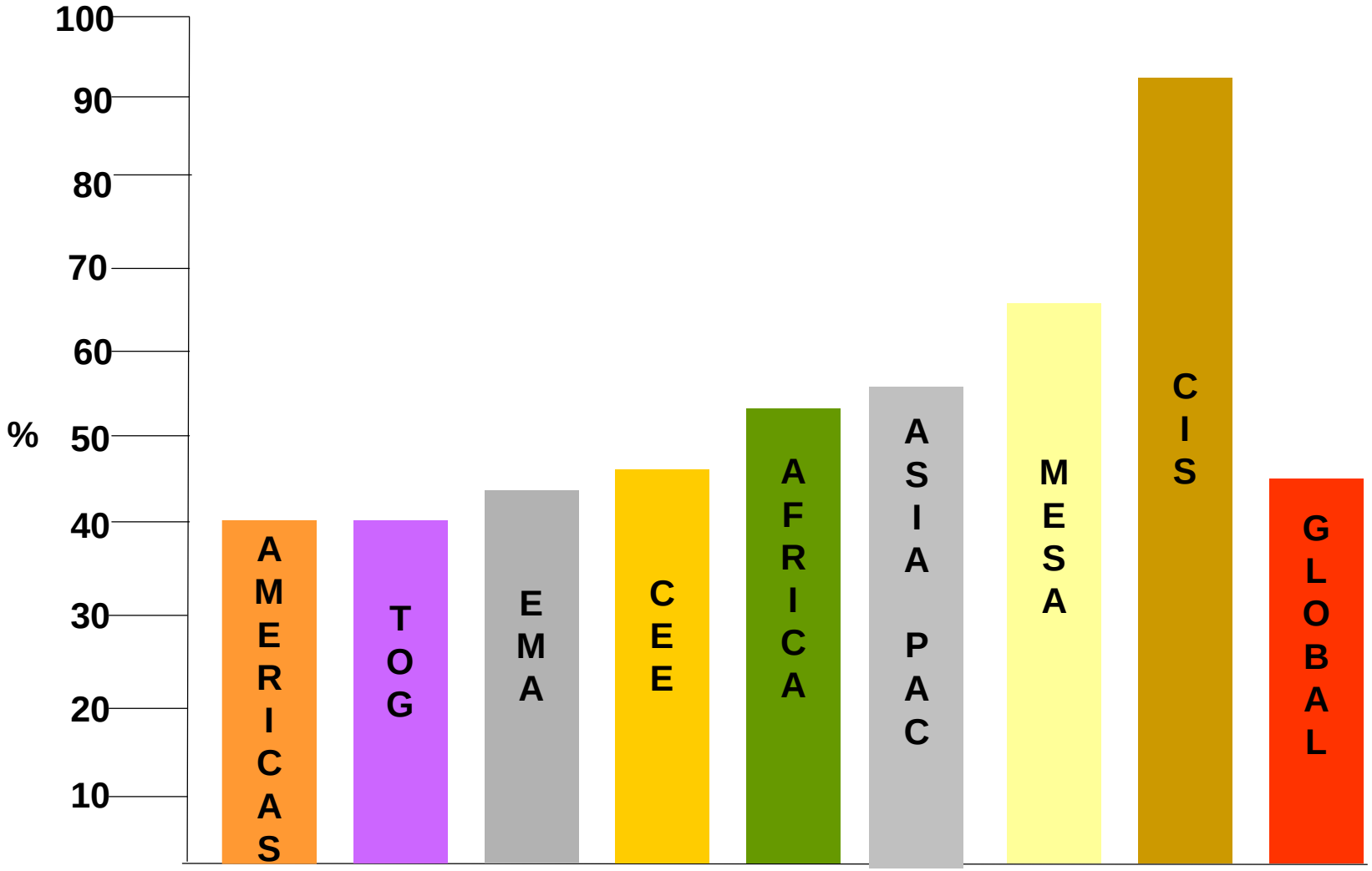
Enterprise and Innovation in HE

Global Horizons and the Role of Employers

Keith Dugdale, Director, Global Recruitment

October 2008

Despite the current economic downturn, Talent acquisition is vital to the continued busines success of KPMG. Our headcount will need to grow by more than 40% to deliver our 2010 business strategy and graduates are a key part of our resourcing strategy



