



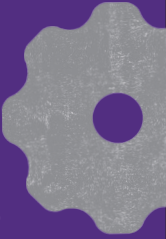
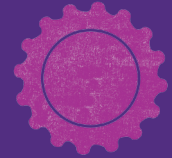
Be inspired.
Grow your whole self.



Grant Thornton
An instinct for growth™

Our people promise

The Grant Thornton people experience is underpinned by our global people promise, which is embedded in all of our people, tools, programmes and practices.



I am free to be authentic

Our culture enables and encourages each of us to be honest to our personal values and purpose in our work lives. Being recognised and respected for the unique perspective that we each bring.

We are better together

Collaboration with each other, with clients and with other professionals broadens our thinking and improves our approach. We enjoy learning about other people and applying that learning in our work.

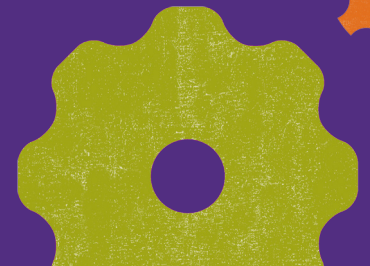
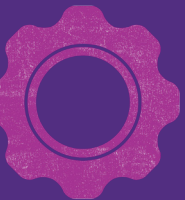


I am inspired to make a difference

We know that each of us directly contributes to clients' growth, to the development of our colleagues, and to the communities where we work and live.

My growth is continuous

Development is achieved through stretch and challenge, offered with support and coaching that enables our people to be better than they believe they can be.



Foreword

Welcome to Grant Thornton, one of the fastest growing professional services firms both internationally and in Malta. No doubt, for us to keep growing and reach new heights, we need the best talent. As you hold this brochure and consider whether to keep leafing through it or put it aside, I encourage you to ask yourself two simple questions. How far-reaching are your dreams? How much are you willing to invest in your own future? If your answer takes you 'places' where you have never been then you should keep on reading!

Let's be frank. There are bigger firms with a bolder sales pitch, but at Grant Thornton our business is translating what we truly believe in into reality. We acknowledge, for example, that to attract and retain the best talent, we need to create a working environment where you can thrive professionally and personally. For us you're not just an accountant, consultant, economist or lawyer, but also a philanthropist, a parent or a musician. Maybe you are an athlete, a singer, an outdoor enthusiast or an animal lover. You aspire to mentor, learn new skill sets, travel the world or be a business leader.

This is what makes Grant Thornton different from the rest, thanks to our pledge to support the whole of you, both personally and professionally, at whatever stage you may be on your circle of life. Our team knows that very close to their circle of life there is a parallel circle - that of growth - one that accompanies them along their path to success.

So how about you? What do you dream of for your future? Are you ready to be a vital agent of change within the community and the professional field? Are you ready to help drive the growth of our organisation? If the answer is yes, we would like you get in touch so we can help you shape your future and give you a taste of the Grant Thornton experience.



Mark Bugeja
Managing Partner
Grant Thornton Malta



Malta Best Consulting, Advisory
and Audit Entrepreneur 2016



**It is our people
that make us
different**





5 compelling reasons to work with Grant Thornton

1 A different way of doing business

We have scale, we have breadth and depth, we have the quality, but we also do business in a very different way.



2 Deep expertise in non-audit services

Our world-class tax and advisory capabilities offer a genuine alternative to those of our competitors.



3 A single global audit approach

Our audit teams consistently work to the highest quality, across all regions.

4 Proven global credentials

We are a highly credible and well-respected global organisation, serving listed companies and major private companies across many industries.



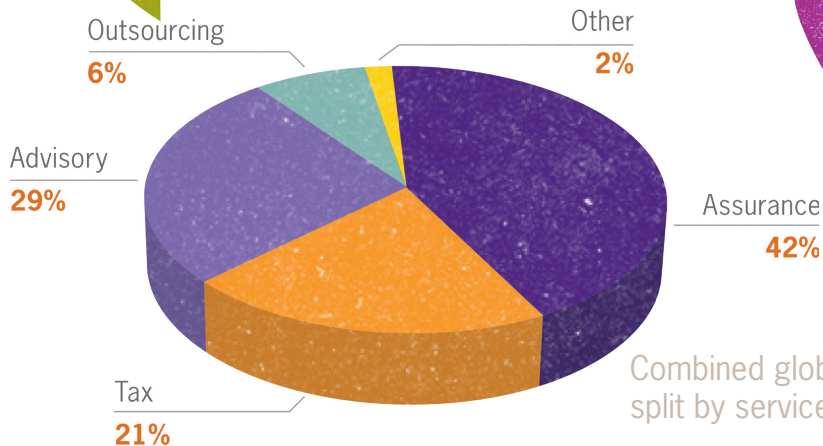
5 A truly global organisation

With member firms in over 130 countries, we are where you are, whenever you need us.



Discover our global scale and capabilities

One of the world's leading organisations of independent assurance, tax and advisory firms. Here are a few facts about Grant Thornton, what we have achieved and where we are heading.





