Achieving more together.

Start Your Career with Accenture.
At Accenture you are the center of attention:

As a company we are made up of individuals like you – and their 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!
ABOUT US

Who we are

How we work
• One of the world’s leading management consulting, technology services and outsourcing company
• The world’s leading partner for large-scale business transformation projects
• End-to-end solutions: a strategy leads to designing a digital transformation, this gets executed and finally the new set-up is operated
• Net revenue: US$30.0 billion for the fiscal year ended Aug. 31, 2014
• Listed as one of the Top 100 Best Employers
• Ranked No. 44 on Interbrand’s “100 Best Global Brands 2014”
Locations: worldwide in over 200 cities and 56 countries

Geographic Units:
- Austria
- Germany
- Switzerland

Who we are (2/2) — This is where you find us
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 Core Competencies
Our Key Differentiators

Outstanding Features
• Enduring client relationships
• Deep industry expertise
• Global breadth and depth
• One of the world’s largest independent technology services provider
• Global Delivery Network
• The best people in our industry

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
- Deutsche Telekom: Tripdiscovery, a more relaxed journey to success
- UBS: A keen eye on valuable information
Our Core Competencies —
detailed practical experience in all industries

At Accenture, you can use the power of your industry knowledge to effect change for our clients while building an extraordinary career.
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.
Our Core Competencies — 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.
Our Core Competencies — Accenture Technology

Working in Accenture Technology, you’ll deliver everything from point solutions for a single business function to large, long-term outsourcing services, to complex systems integration installations spanning multiple businesses and functions.
Our Core Competencies — Accenture Operations

Working for Accenture Operations provides the opportunity to develop market-leading skills and insights in virtually every industry and business process. You will be managing complex data and process transactions on behalf of our clients, such as Financial Accounting, IT, Application Development and Administration, Sourcing, Help-Desk Services or Human Resources.
GOOD REASONS FOR ACCENTURE

- Why Accenture?
- Continuous Education & Training
- Career Opportunities for Women
- Social Responsibility
Why Accenture? (1/2)
We differentiate ourselves by our way of working

Achieve More in a Team
We are international, inter-cultural and inter-disciplinary – and that is how our teams work for our clients 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.

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

**KNOW-HOW NETWORK**

**TRAINING**

- 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)

**HR DEVELOPMENT & CONTINUOUS EDUCATION**

**PERFORMANCE-MANAGEMENT**

- Career Development & Standard Performance Management

**GOALS AND PLANNING**

**PERIODIC REVIEWS**

**ONGOING FEEDBACK**
At Accenture, the success of our women around the globe is key to our success, and we are committed to supporting their professional goals and aspirations—which are as unique as the women who deliver high performance every day.

Accenture has created unique programs to support our women, including: Women's Mentoring Programs, Accenture Women's Network, Training and Education Programs.

Ideal perspectives for women: To learn more about career paths for women at Accenture, please click here.

How well do women know and develop their own potential? This question was explored in the Accenture Women’s Survey of 2014. To learn more, please click here.
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.

"Skills to Succeed"

This program promotes sustainable economic independence and stability for individuals, families and communities across the world. There have been over 200 initiatives to date.

Accenture Foundation

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

Environmental Protection

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.
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 Graduates**
- 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

Introductory Training

- Overview
- Technical and Methodology Training in our Training Centers

New Associate, Associate, Analyst

- Training on the Job, specific Training
- Work in Project Teams
- Continuous Education
- Budget and Team Leading Responsibilities
- Specialize for specific Competency Group

Consultant

- Project Management Responsibilities
- Leadership, Business Development and Sales
- Client Acquisition and Relationship Management

Manager

- Sales Responsibilities

Senior Manager

Managing Director

- Leadership, Business Development and Sales
- Client Acquisition and Relationship Management
# Entry Program — Jump-Start

## Orientation

### Project Preparation
- Business Communication, Self Awareness, Cultural Awareness, Database Training or Excel Training, Accenture Delivery Methods

<table>
<thead>
<tr>
<th>Days</th>
<th>SAP Module</th>
<th>SAP-ABAP</th>
<th>Java</th>
<th>Infrastructure</th>
<th>Talent &amp; HR</th>
<th>Business Analysis &amp; Testing</th>
<th>Salesforce</th>
<th>SAP Analytics</th>
<th>Big Data</th>
<th>Program Control Services (PCS)</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>SAP Fundamentals</td>
<td>Customer Application Fundamentals</td>
<td>Network Fundamentals</td>
<td>SAP HCM Overview</td>
<td>Business Analysis</td>
<td>SAP Netweaver Fundamentals Training</td>
<td>Data &amp; Analytics Overview</td>
<td>SaaS Customizing</td>
<td>SaaS Configuration Basics</td>
<td>Digital &amp; Analytics Fundamentals and Pre-Requisites</td>
</tr>
<tr>
<td>25</td>
<td>Business Processes SAP Module 2</td>
<td>ABAP</td>
<td>Frameworks</td>
<td>Data Center Fundamentals</td>
<td>Application Testing</td>
<td>SAP Business Objects</td>
<td>Oracle Training</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>Customizing SAP Module 1</td>
<td>User Interfaces</td>
<td>Workplace Management &amp; Collaboration</td>
<td>Success Factors: Introduction to Mastery incl. Certification, module specific trainings</td>
<td>SaaS Customizing</td>
<td>Informatica Training</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>35</td>
<td>Customizing SAP Module 2</td>
<td>Speciality Training</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>40</td>
<td>Case Study</td>
<td>Case Study</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Your Application Process

Your Application for a 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).

Apply in Three Steps

Step 1:
Online Application

Step 2:
Interview

Step 3:
Selection Day: Personal Interviews*

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

*Depending on the professional experience of individual applicants.
For more information about Accenture and your career opportunities, visit our career website:

- accenture.de/karriere
- accenture.at/karriere
- accenture.ch/karriere

You can also find us via Social Media:

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

If you have questions, you can also contact our Career Info-line:

- Germany/Austria: 00 800 - 450 450 45 (toll-free)
- Switzerland: 00 41 - 44 219 5005

---

Your contact in Germany

Accenture Recruiting Team
Campus Kronberg 1
D-61476 Kronberg

Your contact in Austria:

Accenture Recruiting Team
Börsegebäude
Schottenring 16
A-1010 Vienna

Your contact in Switzerland:

Accenture Recruiting Team
Fraumünstrasse 16
CH-8001 Zurich