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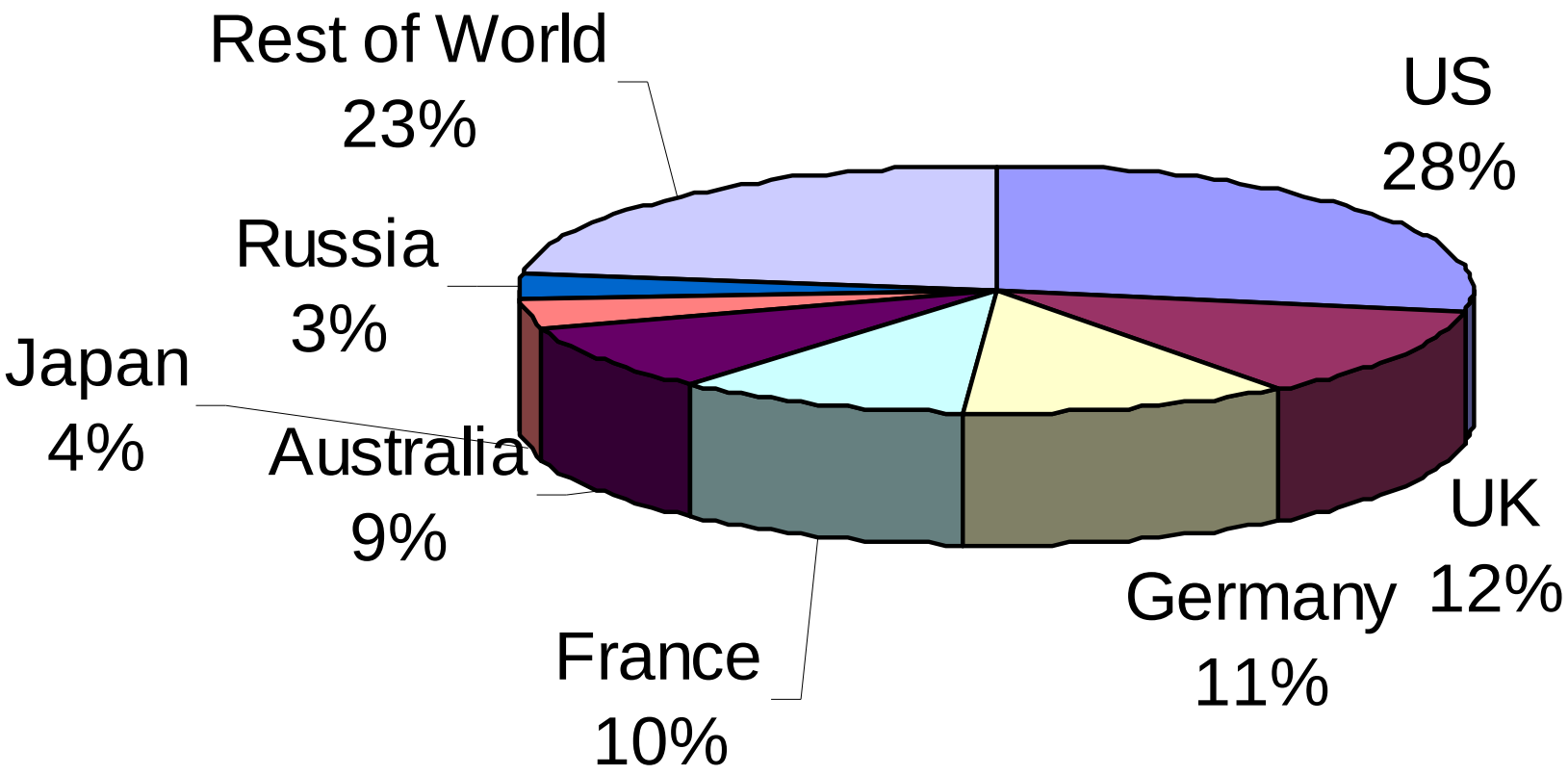
With over 2 million students studying internationally there is a huge pool of global talent which KPMG is increasingly interested in targeting

Percentage of International Students Studying in another Country



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Our recent virtual World Job Fair was attended by 11,000 visitors from 167 different countries. The globalisation of HE and the emergence of a global labour market go hand in hand together

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- Career news & insights
- KPMG region focus
- The KPMG World Jobs Fair

Global - Join us - The KPMG World Jobs Fair

The KPMG World Jobs Fair

At The KPMG World Jobs Fair, you can get an amazing insight into life and work at KPMG.

