Start here. Keep growing.

Explore YOUR future at Deloitte

Spring 2022
Session Agenda

Introductions

What is Deloitte Consulting?

Overview of Deloitte Services

DE&I at Deloitte

Resume Tips

Q&A
What is Deloitte Consulting?
Diversity and Equity

Continued focus on creating a meaningful talent experience for all professionals, striving for a diverse, representative workforce, and promoting processes that provide even more opportunities for all of our professionals.

**WHAT IT MEANS AT DELOITE**

We shared our workforce data for the first time in our inaugural DEI Transparency Report. We are building on this so that leaders have access to the data, via DEI dashboards, they need to make informed decisions that advance our DEI agenda.

In fall 2020, we launched the first annual effort to review and expand self-identification options, including choices related to race, multi-race, gender, and sexual orientation, to better understand and meet the needs of our people.

**SIGNATURE DELOITE PROGRAMS & INVESTMENTS**

**Data and Analytics**

We know transparency and accountability go together, which is why we set DEI goals for our PPMDs. Our PPMDs will be evaluated against these goals on an annual basis to hold them accountable for personally moving the needle on DEI.

**Self-ID Campaign**

In fall 2020, we launched the first annual effort to review and expand self-identification options, including choices related to race, multi-race, gender, and sexual orientation, to better understand and meet the needs of our people.

**Our Diversity and Equity Goals**

**US Workforce Goals**
- Increase the number of Black and Hispanic/Latinx professionals in our US workforce by 50% by 2025; (input to our goal of increasing racial and ethnic diversity of our US workforce to 48% by 2025)
- Increase US workforce female representation to 45% by 2025

**US Leadership (PPMD) Goals**
- Increase the representation of racially and ethnically diverse US leaders (PPMDs) to 25% by 2025
- Increase the number of female US PPMDs by 25% by 2025

**PPMD* Accountability**

We invest in hire-to-train and train-to-hire programs such as Encore, a Deloitte program designed to enable professionals to return to work after periods of leave. Our paid, 18-week program, offers an opportunity to build skills needed to return to work with confidence.

**Non-Traditional Recruiting**

We know transparency and accountability go together, which is why we set DEI goals for our PPMDs. Our PPMDs will be evaluated against these goals on an annual basis to hold them accountable for personally moving the needle on DEI.

**Self-ID Campaign**

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**The Bias Barrier**

Explores bias through a number of different dimensions (e.g., gender, race) and allyship as a way to combat it.

**Racial Equity Imperative**

Explores our POV on how businesses can and should activate equity.

**Designing Equality**

Explores the concept of gender bias and strategies for disrupting it in the workplace.

*Goals are not quotas. The policy of each Deloitte US firm is to seek and employ people with skill and integrity and to provide them with the means to develop professionally, without regard to race, color, religion, creed, citizenship, national origin, age, sex, gender, pregnancy, gender identity or expression, sexual orientation, marital status, disability (including neurodiversity), genetic information, veteran status, or any other legally protected basis, in accordance with applicable federal, state, or local law.*

*PPMD refers to Partners, Principals, and Managing Directors.

Note: Content included on page is non-exhaustive.
Inclusion and Belonging

WHAT IT MEANS AT DELOITTE

Strengthening our inclusive culture to empower people to be their authentic selves, feel like they belong, have courageous conversations respectfully, and develop genuine relationships

SIGNATURE DELOITTE PROGRAMS & INVESTMENTS

Inclusion Councils & Communities

Inclusion Councils bring together people from different businesses and backgrounds to engage in culture building, education and awareness, and development. We are reenergizing our Communities which provide opportunities to connect on shared identity.

Race in America

Created the Race in America Speaker Series to have a forum for open and honest dialogue with experts such as Ibram X. Kendi, George Takei, and Ruha Benjamin; have held 8 sessions to-date with 5000+ attendees in each session.

Learning & Development

Nearly all Deloitte leadership has completed our Inclusive Leadership Experience. We also provide education/awareness and self-guided learnings to all professionals on topics such as unconscious bias, authenticity, allyship and anti-racism.

DEI App

We launched our DEI mobile application in Fall 2020 to provide professionals with a one-stop shop for discovering events, joining virtual communities, exploring resources, and connecting with colleagues.

