

Deloitte.

**Your career
starts here**



**Consulting
Canada**

Our #EverydayPurpose:

Make an impact that matters

At Deloitte, you can **make an impact every day and build a better future** for our people, organizations, communities, and country.



Here,

we empower our people to be the very best, not only for clients, colleagues, and communities, but also for their own careers and aspirations.

What is Deloitte Consulting?

Consulting brings together **multidisciplinary capabilities**—technical, analytical, strategic, and creative skills—to solve complex problems and unlock value for our clients.

Simply put, we **shape every aspect of businesses** and help organizations across all industries to

imagine, deliver, and run their future.

STRATEGIC
ADVISORY

BUSINESS
TRANSFORMATION

TECHNOLOGY
IMPLEMENTATIONS

MANAGED
SERVICES

OUTSOURCED
OPERATIONS

The spectrum of Consulting capabilities at Deloitte

What does this mean for YOU?

More opportunities

The breadth of our offerings allows you to explore different passions, domains, and industries.

Greater flexibility

Whether it's influencing strategy, innovating operations, or creating digital experiences, you have a place here.

Maximized potential

As you grow, you can choose where you want to specialize to become a leader in a domain area.

**At Deloitte, you can have
30 careers in 30 years!**

Your impact. **Your choice.**

There are endless opportunities for you in Consulting. Apply to 1 or 2 pathways to begin your journey.

Problem Solver:

Explore and solve diverse business challenges across industries

Finance

Transformationalist:

Advise and optimize finance functions



Technical Engineer:

Design, build, and deploy hardware and software systems



SEVEN PATHWAYS

+ optional choices in
INDUSTRY & PROBLEM TYPES or FUNCTIONS

Certified Technologist:

Become a configuration professional in a leading-edge technology



Digital Enthusiast:

Combine creativity and technology to elevate human experiences



Business Strategist:

Create strategies for growth, differentiation, and value creation



AI and Data Specialist:

Maximize business value through data and AI capabilities

O U R B R A N D S

Deloitte. **OmniaAI**

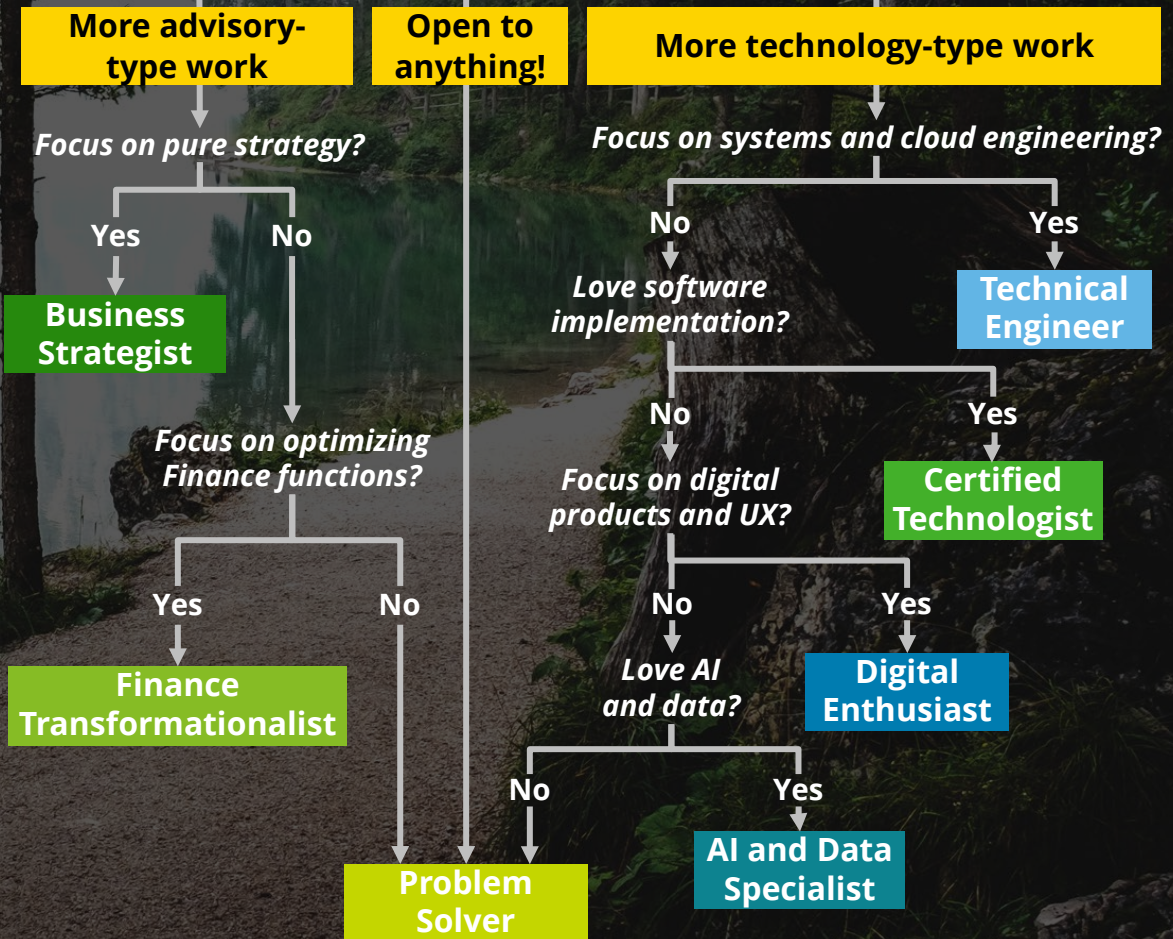
Deloitte.
Digital

Monitor
Deloitte.

Which pathway is for me?

Balancing your skills and interests with business needs, you will be interviewed for one pathway to join a team.

Where are you interested in focusing?



In your application, you can indicate further preferences (100% optional):

- **New grads** can select preferences for **PROBLEM TYPES** (see pathway pages)
- **Interns / co-ops** can select preferences for **BUSINESS FUNCTIONS** (see page 24)
- **ALL students** can select preferences for **INDUSTRY** (see page 24)

Problem Solver

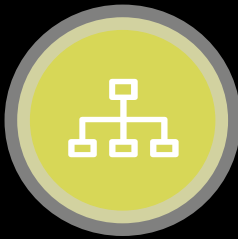
This pathway focuses on helping clients identify business challenges, define a recommended course of action, plan the execution of the solution, and manage the change.

What types of problems are you interested in solving?

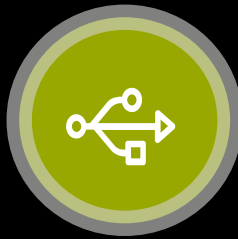
During the application process, new grads can optionally indicate preferences for problem types relevant to this pathway (you can also select no preference):



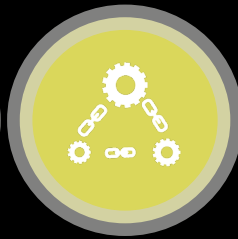
**People, Org
& Workforce**



**Strategy Execution
& Business Ops**



**Systems &
Technology**



**Supply Chain
Management**



**Mergers &
Acquisitions**



Choose this pathway if:

- You enjoy exploring different roles, topics, and domains
- You want exposure to a wide range of projects and a variety of business problems
- You're not seeking a specialist designation or technology certification

7 PATHWAYS:

**Problem
Solver**

**Technical
Engineer**

**Certified
Technologist**

What could I be working on?

This pathway will expose you to different experiences, including but not limited to:



Current state assessment



Business case development



Operating model design



Process design and optimization



Roadmap development



Sample project: Provincial vaccine solution

CLIENT ISSUE

In response to the Covid-19 pandemic, a Ministry of Health in Western Canada along with the provincial health authority had a pressing need to deliver a vaccine management solution for the people of the province.

OUR APPROACH

Over the span of 18 months and 60 releases, we leveraged support from 150+ resources across 7 countries to develop and deploy a vaccine management solution enabled by Salesforce that incorporated 160+ user stories and allowed citizens to register for and receive a vaccination. The solution also enabled clinicians to document immunizations.

VALUE DELIVERED

Since launch, the solution has been used by 4.5 million registrants and 18,000 users to deliver over 11.5 million immunizations. Energized by this success, the province is looking to standardize its digital citizen interactions on Salesforce, expand the platform to support all vaccines, and harness the post-pandemic momentum to revisit digital health care in the province—talk about saving lives!

