

# The recruitment process at PwC

HERE & NOW

PwC recognises that selection is a two-way process and we have designed our recruitment process to include numerous opportunities for you to meet us and provide you with the information you need to make an informed career decision.

While this recruitment process will vary slightly depending on your chosen business area, some of the things that you may come across are explained below.

You will be informed of further details regarding the process when you are invited to attend the first phase of the interview process.

## On-line application form

The on-line application form provides you with an opportunity to demonstrate the balance between academic and work achievements, written communication skills, enthusiasm, maturity, commitment to a career at PwC and interests beyond your school and university studies.

To view the on line application form and application closing dates, refer to [www.pwc.com/ro/careers](http://www.pwc.com/ro/careers)

## Assessment Centre

Once completing your on-line application, you may be contacted to attend one of our Assessment Centres. Assessment Centres at PwC usually consist of:

- tests that measure your verbal and numerical reasoning skills
- a group exercise
- a Personality Questionnaire
- a written English test

- a first interview - normally with a Manager / Senior Manager from the business area you want to join
- a second interview - normally with a Director / Partner from the business area you want to join

This may sound a lot, but don't worry - the centre is designed to be as interesting and enjoyable as possible, giving you the chance to demonstrate your best qualities and find out as much about life at PwC as possible.

For more information about the verbal and numerical reasoning tests used, including practice tests and example questions, please refer to [www.shldirect.com](http://www.shldirect.com)

Personality Questionnaires look at behavioural preferences, that is, how you like to work. The questionnaire is not concerned with your abilities, but how you see yourself in terms of your personality. There are no rights or wrongs in behavioural style, although some behaviours may be more or less appropriate to certain situations.

The one-on-one interviews will focus on your interests, experiences and your motivations for a position in your area of choice. This is typically a 'behavioural based' interview, providing you with an opportunity to ask any questions you may have about working in this field. The interviews, as well as all other interactive stages of the recruitment process are mapped against our global core competencies, so familiarise yourself with these. You can find the description of our competencies on [www.pwc.com/ro/careers](http://www.pwc.com/ro/careers).

The group interview will involve you working in groups of up to 6 candidates where you may undertake a number of different activities, allowing PwC to consider your presentation, problem solving, analytical, decision making and leadership skills.

## Campaign Dates

We usually run our graduate recruitment campaign in Spring. In Autumn we run our Internships campaigns, which follow the same structure outlined above. This way, if you take on an internship with PwC you won't have to go through a new testing stage.

Please check our graduate and students openings on [www.pwc.com/ro/careers](http://www.pwc.com/ro/careers) (in the Search Vacancies section)