

# *Being the one who sets the trend*

## HR Internship



## **PricewaterhouseCoopers**

### **The Firm – Who are we?**

PricewaterhouseCoopers (PwC) provides industry-focused assurance, tax and advisory services to build public trust and enhance value for its clients and their stakeholders. The firm has been present in Romania since 1991 and it currently employs over 650 people, overseen by eighteen partners.

PricewaterhouseCoopers Romania is part of the network of member firms of PricewaterhouseCoopers International Limited, each of which is a separate and independent legal entity. More than 155,000 people in 153 countries across our network share their thinking, experience and solutions to develop fresh perspectives and practical advice.

PwC has a deeply-held belief that an important determinant of an organisation's corporate responsibility lies in its commitment to helping people achieve their full potential.

At PwC, we operate a broad range of technical training, industry knowledge, and leadership development programmes for our people at every stage of their careers. Also, because we believe that learning is inextricably linked with doing, we offer our people ample opportunities to develop such as shadowing senior leaders in the organization, working on projects outside their area of specialism, providing them with challenging people management roles and offering them the chance to live and work outside their home country.

### **The Rules of the Game – What are we looking for?**

We are one of the top employers of fresh graduates on the job market and thus, we put great interest in having a close relationship with students – our future employees. Each year, we invest in Attraction programs that help us be in touch with the students and close to our target audience for the Junior Recruitment projects.

Now, You have the chance to get involved and to voice-out the point of view of the students, as we want to address our audience with truly interesting subjects and with projects that can create value for their development and future careers.

As an **Intern in our Human Capital** department, You will be part of the Attraction projects, bring Your out-of-the-box input and together, we will implement your ideas!

We are trend-setters, so You will have the opportunity to set the trend together with the Recruitment team, to be hands-on and to see your vision and your ideas come true.

### **You are the One if:**

- You are student in your final years;
- You are actively involved in extra-curricular activities (NGOs, Student Organizations);
- You are PC literate (MS Office, photo editing tools);
- You speak and write in English at an advanced level.

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The out-of-the-box recruitment process will consist of a **competition of projects on a given theme**. The selected projects will give their authors the opportunity to present their ideas in person in order to convince us that he/she is the one that we are looking for!

### **The Stake of the Game - What's in it for you?**

The winner will start a **9 months paid internship within the Human Capital department** of PwC and will be actively involved in the launch and implementation of his/her project together with the Recruitment team.

You will have the opportunity to make your ideas heard, to put in practice your vision and together with the Recruitment team, to follow your project through and see the results.

### **The Romanian initiative – What you should know?**

In Romania, we have committed to invest in the development of future generations, preparing them for what's ahead.

We offer an all-inclusive approach to development, which implies not only the sharing of knowledge (both technical and soft) but also creating the context to put into practice that knowledge and skills.

We focus on what we know best – audit, tax and advisory specific knowledge and skills - but also on developing their relational abilities which will grow into skills for life, even once they are outside of the PwC network.

We value the importance of teamwork and collaboration and we partner with Universities, NGOs and other organisations who share this objective of developing future generations.

Investment is not material and volatile, but "spiritual", consistent and long-lasting. In a nutshell, each and every interaction we have with students has a learning component.

The Romanian initiative is based on four pillars:

1. **Educational Partnerships** with main Universities, Students' NGOs, other not-for-profit development organisations.
2. **In-house projects** designed to equip students with the skills needed to adapt and succeed in a changing environment
3. **Technical Seminars** in Universities to get students acquainted with the main technical aspects of our work as auditors and tax & management advisors.
4. **Online Platforms** and use of technology as a means to give access to our knowledge to a wide pool of students and young professionals.

In conclusion, we have our eyes on the student market and we want not just to create relationships in the context of recruitment projects, but also to invest in them, whether they become our employees or not.

We want to address the students in a non-formal manner, we want to establish open relationships and to be close to the universities and to the students' point of view in order to be in line with the trends and to continuously adapt ourselves.

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### **The project – Your Application**

In line with the above, propose a **project that PwC Romania can implement in 2011 in order to communicate with students and universities**. It should focus on how we can adapt ourselves in order to respond to the needs and expectations of the present student environment and how can we develop a strong presence among them.

In presenting your proposal, please make sure you **answer the following**:

- How would you plan, communicate, implement and monitor the project?
- What drivers would you use to generate interest and involvement from students and partner organisations?
- What would be the triggers and the added value for the students' development?
- What are the wider benefits for PwC as a firm?

Feel free to use any form of the project that you might feel suitable, you have no constraints regarding the structure.

**Nevertheless, please take into account the following guidelines for your application:**

- You should prepare a detailed form of the project presented in Word format – should be no longer than 5 pages;
- You should prepare a support PowerPoint presentation of the project which would help you sustain an oral presentation – should be no longer than 5 slides;
- You should submit your resume (containing your personal data, educational and professional experience information);
- All documents must be in English.

**Keep in mind:** the more out-of-the-box, the better! But at the same time, don't forget to be practical and remain within realistic lines (as it would be a project that we might actually implement).

### **Timeframe & Further Details**

We are looking forward to your application no later than **December, 3<sup>rd</sup> 2010**, at the following e-mail address: [raluca.gadiuta@ro.pwc.com](mailto:raluca.gadiuta@ro.pwc.com).

Please note that we will take into account only complete applications! Only selected candidates will be contacted for the presentation of the project!

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