



Professional qualifications and development



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The opportunity to grow

Your career is just that; yours. You choose it. You live it. You make it happen.

You need opportunities to grow. That's why opportunities are at the heart of PwC careers. Opportunities to develop as a person, to build lasting relationships and make an impact in a place where people, quality and value mean everything. The skills, insights and connections you develop at PwC are career defining.

When you join us as a graduate you will be part of our graduate development programme from day one. You will spend your first day with other graduates; learning how PwC supports you and your development to deliver our purpose and vision – knowing what it means to be a PwC Professional.

We'll provide ongoing opportunities for you to develop your business skills as well as your personal and technical skills. PwC also has a strong coaching culture which enables you to maximise the learning from your practical experience at PwC.

We recognise the importance of ongoing professional development and we are keen to support you every step of the way. This brochure will give you more information about the professional qualifications available to you, in your business area, and the support we provide.

It's the opportunity of a lifetime. Take it.



Chartered Accountants Programme

Is it the right qualification for me?

The Chartered Accountants Programme (CA) will be completed by aspiring chartered accountants through Chartered Accountants Australia & New Zealand (CAANZ), one of nine founding members of the Global Accounting Alliance (GAA). The GAA represents the interests of over 775,000 accounting professionals worldwide. Commonly, those who work in our Assurance and Tax business areas choose to study towards this qualification.

The CA programme is highly respected in the business community across the world and is a great option if you intend to spend time practicing as a chartered accountant in one of the GAA member countries such as the UK, US, Canada, South Africa, Germany, Hong Kong, Japan or Ireland.

You can complete the CA programme to become a chartered accountant in two stages:

1. You can become a Provisional Member, by signing up to the CA programme, once you have completed a Bachelor's degree in accounting or business, specified by CAANZ, at an accredited tertiary institution.
2. Full membership is achieved once you have completed the CA programme and three years of employment with a mentor in an approved training employer such as PwC. These can be done at the same time.

Including tertiary study, the entire programme is six years in length.

What does it cover?

The CA programme integrates technical knowledge and professional skills through online learning and face to face workshops. It comprises four technical modules and a final capstone module.

The modules are:

Audit and Assurance (AAA)

Investigates the process of auditing and underlying audit concepts. Practical in nature, you will apply your knowledge to an integrated case study around which the module is based. You will develop an understanding of how business works, assessing risk and analysing the success of an organisation.

Financial Accounting & Reporting (FIN)

Develops financial accounting skills, the cornerstone of an accountant's work. With a strong focus on accounting standards and ethics, this module equips you with the skills to prepare historical financial statements for key stakeholders including clients and regulators.

Management Accounting & Applied Finance (MAAF)

Illustrates the importance of strategic planning and managerial decision making. The module builds skills and knowledge through two integrated case studies where you identify, interpret, analyse and communicate information to help an organisation manage its resources and achieve strategic goals.

Taxation (TAX)

Examines and applies relevant New Zealand tax law to various tax entities. You will explain and calculate the taxation consequences applicable to a range of simulated scenarios. Your solid taxation knowledge base will allow you to fully understand tax implications when making strategic decisions.

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The Capstone Module

Brings together your learning to date, while drawing on your practical experience. This final module incorporates and integrates the technical knowledge and professional skills necessary to become a chartered accountant. The key competences you will develop are strategic and critical thinking, problem solving, working with and leading teams, effective communication, ethics, technical and business knowledge integration, and data analytics and synthesis.

What support will I receive from PwC?

- Up to 18 days study leave including:
 - Two days study leave per module and one day exam leave.
 - An additional one day practical exam workshop for three out of the five modules (you choose which modules). This includes funding for the workshop plus study leave for one day to attend.
- Payment of course fees, prescribed texts, and some Workshops.
- A registered CAANZ PwC mentor to offer guidance and support.
- An active peer group including online discussion forums and study groups and a dedicated online resource which includes past papers and mock exams.
- Payment of annual membership fees once qualified.

What do other people say about the CA programme?

"I picked the CA pathway because of its prestige locally and internationally, particularly in Australia, the UK and the rest of Europe. It's time consuming and difficult but very rewarding. The knowledge you gain and apply is very extensive and technical but most of all it's practical to your job and the business environment in general. It has opened up many opportunities for secondments to other offices anywhere in the world, and provides credibility to your on job experiences, enabling you to stand out from the rest as being technically sound, motivated and ethical."

Senior Associate, Assurance

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Certified Practising Accountants (CPA) Australia

Is it the right qualification for me?

Certified Practising Accountants (CPA) Australia offers a professional designation with a global, business and strategic focus for aspiring accountants and auditors in New Zealand. Candidates must hold a degree (in any subject) recognised by CPA Australia.

CPA Australia provides an opportunity to qualify as a Certified Practising Accountant from a more diverse range of educational backgrounds by incorporating foundation exams or bridging papers to help bring your knowledge up to the level required for the CPA programme. Some individuals joining our Assurance and Tax practices, who have not studied accounting previously, choose to follow this pathway.

