



KPMG.
It's the people
that make the
difference

CHINA AND HONG KONG SAR

AUDIT ■ TAX ■ ADVISORY



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future career
success dreams
opportunity
achieve
aspire
career success destiny
destiny

The world of KPMG

KPMG is renowned as one of the world's leading professional services organisations. There are offices in more than 140 countries around the globe which employ nearly 94,000 highly motivated, highly qualified and highly successful people.

KPMG in China and Hong Kong SAR has over 4,200 professionals in Beijing, Guangzhou, Hangzhou, Hong Kong, Macau, Shanghai and Shenzhen. We also work closely with our colleagues in offices throughout the region and across the world.

This year, KPMG celebrates 60 years in Hong Kong and 20 years in mainland China. Our strategy calls for long-term commitment and focus on the China market, creating a leading practice in tune with the local environment.

We lead by example
We all act in a way that
exemplifies what we expect
of each other and our firms'
clients.



KPMG in China & Hong Kong SAR

KPMG's early commitment to the China market has been the foundation for our reputation and success, as reflected in our appointment by some of China's most prestigious companies. As China businesses join the global economy and international companies seek to enter the China market, KPMG's blend of international experience and local knowledge positions us to serve our clients in this increasingly complex, but exciting, market.

As China continues to open to global markets, international companies expand their presence in China and Chinese companies develop to be competitive at home and overseas. This requires an understanding of both Chinese and international standards and practices.

Raising funds, restructuring, seeking a public listing, or identifying partners and overseas opportunities are some of the strategic objectives being pursued. KPMG's international experience, together with our appreciation and experience of the specific issues in the China market, enable us to help our clients meet these challenges in ways that are appropriate for their businesses.

At KPMG we're looking for people with drive and motivation, who want to develop themselves by taking advantage of the many opportunities we provide. They will contribute to and share in our success.

John Harrison,
Chairman of KPMG Asia Pacific

KPMG's people

We expect to double our number of employees on the Chinese mainland and in Hong Kong over the next four to five years, to tap into the fast-growing Chinese business market.

We are successful because of our people, and we aim to continue this tradition by persuading the brightest graduates to join our firm. Having found the brightest people we then invest a great deal of time and effort in training, developing and motivating them to become our future managers and partners. KPMG is an Employer of Choice: every individual in the firm is treated with respect, and is given the opportunity to express their personality and skills in ways which will reflect well on them and on their colleagues in KPMG.

A good degree in a demanding discipline is required. A degree in finance or accounting is helpful, but not a pre-requisite; however you must demonstrate good communication skills, with a real interest in business and a desire to continue learning.

Collectively, The KPMG Way is captured within our values, the attributes which express who we are and how we do things. They help us work together in the most effective and fulfilling way, and they bring us closer as a global organisation.

We invite you to explore the World of KPMG so that you can find out more about how we combine technical excellence with analytical and innovative thinking to create a truly dynamic, exciting and rewarding career environment.



The clients we work with

KPMG's clients are truly a cross-section of the international business community. They range from China's biggest national corporations to privately owned companies and multinationals, across all sectors including financial services; information, communications and entertainment; industrial markets; consumer markets; and property and infrastructure.

For new recruits this means that they have the opportunity to work with the best companies, whether international or local, and so build up an enviable breadth of experience. Every day our clients call on us for advice which will drive their businesses forward: just the background you need to develop the business skills required for a successful career.



