



2021 Hong Kong Graduate Program

Exceptional EY experience, It's yours to build.

Want to feel challenged, motivated and valued every day? To inspire change and leave a legacy? EY people are helping to shape the future. Here at EY organization, you'll build a legacy. You'll grow your skillset, and expand your mindset. You'll build relationships and feel rewarded for all that you do. Here EY people working together is just as important as the work they actually do together.

All 2021 graduates in all disciplines are welcomed to join EY.

Assurance

1. Audit
2. Climate Change and Sustainability Services
3. Data Analytics
4. Financial Accounting Advisory Services
5. Forensic & Integrity Services
6. Japan/ Korean desk

Consulting

1. Actuarial Services
2. Associate Consulting Program
3. Business Consulting/ Technology Consulting
4. Cyber Security
5. Financial Risk Management
6. Technology Risk

People Advisory Services

1. Mobility Tax
2. Workforce Advisory Services

Tax

1. Business Tax Services
2. Global Compliance and Reporting
3. Indirect Tax
4. International Tax and Transaction Services
5. Transfer Pricing
6. Tax Technology & Transformation
7. US Tax

Strategy and Transactions

1. Infrastructure Advisory
2. Turnaround and Restructuring Strategy
3. Valuation, Modeling & Economics

Apply now at www.ey.com/cn/careers.

Assurance

1. Audit

The opportunity

Assurance professionals play a vital role in the economy by providing companies, investors and regulators with confidence about the validity of financial statements, business-critical information or processes. But assurance skills are not limited to audit or to finance. Assurance professionals also help clients make informed decisions about environmental policies, governance and management systems and fraud investigation. The services include auditing, financial accounting advisory service, and fraud investigation and disputes services.

Your key responsibilities

- Examine a company's financial statement and test their reliability
- Get to know the business and assess processes/controls used to produce the financial statement
- Understand business drivers, associated risks and their potential effect on financial statement accounts

What we look for

- Bachelor/Master's degree in all disciplines
- Excellent written and spoken English and Chinese (for all Assurance positions)/ conversational Japanese (for Japan desk positions)
- Strong analytical, teamwork and organizational skills
- Positive attitude and enthusiasm in the performance of responsibilities
- Permanent resident of the Hong Kong Special Administrative Region or international graduate who is eligible for employment in Hong Kong

2. Climate Change & Sustainability Services

The opportunity

The global, multidisciplinary teams equipped with assurance, consulting, tax and strategy and transactions, works with a dedicated team on climate change and sustainability knowledge and experience in a wide range of industries. This team combination provides clients with tailored services supported by the EY global methodologies to address issues related to their specific needs.

Your key responsibilities

- Assist project manager(s) in delivering consultancy services (sustainability reporting and assurance, sustainability risk and governance management, carbon, waste and water management, sustainable supply chain risk management, responsible finance)
- Carry out onsite assessment for various consultancy services
- Liaise with client and maintain client relationships

- Assist in the promotion of new services and the development of new business opportunities
- Perform ad hoc tasks assigned by the team

What we look for

- Bachelor/Master's degree in all disciplines
- Demonstrate knowledge and experience in key areas, such as: CSR/sustainability reporting and assurance, sustainability strategy and planning, carbon measurement and management, carbon trading, sustainability in supply chain, responsible investment, Environment, Health and Safety (EHS), green finance, and accounting
- Able to work under pressure and meet tight deadlines
- Excellent command of written and spoken Chinese and English, fluent Mandarin is highly preferred
- Ability of Chinese inputting will be an advantage
- Experience in data analytics will be an advantage
- Travelling to mainland China may be required

3. Data Analytics

The opportunity

The role of Data Analytics, based in Hong Kong, will be responsible for supporting services of data analytics by the Assurance practice, working as part of a broader, client facing team. The main focus of the role will be efficiently delivering a range of standard data analytics to audit teams using pre-defined techniques.

Your key responsibilities

- Transform and validate a variety of client financial and non-financial data for use in the standard audit analytical procedures
- Collaborate with audit teams and clients, and create values for audit engagements using data analytical tools
- Identify, investigate, recommend and implement resolutions for data related issues (completeness, accuracy)
- Coordinate work on a portfolio of engagements to meet deadlines
- Identify and leverage opportunities for efficiencies in the internal processes
- Develop your data handling, analytical and client systems skills on a broad range of systems and scenarios

What we look for

- Bachelor/Master's degree in IT related disciplines, such as Information Management, software development, Information System
- Excellent written and spoken English and Chinese
- Ability to form productive working relationships with internal clients
- Attention to detail in investigating, communicating and solving problems in relation to data and processes

- Willingness to learn and develop your current data transformation and analysis skills
- Ability to deal well with pressurized situations such as frequent deadlines
- Ability to manage time effectively including when working with many tasks
- Competent report writing and presentation skills
- Experience of data transformation and/or analysis is preferred (preferably involving financial and/or process data)
- Working knowledge of MS Excel and all MS Office Suite products is preferred
- Working knowledge of MS Access/MS SQL Server/SQL Server Integration Services is preferred
- Experience with and understanding of financial data is preferred

4. Financial Accounting Advisory Services

The opportunity

Within EY Assurance service line, Financial Accounting Advisory Services (FAAS) professionals provide advisory services encompassing accounting and regulatory support on accounting change and special matters, accounting processes and controls support (remediation, long-term contract accounting and cost accounting), GAAP conversion and implementation, IPO and other public offering assistance, on call financial reporting advice, and transaction accounting and financial reporting assistance (purchase price allocation).

