technology
- accenture operations
Our Industry Focus

Accenture’s clients span the full range of industries around the world. Our industry focus enables us to deliver innovative solutions tailored to each client. We bring an understanding of industry evolution, business issues and applicable technologies.
**Our Business – Accenture Strategy**

Join Accenture Strategy and turn your theories into action. Devise and deliver solutions at the intersection of business and technology, and help some of the world’s most successful and influential organizations develop new ways of doing business.

Watch what Caroline has to say about her experience at Accenture Strategy.

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**BUSINESS STRATEGY**
- Business model
- Business Innovation
- Corporate Development & Growth
- Digital Business Strategy
- Corporate Transformation
- International Development
- Mergers, Acquisitions & Integration Strategy
- Sustainability

**TECHNOLOGY STRATEGY**
- Corporate Architecture & Applications Strategy
- IT-Strategy

**OPERATIONAL/FUNCTIONAL STRATEGY**
- Finance & Enterprise Performance
- Operations
- Sales & Customer Services
- Talent & Organization
Our Business – Accenture Consulting

Join Accenture Consulting and use your insights and capabilities to transform the world’s leading companies. Accenture Consulting serves clients globally in more than 40 industries. By focusing on specific industries, we develop an understanding of the business issues and applicable technologies for each, enabling us to deliver innovative solutions tailored to each client.

Watch what John has to say about his experience at Accenture Consulting.

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**Management Consulting**

**INDUSTRY-SPECIFIC BUSINESS MODEL TRANSFORMATION**

Finance & Enterprise Performance | Supply chain | Sourcing & Procurement | Talent & Organization | Sales & Customer Service

**BUSINESS FUNCTION TRANSFORMATION**

**Technology Consulting**

**PROGRAM CONSULTING**

Package & vendor selection | Application & architecture studies | Program diagnostics & recovery

**TECHNOLOGY CONSULTING**

Digital IT | Intelligent Applications | Intelligent Infrastructure

**TRANSFORMATION PROGRAM MANAGEMENT & CONTROL**

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Our Business – Accenture Digital

Bring your digital marketing, mobility and analytics skills to Accenture Digital - to the edge of discovery and the forefront of innovation. Help the world’s leading brands and governments unleash the power of digital to drive growth, create new sources of value and transform their businesses.

Watch what Alex has to say about his experience at Accenture Digital.
Our Business – Accenture Technology

Working for Accenture Technology, you help clients across all industries harness the power of technology to innovate, grow and improve their operations. Leverage your technology expertise with one of the world’s largest independent providers of technology services.

Watch what Marta has to say about her experience at Accenture Technology.

Watch the Accenture Technology Global Delivery Video.

Communications, Media & Technology

Financial Services

Health & Public Service

Products

Resources

IT APPLICATION

PLATFORM: Microsoft/Avanade | Oracle | Data Center | Salesforce | Workday | Java
LIFECYCLE: Architecture Services | Application Testing | Application Outsourcing | Application Capacity | Services | Mainframe/Modernization

ACCENTURE SOFTWARE

CLOUD
Our Business – Accenture Operations

As an Accenture Operations professional, you’ll partner with clients to create a broader definition of success — going beyond cost efficiencies and operational excellence to deliver outcomes such as increased sales, greater customer and employee satisfaction, increased market share and more.

Watch what Riten has to say about his experience at Accenture Operations.
GOOD REASONS FOR ACCENTURE

Why Accenture?
Continuous Education & Training
Career Opportunities for Women
Social Responsibility
## Achieve More in a Team
We are international, inter-cultural and inter-disciplinary – and that is how our teams work for and with our clients.

## End-to-End Implementation
Several times a day an Accenture system goes live somewhere in the world. We provide much more than strategic vision – we also ensure seamless and successful implementation of well thought-out solutions. End-to-end, from A to Z, everything from one source.

## Our Values
Our corporate culture is based on our values, and they also define our character. They are the guideline for our behavior and for the decisions we make: Stewardship, Best People, One Global Network, Client Value Creation, Respect for the Individual, Integrity.
Why Accenture? (2/2) – We Differentiate Ourselves by Our Way of Working

Understanding What it Takes
Our employees can draw from a profound knowledge base at the “Accenture Institute for High Performance”.

An Excellent Employer
National and international awards have confirmed time and again that we are using the right approach: e.g. the Great Place to Work® award in Austria & Switzerland.

