

Technology  
Implementation &  
Software

# HR Transformation

# Human Resource Transformation

*In a nutshell we're all about people!*



## What we do:

- ✓ We help to design and execute critical HR programs - from business driven HR processes and systems to designing the employee journey
- ✓ We collaborate with clients to achieve excellence through implementing solutions that transform how they organise, develop capabilities and deliver a leading employee experience.
- ✓ We help our clients design and implement leading cloud-based platforms including Oracle, HCM, SAP SuccessFactors, and Workday.



## What skills & backgrounds are we looking for?

- ✓ Candidates from a **range of backgrounds and expertise**. Our team has a wide diversity of skills and experience and we encourage candidates from most backgrounds to apply.
- ✓ We work extensively with top level management, and rely on being able to clearly communicate problems and resolutions. As such, we **require excellent written and oral communication skills**.
- ✓ Our Business Unit also requires **analytical thinking**, to think of creative and 'out-of-the-box' solutions.
- ✓ We are striving to become more data driven and analytical, and are also looking for candidates with **strong numerical backgrounds**.

## Recent joiners and their experiences:



**Marissa Dzulkifly,**  
Analyst, Auckland

I joined HRT with an economics and politics degree – so no tech at all! The work is really interesting because you get to work with clients on their HR needs, and it includes everything from advice on their culture and capabilities, to implementing HR systems to give them the best employee experience.



**Julian Fowler**  
Analyst, Auckland

Working at Deloitte has been an awesome experience. I've had the opportunity to engage with great clients across a variety of industries. The work we do is very rewarding and its great fun working alongside such a talented and supportive group of people.



**Jenny Bhullar**  
Analyst, Auckland

I joined Deloitte's consulting team with a Data Science background. I found the work very meaningful and rewarding. With Deloitte's SAP cadetship program, I am now learning to synchronize my analytical skills with various SAP offerings to help better support NZ businesses.

# Digital Customer

# Digital Customer

*Building solutions that help businesses thrive!*



## What we do:

- ✓ We help clients design and implement **unique and powerful, digital based solutions**.
- ✓ We **support clients on their journey to digital discovery** by keeping up with the latest market trends within the industry.
- ✓ Our focus is on **understanding public and private organisations** using a variety of tools and processes.
- ✓ We work with a variety of Deloitte teams and external vendors to **deliver future focused, high level solutions, integrations and digital transformation**.



## What skills & backgrounds are we looking for?

- ✓ We are wanting **self-motivated people who can solve issues in real time**. Problem solving is a frequent part of our day-to-day.
- ✓ We are constantly engaging with our client, helping to derive solutions to issues they are having. **Being able to communicate clearly and efficiently** is an essential skill needed in our team.
- ✓ People who **work efficiently within a team** and show **positive collaboration** skills.
- ✓ We want people who have the **willingness and aptitude to learn new systems** and a desire to grow within Deloitte.

## Recent joiners and their experiences:



**Keith Pereira**  
Consultant, Auckland

Having switched careers from Medical Device Engineering to Digital Customer at Deloitte, there was definitely a bit of nervousness joining such a big company. However, my time at Deloitte has been nothing short of awesome! It's been an incredibly supportive learning environment, with a great team, and work that is super engaging and challenging!



**Chee Qi**  
Analyst, Wellington

The three things I dreamed for my career after university, I have them all in my day-to-day life at Deloitte: A super supportive team who I can rely on and have fun with, a broad range of projects that challenge my skills and open my horizon, as well as the continuous exposure to the most advanced, life-changing technology!



**Pio Fainuu**  
Analyst, Wellington

Starting at Deloitte, I felt welcomed into this family from the get go. Every day has been filled with fun, challenging and exciting experiences. My team is supportive and easy going! We enjoy each others company playing games and connecting as we munch down a foot long sub (the go to). Life at Deloitte has been life changing.

# Life in our team

*While a lot of our work is based at client sites, our office environment is always inclusive and exciting.*



- With a vast array of projects, our work isn't always local. We get the opportunity to travel nationwide and engage with a variety of clients to **help them achieve their digital goals.**
- Our teams are usually based at the client site, working with them to better understand the **needs and wants for their organisation.**

*We love our work but we also enjoy taking the time to step back and connect as a team.*



# Oracle

# Technology Powered Transformation – Oracle

*The Oracle team delivers critical technology that keeps organisations running!*



## What we do:

- ✓ We **design and build modern and industry specific solutions** using the Oracle suite of applications to help clients improve flexibility, scalability and cost management.
- ✓ Our systems **help businesses to optimise their finance and business processes** leveraging the latest technology available.
- ✓ We use **Oracle ERP software** along with modern digital technology such as **robotics, artificial intelligence and analytics** to help our clients transform their business and operations.



## What skills & backgrounds are we looking for?

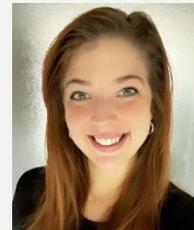
- ✓ Our **team is made up of people with a wide range of backgrounds**, we have accountants, software engineers, computer scientists and even a chemical engineer! We encourage **anyone with an interest in business and technology** to apply.
- ✓ Our team requires **the ability to work as part of a team and think analytically**.