我的客户包括如雀巢公司这样的大型企业，我的工作负责保持与客户的关系。我有幸获得身边一群工作伙伴全力支援我，想办法为我解决问题。对我来说，为毕马威的客户提供服务是令我成为优秀人才的不二途径，我已在毕马威积累了非常宝贵的实际工作经验。

佟子扬

毕马威审计业务高级经理

- Airport Authority Hong Kong
香港机场管理局
- Allianz Insurance (Hong Kong) Limited
安联保险(香港)有限公司
- Angang New Steel Company Limited
鞍钢新轧钢股份有限公司
- BUPA (ASIA) LIMITED
保柏(亚洲)有限公司
- Carrefour
家乐福
- Cathay Pacific Airways Limited
国泰航空公司
- China Construction Bank
中国建设银行
- China Everbright Bank
中国光大银行

- China Merchants Bank
招商银行
- China Mobile
中国移动通信
- China Petroleum & Chemical Corporation (Sinopec)
中国石油化工集团公司
- China Resources Peoples
华润万众电话有限公司
- China Shenhua Energy Company Limited
中国神华能源股份有限公司
- China Southern Airlines Company Limited
中国南方航空公司
- China Telecommunications Corporation
中国电讯

- China International Capital Corporation Limited
中国国际金融有限公司
- CITIC Industrial Bank
中信实业银行
- CITIC Ka Wah Bank Limited
中信嘉华银行
- Citigroup
花旗集团
- Dah Chong Hong Limited
大昌贸易行有限公司
- Dickson Concepts (International) Limited
迪生创建国际有限公司
- eLong, Inc.
- Fairwood Holdings Limited
大快活集团有限公司

- Huawei Technologies Company Limited
深圳华为技术有限公司
- Kowloon-Canton Railway Corporation
九广铁路公司
- Leighton Asia (Northern) Limited
礼顿亚洲
- LG
LG 电子(中国)有限公司
- Maersk Sealand
马士基海陆
- Modern Terminals Limited
现代货箱码头有限公司
- MOTOROLA
摩托罗拉
- MTR Corporation Limited
地铁有限公司
- Nestlé
雀巢

- Samsung
三星
- San Miguel Brewery Hong Kong Limited
香港生力啤酒厂有限公司
- Siemens Limited
西门子有限公司
- SOHO China
SOHO 中国有限公司
- Standard Chartered Bank
渣打银行
- Stone Group
四通控股有限公司
- TCL Corporation
TCL 集团股份有限公司
- The Bank of East Asia
东亚银行
- The Community Chest of Hong Kong
香港公益金

- FUJITSU
富士通(中国)有限公司
- GDH Limited
广东控股有限公司
- Gillette Hong Kong Limited
吉列香港有限公司
- Hang Lung Group Limited
恒隆集团有限公司
- Hang Seng Bank Limited
恒生银行
- Henkel Asia-Pacific Limited
汉高亚太有限公司
- Honda Motor (China) Co Limited
本田技研工业(中国)投资有限公司
- Hong Kong Tourism Board
香港旅游发展局
- HSBC
汇丰银行

- Ocean Park
海洋公园
- Octopus Cards Limited
八达通卡有限公司
- Olympus Hong Kong and China Limited
奥林巴斯香港中国有限公司
- Panasonic
松下电器(中国)有限公司
- PCCW
电讯盈科有限公司
- Pepsico International
百事国际集团
- Philips
飞利浦
- Ports
宝姿
- Prudential
英国保诚集团

- The Hong Kong and Shanghai Hotels Limited
香港上海大酒店有限公司
- Wharf T&T Limited
九仓电讯
- Vitasoy International Holdings Limited
维他奶国际集团有限公司
- Wallem Group Limited
- Wing Hang Bank Limited
永亨银行
- Winterthur Life (Hong Kong) Limited
瑞士丰泰人寿(香港)有限公司



We work together
We bring out the best
in each other, and
create strong and
successful working
relationships.

achieve

destiny

aspire

dreams

future

career

success



Since KPMG was appointed as its auditor in 2003, the number of Carrefour hypermarkets in China has more than doubled, and Carrefour has retained its position as the largest foreign-invested retailer in China. As part of the audit engagement, KPMG teams have visited Carrefour stores in over 25 Chinese cities from Zhuhai and Harbin to Urumqi, and our experience with retail clients in China is now second to none.