Flexible Career Planning
Our employees’ needs will change over the years. With a number of programs we will support you in shaping your individual career:
• Flexible Hours/individual working models (Flextime, Part Time, Job Sharing, Home Office)
• Child Care and Elder Care Programs
Continuous Education and Training – Comprehensive individual development schemes

Part of the support Accenture offers you is ongoing training to help you remain at the top of your game and continue to grow.

Know-How Network
- A diverse group of international colleagues, united by a common corporate culture
- Communities
- Knowledge Pool & Knowledge Sharing Network

HR Development & Continuous Education
- Comprehensive Training Curriculum
- Mandatory Basic Training
- Individual Training Budget

Personal Coaching
- Mentoring by peers during integration
- Career Coaching from experienced colleagues (Development Plan, Annual Feedback)

Performance Management
- Career Development & Standard Performance Management
Career Opportunities for Women –
Defining success. Your way.

We support women’s professional goals and aspirations.

Special program for women:
Internal Mentoring, Coaching, Leadership Development, worldwide communities as well as specific learning and qualification opportunities

39% of new hires at Accenture are women

Flexible working time, Home Office possibilities & Parental Leavers Network

Accenture is recognized on Working Mother’s 100 Best Companies List

Women’s Research: How we use digitalization for our careers? Accenture women brochure 2015 here


Intended percentage of women for new hires:
At least 40% by 2017

>130,000 women
Social Responsibility

We get involved in the world we live in – with all our capabilities. Apart from our Accenture Foundation we offer our employees plenty of opportunities to become active in charitable projects and to participate in social programs.

Accenture’s corporate citizenship initiative, Skills to Succeed, helps address the global need for skills that open doors to employment and economic opportunity. It draws on two of Accenture’s core capabilities: training talent and convening partnerships to achieve tangible, measurable results.

By the end of 2013 Accenture and the Accenture Foundation had contributed over 100 million USD in our Corporate Citizenship Program, both in the form of donations for global and local projects, and in the form of employee activities.

We are aware of the environmental impact of everything we do, and we have pledged to reduce pollution, e.g. by reducing CO2 emissions and by promoting eco-efficient work practices. We reduced our per employee carbon emissions by more than 43 percent against our fiscal 2007 baseline.
Your Opportunities

You appreciate a challenge, and you want to demonstrate every day how you can harness your know-how, your vision and your social skills for a common goal? Then Accenture is the right place for you!

**Graduates**
- Jump-Start Program
- Direct Entry

**Professionals**
- Direct Entry

**Students**
- Internships
- Work-Study Programs

**School Leavers**
- Dual Studies: Bachelor of Science, Business Informatics or Applied Informatics
- Vocational Training: Qualified IT Specialist (D)
- Jump-Start Program for HTL Graduates (Höhere Technische Lehranstalt) (AT)
- Jump-Start Program for Graduate Apprentices (CH)
Your Career Ladder

- **Overview**
  - Technical and Methodology Training in our Training Centers

- **Introductory Training**
  - Training on the Job, specific Training
  - Work in Project Teams

- **New Associate, Associate, Analyst**
  - Continuous Education
  - Budget and Team Leading Responsibilities
  - Specialize for Expertise Group

- **Consultant**
  - Project Management Responsibilities

- **Manager**
  - Sales Responsibilities

- **Senior Manager**
  - Leadership, Business Development and Sales
  - Client Acquisition and Relationship Management

- **Managing Director**
  - Sales Responsibilities
Jump-Start – Overview

Digital Analytics
- Big Data
- SAP Analytics
- Digital Analytics & Visualization

Digital Interactive
- Frontend Developer
- SAP hybris
- Adobe Experience Manager

Technical JS
- Java
- ABAP
- BA & Testing
- Pega
- Product Lifecycle Management (PLM)
- Infrastructure

Functional JS
- SAP Module (SCM, CRM, FICO)
- Talent & HR
- BA & Testing with FS Flagging
- PMO
Graduates: Entry Program – Jump-Start (1/3)

Technical

- SAP-ABAP
- Java
- Infrastructure
- PLM
- Pega

Orientation

Project Preparation (Business Communication, Self Awareness, Cultural Awareness, Database Training or Excel Training, Accenture Delivery Methods)

