

Intelligence, interpersonal skills, integrity

People are the most precious capital an auditing and advisory company has because work in this industry is based on trust and is thus a real people business. This is why Ernst & Young places high demands on its professionals.

Ernst & Young is on the lookout for graduates with above-average talent. Without these prerequisites it would be difficult for them to develop professionally within the firm and achieve the required level of technical expertise. Interpersonal skills - the ability to go beyond the technical aspects and forge a relationship with the client that is marked by a strong service ethic, personal involvement and dedication to the project - are just as important as technical competence. An advisor who is not good with people will never be successful. He or she is replaceable because knowledge can be replaced. Anyone looking to work for Ernst & Young should be a team player who is performance-oriented, self-assured, adaptable and internationally minded, with a dynamic and motivating personality and an interdisciplinary approach. Ernst & Young professionals must be able to accept other opinions and accomplishments and be inspired by them. A healthy dose of ambition is also necessary, as is the desire to take on personal responsibility and to have their performance assessed. Of course loyalty and absolute integrity are also required.

"The quality of our people is what sets us apart from our competitors," says Dr. Barbara Aeschlimann, Head of Human Resources. For this reason, Ernst & Young spends about 10% of its revenue from services on training and continuing education every year. What other companies invest in equipment or research and development, Ernst & Young spends on improving the qualifications of its employees. Education is a capital investment for us. Our company must invest such large amounts in training if it intends to maintain and continually improve the service quality that it promises its clients, because the complexity of regulations, business issues and technical requirements continues to grow.

Our employees' training and further education begins on their first day at work. The first few years focus on specialist training, which is generally completed with a diploma as a tax advisory, accountant or trustee, for instance. In addition to the mandatory specialist training, the focus in the later stages is also increasingly on personal development. Experienced advisors concentrate on perfecting their communication, negotiation, and leadership skills. Every employee has their own learning map - a career plan that contains the individual steps for their training and further education.

Ernst & Young regularly conducts a performance review for every employee to evaluate their individual performance and identify their development and career opportunities. "We take an interest in our employees and guide them through their entire career, thereby empowering them to achieve their full potential, both professionally and personally. We offer a highly efficient means of support which establishes a professional framework - but the employees themselves must take the individual steps," explains Managing Partner People Thomas Huwyler.