A client of KPMG since 1948, Cathay Pacific Airways has welcomed many KPMG audit teams over the years. The airline now serves 92 destinations around the world with over 100 aircraft. Cathay Pacific's high profile and the glamour of the airline industry mean that our staff are proud to work with this client.



China Construction Bank is seeking a restructuring opportunity as it acts to streamline internal operations, and also gain access to international capital markets as it expands its global reach.

KPMG's knowledge of the Chinese banking market, backed by our international profile and skills, were key reasons why China Construction Bank appointed us to this project. This is one of the largest engagements ever undertaken by KPMG in China and Hong Kong SAR.

中国电信 CHINA TELECOM An audit client since 2000, China Telecom requires value from KPMG beyond the audit.

Regular communications between KPMG and the client are maintained at the highest level on the impact of regulatory changes, such as Sarbanes-Oxley and other requirements.

"I appreciate KPMG's professionalism, integrity, responsiveness and open communication with the senior as well as the working-level management."

**Wu An Di, Executive Director,
Executive Vice President and Chief
Financial Officer, China Telecom**



So why are KPMG clients so good?

All KPMG's clients are so different that this provides our people with a wide range of opportunities to participate and learn. Not only will you acquire new technical skills, but you will be part of a unique, evolving business world.

HSBC



The Hong Kong and

Shanghai Banking Corporation Limited (HSBC) established in 1865, is the founding member of the HSBC Group, which operates in 77 countries and territories, and is one of the world's largest banking and financial services organisations. HSBC is the largest bank incorporated in the Hong Kong SAR. It has been an audit client of KPMG in Hong Kong for many years. KPMG continues to have a strong and close relationship with HSBC, providing a range of services including audit, acquisition due diligence and taxation advice.



地鐵公司
MTR Corporation

KPMG has been the auditor of MTRC - one of Hong Kong's major transportation providers, since its establishment in 1976. In 2000, KPMG was appointed as reporting accountants in its Initial Public Offering (IPO), which was the first privatisation of a Government-owned enterprise in Hong Kong. Through continuous co-operation over the years, KPMG provides advice in audit, tax and corporate governance matters, as well as in relation to the Corporation's expansion activities.

PHILIPS

Royal Philips Electronics of the Netherlands is Europe's largest

electronics company, with well-known products in lighting, medical systems, semiconductors and other consumer electronics industries. KPMG has provided audit and other services to Philips companies in China and Hong Kong SAR since it first entered this market 20 years ago. China is now Philips' second biggest market after the U.S.



Sinopec is the largest enterprise in China in terms of sales and operates businesses

including oil extraction, refining, chemicals production and gas stations. Its refining operation is also the largest in Asia. Sinopec is listed on the stock exchanges of Shanghai, Hong Kong, New York and London.

Sinopec's operations are located across China, which provides our team with opportunities to travel around China, gain experience in various businesses, and meet people from different walks of life. Sinopec's audit team comprises over 200 members of KPMG staff from all offices in China. This provides excellent opportunities to meet successful professionals from other offices and share valuable experience with each other.

客户信赖我们，因为我们充分地了解客户的业务、企业文化和所面对的问题；更因为我们拥有丰富的专业知识和技术，并始终不渝地为客户提供真正有价值、高质素的服务。毕马威的成功之道正是基于此。

何潮辉

毕马威中国和香港特别行政区主席

Our vision for the people we recruit

At KPMG we recognise that the development of a successful career for our graduate recruits is a long-term investment for the benefit of all concerned. It therefore has to be carefully planned right from the start.

Career Choices

This year we are looking for many talented individuals to join our rapidly growing practice. The vast majority of recruits will fill positions in our audit practice. There are, however, opportunities across all our specialist areas and in all our offices.

There is so much growth in China and that means you can do so many new things. It is the realisation of potential. I came to KPMG with only theoretical knowledge and now I am learning wider business and commercial skills.