The KPMG World Jobs Fair - ONLINE

24-26 September 2008

Explore the KPMG World Jobs Fair ▸

Text version

Over 48 hours you can take part in live question and answer sessions with KPMG professionals, find out more about KPMG culture, our corporate citizenship agenda — and best of all, search hundreds of available opportunities at KPMG in your country and others around the world. There are dedicated booths for member firms around the world where you can find out about their opportunities and download more details about whatever captures your interest. All you need to do is register. The fair starts at 9am GMT on Wednesday 24 September and closes at 9am GMT on Friday 26 September. Find out what time this is in your part of the world.

Careers in your location

For more information about careers in your location, select from KPMG's full list of local sites.

- Select - ▸ Go

Global job search

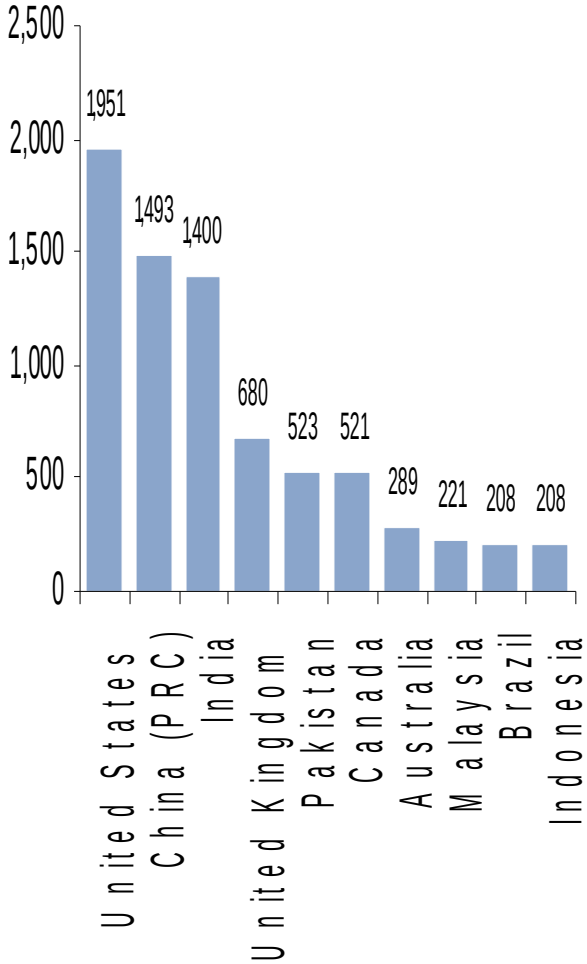
Search our global jobs database for roles in a variety of member firms around the world. To find out about roles in specific countries, please visit their local website using the drop down box above.

Career news & insights

Keep up to date with KPMG firms' latest career news and trends with a series of podcasts.

Career levels

- Work placement
- Graduates
- Experienced professionals



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rative.

We explicitly seek to build our reputation as a Global Employer of Choice. We believe that enhances our ability to attract the best talent in the market. For the same reason we also want to partner with the best Universities in the world.

THE SUNDAY TIMES 20 BEST BIG COMPANIES TO WORK FOR 2008

Work-Life Achiever Award

Companies That Care
Companies That Care announces the 2007 Honor Roll and launches CareDays07: It's Your Life!

FORTUNE 100 BEST COMPANIES TO WORK FOR 2007

forum integration

Canada's Top 100 Employers 2007

training TOP 125

EL OBSERVADOR
"El Observador y Great Place To Work Reconocen El Liderazgo De KPMG Como Una De Las Mejores Empresas Para Trabajar En El Uruguay" Montevideo, Noviembre 2006
Grupo Managers

TOP CAREER WEBSITE 2007 GERMANY #4 KPMG

Dragon Awards
Recognising Socially Responsible Businesses
2006 WINNER

KPMG
Chosen as Ideal Employer
– Commerce –
The Magnet Graduate Survey 2006
IDEAL MAGNET

THE IRISH TIMES GRADUATE RECRUITMENT AWARDS 2007
GRADUATE EMPLOYER OF THE YEAR

FINANCIAL TIMES BEST WORKPLACES UK 2007

THE BLACK COLLEGIAN Online
The Career Site for Students of Color

INROADS.