Our Inclusion and Belonging Goals

Consistent Talent Experience
- Address inconsistencies in the talent experience so that Black, Hispanic/Latinx, non-binary, and LGBTQIA+ professionals feel they can be their authentic selves in the workplace at a rate consistent with the overall workforce population

Culture of Anti-Racism and Allyship
- Develop an understanding of fundamental anti-racism concepts, and cultivate allyship by providing anti-racism education across all levels

DELOITTE’S EXPERTISE

The Diversity & Inclusion Revolution: Eight Powerful Truths
Explores strategies for moving diversity and inclusion from aspirations to reality

The six signature traits of inclusive leadership
Explores the importance of leadership as a capability and the six signature traits of an inclusive leader

What if the road to inclusion were really an intersection?
Explores the concept of intersectionality and why it’s critical to DEI

Inclusion as the Competitive Advantage
Explores the business case for having more women in supply chain and how to assess an organization’s DEI maturity

Note: Content included on page is non-exhaustive
Christina is an analyst who has a natural curiosity for solving the most complex challenges and is comfortable with ambiguity. She drives strategic transformation and is agile and results oriented. She has a natural curiosity for solving complex problems and presents a do anything attitude. She is highly polished and client ready on day 1, an outside-the-box thinker who enjoys exploring how strategy, business processes, and technology help shape the future of our clients’ organizations. Positioned as a “all-around best athlete” with a high ceiling.

Example Target Degrees:
- Business
- Economics
- Science
- Technology
- Engineering
- Mathematics
- Open to most majors

Required Skillsets: Outside the box thinking, analytical skills, process design and analysis, data analytics and excel modeling

Recommendations to solve an ambiguous situation that represents a major business challenge that threatens the existence of the business or agency.

Create SES/Executive recommendations used to outline plan and approach to renovate and rebuild a failing program.

Conduct workshops, engage key stakeholders, interview, perform complex computation modeling (e.g. what-if/Monte Carlo simulations) to drive confidence and make realistic recommendations for new organization stand up.

Career Path | Rotational, GSAP eligible
---|---
L&D Pathway | TBD
Investments | Milestone trainings, Service based volunteering
Time in Level | 2 – 2.5 years
Matriculation | Next Level: Consultant
Expectations | ~2 Firm initiatives
Tim is an analyst who regularly employs a “business first lens” while solving problems and delivering practical solutions to his clients. He demonstrates a breadth and depth of capabilities (e.g. PMO, requirements, data analyst, testing analyst), and who is prepared to take on a range of business and organizational challenges and assess the role technology plays. He brings effective application knowledge, project management, and delivery approaches to advise, implement, and operate projects. Can do attitude and no job is too small.

Example Target Degrees:
- Business
- Economics
- Science
- Technology
- Engineering
- Mathematics
- Operations & Supply Chain
- Liberal Arts (e.g., Psychology, Industrial and Labor Relations)
- Open to most majors

Required Skillsets: Critical thinking, analytical skills, data analytics and excel modeling, detail-oriented, project management skills, interest in business transformation

Design and implementation of process for merging data, tracking milestones and facilitating client workshops for a government agency.

Create training content used to standardize procedures to help streamline processes, people, and systems for a university.

Conduct an assessment for the Personal Protective Equipment (PPE) supply chain to support logistics and distribution strategies during the COVID-19 crisis.
Rebecca is interested in various technology landscapes and brings a “technology-enabled” approach to problem solving through elegant configurations or amateur “hacking”. From visioning stages through plan execution, Rebecca works to inform clients’ technology decisions, facilitate the scaling of capabilities, and promote the delivery of organization vision. Throughout her work, Rebecca utilizes improved business processes and technology-backed performance efficiencies to enhance client impact.

**Example Target Degrees:**
- Engineering / STEM
- Information Management
- Information Systems
- Supply Chain
- Operations
- Economics
- Business

**Required Skillsets:**
- Technology interest, problem solving, awareness of cutting edge solutions, operational/process design awareness, executive presence, leadership skills, comfort presenting & facilitating client discussion

**Sample Projects**
- Support a public university by developing their tech data optimization strategy for an online marketplace.
- Assist a government agency with the assessment of data requirements, functional user stories and technical process flows for their ERP system.
- Enable manufacturing digital transformation at a government agency via configuring AWS to support automation and reporting needs.