Simon Liu
Assistant Manager, Tax.

We respect the individual

We respect people for who they are and for their knowledge, skills and experience as individuals and team members.



Audit

What is an audit?

An audit is the science of assessing a company's financial position by analysing and evaluating the available information. It provides a trusted and independent opinion to help management, investors and regulators make informed decisions.

To carry out an effective audit, a thorough understanding of a client's business is required (it's not just number crunching). Auditors must therefore be perceptive, objective and inquisitive. Excellent communication skills are also critical to interpreting and sharing complex information, and establishing good working relationships with clients.

With KPMG's huge range of clients you can share in an amazing breadth of experience, because you get to know the inside details of their business. This can often involve travel to take a close-up look at their operations, both local and international.

In summary, an audit checks the accuracy of a company's accounts. Audits may be required for statutory and regulatory purposes such as producing annual accounts, or reporting for acquisitions and disposals, public listings and corporate governance.

What will you do?

But you won't just check the company's arithmetic. An auditor is required to have a really thorough understanding of that company's industry and its business, and to ask all sorts of probing questions.

- Do certain assets actually exist?
- Are they valued appropriately?
- Are all the business transactions properly recorded?
- What chance is there of the business recovering its debts?
- Do all the employees on the payroll actually exist?

Finding the answers to these questions means that you need tremendous interpersonal skills. It will also mean you and your team will be frequently based within the client's premises to acquire this knowledge.

With your experience gained in auditing, you will develop an extraordinary understanding of how companies in various industries

operate and how the dynamics of different businesses can affect financial results. The work is intellectually challenging, requiring you to exercise professional judgement, and the challenge, variety and responsibility will provide you with great insights into business.

PARTNER / TAX PARTNER	8+
SENIOR MANAGER / SENIOR TAX MANAGER	6-9
MANAGER / TAX MANAGER	4-6
ASSISTANT MANAGER / SENIOR TAX CONSULTANT	2-3
ACCOUNTANT / TAX CONSULTANT	

Years with the firm

There are many aspects to my role that I enjoy, but I value the relationships I have with clients and providing advice. It is stimulating as there are many judgement calls to make.

Philip Wong
Partner, Audit.



Tax

What is tax?

Tax is a major cost element for any business, and directly affects the bottom line. Our clients are diverse and complex, many with international businesses, giving rise to cross-border taxation issues.

Our professionals focus on a number of disciplines within Tax, including advisory, compliance, and International Executive Services for clients with staff working away from home.

As tax policy and legislation throughout the world evolve, we are constantly working to help our clients make the best decisions in the light of fiscal change. Our challenge, and yours too, is to monitor and anticipate legislation, and to respond speedily with tailored approaches for our clients.

We are open and honest in our communication
We share information, insight and advice, frequently and constructively, and manage tough situations with courage and candour.

If you thrive on intellectual challenge, enjoy researching and analysing problems, are always questioning accepted wisdom and have a flair for communicating complex issues in a clear and concise manner, then Tax could be just the thing for you.

What will you do?
A tax professional needs to have a detailed and in-depth knowledge of tax regimes and compliance requirements in the countries in which our clients do business. You'll need to be a strong all-rounder to

succeed in this area, demonstrating strong communication and analytical skills in order to provide our clients with the tax strategies they require.

With KPMG's global reach and multinational clients, you will have a challenging role in advising clients on how they can best plan future transactions and improve tax effectiveness and efficiencies under the various jurisdictions in which they operate.

That means quick thinking and a clear understanding of the way in which our clients' businesses work.

I have a lot of opportunities to meet officials from different government authorities, and communicating with them to get my job done is a real challenge.

David Xu
Consultant, Tax.



We seek the facts and provide insight

We challenge assumptions, pursue facts and strengthen our reputation as trusted and objective business advisors.

Advisory

What is advisory?

