

# Let's Talk Business

## For Ted Rogers School Students

These reports describe industry sectors and career paths of interest to Ted Rogers students and Alumni. Each report leverages BCH employment data and the expertise of our staff. This collaborative effort engages staff, students, alumni and the University Business Librarian.

Updated Sept 2024

### Considering A Role at Deloitte?

#### This Guide Will Get You Started

**Deloitte.**

Learn about Deloitte Canada and how to enter its hybrid workforce. Learn more about how they recruit and how you can best prepare for a role.

### A Major Player

Deloitte LLP (the Canadian member firm of Deloitte Touche Tohmatsu Limited) is a firm that supports clients in areas such as Audit and Assurance, Consulting, Financial Advisory, Omnia AI, Risk Advisory, Tax and Legal.<sup>1</sup> Globally, the Deloitte network has upwards of 300,000 employees and more than 7,000 professionals in the Greater Toronto Area. According to LinkedIn Talent Insights, it has grown its staff by over 10% this past year alone with a total of 1,625 new hires!<sup>2</sup>

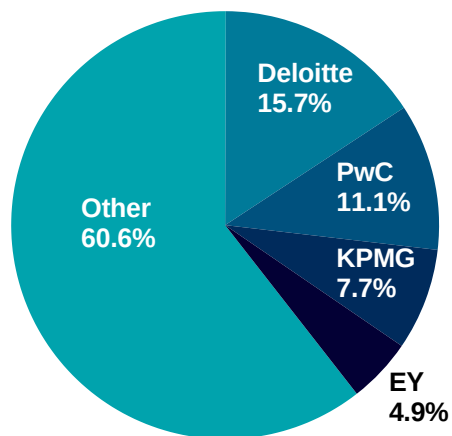


Did you know that Deloitte serves 90% of Fortune Global 500® companies in over 150 countries?<sup>1</sup>

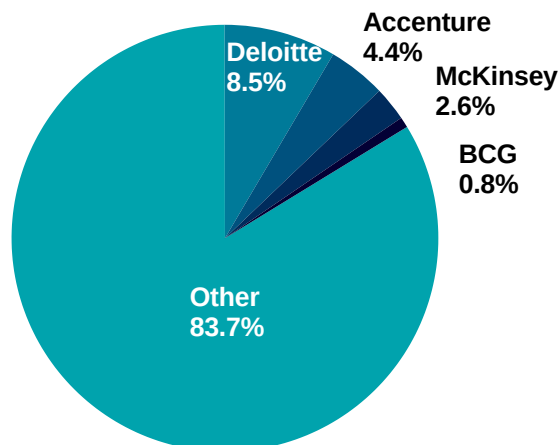
Deloitte was awarded one of the Best Places to Work in Canada for 2022 by *Great Place to Work*, voted a Top Company (10th) by LinkedIn<sup>3</sup>, and named as Universum's "World's Most Attractive Employer" for students entering the workforce for the 13th consecutive time, also being the top firm for business, IT and engineering students.<sup>4</sup>



## Canadian Market Share: Accounting



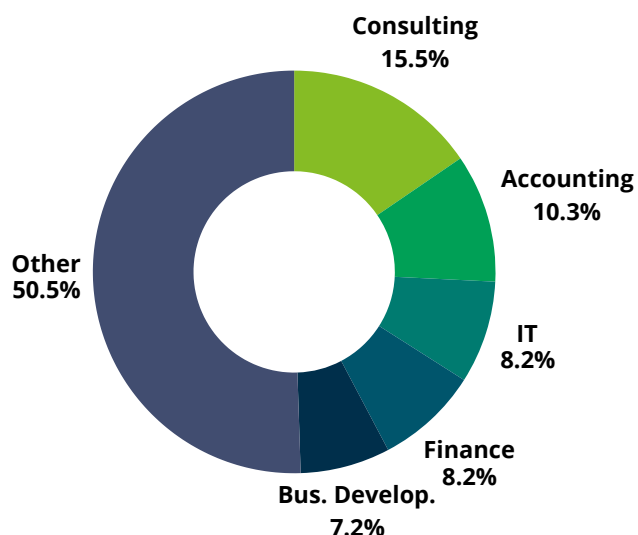
## Canadian Market Share: Consulting



Deloitte accounts for 15.7% of the Canadian market share in Accounting<sup>5</sup> and 8.5% of the market share in Management Consulting,<sup>6</sup> leading the industry compared to its competitors.

## Areas of Focus

According to LinkedIn Talent Insights (April, 2022), most of its staff in the GTA work in the Consulting and Accounting practices.<sup>2</sup>



Deloitte Canada hires across its five business areas — Consulting, Audit & Assurance, Risk Advisory, Financial Advisory, and Tax & Legal.