Business Strategist

AI and Data Specialist

Digital Enthusiast

Finance Transformationalist

Technical Engineer

This pathway focuses on helping clients enable end-to-end technology delivery capabilities via full stack development, platform integration, and adoption of cloud, Agile, and DevOps.

What types of problems are you interested in solving?

During the application process, new grads can optionally indicate preferences for problem types relevant to this pathway (you can also select no preference):



Systems & Applications



Cloud Services



Product Development



Enterprise Platforms



Choose this pathway if:

- You have strong technical skills in programming and computer engineering
- You enjoy architecting and integrating systems and applications
- You want to drive innovation and new ways of working enabled by cloud technology

7 PATHWAYS:

Problem
Solver

Technical
Engineer

Certified
Technologist

What could I be working on?

This pathway will expose you to different experiences, including but not limited to:



Application architecture



Front- and back-end development



Cloud delivery



Application management



Roadmap development



Sample project: Federal digital identity

CLIENT ISSUE

A federal health agency was looking to enable verifiable vaccine credential solutions to support international travel for over 37 million citizens. With many provinces / territories developing unique credentials, the client faced urgency for a consistent national standard that could be used for international travel, regardless of a resident's home region.

OUR APPROACH

Deloitte was engaged to deliver a standardized vaccine credential for residents. We brought forward a multi-disciplinary team of architects, health and public policy specialists, and project managers to work hand in hand with the agency team and accelerate development work.

VALUE DELIVERED

Leveraging our digital identity experience to provide insights on the current international credential landscape, Deloitte developed the end-to-end architecture and data standards for vaccine credential issuance. Critical to success was leading the engagement of each province / territory in order to launch a standard vaccine credential for all residents.

Business Strategist

AI and Data Specialist

Digital Enthusiast

Finance Transformationalist

Certified Technologist

This pathway focuses on helping clients select, configure, and implement software solutions and maximize their technology investments with architectural and sustainment strategies.

What types of problems are you interested in solving?

During the application process, new grads can optionally indicate preferences for problem types relevant to this pathway (you can also select no preference):



**HR
Technology**



**Finance
Technology**



**SAP
Solutions**



**Oracle
Solutions**



**Emerging ERP
Solutions**



Choose this pathway if:

- You enjoy working with and configuring cloud technology
- You're savvy at translating business requirements into technology solutions
- You have a keen interest in becoming a deep specialist in a leading software solution

7 PATHWAYS:

**Problem
Solver**

**Technical
Engineer**

**Certified
Technologist**

What could I be working on?

This pathway will expose you to different experiences, including but not limited to:



Requirements gathering



Solution and data architecture



Software configuration



Business process design



User acceptance testing

Sample project: Global bank reimagines HR

CLIENT ISSUE

A Canadian bank with global operations embarked on a multi-year journey to transform HR and better align the employee experience of its global workforce with its digital strategy. To achieve that, the client needed to implement new cloud technology and reimagine its HR organization.

OUR APPROACH

Deloitte applied its global implementation methodologies to configure an integrated HR platform based on business and functional requirements through iterative prototyping cycles. We also engaged client stakeholders across key countries to develop a global design with localization needs incorporated into HR processes and operating model shifts.

VALUE DELIVERED

Deloitte provided holistic end-to-end services from program mobilization and system go-live to post go-live support and change management to ensure that the client was successful in their transformation journey. Ten functional HR modules were configured in one unified platform and all data conversions, integrations, and security delivered.



Business Strategist

AI and Data Specialist

Digital Enthusiast

Finance Transformationalist

Business Strategist

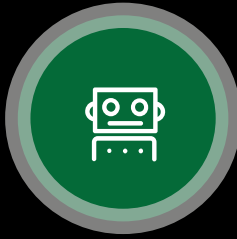
This pathway focuses on helping clients create executable strategies in increasingly uncertain environments and make the right choices to confidently navigate a world of disruption.

What types of problems are you interested in solving?