Best programme for
leadership
development in 2015

MPF Awards For Management
Excellence 2015

One of the six
global
accountancy firms
as recognised by
Wall Street

2,500
listed companies
audited by
member firms

25
M&A deals
in 2015
adding revenues of
\$76m

Named
global
employer
of the year 2015
by the International
Accounting Bulletin

Like you, Grant Thornton is ambitious and dynamic. As the fastest growing and most dynamic brand in the global accountancy market, we are constantly changing and growing alongside our clients and our employees.



*Source: International Accounting Bulletin (average growth)

Revenue growth between 2012 and 2014



Opportunities at Grant Thornton are vast, which is important for students like myself, majoring in Economics and Banking and Finance.

Today I am a full time university student, interning within the tax department of Grant Thornton. It has only been a year, but I can already see and measure, how much I have grown, and how much I have learnt.

The best thing about this internship is its flexibility, where I can fit working hours around my schedule and academic requirements. I am not tied to a fixed schedule, which gives me ample time to also work on assignments and revision. Another driving element is the approachability of the partners and senior management.

Claire Agius

Intern | Tax

What I really appreciate at Grant Thornton is the flow of exchange of ideas and knowledge, making it easier for me to not only do my job well, but also to learn by observing others. This is complemented by ongoing training, including an intense onboarding programme which helps provide a holistic view of the firm's operations.

As a team we operate in a really hands-on way and I can guarantee you'll be challenged from the outset. You will however be surrounded by a team that is welcoming and helpful, and it makes a big difference when you have that level of support.

Here, it's not just all about work, the firm also works hard to create a fun culture: from small things like *mqaret* with ice cream on hot summer's days and Friday drinks, all the way up to our annual summer and Christmas parties. Our events and social team work hard all year round to organise events that all staff can get involved in. There really is something for everyone!

Leona Galea

Intern | Audit



What you will do

Audit

Grant Thornton's audit team specialises in providing the highest level of audits and comprehensive future planning to global and listed organisations. Our experienced team has developed an efficient approach that delivers high-quality audits to our clients.

As part of the audit team you will work across numerous industries such as financial services, food and beverages, technology, aviation, gaming, hospitality, real estate, public entities and not-for-profit among others. You will find that building working relationships with client finance teams in these industries, gives you a great window into how business is carried out. As well as learning operational skills and systems within the firm itself, you will be making a real contribution to client businesses. The insights and the experience you gain as a trainee in the Audit team, along with the practical day-to-day experience, will stay with you as you progress in your career.

Tax

Grant Thornton's tax team work across the full tax spectrum, from personal financial planning to all areas of local and international business. This 360 degree approach enables us to deliver optimum and sustainable tax efficiencies for clients, whether they be individuals or corporations.

Tax is a continually evolving process. You will be involved in monitoring developments in tax regulation and assessing its impact on clients. Working as part of a team you will deliver forward-thinking tax strategies and solutions tailored to the client's specific circumstances.

You'll be working with all business types, from sole traders to SMEs, trusts and partnerships, to large corporates and listed companies. From tax computations to technical research, you are part of the relationship with clients. And your input will be real.



My internship at Grant Thornton gave me the opportunity to apply subjects I was learning during my years at university. Practical experience made it easier to understand the theory in the text books and notes when preparing for my exams. I also got to work with managers and partners whose vast experience helped me more than simply studying classroom material. The internship experience also helped to focus on a topic for my dissertation as I had gained a better insight into which topics I preferred.

Since graduating, I have also completed my ACCA qualification which opened up a number of great opportunities for me. The support I received at Grant Thornton definitely made it easier for me to persevere in my studies.


In addition to growing in my role at Grant Thornton, I have also had the opportunity for secondments outside the firm. Earlier this year I completed a secondment at one of the large banks in Malta. This made it possible to experience the banking environment first hand. I am also currently in the process of applying for a secondment to Grant Thornton in UK. I feel that my journey within Grant Thornton really reflects the tagline 'instinct for growth'!

Luke Catania

Senior Associate

Transaction Advisory Services





What you will do

Advisory

Grant Thornton's Advisory Services team encompasses a wide range of specialisations, covering areas as diverse as corporate finance, forensic and investigation, cyber security, business risk services, recovery and reorganisation and business consulting services.

As part of the team you could be working in numerous exciting industries such as: media, aviation, healthcare, energy, financial services, retail, technology and many more! Your interest and input in these areas will have a vital impact on our clients' businesses as well as utilising a unique and diverse skill set.

The Advisory services team also provides a range of distinctive, specialist services to large corporate and multinational clients that are experiencing rapid market growth or undertaking financial transformations.

This is a particularly exciting area to work in as you will be given the opportunity to work with international clients in numerous industries as well as consulting with Grant Thornton member firms globally.

Wherever you are in Advisory Services you will be working on the front line. Your choice of specialisation could see you carrying out casework or attending on-site meetings on anything from a large forensic investigations case to financing a major Hollywood movie! If you go for the international route, as a trainee you will also develop deep insights into international business, compliance and cross-the-board experience, with an emphasis on teamwork and project-management skills. One week you could be on a client site, the next in a different country!





Grant Thornton

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