

For its summer program, PricewaterhouseCoopers (PwC) hires second and third year students who are interested in the accounting profession and who want to obtain a CA designation. Internships are offered at most of its Canadian offices.

Interns are assigned to audit engagements to get hands-on experience at client sites. Students also have the opportunity to apply to positions they are most interested in, and can work in any of the service lines the firm offers, depending on the office location they choose.

PricewaterhouseCoopers offers a coaching program for new members of its team. The coach acts as a point of contact and can answer a range of questions — from technical, accounting-related questions, to help with career coaching — and assist interns with their transition from school to a work environment.

Interns also have many opportunities to interact with partners, and are invited to attend a variety of sessions where partners speak about their experiences; in some offices the firm also offers a Partner Shadow Day, where students are matched up with a partner to learn what their workday is like.

The firm also has a variety of activities that students can get involved in, from social committees to sports teams. Students are encouraged to get involved and integrate, in order to meet other staff members and learn more about the organization. The firm also holds an Internship Development Program where a select number of Canadian students can meet some 800 interns from across North America at Disney World.

PwC hopes its interns walk away with a good understanding of the accounting profession, the services it provides, and knowledge of the opportunities that exist within the firm.



Kraft looks for summer interns who are passionate and excited about their career prospects with the company, and

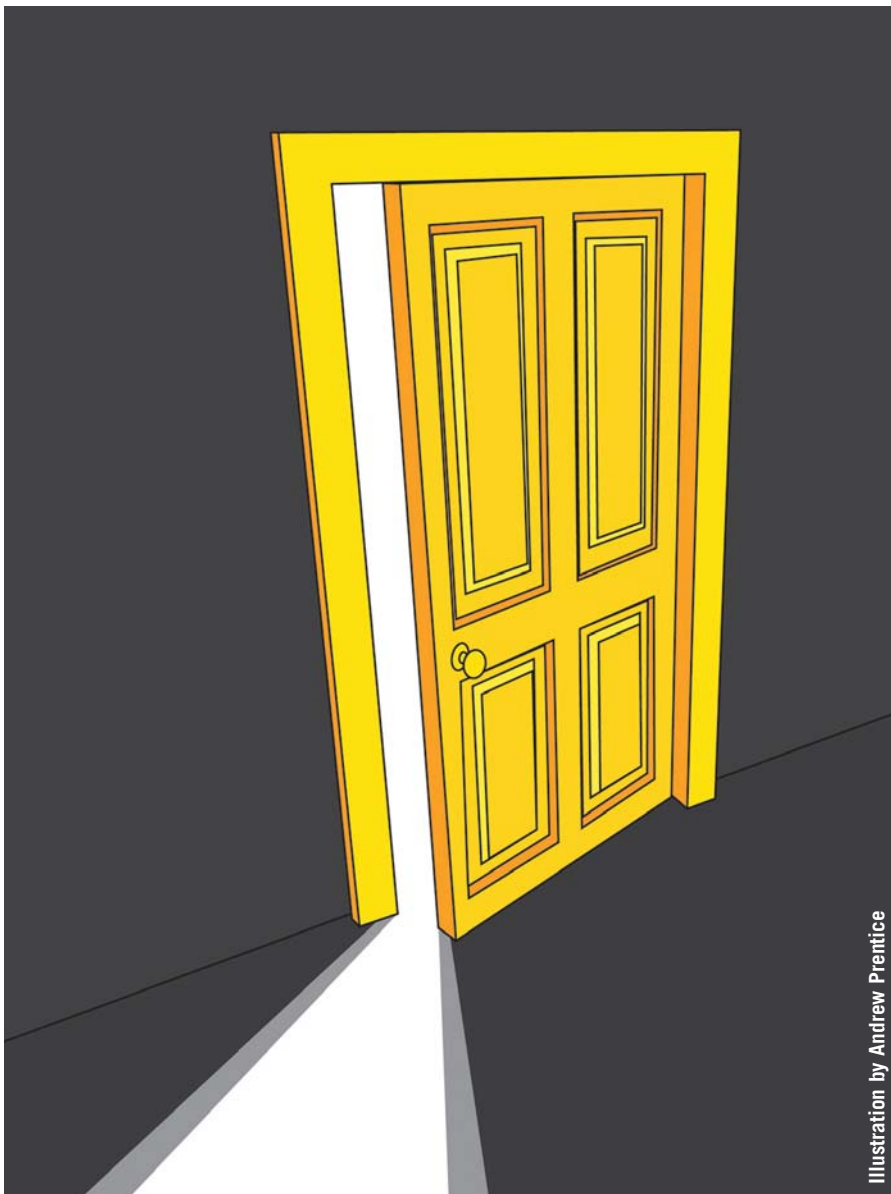


Illustration by Andrew Prentice

GOLDEN OPPORTUNITIES

By J.K. Radomski

Obtaining a summer internship with a large employer is a great way to open doors, get a look at the business world from the inside, and gain some valuable work experience. These positions also allow you to get to know a potential full-time employer better, so you can decide where you want to work when you graduate.