Your key responsibilities

- Perform research on key accounting topics, market and regulatory related matters to support the services in advisory project
- Perform financial, cash flow and income statement diagnosis and analysis to highlight key impact arising from applying new accounting or regulatory requirements and provide insight and recommendations to help the client to reduce the impact
- Prepare training material for facilitation of client training
- Handling client's enquiry and provide advice to resolve any issues the client's encountered
- Provide business process and control related advice associated with accounting and regulatory change
- Work with other advisory teams in delivering finance and regulatory related aspect of finance transformation type of project
- Discuss moderately complex accounting with the engagement team and client management. Analyze evidence, reach conclusions, interpret and apply standards, and identify non-compliance while applying a balanced view of all client matters
- Provide technical support to the audit team in relation to complex accounting issues and regulatory reporting

What we look for

- Bachelor/Master's degree in all disciplines
- A good understanding of IFRS and/or US GAAP
- Excellent command of written and spoken Chinese and English, fluent Mandarin is highly preferred

- Flexibility and willingness to travel on short notice, as necessary
- Familiar with SFC and/or HKMA requirements are beneficial

5. Forensic & Integrity Services

The opportunity

The Forensic & Integrity Services professionals assist clients to deal with complex issues related to fraud, forensic accounting, regulatory compliance and business disputes. As a Staff Accountant, you will technically contribute to client engagements and internal projects. You will assist clients to conduct independent internal investigations and participate in forensic accounting matters to analyze complex financial transactions and accounting irregularities. Working under the supervision of seniors and managers, you will help execute the investigation and engagement work steps. With a clear focus on anticipating and identifying risks, you will escalate issues as appropriate.

Your key responsibilities

- Work on engagement teams that assist in performing fraud investigations, forensic accounting engagements and financial and economic damages analyses
- Review accounting records and financial transaction documentation, prepare working papers, participate in interviews and inform seniors and managers of the engagement status
- Prepare analyses that will be part of the client deliverables
- Develop and maintain productive working relationships with client personnel and legal counsel
- Participate in the planning, development and execution of event initiatives for respective industry, function and/or area accounts practice to support the go-to-market strategy
- Stay informed on business/economic developments and their impact to the client
- Work effectively as a team member - sharing responsibility, providing support, maintaining communication and updating senior team members on the progress
- Build strong internal relationships within the Assurance Services practice and across other services

What we look for

- Bachelor/Master's degree in Accounting, Finance, Business or related major
- Excellent communication and prioritization skills
- Excellent written and spoken English
- Strong teamwork and leadership skills
- Result-oriented with an attention to details
- Willingness to travel
- Substantial knowledge of PC-based tools, including spreadsheets (Microsoft Excel) and databases (Microsoft Access)
- High performers (i.e., exceeding expectation ratings) and professional accountancy certifications preferred

Consulting

1. Actuarial Services

The opportunity

EY's Global Actuarial Services practice, with over 1,700 actuarial professionals, is one of the top 3 actuarial services practices in the world. Our deep global knowledge comes from our work with insurance companies, banks, pension funds, private equity firms, sovereign funds and local regulators to provide actuarial consulting services including:

- Capital and risk management (e.g. asset and liability management, Solvency II, enterprise risk management, hedging, risk-based capital, economic capital)
- Financial reporting (e.g. IFRS 9 & 17, USGAAP, Statutory reporting, embedded values)
- Internal and external audits
- Merger & acquisition
- Actuarial and finance transformation
- Actuarial modeling
- Distribution and claim advisory
- Regulatory advisory
- Insurance data analytics & modeling

EY Asia-Pacific Actuarial Services is one of the largest insurance services organizations in Asia. We provide actuarial and risk management services to clients throughout Asia from its team of actuarial and risk professionals located in Hong Kong, Shanghai, Beijing, Seoul, India, Singapore, Sydney, Melbourne and Japan. This team is part of EY global insurance network and has close links with the EY practices in North America and Europe.

Being part of this team, you will be working with both local talents and global experts. We will support you with career-long training and coaching to develop your skills in actuarial and risk management.

Your key responsibilities

- Support the delivery of a large variety of actuarial and insurance advisory/consulting and assurance services to life insurance, general insurance and pension clients in the region, depending on their preference of track (please indicate the preference, if any, in the cover letter)
- Examples of wide variety of projects include:
 - risk and capital management, including but not limited to the recent HK risk-based-capital framework development and implementation
 - financial reporting, including but not limited to IFRS 9 & 17, USGAAP, local statutory bases
 - actuarial process review and transformation
 - insurance data analytics
 - agency compensation review

- actuarial modelling, e.g. asset and liability management modeling, capital modeling
- product development advisory
- loss triangle and insurance liability review
- pension liability review
- Involve in client interaction and teamwork with other professionals inside and outside of the region during service delivery
- Support development of project proposals or business plan for a new service offering
- Apply data analytics skillsets (data mining, machine learning, etc.) and industry knowledge to facilitate all types of insurance related projects (Marketing & Distribution, Underwriting, Customer Management, Actuarial, Claims, Operation, Finance and Investment)

What we look for

- Bachelor/ Master's degree with internship experience in actuarial and/or risk-related area
- Good progress in actuarial professional examination
- Good communication and presentation skill
- Proficiency in MS Office
- Knowledge in insurance financial reporting basis, e.g. IFRS, HK Insurance Ordinance, risk-based capital, is an advantage
- Proficiency in actuarial software, e.g. Prophet, is an advantage
- Solid SQL & R modelling exposure, knowledge in SAS or Python is a strong plus
- Good command of spoken and written English and Mandarin is an advantage

2. Associate Consulting Program (ACP)

The opportunity

EY's Consulting practice has an exciting opportunity for highly motivated consultants to join our Associate Consulting Program. Professionals entering the ACP enjoy opportunities to serve diverse clients across the financial industry while being provided learning, experiences and coaching to develop core consulting skills.