CPA Australia has a flexible programme, a strong presence globally with 154,000 members worldwide and a particularly strong presence in Asia, and may be a good option if you are intending to work and travel overseas.

What does it cover?

CPA Programme

The CPA Programme is made up of six post-graduate education segments and a practical experience requirement. The CPA Programme develops higher level analysis, judgment, decision making and reporting and focuses on areas that ensure a CPA is valued by any employer - ethics, governance, leadership and strategy.

The three-year practical experience requirement develops candidates' technical, business, personal effectiveness and leadership skills and can be completed alongside the education segments.

The completion of a CPA accredited accounting degree, will meet all the entry requirements for candidates to commence the CPA Programme.

Foundation Exams

For candidates who have studied a non-accounting degree, the six foundation exams cover all the subjects that would normally be studied in an accounting degree.

These flexible on-demand exams provide the opportunity to fill in any gaps at degree level, and demonstrate the knowledge and the acumen required to progress to the CPA Programme.

What support will I receive from PwC?

For each module in the professional programme:

- Two days study leave and a half day to attend the exam (15 days total).
- Payment of course fees.
- A PwC mentor who holds a professional qualification to give guidance and support.
- Payment of annual membership fees once qualified.

Foundation exams can be done at your own pace throughout the year and your support package will vary depending on the amount of papers you are required to sit.

What do other people say about CPA Australia?

"I chose CPA Australia because I did not do an accounting degree at University and wanted to upskill. You don't have to have studied accounting. Commerce papers studied at University cross-credit to the CPA Australia programme meaning you can exempt yourself from papers at the Foundation Level. The experience was great and you can do it in your own time, even choosing when and where you sit the exam. A lot of extra support is offered to those who feel they need it. I now have a far greater understanding of the accounting concepts which underpin a lot of the work I do and intend to do in the future."

Associate, Tax

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Professional Legal Studies (Law Profs)

Is it the right qualification for me?

The New Zealand Council of Legal Education is responsible for setting the qualification and educational requirements for candidates for admission as barristers and solicitors of the High Court.

One of the required steps for being admitted to the bar in New Zealand is completion of Professional Legal Studies (more commonly known as 'profs').

Candidates must have completed a Bachelor of Laws (LLB) degree or LLB (Honours) degree approved by the New Zealand Council of Legal Education.

What does it cover?

Professional Legal Studies is a competency skills based course, developed and taught by experienced lawyers.

The course has practical activities, research tasks, and assessments based on "real life" legal practice scenarios to help you acquire the skills necessary to work effectively as an entry level lawyer.

The curriculum is based on the New Zealand Council of Legal Education regulations.

What support will I receive from PwC?

- Up to 15 days study leave to attend the onsite components and final exams.
- Payment of course fees.
- Admission to the bar fees including:
 - Application for the certificate of character.
 - High court filing.
 - Other documents required to support application.

What do other people say about Law Profs?

"This was a great, practical course which focused on common issues faced by lawyers. It gave me a taste of advocating for a client in a court room, which although nerve-racking was extremely rewarding. I felt well supported throughout my studies and am confident this qualification will help me in the future as I am assigned to more challenging pieces of work with greater legal aspects. It has given me a taste of common legal issues and work which will allow me to solve some legal issues I encounter in the future."

Associate, Tax

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Chartered Financial Analyst (CFA)

Is it the right qualification for me?

The Chartered Financial Analyst (CFA) Programme is a professional credential offered by the CFA Institute to investment and financial professionals.

This programme bridges current industry practice, investment theory and ethical and professional standards to give you a strong foundation of advanced investment analysis and real-world portfolio management skills.

The CFA Programme focuses specifically on investment knowledge and equips candidates with the practical and fundamental knowledge required for a wide variety of career choices in the investment profession across the globe.

What does it cover?

The CFA Programme is a self-study programme organised into three levels which must be passed sequentially.

Level I: Tools

- Tools and concepts that apply to investment valuation and portfolio management.
- Basic concepts regarding asset classes, securities, and markets.
- CFA Institute Code of Ethics and Standards of Professional Conduct.

Level II: Asset Valuation

- Application of tools and concepts of investment valuation.
- Industry and company analysis.
- Analysis of investment vehicles and instruments.
- CFA Institute Code of Ethics and Standards of Professional Conduct.

Level III: Portfolio Management

- Management of institutional and individual portfolios.
- Management of specific asset class portfolios.
- CFA Institute Code of Ethics and Standards of Professional Conduct.

Completion of this programme usually takes two to five years. Levels are sat sequentially.

What support will I receive from PwC?

- Payment of course fees.
- Schweser notes (one set between two people).
- Five days study leave in the week leading up to your examination.
- Subscription to one professional body per year.

What do other people say about CFA?

"I picked CFA because it is well respected and highly regarded in the industry, and because I was able to meet the entrance requirements even though I didn't do an Accounting or Finance degree at University. The concepts, language, background and high level understanding is invaluable and has given me a good grounding, helping me understand new concepts faster. While it is a lot of hard work it's definitely worthwhile and really rewarding."

Senior Analyst, Deals

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Actuarial Qualification

Is it the right qualification for me?