## Recent joiners and their experiences:



**Suhailah Raza**  
Analyst, Wellington

My experience at Deloitte has been challenging but very exciting. There are many opportunities to learn and grow your knowledge. Everyday brings a new challenge, and a chance to get exposure across different clients/industries. I've been able to work alongside passionate and very talented people. The team is very supportive and sociable.



**Laura Rogers**  
Consultant, Wellington

One of my favourite things about working at Deloitte is the various opportunities I've been provided. I never stop learning new skills and developing my talents to benefit the organization, our clients, and myself. Plus, I am backed by an incredibly supportive team! We all work closely together and it's amazing to see the amount of diversity in our team and across the organization.

# Life in our team

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*We work as one team with our clients and spend a lot of time on client sites.*

*Our team likes to have fun together and any chance for some friendly competition is always a win.*



# Operate

# Operate

*Consulting isn't just about projects, it is also about helping them to run their businesses on an ongoing basis.*



## What we do:

- ✓ We work with our clients to **run or support their business operations** on an ongoing basis, resolve issues and continuously improve
- ✓ We work with a range of other Consulting people to help them understand and meet their clients' operational needs
- ✓ We work with third parties (e.g. software vendors) to offer **new solutions and services** to clients that help grow their business in line with their strategy
- ✓ We engage subject matter experts to **establish best practices**, to reduce cost, reduce risk and improve service quality



## What skills & backgrounds are we looking for?

- ✓ We want people who are **great communicators** to engage technical and non-technical stakeholders on issues and improvements
- ✓ We need people who can **multi-task** in an organised fashion, and understand priorities driven by client and Deloitte needs
- ✓ What we do requires people to **think differently** about how to resolve a problem and encourage better ways of working
- ✓ Our team is growing in scale and breadth of services so **a keen eye for a new opportunity** is encouraged!

## Recent joiners and their experiences:



**Ishaan Singh**  
Analyst, Wellington

I recently joined Deloitte as an Analyst and my experience so far has been nothing less than phenomenal. Each and everyone being it from peers to senior management were so supportive in my onboarding and were ready to help me in best possible way during my induction process even in the most challenging times. I truly feel a part of the Deloitte family and I look forward to my time here.



**Indy Monos**  
Consultant, Wellington

I joined the Deloitte family less than a month ago as a consultant. Everyone has been super helpful and friendly during my onboarding process and day-to-day. Even during Red Alert where we have working from home days I know I can always reach out to someone if and when I need to. I'm so happy to be part of such a supportive company.

# Life in our team

*We like to get things sorted! Most of our work revolves around listening to our clients and helping them with existing services and new opportunities*



- Operate is all about **understanding our clients' needs**, sometimes more than they know themselves
- Every client brings different challenges, so an **ability to react, accommodate and deliver** is critical within this team
- We spend lots of time talking with our clients and other Deloitte people so **frequent communication** is essential to our business
- We are currently based in **Wellington, Auckland and Manila** and looking to grow.
- Some examples of our work:
  - We manage the platform that runs bowel cancer screening for the whole country – making a **real impact on New Zealanders' health**. Further cancer types will be added too.
  - We manage the system that authenticates every user of Inland Revenue's tax systems, **keeping this vital function secure**.

*Delivering results is crucial to us! We recognise a job well done and encourage our values across the whole team*

*We're not just about keeping the lights on, we're about making them shine brighter!*

# Project, Portfolio and Programme Management

# Portfolio, Programme & Project Management

*Bringing together the best of Deloitte to help clients successfully deliver!*



## What we do:

- ✓ We **lead and manage complex programmes and projects** through leveraging our proven delivery and PMO experience, best practice methods, and diverse team skillsets.
- ✓ We **advise clients on how to uplift their own Portfolio, Programme and Project Management (P3M) capabilities** using key frameworks, tools and our own practical experience.
- ✓ We **work closely with our wider Deloitte teams** to support organisations with delivery of complex or transformational change.
- ✓ We **bring together end-to-end product management** that transforms how our clients engage with their customers through digital products and services.



## What skills & backgrounds are we looking for?

- ✓ We need a team who **enjoy planning, leading & coordinating key activities** to support successful programme & project delivery as well as P3M advisory engagements.
- ✓ Our work often involves **working in diverse teams** with different skills and experience - we need team players who can be part of the “glue”, **bringing energy and collaborative culture** to delivery of complex engagements.
- ✓ We work closely with governance bodies, and rely on **being able to track and clearly report on progress, risks, issues and other key project management dimensions** to support decision makers and key stakeholders.
- ✓ Our team doesn't mind **getting hands-on** and **serving in various delivery activities** to help teams get things across the line.

## Recent joiners and their experiences:



**Lucien Beck**  
Consultant, Wellington

I have been with Deloitte for a little over a year now, and I have never witnessed a team that is as dedicated and passionate about what they do. I have had the pleasure of working across multiple different projects and technologies, which has helped me upskill and learn about the practice. It has been extremely challenging, but even more rewarding. The team has been supportive, welcoming, and understanding, I couldn't ask for anything better!



**Chystal Rains**  
Project Controller, Wellington

The best part of working at Deloitte is 100% the people. They just embrace you and provide a fantastic platform of support that gives you the confidence to dive into the work and excel. There are so many opportunities to grab a hold of from upskilling and career progression to working on projects that are making a real difference. I have been super fortunate to get to work on projects that connect me not just to the office but to some amazing people all over the globe. I'm excited to see where the future will go!