ACP consultants help our clients to shape and drive end-to-end business, regulatory, digital and technology transformation, creating value through assessing, optimizing and reinventing the center of our client's businesses.

Within the two-year program, ACP consultants will typically gain experience across a number of client engagements in one of EY's Financial Services Consulting competencies:

- **Technology Consulting (TC)**
Our team helps to understand what technological challenges our clients are facing, and then drive innovation solution and deliver market leading solutions to help them improve how they work. There are multiple of roles in our team including analysis, engineering and development, data and AI science etc. which provide different career paths to support the interests and development of our staffs.

- **Financial Service Risk Management (FSRM)**
Our team helps the clients improve risk management and regulatory compliance capabilities, to better manage the risks facing their business and meet changing regulatory expectations. We work with clients to design and embed effective risk and compliance outcomes into their business processes, technology and data management. We focus on financial crime compliance, regulatory compliance and enterprise risk and controls.
- **Business Transformation (BT)**
Our team assists clients to rethink, redesign and reinvent the front-to-back operational values chain with the intent of creating customer and business value. We work across the transformation value chain that includes development of the transformation architecture, experience and business design and transformation execution. This spans across a range of Banking, Insurance, Capital Markets and Asset Management clients. The objective is to help clients align their businesses and functions to the ever evolving FS landscape, enhance overall business value and to drive a sustainable, resilient and efficient service delivery model.
- **Finance**
Our team helps the clients to improve the performance of our clients' finance organizations and their businesses as a whole through strategic alignment, achieve alignment by implementing service and cost improvement initiatives and embed a performance management process, analytics and culture that unites our clients' business around its core objectives.

Your key responsibilities

- Build productive working relationships with client personnel
- Perform daily fieldwork, inform supervisors of the engagement status
- Understand and execute consulting services procedures including client interviews, problem analysis

What we look for

- Bachelor/Master's degree with an emphasis on Business, Finance, Accounting, Statistics, Economics, Information Systems, Information Technology, Computer Science, Computer Engineering and Engineering
- Excellent written and spoken English and Chinese
- Strong analytical, teamwork and organizational skills
- Positive attitude and enthusiasm in the performance of responsibilities
- Permanent resident of the Hong Kong Special Administrative Region or international graduate who is eligible for employment in Hong Kong

3. Business Consulting/ Technology Consulting

Business Consulting

The opportunity

The world of business is constantly changing. For our clients, this can create better ways of doing things but it might also involve more risks. In Business Consulting, we focus on imaging, designing, leading and delivering end-to-end transformations for our clients. Our services include Business Transformation, Enterprise Risk, Finance, Supply Chain & Operations, and Technology Risk.

- **Business Transformation**
Business Transformation is a multidisciplinary competency, bringing together our capabilities in transformation architecture, experience design, business design and transformation execution to problem-solve, design and deliver large scale, multi-year, multi-stakeholder transformation programs.
- **Enterprise Risk**
Enterprise Risk helps clients identify and address key risk areas, while building the agility to respond quickly. We leverage technology and integrate upside, downside and outside risks to drive strategic value, build and maintain trust in a rapidly changing risk landscape.
- **Finance**
Working with CFOs and finance organizations around the world, we help assess and transform our clients' finance function to improve performance and effectiveness. We provide insights and recommendations on people, processes and systems and then work with our clients to deliver improvements.
- **Supply Chain & Operation**
The supply chain of the future is no longer linear, but a networked ecosystem. In Supply Chain & Operations we help clients effect fundamental change in their operations' performance to support sales growth, become more cost competitive, minimize risk and ensure operational resilience.
- **Technology Risk**
The Technology Risk domain within our Consulting practice help our clients to achieve sustainable growth by supporting their efforts with respect to technology risks to protect their business performance and by providing trusted communications on internal control and regulatory compliance to investors, management, regulators, customers and other stakeholders.

Technology Consulting

The opportunity

EY Technology Consulting allows the clients to harness the full potential of information technology in line with their business strategy and vision whilst also supporting or driving compliance with laws and regulations. Offering services through the life cycle, the technology professionals can also assist the clients through the implementation process to achieve measurable results. Our services include Cyber Security, Data and Analytics, Digital and Emerging Technologies, Technology Solutions Delivery and Technology Transformation.