KPMG's Advisory Services help to address the urgent strategic and operational challenges that clients face in today's fast-paced business environment.

KPMG Financial Advisory Services (FAS) comprises a range of disciplines from corporate finance, fraud investigations, receivership and insolvency, to market analysis and due diligence to support mergers and acquisitions.

KPMG Risk Advisory Services (RAS) offers IT reviews and advice, internal audit services, financial risk management and business process reviews.



What will you do?

Working in Advisory will bring you into contact with some of the world's most prestigious and successful organisations. You will develop your skills by working closely with a range of specialists in their field.

You will have exactly the same opportunities for career progression and challenging work environment as graduates who join our other practice areas.

We are looking for high academic achievers with strong personal qualities. Working within various businesses and industry sectors, you will need to adapt to different environments and pick up the necessary skills to carry out the work quickly and efficiently. You will need excellent communication skills, to be self-motivated, flexible and resilient. You will also need to be a strong team player with the ability to take the initiative and lead when the opportunity arises.



Our early training & development programme

Graduate Training

Right from the beginning we'll help you settle into The KPMG Way with our six-week START Programme.

START

The START Programme helps you to integrate within the new working environment and achieve a smooth transition from student to professional. We provide you with comprehensive training in the business, technical and teamworking skills necessary to perform your work effectively and confidently.

KPMG cares about developing its people and provides excellent training.

Margaret Zhu
Manager, Tax.

Counselling partner

You will immediately be assigned a partner who you can turn to for advice, direction and support. This one-to-one staff-partner relationship gives you direct access to KPMG's highest level of management.

Buddy system

At the same time you will be assigned a 'buddy', someone who was a new graduate just one year earlier. Your buddy will help you to settle in at KPMG by providing you with day-to-day advice and guidance.

KPMG Conversion Programme

Non-accountancy graduates will be offered KPMG's Conversion Programme. The programme is designed to provide the technical accounting and business knowledge you will require on entering the accountancy profession.

I was a non-accounting new joiner last year. After one year I have learnt so much on the job, as well as from studying and attending KPMG courses on accounting and tax. This has been a challenging but exciting experience.

David Xu
Tax Consultant.

Early responsibility

If people are to make a full contribution to their clients they need to learn quickly how to take responsibility for their decisions and their actions. We encourage our staff, within a supportive environment, to learn how to take responsibility and face the challenges that are at the heart of business decision-making.

能够在工作一开始就有机会与客户接触，肩负责任，我觉得很有满足感。

欧智辉
审计主任

Secondments

As a way of broadening our people's experience and skills, and with our continued rapid growth with global developments, we provide opportunities for secondments to KPMG member firms in other countries. The aim is to not only to transfer knowledge and deliver value to our clients, but also enrich our people's experiences, both professional and personal.



“如果没有一家懂得珍惜人才的会计师事务所作为强大后盾，到海外工作几乎是天方夜谭。在海外工作面对的困难不少，但能够认识来自世界各国的工作伙伴，遍游美国，使我大开眼界——借调对我的裨益超乎预期。”

李滔为

香港借调往美国亚特兰大

“借调往美国德克萨斯州的奥斯汀工作是我事业和人生路上的一次难忘经历。我的工作虽然不易应付，但很有满足感。我在一年内专责为一家跨国企业提供服务，期间我参与了资产剥离、首次公开招股、发行债券、协助客户遵行《萨班斯——奥克斯利法案》，以及向美国证券交易委员会汇报等各方面工作。这些工作使我有机会深入了解跨国企业的经营之道和美国财务报告及相关的法规。我还有机会在业余时间体验美国的生活。”

金雨青

北京借调往美国德克萨斯州的奥斯汀

“Working with clients in the UK insurance industry was challenging at the beginning as it was a steep learning curve. However exploring Bristol at weekends, or taking a short break in a picturesque European town always made it worthwhile.