THE FDs' EXCELLENCE AWARDS 2008

HR AFRICA AWARD

Business in the Community

EOWA EMPLOYER OF CHOICE FOR WOMEN

best company 2007

THE TIMES TOP 50 WHERE WOMEN WANT TO WORK 2006

REALFD CBI HUMAN CAPITAL AWARDS Microsoft

TOP ARBEITGEBER DEUTSCHLAND '07 AWARDED BY crf.com

5 consecutive years 商界展關懷 caringcompany 2002–07
Awarded by The Hong Kong Council of Social Service 香港社會服務聯會頒發

WORKING MOTHER 100 BEST COMPANIES 2006

The SINGAPORE HEALTH AWARD

Grundzertifikat 2006 audit berufundfamilie

HUMAN RIGHTS CAMPAIGN

50 BEST PLACES TO LAUNCH A CAREER BusinessWeek

La Tribune

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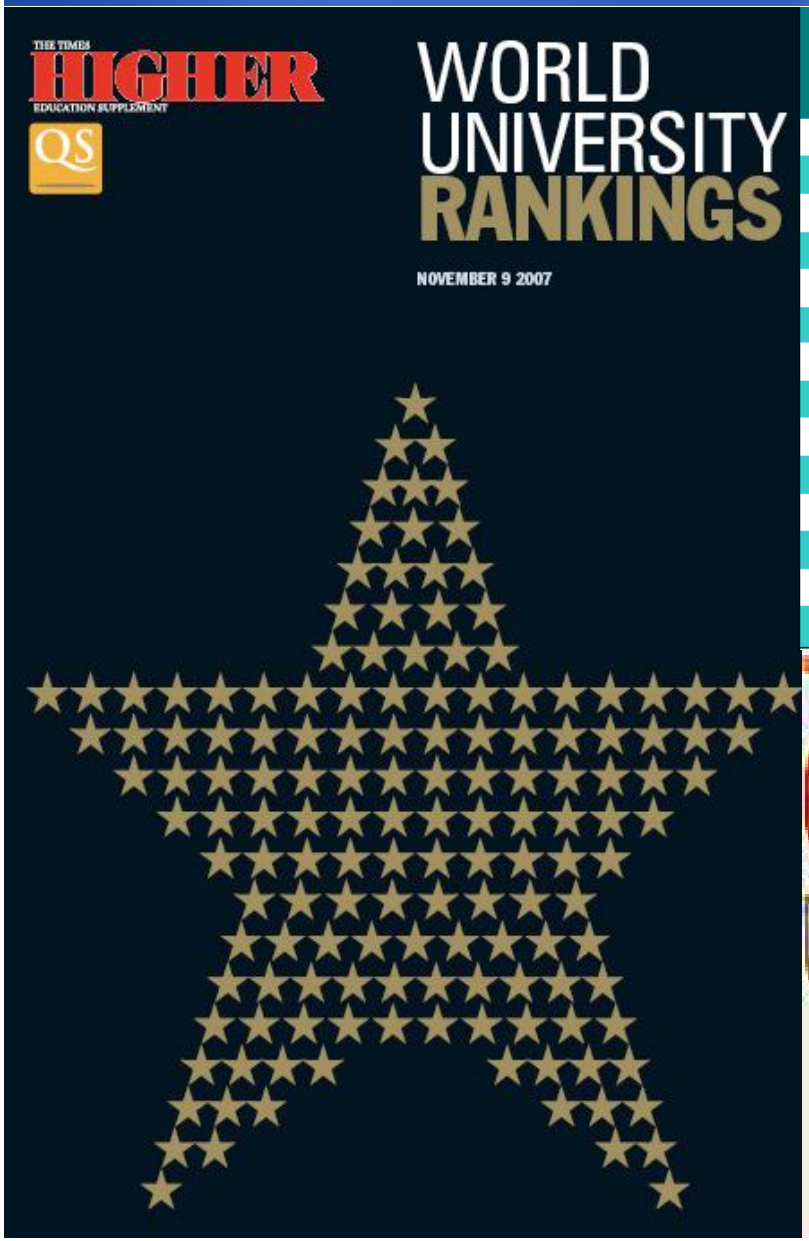
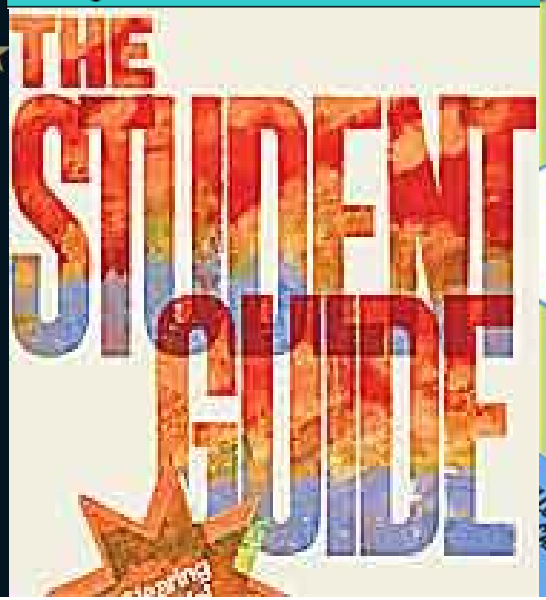
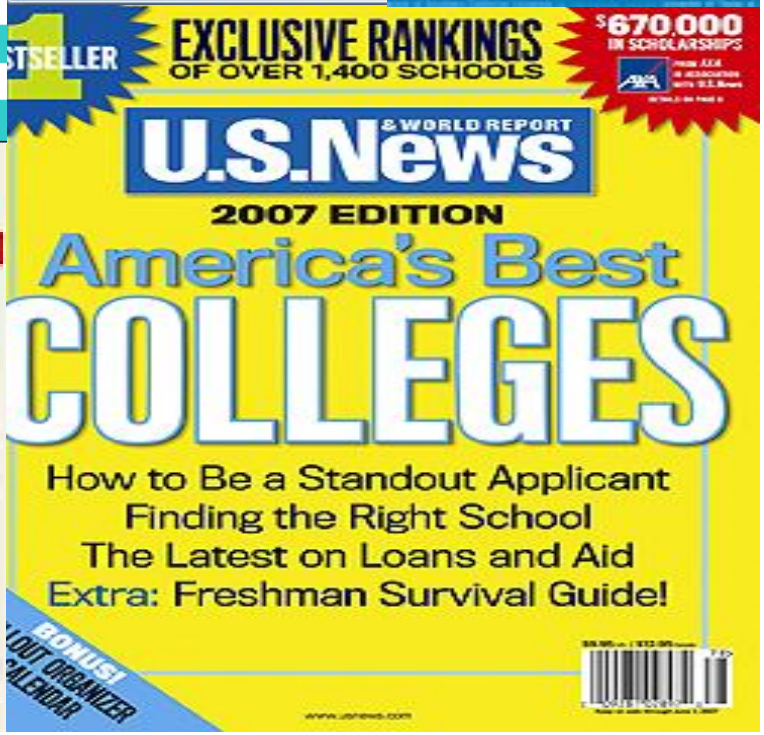
We are increasingly interested in recruiting talent from the best Universities in the world wherever they may be