- **Cyber Security**
Our team involves in the consulting or solution implementation services for the clients and support the clients in their desire to protect and enable the business. We help the clients with their most complex information security needs and contribute toward their business resilience.
- **Data and Analytics**
Our team focusses on providing excellence in the field of Data and Analytics to client. Our capabilities extend beyond IT strategies and advice and into implementation of systems, analytics and data science.
- **Digital and Emerging Technologies**
Our team supports our clients' digital agenda and emerging technology adoption. It includes cloud migration and digital architecture, evolves emerging technology skills, innovation and exploration.
- **Technology Solutions Delivery**
Our team helps our clients to have systems Implementation and integration capabilities supporting packaged software deployment (cloud and on-premise) and enabling broader transformation offerings.
- **Technology Transformation**
Combination of enabling capabilities and direct offerings for the CIO and CTO buyers encompassing IT Strategy, IT Operating Model Design & IT Function Transformation and Enterprise Architecture.

Your key responsibilities

- Understand and analyze issues and challenges facing the clients from strategy formulation to day to day operations.
- Understand the current situation of clients, designing the transformation roadmap, and executing the end-to-end implementation while collaborating with our technology and people consultants.
- Provide consulting services in the overall transformation of our clients' business, such as enterprise and functional innovation, operational performance and risk transformations, digital strategy and planning, rapid profit transformation.
- A requirement to develop individual approaches and techniques for each client will help you maximize the potential.
- You will be helping companies solve a whole range of tasks: from the requirement to respond to the ever-changing demands of the market, such as AI, Blockchain, IoT, 5G.

What we look for

- Bachelor/Master's degree with an emphasis on Finance, Accounting, Statistics, Economics, Information Systems, Information Technology, Computer Science, Computer Engineering and Engineering
- Excellent written and spoken English and Chinese
- Strong analytical, teamwork and organizational skills
- Positive attitude and enthusiasm in the performance of responsibilities
- Permanent resident of the Hong Kong Special Administrative Region or international graduate who is eligible for employment in Hong Kong

4. Cybersecurity

The opportunity

Cyber threats, social media, mobile, cloud, data leakage, privacy and continuity of the business as usual require heavy security measures and become more and more critical in the real business world of the digital era. As a cybersecurity associate, you will involve in the consulting or solution implementation services for the clients and support the clients in their desire to protect and enable the business. You will belong to an internationally connected team of specialists helping the clients with their most complex information security needs and contributing toward their business resilience. You will be working with the Advanced Security Centers to access the most sophisticated tools available to fight against cybercrime.

We will support you with career-long training and coaching to develop your skills. As EY is a global leading service provider in cybersecurity, you will be working with the best of the best in a collaborative environment. So whenever you join, however long you stay, the exceptional EY experience lasts a lifetime.

Your key responsibilities

Provide cybersecurity consulting and implementation services to clients in the following areas based on the latest technology trends and global regulatory landscape:

- Cybersecurity transformation and governance
- Identity and access management
- Cyber threat management and security analytics
- Data protection
- Resilience

Conduct the following types of work in cybersecurity domain:

- Pitch deck and proposal drafting
- Strategy and roadmap development
- Project and Change management

- Current state analysis, gap analysis and future state design
- Process integration design / Process reengineering
- Solution implementation
- Penetration testing / White hacking

What we look for

- University graduates or above in Information Technology, Business Administration, Computer Science or related disciplines
- Interested in technology and cyber security industry
- Understanding of concepts about Information Technology is an advantage but not a must
- Strong Analytical, teamwork and organizational skills
- Self-motivated, creative and passionate about providing consulting services
- Positive attitude and Enthusiasm in the performance of responsibilities
- Good communication and presentation skills
- Good command of spoken and written English and Chinese. Mandarin is an advantage

5. Financial Risk Management

The opportunity

Within EY FS Risk capability of Business Consulting, the Financial Risk Management competence provides solutions that can help financial services clients identify, measure, manage and monitor the market, credit, operational, model and regulatory risks associated with their trading, asset-liability management, capital management, business development and other capital markets activities.

Your key responsibilities

- Deliver customized solutions to the clients for them to fulfill regulatory and business requirements
- Work on a wide range of financial risk management projects, regarding credit risk, market risk, counterparty credit risk, derivatives modeling, liquidity risk, interest rate risk, climate change risk, stress testing, capital management, enterprise risk management, collateral management, IBOR transition, risk reporting, risk regulatory compliance, advanced analytics, and risk & treasury technology
- Demonstrate strong technical capabilities, professional knowledge, and ability to quickly assimilate new knowledge. Stay abreast of new developments in consulting services capabilities, tools and technologies, current business and industry trends relevant to the clients
- Apply project management practices and processes to ensure that the project is consistently following client methodology and tools
- Effectively work in teams with diverse skills and backgrounds, contributing to an innovative and inclusive team-oriented work environment
- Prepare and present point-of-views, solutions and client proposals

- Develop solutions and tools for key topics using various platforms and technologies
- Develop and applying artificial intelligence/machine learning algorithms for risk management, review their performance and monitoring, running test and experiments as required

What we look for

- Bachelor/Master/PhD degree from a reputable institution, majoring in Finance, Financial Engineering, Risk Management, Statistics, Actuarial Science, Mathematics, Analytics, Computer Science, Information Technology/Systems or relevant disciplines that focus on the use of quantitative skills and data management
- Intern or research experiences in financial modelling and management, quantitative and risk modelling, predictive modelling, data science and analytics or system implementation at a major bank, corporate, consulting firm or university is an advantage
- Knowledge of data science, data structures and modelling, software engineering and architecture, machine learning frameworks, libraries, agile environments, and distributed computing systems is an advantage
- Possess the desire and ability to work closely with regulatory compliance, quantitative and technology professionals on engagements
- Strong business sense, analytical thinking, and interpersonal skills with high commitment to delivery excellence
- Good communication including verbal/writing skills
- Fluent in English and Chinese (both written and verbal). Knowledge in Mandarin or a third language (or Chinese dialect) would be an advantage. Non-Chinese speakers will also be considered based on individual merits
- Strong aspiration to progress further and being able to work in a fast-changing environment
- Candidates with relevant education background currently working in other industry/sector looking for a career change will be highly considered