At first I was a little overwhelmed, but now I enjoy this different way of life. My attitude towards life has changed as well as my perception of the future. It's a great opportunity especially if you work hard, play hard and never give up.

May Wang

From Guangzhou to Bristol, UK.

“The 18 months I spent on secondment in the Dallas office was definitely the most valuable experience I have had. I made many new friends amongst my colleagues and fellow-secondee from other countries, and being immersed in a totally different cultural environment really broadened my perspective.

I worked on a variety of engagements, ranging from private entities to public companies, from non-profit organisations to oil and gas companies. Because of the experience I gained, as well as the training

programmes provided by KPMG, I managed to pass the AICPA exam during my secondment!

I also took the opportunity to travel all over the States, which I really enjoyed and will never forget. I'm grateful that KPMG gave me such a unique experience.

Denise Ling

From Shanghai to Dallas, USA.

“在毕马威全球借调支援小组 (KPMG Global Mobility team) 的协助下，我很快就适应了当地的生活。当然两地的差异也不少——夏日白昼的时间特别长，毕马威在 Canary Wharf 的办事处景观令人心旷神怡。我的同事非常外向，餐馆、酒吧、剧院或运动场上常常能找到他们的身影。我是个超级足球迷，当然不会错过在伦敦观看富勒姆主场迎战埃弗顿的精彩球赛。”

在毕马威伦敦办事处的基建和公立机构服务部门工作，还使我有机会掌握以前学不到的专业技术。”

雷江

北京借调往英国伦敦

“Life in sunny California is both challenging and rewarding. Though it was my first time away from my family, I soon felt at home as I made many new friends who taught me the value of social interaction, how to achieve a work-life balance, and the importance of new relationships.

America is unique in so many ways - the hectic pace in cities like New York and San Francisco; the luxury and nightlife of Las Vegas; the sheer size of the Grand Canyon. They are all so unforgettable and will form the most beautiful memories that will stay with me for the rest of my life.

Albert Li Dong

From Beijing to Silicon Valley, USA.

I came over to Hong Kong on secondment from Melbourne and I'm looking to stay permanently!

Adam Williams

Senior Manager, Tax.



We act with integrity

We constantly strive to uphold the highest professional standards, provide sound advice, and rigorously maintain our independence.



Long-term career development

Right from the start, and throughout their career at KPMG, all our people are provided with the appropriate training for their roles and their skills.

You've already read about our START Programme, which helps ensure that new graduate recruits start off on the right foot. Well, that kind of training and support continues right through your time with KPMG.

Professional qualifications

In general terms, whatever your focus - Audit, Tax or Advisory - we provide you with the support necessary to help you pass your examinations first time: textbooks, training courses, reference materials, seminars on examination technique and the opportunity to take mock examinations. Our Training and Professional Development team is here to provide learning resources, guidance and ongoing support to every individual at KPMG.

KPMG provides various training programmes aimed at different needs, for all levels of professional staff, and I have found them very helpful and worthwhile.

Sammy Li
Accountant, Audit.

If you want
to make a
difference



apply to
KPMG

Skills training

As you learn your craft and further your career at KPMG, you will frequently face new challenges. To help you develop professionally, we provide a series of Development Programmes for each role as you progress up the ranks.

Our management and leadership skills courses are delivered by our dedicated training professionals who understand our industry and the environment in

which you are working, and by external professionals who bring new ideas and approaches gained from their wider experience.

Each course involves active participation and innovative learning methods, all part of our desire to broaden the experience of our people, and constantly challenge their approach to business problem-solving.

We also provide plenty of e-learning and self-study resources, including Harvard ManageMentor® modules on a range of management and leadership subjects from one of the world's leading business schools.

The main skills I've acquired during my career at KPMG, aside from technical knowledge, are the people skills. The ability to deal with all types of people and in a variety of situations is invaluable.

Philip Wong
Partner, Audit.