**Career Path**
- Rotational, GSAP eligible

**L&D Pathway**
- TBD

**Investments**
- Milestone and Technical training and certifications, Service based volunteering

**Time in Level**
- 2 – 2.5 Years (CCG)

**Matriculation**
- Next Level: Consultant

**Expectations**
- 2 firm initiatives
Solutions Engineering Analyst (UG)

Veronica is an engineer who has a pioneer mindset when it comes to technical solutioning. She is a tinkerer, problem solver, and programmer, and enjoys applying those skills at work. She enjoys rolling up her sleeves to make things work and isn't afraid to challenge teammates and clients to push beyond conventional designs and thinking in order to develop deeper capabilities. **Future technical architect who wants to code now and in future.**

**Example Target Degrees:**
- Computer Science
- Software Engineering
- Computer Engineering
- Other Technical degrees that are deep in programming languages

**Required Skillsets:**
Programming/modeling language proficiency, Software/application development experience, IT Delivery Methodology awareness, Capabilities across the cloud journey (plan, execute, and run)

**Sample Projects**
- Support a public transportation organization by designing, building, and testing their online app to withstand heavy traffic for travelers.
- Assist state government office with the design, assessment, and optimization of an integrated solution for disaster relief tracking.
- Enable digital transformation strategies for a state capital via IoT sensor technology implementation to improve infrastructure, public utilities and services.

**Expectations**
- Example Target Degrees:
  - Computer Science
  - Software Engineering
  - Computer Engineering
  - Other Technical degrees that are deep in programming languages

**Required Skillsets:**
- Programming/modeling language proficiency
- Software/application development experience
- IT Delivery Methodology awareness
- Capabilities across the cloud journey (plan, execute, and run)

**Career Path**
- Rotational, GSAP eligible

**L&D Pathway**
- TBD

**Investments**
- Milestone trainings, Service based volunteering

**Time in Level**
- 2 – 2.5 Years (CCG)

**Matriculation**
- Next Level: Consultant

**Expectations**
- 2 firm initiatives
Julian is a Consultant or Senior Consultant who has a natural curiosity for solving problems, is comfortable with ambiguity, and is able to successfully manage both clients and teams. He regularly employs a “business first lens” while solving problems and is able to help drive strategic transformation and deliver solutions to clients. He demonstrates a breadth and depth of capabilities and will be positioned as “best athlete” who is prepared to take on business, technological, and organizational challenges.

**Example Target Degree:**
- Masters of Business Administration (MBA)
- Masters Public Administration /Masters in Public Policy
- Masters in Health Administration/Public Health
- Masters in STEM

**Required Skillsets:**
- Critical thinker, exhibits executive presence, shows client readiness, poise, confidence, and adaptability; strong analytical and communication skills, ability to learn and apply business-related concepts; demonstrates leadership capabilities to drive market, eminence and talent

**Sample Projects:**
- Lead a multi-workstream team on detailed analytics and business case analysis for alternative workplace strategy to drive cost savings.
- Create and deliver training content used to standardize procedures to help streamline processes, people, and systems for a university.
- Conduct an assessment and present findings for the Personal Protective Equipment (PPE) supply chain to support logistics and distribution strategies during COVID-19.

**Career Path**
- Rotational

**L&D Pathway**
- ATLAS training

**Investments**
- Tuition Reimbursement (GSAP, returning interns)

**Time in Level**
- 2 years

**Matriculation**
- Consultants: CCG SC: Offering aligned

**Hiring Level**
- Consultant and Senior Consultant positions depending on exp prior to Deloitte.

**Expectations**
- 2 firm initiatives
Resume Myths and Truths

- **Myth: Resumes need to be one page**
  - Truth: You are a graduate student with things to say and show off---2 pages are encouraged. Don’t undersell yourself and leave out important details.

- **Myth: Essential skills (aka “soft skills”) don’t need to be listed on a resume**
  - Truth: Talk about the essential skills (presentation skills, teamwork, inclusion efforts, conflict and problem resolution skills). Don’t just use the words, describe the actions you actually took to achieve mastery of those skills.

- **Myth: Your resume should be general to increase your job odds**
  - Truth: Highly customized and targeted résumés are the only ones that are successful in securing interviews that can lead to job offers. Instead of marketing a general résumé, job seekers should take the time to do extensive research to understand the required skills, expertise, experience and qualifications for their job target.

- **Myth: Nobody even looks at LinkedIn**
  - Truth: They do. This is an online portrait of your professional history, and a chance for you to go even deeper than your resume. A solid profile on LinkedIn will include a photo, work history, recommendations, skills, and achievements. LinkedIn can and will go a long way in helping you advance in your professional career.