6. Technology Risk

The opportunity

As the world evolves at a rapid pace, effective risk management protects, sustains and improves business performance. Our Business Consulting practice revolves around helping our clients develop an integrated and sustainable approach to risk and control that encompasses a holistic view of people, process and technology. Delivering some of the most significant and class-leading projects globally, you'll be part of a market-leading network of risk professionals, forming high-performing teams that deliver exceptional client service and contribute to building a better working world.

As part of our EY Financial Services Technology Risk team, you'll work with various multinational financial services institutions to help our client to understand their technology risk landscape and implement the related controls. You'll help management benefit from carrying out better controls and gain confidence they can respond to whatever the future may hold.

We are committed to assisting the clients to improve performance and manage risk across every part of their business through innovative digital and analytics solutions. At EY, we recognize that it's the perspectives, skills and enthusiasm you bring to our clients that make the difference. You'll have the chance to support the following professions:

- **IT Risk Advisory**

Our work is to advise clients apply IT controls to their IT environment based on different information security management frameworks, by identifying risks and the existing controls in their IT environment.

We offer various advisory services to our client, including:

- IT Regulatory Advisory
- IT Regulatory Compliance Assessment (e.g. HKMA, SFC)
- Technical Testing
- IT Security Maturity Assessment (e.g. ISO2700x, NIST)
- Cloud Security Assessment
- IT Resilience and Incident Response
- Data Governance and Strategy
- Data Protection and Privacy
- IT Internal Audit Advisory and Testing
- Incident Investigation

- **IT Risk Assurance**

Our work is to provide IT Risk Assurance service to our clients by quality, independent audits of financial systems to maintain the integrity of the financial information.

Our services offering includes:

- IT General Control Assessment
- IT Application Control Assessment
- Service Organization Controls (SOC) Reporting
- IT Project Assurance Review

Your key responsibilities

- Work effectively as a team member, sharing responsibility, providing support, maintaining communication and updating senior team members on progress
- Help prepare for meetings with client management teams and participate in these meetings
- Help prepare reports and schedules that will be delivered to clients and other parties
- Help assess client's IT environment and controls implemented over IT systems, and prepare schedules
- Develop and maintain productive working relationships with client personnel
- Support business development initiative by creating decks and proposal

- Build strong internal relationships with EY Consulting Services and with other service lines across the organization

What we look for

- Bachelor or masters' degree preferably in one of the following areas: Business, Accounting, Finance, Computer Science, Information Systems, Engineering, Law, and other related majors
- CISA, CISSP, CISM, OSCP, GPEN qualifications are preferred
- Good computer skills - Word, Excel, PowerPoint, Visio and Chinese processing
- Excellent command of spoken and written English and Chinese. Mandarin is an advantage
- Strong analytical, teamwork and organizational skills
- Positive attitude and enthusiasm in the performance of responsibilities
- Permanent resident of the Hong Kong Special Administrative Region or international graduate who is eligible for employment in Hong Kong

People Advisory Services

1. Mobility Tax

The opportunity

With so many offerings, you have the opportunity to develop your career through a broad scope of engagements, mentoring and formal learning. That's how we develop outstanding leaders who team to deliver on the promises to all of the stakeholders, and in so doing, play a critical role in building a better working world for the people, for the clients and for the communities.

Your key responsibilities

- Prepare international assignment-related calculations such as tax cost projections, tax equalization calculations, and hypothetical tax calculations.
- Coordinate the delivery of various global mobility and other tax services offered by the EY member firms in a proactive manner that meets/exceeds client expectations
- Perform engagement management activities including billing, scheduling, performance evaluations, mentoring, managing client expectations, and identifying additional client needs/EY opportunities
- Assist manager/senior by drafting responses, participating in the proposal process, and identifying new business opportunities
- Establish/maintain long-term collaborative relationships with the clients and internal colleagues
- Develop the client's understanding of Hong Kong and foreign personal tax, compensation and payroll issues and proactively explain implications of recent law changes
- Possess and continually increase understanding of complex expatriate tax issues
- Conduct/review research on various topics such as technical or treaty interpretation/application, regulatory issues

What we look for

- Bachelor/Master's degree in Accounting, Finance, Business or related major
- Excellent written and spoken English and Chinese
- Strong analytical, teamwork and organizational skills
- Positive attitude and enthusiasm in the performance of responsibilities
- Permanent resident of the Hong Kong Special Administrative Region or international graduate who is eligible for employment in Hong Kong

2. Workforce Advisory Services

The opportunity

EY PAS workforce advisory services practice focuses on serving Hong Kong local companies, Chinese companies and multinational companies in Hong Kong. You will be a team member supporting all aspects of the operation: project delivery, cross-team collaboration, support to business development, and support to client relationship management.