**Fun Fact:** Healthcare Services at Deloitte in the GTA has seen a 63% growth in this last past year alone.<sup>2</sup>

## Many Roles are Available

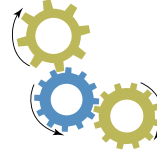
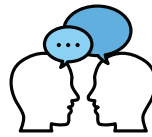
Deloitte hires across Canada with flexible hybrid and remote work. The Deloitte GTA offices have hired 144 Senior Consultants this past year, an increase of 16% from the previous year. Here are the 10 most common position titles at Deloitte, based on LinkedIn profiles:<sup>2</sup>

- Senior Consultant (430)
- Manager (373)
- Senior Manager (338)
- Partner (289)
- Consultant (268)
- Staff Accountant (188)
- Senior Accountant (108)
- Business Analyst (83)
- Director (83)
- Senior (78)



## Want to Learn about the Top Skills?

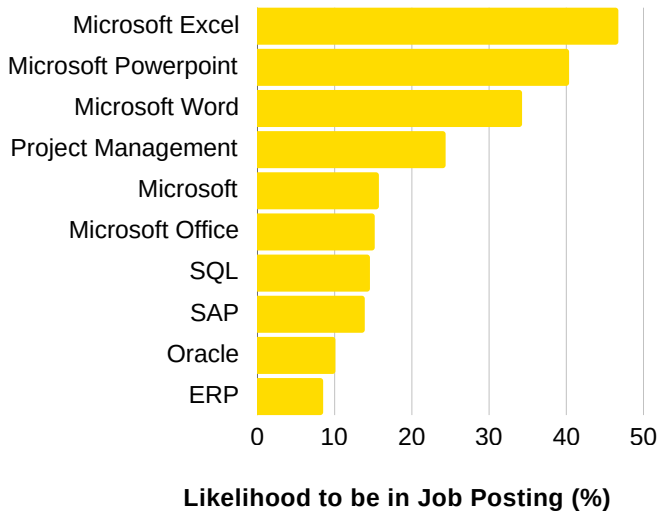
At the BCH, we have access to thousands of job postings and descriptions of roles across all industry sectors. Over the last 5 years, and based on 245 unique job postings for Deloitte, we were able to identify the top technical and professional skills they are most actively seeking in our students.



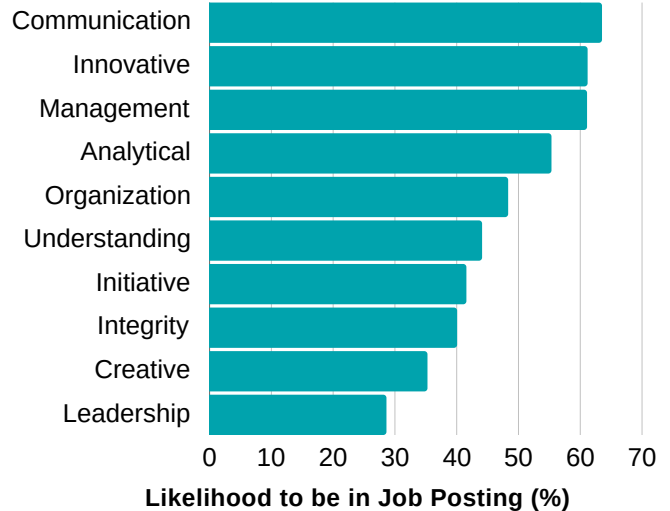
At the top is Microsoft applications - Excel, Word and PowerPoint. They are also seeking students with project management skills, knowledge of SQL and familiarity with technical systems.<sup>7</sup>

Communication is the most listed professional skill, while other skills such as innovation, management, analysis are also listed in nearly half of Deloitte job descriptions.<sup>7</sup>

**Technical Skills**

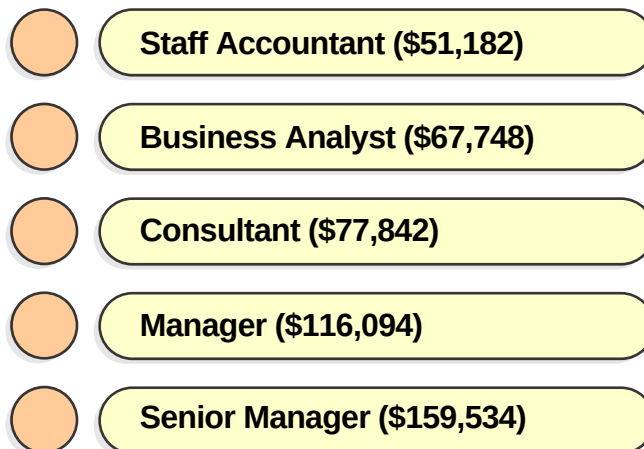


**Professional Skills**



## Let's Talk Money

The average salaries at Deloitte,<sup>8</sup> according to Glassdoor, are:



## Ted Rogers Student Profile



My favourite part about working in the Canadian Business Tax service line at Deloitte, during my Co-op work terms, was definitely the people in the group and the complexity of the clients' businesses. From day one, I was made to feel very welcome by everyone in the group and throughout my work terms, I developed great relationships with tons of my colleagues! Also, the clients I worked with ranged from various industries. So, I was able to get plenty of exposure to tax work that was different.