- **Myth: Don’t worry about grammatical errors on a resume**
  - Truth: This can and will derail your professional job search before it ever gets off the ground. Have someone proofread your resume before you put it out there for the world to see. Resumes require constant updating, as well--so make sure it is up to date!
Resume Basics Checklist

• Use an original format, not a template
• Margins: Side margins: 0.63-1 inch. Top/Bottom margins: 0.63 or 1 inch.
• Length: 2 pages
• Fonts: Size 10-12 pts. No more than two easy-to-read fonts
• Use consistent formatting throughout, including font, bold/italics, punctuation, dates, line spacing, and bullet styles
• Design with white space – enough to improve readability, but not so much that it looks sparse
• Emphasize major headings, use bold appropriately and consistently
• Use color and graphics strategically to draw the eye to critical information, knowing content in graphics may not be scored by Applicant Tracking Systems
  - The handout about to be displayed will be sent to you!
What To Think About When Composing a Resume

Essential Skills:
- Thinking
- Research
- Communication
- Analysis & Evaluation
- Governing & Management
- Interdisciplinary study
- Analytics/Statistics

Technical Skills:
- Software Capabilities
- Projects (School or Professional)
- Coding Experience
- Programming Languages (R, Stata, Python, etc)
- Productivity software applications (Salesforce, Slack, etc)
- Product Management (Scrum, User Experience, QA testing)

As a Graduate Student:
- Advanced level of skills
- Concentration
- Critical Thinking Skills
- Writing portfolio
- Presentation experience
- Inclusion Efforts
- What story are you trying to tell?
Common Mistakes

- Resume inflation – Lack of honesty instantly disqualifies candidates when discovered---and it always will be discovered
- Spelling and grammar errors
- Use of “buzzwords” (experienced, fast-learner, team player) without actually demonstrating or explaining how or why the candidate is any of those things
- Lack of accomplishments or clear evidence of skills
- Irrelevant information – shows lack of focus
- In the USA, do not include:
  - Personal information: age, marital status, social security number religion, or political affiliation
  - Photos
  - References available upon request
  - Pronouns: I, me, my, we, etc.
Application Process for Deloitte Consulting

**Application Process**

- Positions will be posted after Labor Day via Handshake
- Events will be held throughout September and October such as information sessions, diversity conversations, women in consulting panels, and case workshops---also in Handshake
- Application will include:
  - Handshake (Transcripts and Resume)
  - External Employment Application (for legal purposes)
  - Personal Data Survey (PDS)
- Note deadline date---late applications can not be considered!

**Qualifications:**

- **Must be a US citizen who does not now or ever in the future require sponsorship and ability to obtain U.S. Security Clearance**
- Analyst positions are open to undergraduates and advanced degree students without full-time experience
- For advanced degree (Master’s/PhD) 2+ years of prior full-time work experience (exclusive of internships) for Consultant roles and 4+ for Senior Consultant Roles
- Preferred GPA of 3.5, minimum 3.2

*If you require now or will ever require any form of sponsorship now or in the future as an international student, Deloitte is unable to provide that sponsorship now or in the future.
General Fall Interview Timeline

After Labor Day
Applications Posted
Apply via Handshake

Late September
Invite to Interview
Will receive a call & email from GSU Recruiting Lead

Early October
Interview Materials Due
Additional application materials, forms due back to Deloitte Campus Recruiting

Mid October
Pre-Interview Reception
Virtual dinner and networking with former GSU Deloitte Practitioners

Mid-to-late October
Interviews
Round 1 and Round 2, each Round as 30 min case and 30 min behavioral interview

Questions? Please reach out to our GSU Campus Recruiting Lead, Casey Hampton at cashampton@deloitte.com
Lead with your talent
Follow your passion

Explore your fit
Find your passion
Make a difference
Learn from leaders

Questions? Please reach out to our GSU Campus Recruiting Lead, Casey Hampton at cashampton@deloitte.com
Your Georgia State GPS Recruiter

Casey Hampton- GPS Campus Recruiter

Began at Deloitte: August 2021

Location: Atlanta, GA

Graduation Year: Before most of you were born

Major: English (Bachelors) and Higher Ed Administration (Masters)

Fun fact: I have a dog who thinks he’s a cat

Email: cashampton@deloitte.com

LinkedIn: https://www.linkedin.com/in/caseyhamptonatl/