Your key responsibilities

- Working across a variety of industries and geographic locations across Greater China, depending on projects
- Conducting analysis and research, conducting client interviews and helping to develop proposals and recommendations
- Conducting business analytics (e.g. business strategy analysis, HR operation analysis, financial analysis, marketing analysis, policy analysis, and development of integrated people strategies and talent programs)
- Conducting analysis and developing recommendations for HR transformation (e.g. improving operating model, processes, enabling technologies, or developing the capability of people within the HR function)
- Conducting analysis and developing recommendations for workforce strategies (e.g. designing compelling employee value propositions, identifying and helping manage people risks, implementing organizational development activities)
- Working with Transaction Practices and Advisory Services: supporting clients to address human capital integration with business through all stages of acquisition, divestiture and merger.
- Client portfolio includes the HK-operation of Chinese companies (state-owned and private enterprises) and multinational companies (from UK, US and Japan).

What we look for

- Bachelor/Master's degree in Accounting, Finance, Business, IT, Engineering or related major
- Excellent written and spoken English, Cantonese and Mandarin
- Education with strong international exposure, from a discipline that emphasizes multi-disciplinary collaboration
- Being versatile and adaptable to different business needs of clients
- Internship or relevant track-record with EY People Advisory Services team preferred in Hong Kong and Mainland China

- A good understanding of business and working culture in Hong Kong
- Being able to interact smoothly with local Hong Kong, mainland Chinese and multinational companies
- Permanent resident of the Hong Kong Special Administrative Region or international graduate who is eligible for employment in Hong Kong

Tax

1. Business Tax Services

The opportunity

The Tax department provides quality services in many industries. We help the clients understand and manage their tax compliance and reporting obligations responsibly and proactively. We help them assess, improve and monitor their tax function's processes, controls and risk management and maintain effective relationships with the tax authorities.

Your key responsibilities

- Manage and coordinate tax compliance work for clients
- Maintain continuous interaction with clients, manage expectations and ensure outstanding client service
- Team with tax professionals to provide comprehensive tax services
- Determine all information required to ensure/complete accurate tax compliance products
- Assist clients to prevent and manage tax controversial issues
- Assist clients to handle enquiries from the Inland Revenue Department (IRD)
- Work with experienced tax professionals on tax field audits and investigations conducted by the IRD
- Provide support on tax appeal process

What we look for

- Bachelor/Master's degree in Accounting, Finance, Business, IT, Engineering or related major
- Excellent written and spoken English and Chinese
- Strong analytical, teamwork and organizational skills
- Positive attitude and enthusiasm in the performance of responsibilities
- Permanent resident of the Hong Kong Special Administrative Region or international graduate who is eligible for employment in Hong Kong

2. Global Compliance and Reporting

The opportunity

The Tax department provides quality services in many industries. We help the clients understand and manage their tax compliance and reporting obligations responsibly and proactively. We help them assess, improve and monitor their tax function's processes, controls and risk management and maintain effective relationships with the tax authorities.

Your key responsibilities

- Deliver tax compliance and tax advisory services to MNC and Listed clients
- Assist in preparing reports and schedules that will be delivered to clients
- Maintain continuous interaction with clients, manage expectations and ensure outstanding client service
- Determine all information required to ensure/complete accurate tax compliance products within the budget.

What we look for

- Bachelor/Master's degree in Accounting, Finance, Business, IT, Engineering or related major
- Excellent written and spoken English and Chinese
- Strong analytical, teamwork and organizational skills
- Positive attitude and enthusiasm in the performance of responsibilities
- Permanent resident of the Hong Kong Special Administrative Region or international graduate who is eligible for employment in Hong Kong

3. Indirect Tax

The opportunity

Indirect taxation is growing in complexity and there's a greater focus on indirect taxation in an increasingly digitized global economy. At EY indirect tax team, we identify risk areas and sustainable planning opportunities for indirect taxes throughout the tax life cycle, helping our clients develop the solution and meet business goals around the world.

Your key responsibilities

- Help our clients identify and research tax issues, clearly articulate our findings to the client's management, and work out practical operation and IT solution aiming to ensure tax compliance whilst achieving business efficiency
- Work as one of the indirect tax teams and attend to requests from your team members, working with clients, IT professionals, tax policymakers and tax authorities.
- Provide timely and high-quality services and work products that exceed client expectations
- Assist in preparing reports and schedules that will be delivered to clients and other parties
- Build on technical competence by keeping up to date on trends, developments and technical authorities and apply them to moderately complex situations
- Build strong relationships within the EY member firms and in the marketplace
- Contribute to the overall success of the team by developing a thorough understanding of EY methodologies and tools to enhance service delivery

What we look for

- Bachelor/Master's degree in Accounting, Finance, Economics, Business, IT, Engineering, Sciences, Mathematics or related major
- Excellent written and spoken English and Chinese

- Strong adaptability, communication, analytical, teamwork and organizational skills
- Positive attitude and enthusiasm in the performance of responsibilities
- Permanent resident of the Hong Kong Special Administrative Region or international graduate who is eligible for employment in Hong Kong

4. International Tax and Transaction Services

The opportunity

As a member of staff within the International Tax and Transaction Services team, you'll demonstrate an understanding of multi-jurisdictional tax concepts and effectively apply your tax knowledge to client situations ranging from cross-border corporate structuring to mergers & acquisitions (M&A). You'll provide a wide range of tax services to many of the world's largest multinational corporations and investment funds. You'll help clients identify and address complex domestic and international tax issues and assist them in strategically aligning different areas of taxation in a commercial context.