During the application process, new grads can optionally indicate preferences for problem types in other strategic domains (you can also select no preference):



**Business Design
& Strategy**



**Technology
Strategy**



**Workforce
Strategy**



**Operations
Strategy**



Choose this pathway if:

- You're inspired to solve complex problems through critical and creative thinking
- You enjoy thinking about the big picture and have no issue diving deep into the details
- You're extremely curious and excited to learn about a diverse range of topics

7 PATHWAYS:

**Problem
Solver**

**Technical
Engineer**

**Certified
Technologist**

What could I be working on?

This pathway will expose you to different experiences, including but not limited to:



Growth strategy



Corporate and business unit strategy



Strategic foresight / sensing



ESG strategy



Business design and transformation



Sample project: Charting the future

CLIENT ISSUE

A large energy company was looking to understand the possible ways in which decarbonization and energy transition will take place, how that will impact the business as constituted today, and what strategic considerations should be accounted for as they transform for the future.

OUR APPROACH

Leveraging global specialists and industry insights, Deloitte developed a variety of likely scenarios and supported the executive team and board of directors to evaluate the range of options and their implications on the business, organization, and workforce throughout the transition.

VALUE DELIVERED

The analysis and insights presented helped to align the executive team and board on several critical choices about the future of their organization and influenced the strategic direction of the business and its workforce needs. The strategy work ultimately led to a series of M&A transactions, an enterprise transformation program, and a series of innovation initiatives to position the organization for success.

Business Strategist

AI and Data Specialist

Digital Enthusiast

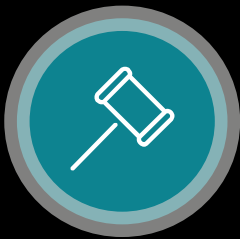
Finance Transformationalist

AI and Data Specialist

This pathway focuses on helping clients solve business problems through applications of artificial intelligence, machine learning, and advanced data analytics.

What types of problems are you interested in solving?

During the application process, new grads can optionally indicate preferences for problem types relevant to this pathway (you can also select no preference):



**AI & Data
Strategy**



**Data Engineering
& Architecture**



**Data Science &
Visual Analytics**



**Intelligent
Automation**



Choose this pathway if:

- You have strong analytical and technical skills in data science and AI applications
- You enjoy manipulating data to uncover hidden insights
- You're fascinated with data structures, and have a passion to model and build data solutions

7 PATHWAYS:

**Problem
Solver**

**Technical
Engineer**

**Certified
Technologist**

What could I be working on?

This pathway will expose you to different experiences, including but not limited to:



Use case
identification



Data
wrangling



Proof of concept
development



Operating
model design



Roadmap
development

Sample project: Global GHG monitoring

CLIENT ISSUE

Clients are looking at greenhouse gas (GHG) reduction as an important global target due to its impact on climate change. The need for emissions reporting has also accelerated due to added regulations—between 2019 and 2021, there was a 700% increase in mentions of environment, social, and governance (ESG) goals during corporate earnings calls.

OUR APPROACH

Deloitte developed a solution called **SpaceESG** that detects, monitors, and quantifies the GHG emissions of organizations, plants, sites, and facilities anywhere around the globe based on satellite imagery data analyzed through **CortexAI™**, our proprietary AI and data analytics platform.

VALUE DELIVERED

SpaceESG enables organizations to quantify emissions and mitigate environmental and compliance risks through leak detection from unexpected sources. The tool can provide actionable insights and performance benchmarks against industry comparators to inform business decisions for an organization's overall decarbonization strategy and goals.

Business
Strategist

AI and Data
Specialist

Digital
Enthusiast

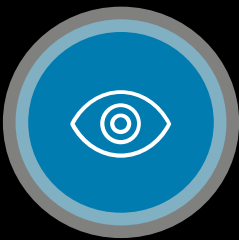
Finance
Transformationalist

Digital Enthusiast

This pathway focuses on helping clients reach their untapped digital potential through creative crafts in experience design, branding, technology platforms, and integrated solutions.

What types of problems are you interested in solving?