加入毕马威后，我参加过许多培训课程，而中英文表达技巧课程对我特别有帮助，而持续的管理技能培训课程为我的事业发展打下了稳固的基础。

金焰
税务高级经理



Technical and industry training

At KPMG we recognise that each individual has different development needs. As part of your ongoing professional development, you will have the opportunity to attend a variety of industry-focused and technical courses which are relevant to your work. These will help you understand a particular industry sector (such as telecommunications, financial services or consumer and industrial markets) their particular issues, opportunities and challenges, and the jargon too!

We also provide language training, as well as advanced IT skills courses to meet your particular needs.



Our involvement in our communities



We are committed to our communities
We act as responsible corporate citizens and broaden
our skills, social experiences and perspectives through
working with our communities.



Social responsibility

Our commitment to our communities means that we organise and participate in regular special events to raise money for good causes. We also interact personally with our communities through hands-on involvement in local community initiatives.

Our community work is a key element in ensuring our people develop an appropriate balance between work, leisure and social responsibility. Our clients also recognise our commitment, and this is reflected in their support of our efficient use of resources such as paper, energy and business travel.

香港社区组织协会（“社协”）

毕马威自二零零三年起与社协携手合作。社协于一九七二年成立，其宗旨是帮助香港社会中经济条件最差的弱势社群，目前社协的其中一项主要工作计划是帮助贫困儿童。

社协组织干事施丽珊谈到她与毕马威的合作经验时说：“毕马威的义工与其他的义工不同，他们是真心诚意、一腔热诚地帮助他人。他们会细心聆听儿童的需要，然后想办法为他们解决问题，这一点就与别人很不一样。他们清楚知道孩子们的名字，而且会与他们建立真挚的友谊。我觉得社协与毕马威的关系可以用合作无间这四个字来形容。”

商界展關懷
caringcompany 2002-05
Awarded by The Hong Kong Council of Social Service
香港社會服務聯會頒發



Operation Smile

The commitment of every person who stands behind Operation Smile is a testament to the spirit of humanity. We greatly appreciate all the support and commitment we have received from KPMG. As donors, volunteers, and friends of Operation Smile, we are working together in China to treat hundreds of children who suffer needlessly from correctable facial deformities. KPMG is an outstanding model of corporate social responsibility and we are honoured by their support.

Olivia Machado -
International Development
Coordinator Asia



Salary

We of course pay the market rate for new graduates. Thereafter, performance is reviewed annually and the rate of the salary increase is directly related to your own performance. In addition, we pay a discretionary annual bonus.

Once you have passed your professional examinations, we will immediately pay you a qualification premium.

Leave

We believe that our people should have balance in their lives and so we offer a generous leave entitlement package.

Study leave

Study leave is awarded to help you prepare for and pass your professional examinations.

Overtime

Ours is a high pressure business, and to meet our clients' needs you may at times be required to work overtime. In this event, overtime may be either paid, or put into a leave bank and used for extra study leave or taken as additional holiday time. The choice is yours.

Overseas secondment

As we are a global organisation with multinational clients, opportunities exist for overseas secondment. These opportunities are carefully identified for you as they represent excellent opportunities for your career development.

Medical

Medical costs incurred after consultation will be met by KPMG.

The start of a great career

Now that you've reached this point in our brochure, we hope you have decided that KPMG is an organisation which can provide you with the career potential as well as the challenges that you require.

I was attracted to KPMG for two reasons; one was the talented and hardworking people, the other was the excellent reputation of this international accounting firm.

David Xu
Consultant, Tax.

The people we seek will all be ambitious, demanding and talented, and they'll also know that they would feel comfortable working in KPMG's exciting environment.

But if we are to attract the very best graduates, we have to be sure that we are providing the very best employment terms and conditions.