Your key responsibilities

- Provide a wide range of tax services to multinational corporations and investment funds across multiple jurisdictions. Identify and address complex domestic and international tax issues and assist them in strategically aligning different areas of taxation such as tax structuring and M&A transactions
- Provide timely and high-quality services and work products that exceed client expectations
- Assist in preparing reports and schedules that will be delivered to clients and other parties
- Build on technical competence by keeping up to date on trends, developments and technical authorities and apply them to complex situations
- Build strong relationships within the EY member firms and in the marketplace
- Contribute to the overall success of the team by developing a thorough understanding of EY methodologies and tools to enhance service delivery

What we look for

- Bachelor/Master's degree in Accounting, Finance, Law, Economics, Business, IT, Engineering, Sciences, Mathematics or related major
- Excellent in written English and fluent in spoken English and any other foreign languages including Chinese
- Strong adaptability, communication, analytical, teamwork and organizational skills
- Positive attitude and enthusiasm in the performance of responsibilities
- Permanent resident of the Hong Kong Special Administrative Region or international graduate who is eligible for employment in Hong Kong

5. Transfer Pricing

The opportunity

As a Transfer Pricing Accountant, you will assist clients that are multinational enterprises to determine the appropriate allocation of profits across their global value chain from a tax perspective, to facilitate tax compliance and efficiency. You will analyze your client's function/asset/risk profile to determine whether their transfer pricing policies for intercompany transactions are efficient and defensible. This will require an in-depth knowledge of your client's operations, value drivers, and industry, which are then analyzed against similar arrangements between independent third parties operating at arm's length. Your advice will cover planning business operating models, intercompany transaction flows, pricing of intercompany transactions, defending transfer prices and structures against tax scrutiny, tax audit support, due diligence support, IPO intragroup pricing verification, advance pricing agreement negotiations, etc. You will engage with a broad range of technical content spanning accounting, finance, tax, valuation, and law. You will also utilize a wide range of skill sets, including financial modeling, report drafting, PowerPoint delivery, client handling, presentations, and team working. Strong analytical and communication skills are essential.

Your key responsibilities

- Participate in all aspects of transfer pricing engagements, including determination of scope and issues, functional analysis meetings, industry analysis, economic benchmarking analyses, financial modeling, report drafting and presentation of results.
- Work effectively as a team member, sharing responsibility, providing support, maintaining communication and updating senior team members on progress
- Assist in preparing reports and schedules that will be provided to clients and other parties
- Develop and maintain productive working relationships with client personnel
- Build strong internal relationships with other members of the transfer pricing team and across other services
- Contribute to people initiatives, including recruiting and retaining transfer pricing professionals
- Maintain an educational program to develop personal skills on an ongoing basis
- Understand and follow workplace policies and procedures

What we look for

- Bachelor/Master's degree in all disciplines, preferably with an emphasis in Accounting, Economics, Finance or Law
- Strong analytical, teamwork and organizational skills
- Positive attitude and enthusiasm in the performance of responsibilities
- Permanent resident of the Hong Kong Special Administrative Region or international graduate who is eligible for employment in Hong Kong

6. Tax Technology and Transformation

The opportunity

Tax has begun a fundamental and long term period of transformation as Tax Authorities globally seek to digitize existing tax regimes as well as introduce new, large scale, complex and data intensive

initiatives to fight tax evasion and increase tax revenues. This is driving a significant market demand for new technology, data, AI and operational transformation to help the world's biggest companies adapt to the rapidly evolving tax landscape both accurately and cost effectively. As a Tax Technology and Transformation Staff member, you'll be right at the heart of that goal, supporting clients by solving their strategic and operational challenges encountered on a daily basis.

Your key responsibilities

- Tax function evaluation and optimization: evaluate or optimize tax operation structure by assessing current state, standardizing with leading practice, and providing optimization solution options.
- Process and controls enhancement: re-design and deploy streamlined tax processes including new technology solutions with clear roles and responsibilities, standardized work processes, proper controls embedded to advice risks.
- Technologies enablement: embed the needs of Tax into Finance and IT systems to increase automation and data quality throughout tax processes; automate tax processing, tax compliance and reporting through various tax technologies.

What we look for

- Bachelor/Master's degree in IT related disciplines, such as Information Management, software development, Information System
- Excellent written and spoken English and Chinese
- Strong analytical, teamwork and organizational skills
- Positive attitude, willing to learn new things and enthusiasm in the performance of responsibilities
- Permanent resident of the Hong Kong Special Administrative Region or international graduate who is eligible for employment in Hong Kong

7. US Tax

The opportunity

As a member in the Global Reporting and Compliance - U.S. tax department, you'll make technical contributions to U.S. tax compliance engagements.