But your responsibilities and duties, as well as your training and career development, will vary from organization to organization.

Here's what some of Canada's top employers are offering to help kick start your career while you're still in school.

hires about 50 interns for jobs across the country each year. Internships are available in marketing, finance, sales, customer service and logistics, human resources, and foodservices.

The company says its corporate culture is based on a fun and collaborative atmosphere where people work in teams (including its interns who inject enthusiasm and innovation into the company each summer). Interns interact up, down and across the organization as any employee would. They are also given opportunities to network and interact with the company's executive team through career panel discussions with senior leaders, and at an end-of-summer BBQ where their accomplishments are celebrated.

All interns have an official supervisor and are also assigned a buddy to ensure they have a valuable and enriching experience while at Kraft, and to provide a peer-to-peer support system. Interns are given meaningful and challenging work assignments during their summer stay that advances the company's business objectives, and their performance is evaluated through feedback and guidance.

Kraft's internship program is a well-planned, formalized experience where interns are given a mix of both social activities and leadership development opportunities. Interns are invited to participate in corporate events along with other employees, and attend off-site development meetings, networking and team-building activities, and a number of volunteer opportunities driven by the interns themselves.

Interns also have the use of the company's on-site fitness centre, paid-parking for cars and bikes alike, a subsidized cafeteria, a dry-cleaning service, flexible hours, and discounts at the employee store for food products.

As leadership development is at the heart of Kraft's internship program, the company hopes this adds to the meaningful work experience its interns receive during their four-month stay, and that they grow both personally and professionally during their time with the company.

Deloitte.

Deloitte hires about 150 university students (who have typically completed their second or third year) to fill summer intern spots in auditing, tax, enterprise risk, and financial advisory and consulting. While internships are to be found at its larger, metropolitan offices, many of its smaller offices offer summer positions, too.

The firm looks for dynamic students who are well rounded, show strong interpersonal and teamwork skills, show leadership potential and initiative, and have an exemplary record of achievement.

Interns are expected to do the same work as staff accountants, and get a chance to interact with partners and clients. Along with technical training, interns are taught about the firm's commitment to quality and its focus on providing its clients quality service. Depending on the office and clients, interns may also have the opportunity to specialize in a specific industry or get experience on a variety of business sectors such as mining and biotechnology.

Each intern is assigned a performance coach (or buddy) who works with them throughout their term, and helps them define their career goals and improve their technical skills. Interns are evaluated by their coach at the end of their term and given feedback on their performance. Successful interns are typically offered a full-time position with the firm upon graduation.

The firm says its corporate culture is based on people and prides itself on teamwork and succeeding together. Interns are considered a part of the Deloitte team and are invited to attend a variety of social events, and given the chance to participate in clubs, and sports activities such as Ultimate Frisbee, dragon boat racing, hockey and soccer.

Deloitte hopes its interns will have a good experience and leave with an understanding of its services, clients and people, while also learning a lot and having fun in the process.



Canada Revenue
Agency

Agence du revenu
du Canada

The Canada Revenue Agency (CRA) is always looking for students and recent graduates to fill a variety of positions in auditing and accounting and other areas such as human resources and information technology. They offer flexible hours, career mobility, and developmental and advancement opportunities. It commonly advertises summer positions on its website.

The CRA also offers a 12-month Auditor Apprenticeship Program. The purpose of this program is to recruit and train post-secondary graduates who have the potential to become auditors within the CRA. It includes specialized training courses in tax legislation and auditing. A combination of practical work and formal training also provides apprentices with the opportunity to develop their technical, legislative and auditing skills.

RSM Richter Audit. Tax. Advisory.

The number of interns RSM Richter hires for its May-to-August summer term varies from year-to-year, but this past summer the firm hired 39 students for its offices in Montreal, Toronto and Calgary.

The firm says it looks for interns who are entrepreneurial, outgoing, keen, eager and motivated. Students also need to exhibit academic strength and be active in extra-curricular activities.

Interns are expected to work for clients, and all the work they do is hands-on. They are involved in transaction testing, bookkeeping that will lead to the preparation of financial statements, compiling tax returns, and doing research. On-the-job travel opportunities for interns are somewhat limited, but interns from the firm's Toronto and Calgary offices are flown to Chicago to participate in a weeklong conference offering many career-building sessions.

While summer interns are usually

assigned to the firm's audit team, there are at least two rotations over the summer where they can also work in tax, corporate finance or insolvency. This provides students with a different perspective, can help broaden their knowledge of the accounting profession, and give them new insight into where their career might be headed.

RSM Richter offers a flat organizational structure that is family oriented. Its partners and senior management have an open door policy to foster learning and professional development. Students are also assigned an office buddy or talent manager who is dedicated to helping them achieve their goals for the summer, offer career advice, and guide them through the internship process.

The firm strongly believes in supporting charitable causes, and encourages its staff to get involved with their community and give back. As part of their summer work-term, interns are also responsible for creating and managing a variety of charitable initiatives, both internally and externally. The firm also offers a number of extra curricular activities such as a sports day in July, and Ultimate Frisbee and baseball tournaments during the summer months.