During the application process, new grads can optionally indicate preferences for problem types relevant to this pathway (you can also select no preference):



Marketing & Commerce



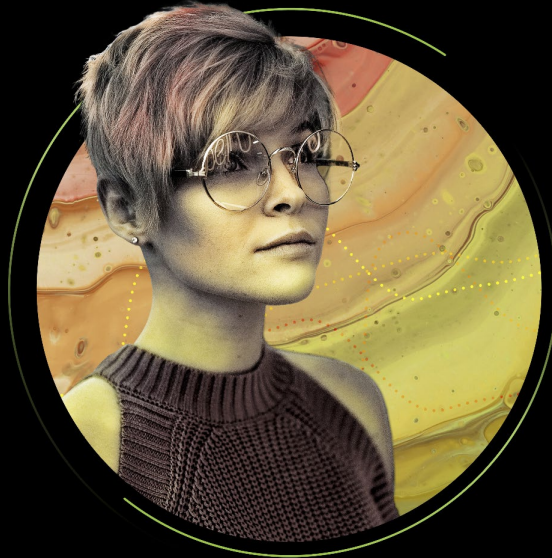
Customer Strategy & Innovation



Customer Experience Platforms



Product Design & Engineering



Choose this pathway if:

- You obsess over how people interact with the digital world
- You're always looking at how UX / UI can be improved
- You have an eye and passion for branding and advertising
- You enjoy working creatively with front- / back-end systems

7 PATHWAYS:

Problem Solver

Technical Engineer

Certified Technologist

What could I be working on?

This pathway will expose you to different experiences, including but not limited to:



Customer and user research



Digital / mobile strategy



Marketing content



Experience and process design



Software development

Sample project: Launching digital grocery

CLIENT ISSUE

As part of its digital transformation and growth strategy, a national supermarket chain was looking to launch an online grocery delivery service under a new banner. The client engaged Deloitte to develop the approach, design the technological solution, and provide their digital marketing team with the capabilities to support the developed solution.

OUR APPROACH

Deloitte implemented a number of key technologies to increase the efficacy of the e-commerce platform: Salesforce Marketing Cloud to scale marketing campaigns; Salesforce Service Cloud to enhance the customer service experience; OpenText Media Management to integrate disparate digital asset networks; and an IT solution to manage product data.

VALUE DELIVERED

Deloitte delivered a five-day Digital Marketing Academy to upskill the client's marketing team on how to best leverage their technology investments to achieve strategic objectives. The client asked Deloitte to provide continued support of the e-commerce solution as they expand their digital footprint.



Business Strategist

AI and Data Specialist

Digital Enthusiast

Finance Transformationalist

Finance Transformationalist

This pathway focuses on helping clients transform and optimize their finance functions and advising them through the origination, execution, and closing of business deals.

What types of problems are you interested in solving?

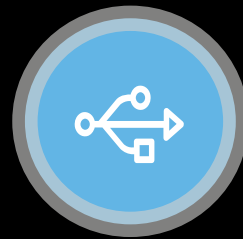
During the application process, new grads can optionally indicate preferences for problem types relevant to this pathway (you can also select no preference):



**Finance Strategy
& Operations**



**Corporate
Transactions**



**Systems &
Technology**



Choose this pathway if:

- You're inspired to solve complex financial problems through critical and creative thinking
- You enjoy optimizing processes, as well as financial analysis and data modelling activities
- You are pursuing a CPA or CFA designation (not mandatory)

7 PATHWAYS:

**Problem
Solver**

**Technical
Engineer**

**Certified
Technologist**

What could I be working on?

This pathway will expose you to different experiences, including but not limited to:



Finance vision
and strategy



Operating model
design



Forecasting
and analytics



Process design
and automation



System
implementation



Sample project: Transforming insurance

CLIENT ISSUE

A multibillion-dollar insurance company was looking for a strategic partner to support their finance transformation journey, which entailed optimizing all aspects of their finance function, including completely redesigning the end-to-end close, consolidation, and reporting processes.

OUR APPROACH

From upgrading their current on-premises enterprise resource planning and enterprise performance management solutions to the cloud, to addressing complex actuarial requirements stemming from a new international reporting standard, Deloitte played an orchestrating role in helping the company modernize its finance architecture and data environment.

VALUE DELIVERED

The client valued our strong partnership and when they acquired another insurance company with international presence, ultimately asking Deloitte to lead the post-merger integration activities to ensure a seamless transition of the target to the acquirer's environment.