### CHRISTIAN ROMBOS

Deloitte - Tax Analyst,  
Co-op Work Term, 2021



I had a different recruitment process than most other hires. I was actually hired after a coffee chat I had with a Tax Manager that I met during one of Deloitte's in-house events! That Tax Manager ended up being my Coach at Deloitte and is directly responsible for overseeing my growth as a future CPA in the Canadian Business Tax service line. I like telling my recruiting story because there are plenty of ways to become part of the Deloitte team outside of the traditional interview process. So, get networking!

I would say the best way to succeed at Deloitte is to work hard, be a sponge, and be that person others want to work with. If you work hard, your effort will be seen and your more senior co-workers will assist you when you need it because they know you are genuinely trying. By being a sponge, you are taking in new information (take notes!) and hopefully are able to ask more meaningful questions. By being someone who people would want to work with, you help make the workflow smoother and co-workers' days better. Finding common interests allows you to have more personal interactions than just conversations about work.

## Ted Rogers Students at Deloitte

According to the April 2022 issue from LinkedIn Talent Insights, Deloitte has 280 Ted Rogers alumni on staff and Toronto Met is ranked 6th in terms of professionals hired by University in the GTA.<sup>2</sup> Based on Orbis Co-op Portal data this Summer of 2022, we have 36 Ted Rogers Co-op students working at Deloitte!<sup>9</sup>

Deloitte has posted 245 unique positions with us in the last 5 years! They have hired at a posting-hire ratio of 33%! 81 Ted Rogers students have been hired, to date, completing 137 work terms in total.

Programs of most interest to Deloitte have been BTM with 29 hires, Accounting with 27 hires, in addition to further hires from the Economics, Marketing, Law & Business, GMS, and Finance majors.

The most common Co-op positions for Toronto Met students include:

- Staff Accountant, Audit
- Analyst, Regulatory, Quality, Risk and Reputation
- Financial Analyst, Financial Analysis and Business Support
- Tax Analyst
- Analyst, Cyber Risk Services

## What Can I Expect in Case Interviews?

Based on materials used in a Deloitte Information Session that took place in October 2021 with the BCH, this is what you can expect in terms of their hiring process. typical case interview process.<sup>10</sup>

Round 1: On-Demand  
HireVue or CodeView  
Digital Interview

Round 2: Video or In-Person  
Behavioural Interview

Round 3 (Optional): Case  
Interview depending on  
Business Area

## Deloitte's Recruitment Timelines

**New Grad (April)**  
**Winter Co-op (January-April)**

Jobs are posted in August  
Interviews start in September  
and go into October

**Summer Internships  
(May-August)**

Jobs are posted in December  
Interviews start in January and  
go into February

**Fall Co-op  
September-December**

Jobs are posted in May  
Interviews start in June<sup>11</sup>

Recruitment events are throughout the year, so there are many opportunities to connect with Deloitte representatives!

## Resources for Free

### Microsoft Certifications

Come to the BCH to get Microsoft certified in Excel, PowerPoint, Word and Power Platforms! Gain the essential technical skills that Deloitte is seeking, in addition to our many bootcamp offerings. All this and more for FREE!



### PrepLounge

PrepLounge provides case interview practice for those interested in building their case interview skills, all of which can be applied to your case interviews with Deloitte. Ted Rogers students have access to this premium service for free!





## Visit the Business Career Hub

### Employer Events

The BCH hosts several employer events to prepare you for your professional career. Refer to your weekly 'BCH Careers Newsletter' for a list of upcoming [events](#).

### Bootcamps/Prep Programs

Advance your technical and soft skills, earn digital badges, and gain an advantage in today's workforce through bootcamps. Click here to [register](#) for current bootcamps.

### Coaching & Mock Interview

For career coaching, interview prep and more, [schedule a 1:1 appointment](#) with a Career Consultant or a Co-op Coordinator.



[TedRogersBCH](#)



[Business Career Hub Website](#)



[TedRogersBCH](#)



### Career Consultant Contributor Olivia Baratta

Olivia is a Career Consultant and TRSM Alumni, with 9+ years of experience in the hospitality, real estate and academic sectors. She brings her passion for building meaningful experiences for her clients to develop and showcase their unique brand.



### Student Contributor Sukhman Basi

Sukhman is a fourth-year Global Management co-op student working as a Project Coordinator at the Business Career Hub. He is a member of the Top 200 Program and is passionate about a career in consulting.

## Data Sources

1. Deloitte, (2022) [People: By the numbers](#).
2. LinkedIn (2022, March), [Deloitte LinkedIn Talent Insights](#).
3. Deloitte, (2022) [Awards: Deloitte Canada](#).
4. Deloitte, (2022) [World's Most Attractive Employer](#).
5. IBISWorld, (2021, October) [Accounting Services in Canada](#).
6. IBISWorld, (2021, October) [Management Consulting in Canada](#).
7. Orbis Co-op Portal Data, (2021) Top Employer Skills.
8. Glassdoor, (2022) [7,543 salaries at Deloitte shared by employees](#).
9. Orbis Co-op Portal Data, (2021) Employer Reports.
10. Deloitte (2021, October), Co-op Info Session at Ted Rogers School of Management.
11. Deloitte, (2022) [About Deloitte](#).