RSM Richter hopes its interns walk away from their summer jobs with a good sense of what it is like to work at the firm, a sense of the real world as an accountant, and a good sense of its unique corporate culture.



KPMG looks for candidates who are able to demonstrate that they have a balance of strong academic performance as well as an active involvement in extra-curricular activities. Effective written and oral communication skills are also a plus, as is a positive energy and outlook. The firm hires over 150 summer interns for positions at its offices across Canada.

KPMG says its interns do work very similar to full-time staff accountants, but as it is their first experience with the firm, senior staff provide

ample support and help so they can be more than comfortable with what is expected of them. Students also have the opportunity to take on their own work assignments, and complete them on their own. This gives them a realistic idea of what it will be like to work there full time.

While summer interns will typically work for the firm's audit practice, some offices provide the chance to work in tax, advisory and even human resources, marketing or finance for a portion of their term. Students are expected to select a specific industry group they would like to work in for the duration of their term, but can change to another business sector upon their return.

All interns are assigned a performance manager who helps them set realistic goals to be met over the summer term. Their performance is tracked and feedback is given in a timely manner. As interns are hired as part of the firm's overall recruiting process with the hope that they will join the firm, they are not required to reapply for a full-time job.

The summer intern program includes plenty of opportunities for socializing, as students are included in all social events and firm-wide initiatives to help build relationships with fellow employees at the firm. Summer interns across Canada take part in the firm's "Interns in Action" program that consists of several skill-building and networking activities.

KPMG says it hopes its internship program provides students with an idea of what life at the firm is like, gives them a chance to build relationships that last beyond the few months they are there, and encourages them to join the firm on a full-time basis after graduation.

Manulife Financial

Manulife Financial provides varied opportunities for students and new graduates to develop their business knowledge and skills. The company offers an internship program for recently graduated accounting and finance students to focus on their

career development and growth, while learning about its diverse businesses by experiencing a variety of finance functions in different areas.

Interns are given the opportunity to partner with a mentor, an independent and more experienced employee, to facilitate their transition into the organization and to help them focus on their career goals.

Manulife also seeks finance and accounting students with strong leadership and communication skills for its work placements. The company hires about 140 students across Canada every summer to fill a variety of roles including finance, accounting, customer service and administration. They also hire co-op students throughout the year for a variety of finance and accounting roles.

Students hired to work at Manulife are provided with exposure to various financial services and products, and are given responsibilities comparable to that of regular full-time employees. They are given opportunities to participate in meetings, and are encouraged to understand the impact their role has on the organization. They also interact with a variety of people, including senior management, within their department and business unit.

The company encourages all accounting and finance staff to reach their career potential while making positive contributions to the company. Its employees stand behind the company's PRIDE values that Manulife says are founded on Professionalism, offering Real value and satisfaction to its customers, promoting Integrity and honesty, Demonstrated financial strength and a prudent investment management philosophy, and attracting the best and the brightest to be an Employer of choice.

All finance staff members are encouraged to network with each other and participate in events such as career fairs, BBQs and pool tournaments. Through a company-sponsored staff association, team events like baseball, volleyball, hockey, and bowling leagues are organized throughout the year.

Ernst & Young looks for students who have solid grades, leadership qualities, and strong teamwork and multi-tasking skills, for its 500 countrywide summer intern spots. These students should also have been involved in other initiatives outside of their academic studies, such as a part-time job, social responsibilities, or involvement with campus groups and clubs.

Interns are expected to do the same work full-time staff accountants do in their first few months with the firm, and are given extensive training to help them meet these expectations. This training includes lessons in effective writing, presentation and teaming skills, and functional and technical instruction related to its core practices that include assurance, advisory services, tax and transaction advisory services.

Interns are asked which practices they prefer to work in, while interns who opt for the firm's audit practice are also asked about the business sectors they would like to experience; students are usually placed into one of their top two choices.

Summer interns are assigned a counseling manager on the first day on the job. This person assists them with their clients and gathers feedback on their performance to ensure they get the most out of their experience. Student interns are also assigned a counseling partner that provides them with long-term career advice and makes sure the work they do leads them to achieving their ultimate goals. A peer advisor, who is closer to their level and can answer questions about day-to-day activities, is also assigned. As the firm has an open-door policy, interns are also encouraged to drop into partner offices and meet with them on occasion.

E&Y describes its corporate culture

as putting its people first, and believes in developing its staff's professional and personal lives so they can in turn produce quality work, which will result in the growth of the business. As such, their staff has flexible work arrangements, fitness benefits, and four-day long weekends during the summer months.

The firm also has a full calendar of events for its interns throughout the summer. E&Y tries to make sure its interns join a program that covers not only working with clients, but other opportunities to grow as a professional, too. As such, they hold networking events and offer savvy-speaking courses, champion corporate social responsibility, hold baseball games and provide golf lessons, and organize a national conference for all its interns in Orlando.

Ernst & Young hopes its interns learn that they can make a difference and that they can achieve their potential by having a career with the firm. **CIA**

RSM Richter

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