- SAP Fundamentals
- Custom Application Fundamentals
- Enterprise Java
- Frameworks
- User Interfaces: Web, Advanced & Mobile
- Network Fundamentals
- Workplace Management & Collaboration
  ITIL
  Citrix
- Fundamentals of Java
  Custom Application, Enterprise & Frameworks
- Workplace Management & Collaboration
- UI Advanced & Mobile
- Teamcenter Academy
  Part 1: Introduction
  Part 2: Data Model & Administration
  Part 3: Customization
- Pega Introduction
- PRPC: System Architect Essentials I & II
- Preparation and Exam for CSA
- PRPC: Senior System Architect
- Preparation and Exam for CSSA
Graduates: Entry Program – Jump-Start (3/3)

<table>
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<tr>
<th>Digital</th>
<th>Big Data</th>
<th>SAP Analytics</th>
<th>SAP hybris</th>
<th>Adobe</th>
<th>UX &amp; Frontend Development</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project Preparation (Business Communication, Self Awareness, Cultural Awareness, Database Training or Excel Training, Accenture Delivery Methods)</td>
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<td>Digital &amp; Analytics Fundamentals and Pre-Requisites</td>
<td>NoSQL &amp; Hadoop</td>
<td>Project Preparation</td>
<td>Digital Interactive (Module 01-Module 08)</td>
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<td>Digital &amp; Analytics Fundamentals and Pre-Requisites</td>
<td>SAP Netweaver Fundamentals Training</td>
<td>Custom Application Fundamental</td>
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<td>NoSQL &amp; Hadoop</td>
<td>Bootcamp SAP BW</td>
<td>UI Web</td>
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<td>Oracle Training</td>
<td>Bootcamp SAP Business Objects</td>
<td>UI Advance</td>
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<tr>
<td>Informatica Training</td>
<td>SAP HANA</td>
<td>Web Services</td>
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<td>SAP hybris</td>
<td>Technical Deep Dive AEM</td>
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<td></td>
<td>Overview Adobe Offering</td>
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<td>Specialization Training</td>
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Vocational training as an IT Specialist (m/f) for Systems Integration or Dual Study Program

**IT specialists** plan, install and maintain the systems and complex computer networks we look after for our clients. Over the course of the training it offers you a specialization on operating systems, network technology, protocols and network security (firewalls, etc.). The Bachelor of Science (m/f) **Dual Study Program** for Business Informatics or Applied Informatics in cooperation with Accenture is the perfect training and career opportunity for high-school graduates.

Schoolleavers

With a completed business apprenticeship or an apprenticeship as an IT Specialist or an Applications Developer (EFZ/EBA/HF), our Jump Start Program offers you first class opportunities to quickly become a specialist.

HTL (Höhere Technische Lehranstalt)

To get the career off to a good start, we offer the opportunity to take part in our Jump Start Program. During this program, the participants will receive intensive training to prepare them for their future responsibilities and projects.
Your Application for an Extraordinary Career

If you graduated (Bachelor, Master, Diploma) in one of the following disciplines, you are well-prepared for Accenture:

- Economics/Business Administration
- (Business) Informatics
- (Business) Engineering
- Natural Sciences (Mathematics, Physics or Chemistry)

There are also great opportunities for Qualified IT Specialists (D), Graduate Apprentices (CH), HTL Graduates (AT).

What We Expect from You:
Valuable Tips for Your Application from Our Recruiting Experts.

Apply in Three Steps

Step 1:
Online Application

Step 2:
Interview

Step 3:
Selection Day: Personal Interviews*

*Depending on the professional experience of individual applicants.
Your Contact with Us –
Your First Step into Your Future

For more information about Accenture and your career opportunities, visit our career website:

- accenture.ch/careers
- accenture.ch/karriere

You can also reach us via Social Media:

- facebook.com/accenturekarriere
- twitter.com/AccentureDACH
- xing.com/companies/accenture

If you have questions, you can also contact our Career Infoline:

- Switzerland: 00 41 - 44 219 5005

Your contact in Switzerland
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Save the Date

Meet us to discuss the latest Technology Trends
on Wednesday, April 6
18:00 – 20:00
at EPFL, Room CM 3
Register here: theconsultingsociety.com/events/accenture-techvision-2016

YOUR CAREER.
YOUR ADVENTURE.
accenture.ch/campus