Your key responsibilities

- Prepare, with guidance, technically accurate reports and deliverables related to U.S. domestic and international federal income tax compliance services
- Assist in file documentation and retention (file set-up, referencing, description of tax filing position taken, telephone conversation documentation, notes to reviewer)
- Perform basic research using appropriate tools, including legislation, databases and publications with guidance
- Communicate with the client for basic information requests as well as the relevant authorities, whenever the need arises
- Build strong internal relationships within the global tax team and across other service lines

What we look for

- Bachelor/Master's degree in Accounting, Taxation or related major (in either case, with an emphasis on US taxation preferred)
- Professional accountancy qualification or the ability to obtain one. AICPA or Enrolled Agent.
- Positive attitude, willingness to stand up to challenges and good team spirits
- Detailed oriented performer who can multi-task and meet deadlines
- Excellent written and spoken English and Chinese

Strategy and Transactions

1. Infrastructure Advisory

The opportunity

Our Infrastructure Advisory team advises clients on financial, procurement, strategic and public-private partnerships issues for large-scale infrastructure projects and programs. Join this team and you will help provide support to our clients from the earliest stages of analysis, project evaluation to procurement, financial close, construction and operations. You will assist our clients in devising strategy, assessing economic impacts, comparing financial plans and delivery approaches for projects that involve public, federal or private financing; project revenues; and/or grants - and provide support to our clients in their implementation of those plans.

As part of our Infrastructure Advisory team, you'll develop your commercial capabilities working with our high-profile public and private sector clients across Hong Kong, Macau, Mainland China and around Asia.

Our diverse client portfolio will build your capabilities in high quality analysis, managing relationships and challenging assumptions. Our team is committed to delivering solutions in a number of key industry sectors such as Transport, Power and Utilities, Arts & Culture, and Health and Social Services. In our friendly, collaborative environment, you'll receive the support, training and coaching you need to progress quickly along the career path you choose.

Your key responsibilities

- Delivering solutions across the life-cycle of public and private infrastructure
- Providing strategic, economic, commercial and financial advice to clients
- Project finance including financial model development and analysis
- Liaising directly with client contacts
- Developing detailed proposals and other Business Development material
- Assist in client engagement tasks, including billing, WIP and other administration

What we look for

- Bachelor/Master's degree in Economics, Accounting & Finance, Engineering, Real Estate, Government & Public Policy

- Financial and data analysis
- Understanding of economic evaluation methods including cost benefit analysis and economic impact analysis
- Strong report writing, communication and presentational skills
- Strong interpersonal and client management skills
- Ability to work effectively and collaboratively in teams
- Enthusiastic work ethic and willingness to learn and get involved in new areas
- Sector experience considered desirable e.g. Government & Public Sector, Transport, Social Infrastructure

2. Turnaround and Restructuring Strategy

The opportunity

The right transaction can enhance an organization's growth, competitiveness and profitability. As a transaction professional at Ernst & Young, you'll help clients evaluate, structure and execute their most important deals. You'll work in a dynamic, forward looking environment, in what is currently the only integrated global transaction business worldwide. You'll have direct contact with clients and gain valuable experience across industries and geographies, learning from top minds in today's transactions arena. We'll help you achieve your potential by giving you leading professional development opportunities.

Your key responsibilities

- Undertake an advisory role to contingency planning, value preservation, exit solutions and resolution planning for financial institutions and large corporates
- Reviewing company's financial status, preparing pre-liquidation forecast and prognosis of cash flow requirements
- Preparing comprehensive financial reviews of companies' operations for the intention of financial restructuring, securing investors, raising capital, disposing and recovering of assets
- Attending to legal proceedings, adjudicating of creditors' claims, investigating into antecedent transactions for regulatory compliance
- Involved in day-to-day judicial management, receivership, agent for mortgagee-in possession, estate administration, voluntary and compulsory liquidation engagements

What we look for

- Bachelor's Degree in accounting, finance, business, law or a related field
- 1 - 2 years professional audit experience, preferably with previous corporate restructuring exposure
- Ability to travel approximately 50% of the time
- Able to work under high pressure and adapt to a dynamic working environment
- Excellent problem solving, analytical and interpersonal skills
- Excellent command of spoken and written English and Chinese

3. Valuation, Modeling & Economics

The opportunity

We are committed to delivering independent and objective business valuation services to a range of private and public companies in various industries in Hong Kong, Mainland China and throughout Asia. By identifying critical value and risk drivers, and determining the linkages that affect performance, we help our clients improve alignment between management decision-making, resource allocation, executive compensation and enterprise performance.

Your key responsibilities

- Conduct equity research, industry research, management interviews and site visits; support managers by analyzing information obtained from various channels for use in the preparation of valuation reports
- Review and analyze valuation reports issued by other firms in order to assist audit teams on the projects associated with fair value measurements
- Appraise company or asset values using the income approach, market approach or asset-based approach for transaction, financial reporting or tax purposes
- Work closely with clients, targets and other professionals in the financial due diligence, legal, tax and valuation fields

What we look for

- Bachelor/Master's degree in Accounting, Economics, Finance, Real Estate (audit experience is a plus)
- Strong Excel knowledge
- Competent research skills and ability to analyze financial statements and forecasts
- Ability to assist with proposals
- Good command of spoken and written English and Chinese

What working at EY offers

- Support and coaching from some of the most engaging colleagues around
- Opportunities to develop new skills and progress your career
- The freedom and flexibility to handle your role in a way that's right for you

About EY

As a global leader in assurance, tax, strategy and transaction and consulting services, we hire and develop the most passionate people in their field to help build a better working world. This starts with a culture that believes in giving you the training, opportunities and creative freedom to make things



better. So that whenever you join, however long you stay, the exceptional EY experience lasts a lifetime.

If you can confidently demonstrate that you meet the criteria above, please contact us as soon as possible.

Make your mark.

Apply now at www.ey.com/cn/careers.