Actuaries evaluate risk and opportunity by applying mathematical, statistical, economic and financial analyses to a wide range of business problems.

Actuaries are multi-skilled strategic thinkers, trained as mathematicians, statisticians, economists and financial experts who can assess risks to a business by modelling the future, using a blend of history, expectations and judgement.

Candidates should have a university degree with mathematics or statistics as a major subject, or an honours degree in a non-mathematical subject, with at least 200-level papers in mathematics or statistics.

To begin studying as an actuary, it is necessary to join the New Zealand Society of Actuaries (NZSA) and an overseas actuarial body which offers an actuarial qualification.

What does it cover?

To become a qualified Actuary, it is necessary to complete a series of professional exams. You can sit the exams through the following institutes:

- The Institute of Actuaries – leading to the qualification FIA: Fellow of the Institute of Actuaries.
- The Institute of Actuaries of Australia – leading to the qualification FIAA: Fellow of the Institute of Actuaries of Australia.

The first exams cover the following technical material regardless of the Institute you're enrolled with, including:

- financial mathematics
- finance and financial reporting
- probability and mathematical statistics
- models
- contingencies
- statistical methods
- economics
- financial economics.

The remaining exams test your ability to apply what you've learnt to various practical situations. The exams differ for each Institute and determine whether you gain the FIA or FIAA qualification.

Exams are held twice each year, and in most cases may be sat in Auckland, Wellington or Christchurch. The New Zealand Society of Actuaries (NZSA) makes the arrangements for these exams.

Completion of the professional exams usually takes five to eight years.

What support will I receive from PwC?

- Payment of course fees.
- Study materials for part one.
- A number of study leave days to be spread across the programme.
- Membership to the NZ Society of Actuaries (NZSA) and one other (i.e. Australia or UK).

What do other people say about Actuarial?

"I picked the Actuarial qualification because I enjoy numerical analysis, solving numerical problems and am naturally better with numbers than words. It is a real test of resilience - the average time to complete the qualification is seven years and this is after tertiary study. Most people who choose to sit actuarial exams would be used to getting reasonably good grades, but it is still challenging. It's definitely character building. The workload is manageable thanks to a really supportive work environment. You need good time management skills to make sure you learn what you need to."

Manager, Consulting

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Certified Information Systems Auditor (CISA)

Is it the right qualification for me?

The Certified Information Systems Auditor (CISA) designation is a globally recognised certification for information systems audit control, assurance and security professionals. Being CISA-certified showcases your audit experience, skills and knowledge, and demonstrates you are capable to assess information systems vulnerabilities, report on compliance and assess the design and operating effectiveness of information technology internal controls. Commonly, those who work in our Risk Assurance practice elect to undertake CISA.

What does it cover?

The CISA designation is awarded to individuals with an interest in information systems auditing, control and security who meet the following requirements:

- Successful completion of the CISA examination which is offered twice a year in June and December. The examination is open to all individuals who have an interest in information systems audit, control and security.
- Experience as an Information Systems Auditor.
- Adherence to the Code of Professional Ethics.
- Adherence to the Continuing Professional Education Programme.
- Compliance with the Information Systems Auditing Standards.

What support will I receive from PwC?

- Payment of course fees.
- Study materials.
- Two days study leave and one day exam leave where the exam falls on a normal day of work.
- Payment of annual membership fees.

What do other people say about CISA?

"The CISA designation compliments my work experience in PwC's Risk Assurance practice where I am focused on IT and business process controls audits. It is an internationally recognised qualification that has helped me assess and report on our clients' control environments in my role at PwC, and it is easily transferable should I end up living and working overseas one day. I completed the CISA qualification in my first year with the firm, PwC covered the costs of study materials and also helped flex my client commitments so that I had enough time to study. I had a peer group doing the exam with me which meant that we all held each other to our study promises and could collectively pop the champagne when our results came through! Outside of work, I have recently been appointed to the Board of the Auckland Chapter of ISACA, the association behind the CISA designation. I am looking forward to being involved with the governance of the local chapter."

Manager, Risk Assurance

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Other professional qualifications

There may be additional professional qualifications which are deemed relevant to your role at PwC. Where these are identified PwC may provide the following support:

Fees

Course fees will be reimbursed on successful completion.

Study leave

- Up to a maximum of four hours per week paid study leave to attend lectures / tutorials or for study by correspondence.
- Two days paid study leave per paper for preparation and attendance of exams.

Professional membership

PwC will pay the subscription to one professional body per year per qualified staff member.

Benefits of professional qualifications

Achieving a professional qualification is an investment in your future. It takes hard work and determination and can make a real difference to your career.

Be the best you can be

Refine your current skills and practices and gain additional professional tools and resources to excel in your chosen field.

Enhance your career

Stay ahead of the game by ensuring that your skills remain up to date and relevant.

Achievement of a professional qualification demonstrates commitment to your field.

Research shows that individuals with professional qualifications earn more than their counterparts.

Grow your network

Accelerate your professional development and connect with others who are completing professional qualifications in the same field as you.

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