World University Rankings Employer Review Score

Harvard	100
Cambridge	100
Oxford	100
LSE	100
Imperial College	99
Massachusetts Inst of Technology	99
Manchester	99
Melbourne	99
BRISTOL	98
Yale	98
California Berkeley	98
Cornell	98
Peking	98





When KPMG recruits graduates we look for a common set of Global Skills and Behaviours

- 11 Skills and Behaviours
- 8 are central to graduate recruitment in the UK

Building Relationships

Business Focus

Drive and Resilience

Leadership

Making an Impact

Problem Solving

Task Management

Career Motivation

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What do our Global leaders say about the importance of a global mindset and international experience

"The big question for our clients. How to grow your businesses across border while maintaining high performance and strong governance? The future leaders of our Advisory business will need to have the international experience and cultural skills to help our clients answer this question"
Alan Buckle, Global Head of Advisory

" To lead in the new world of tax needs people with a global mindset and a willingness to think beyond business as usual"
Loughlin Hickey. Global Head of Tax

"In the quest to hire world-class talent, the Global Internship Program helps us to recruit exceptional students with an international mind-set and a genuine interest in building a career with KPMG"
Henry Keizer. Global Head of Audit

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Global Horizons and the Role of Employers

International businesses must convey clearer messages that they increasingly value those who have had some international study experience

Universities and their career services can reinforce the business message to their students so as to better prepare them for global companies.

UK students must appreciate how the recruitment bar has been raised as global businesses recruit globally

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There is no doubt that international experience can transform an individual and their career prospects

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