Business
Strategist

AI and Data
Specialist

Digital
Enthusiast

Finance
Transformational
Specialist





**Why join
Deloitte?**

Our promise? To be where potential comes to life

Our Talent Value Proposition delivers on **four promises**:



Be yourself, and more.

Diverse perspectives and life experiences make us better. Whoever you are and wherever you're from, we want you to feel like you belong here.



You shape how we make impact.

Our people are driven to learn, gain experience, and develop skills. We provide flexible working options to support you and how you can contribute.



Be the leader you want to be.

Some guide teams, some change culture, some build essential skills. We offer opportunities and experiences that support your growth as a leader.



Have as many careers as you want.

We are uniquely able to offer you new challenges and roles—and prepare you for them with a lifelong network of friends, peers, and mentors.

In Consulting, this is amplified through **#EverydayBehaviours**—6 commitments linked to behaviours that define what we stand for and how we treat each other.

Only@Deloitte experiences



Continuous learning

Apprenticeship is part of our DNA and we provide you with world-class learning and experiential programs at each milestone in your career at our state-of-the-art **Deloitte University North**.

People-first culture

From Day 1, you get assigned a buddy and career coach to set you up for success as you build lifelong relationships across our global network.



Diversity, equity, and inclusion

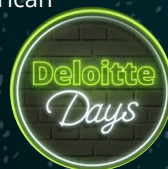
The firm has teamed up with First Nations University of Canada and Reconciliation Education to launch a mandatory course as part of our reconciliation journey. Our employee resource groups include:



- AccessAbility
- Women's Impact Network
- Canadian Asian Network
- Canadian Black Professional Network
- Deloitte Parents
- Deloitte Trailblazers
- Indigenous and Allies
- Pride Community
- Deloitte Jewish Network
- Deloitte Latin American Community

Deloitte Days

All employees enjoy 11 additional days off to disconnect with confidence as a firm-wide collective to enhance well-being.



Innovation mindset

We face disruption head on by driving innovation across all our services and facilitate breakthrough labs with clients at the **Deloitte Greenhouse**.



Health and wellness

Deloitte believes in embedding well-being in the flow of work—you can take full advantage of the numerous benefits offered:

- \$1,300 myBenefit Dollars*
- \$4,000 mental health support*
- 15 vacation & 3 wellness days*
- Recharge fitness facilities
- Core health & dental coverage
- Gender affirmation coverage
- Parental leave top-up
- And much more!

*For students, amounts are pro-rated for the duration of your term.

Innovation and mash-ups!

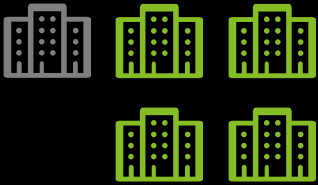
With Deloitte, you can design and build innovative solutions and products in collaboration with our thriving ecosystem of industry-leading alliances and technology relationships.



Don't see your favourite technology?

Ask us about it!

Did you know?



Deloitte serves **4 out of 5 Fortune Global 500® corporations and thousands of private companies** through our network of member firms in **over 150 countries**.

Students will have the opportunity to support clients across various domains—if you have a preference, let us know in your application!

Both new grads and interns / co-ops can optionally select preferences for an **INDUSTRY**:

-  Consumer
-  Life sciences and health care
-  Government and public services
-  Higher education
-  Financial services and insurance
-  Technology, media, and telecom
-  Energy, resources, and industrials

Interns / co-ops can optionally select preferences for a **FUNCTION**:

-  Business operations
-  Human resources
-  Enterprise technology
-  Software engineering
-  Finance
-  Mergers and acquisitions
-  Supply chain
-  Customer experience

What are you waiting for? Come join a **world-class firm**

The steps below provide an overview of our campus recruitment process. Apply now and discover how you can make an impact that matters at Deloitte!



Discover the pathways

Understand what your interests are and which pathways best align with your passions



Apply online

Scan the QR code below to start your application and select up to two preferred pathways



Record a video interview

Just be yourself and show us who you are—no trick questions!



Complete live interviews

We want to learn more about you through behavioural and pathway-specific assessments



Accept your offer

You made it this far—congratulations!

Scan to
apply:



**Unleash your
potential with
Deloitte Consulting**



Deloitte.

www.deloitte.ca

About Deloitte

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