Meet our people

和大部分同事一样，我自二零零一年从上海交通大学毕业后就加入了毕马威华振会计师事务所。由于在大学我主修的是旅游管理，在毕业择业的过程中，我也有过很多惶恐，作为一名非会计专业的毕业生，进入一家世界著名的会计师事务所，将会面对怎么样的职业生涯。我可以么？

在过去的四年里，从一个审计员晋升为助理经理，我们和毕马威上海分所一同成长。所有的体验让我相信，我当初的选择没有错。最让我欣赏的是毕马威的公司文化，高级的同事以身作则，充分体现作为职业会计师以诚信为本的专业精神，同时给予新人适当的指引和帮助，大家上下一心，开诚布公，向著共同的目标前进。公司也不惜余力，给大家最好的培训机会，从专业技术到管理技巧，你会感觉你正朝著另一个台阶向上攀爬。在每年还有合夥人和你畅谈，赞赏你取得的进步，同时指出自我提高的方向。

四年中也遇到有很多开心的事情，去不同的地方，体验不同国家的企业文化，面对不同的人 and 事，你会感觉经常面对著不同的挑战，我也曾和同事熬夜到天亮，但是每每看见自己完成的工作，想想自己所学到的东西，就觉得一切都是值得的。在毕马威，你不要怕不懂、怕做错，只要你肯学，从不懂到懂，从错误中吸取经验；你也不要担心你已经没有东西可学了，因为在你面前永远有需要你学习的知识，值得你学习的目标。

加入毕马威的大家庭，会有许多和你有相似经历的同龄人，和你一同成长，见证职业道路上的风风雨雨，成就精彩的人生。

陈璐
审计业务助理



I chose KPMG because of the potential for my professional and personal development, and the opportunity for foreign travel. The international secondment programme opens up the world to our people at all levels, and the sharing of knowledge and experience is clearly an asset to the firm. The investment that KPMG puts into the management and leadership skills training programmes is impressive, and one of the most valuable skills I have gained is how to nurture and manage the relationships that I have with my team, my peers and my clients.

the best service to our clients. In addition, we play to individual strengths within our teams and therefore everyone has an important role in the work that we do.

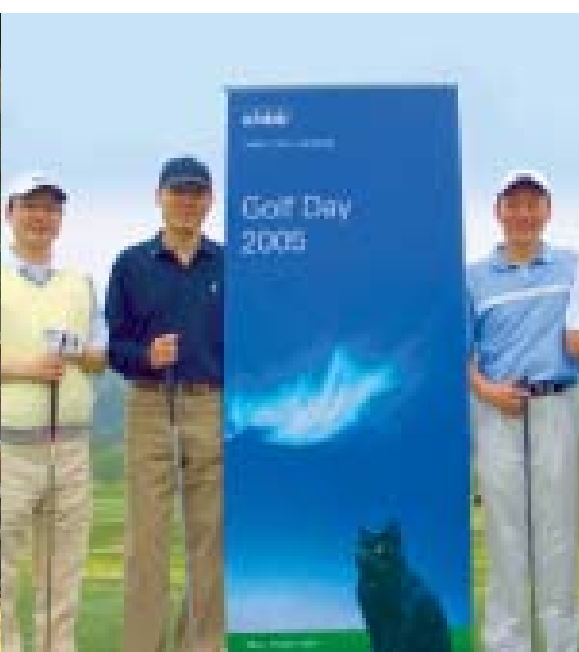
Our clients are continually facing new challenges as China expands, and this provides me with new prospects for growing KPMG's services and winning new work. I enjoy the challenge of dealing with China's evolving taxation regime, and addressing the needs of the diverse clients we have at KPMG.

Karmen Yeung
Partner, Tax.

The level of teamwork within KPMG is excellent. We often work together with colleagues from the Audit and Advisory practices in order to provide



Out of the office



We respect
the
individual



We are open
and honest
in our
communication

We work
together

We lead
by
example



We seek
the facts and
provide insight



We are
committed
to our
communities

Above all,
we act
with integrity

Our Values

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将于2005年年底开业

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