

# House CA

EY Takeover Edition

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Rathbone



**Meet UP alumni -**  
André  
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*Right now we understand  
it's a challenging time.  
We can help you through this  
period. To get started, have a  
look at our interview tips.*



# Interview tips



How will your talents be more visible when you may not be?

A better working world. It's yours to build.

■ ■ ■  
The better the question. The better the answer.  
The better the world works.

**EY**  
Building a better working world

Right now, we understand it's a challenging time. We can help you through this period by helping to prepare you for what's next. To get started, check out our page on interview tips.

For more information go to: [https://www.ey.com/en\\_us/careers/interview-tips](https://www.ey.com/en_us/careers/interview-tips)

***EY will help equip you with the tips and skills to ace the interview***





# 10 Things

you didn't know about **EY**

# EY

Building a better  
working world

1

Our world is your network. 190 000 employees worldwide. 150 countries. Explore the world beyond borders with amazing local and international careers.

2

Learn from the best and work with multinational clients in all industries and sectors. Whether you join Assurance, Advisory, Tax, Transactions, or Core Business Services, you will get the experiences to broaden your horizons.

3

EY Global is the #1 most attractive professional service employer in 2019 - as per the Universum 2019 rankings.

4

We are people who demonstrate integrity, respect, and teaming. People with energy, enthusiasm, and the courage to lead. People who build relationships based on doing the right thing.

5

We build Africa's next future leaders. We offer world-class training and development opportunities, and more than 200 000 hours of training and professional development.

6

EY is an award winning Top Employer. EY is the only professional service firm in Africa certified as Top Employer in 8 countries - as per the Universum rankings.

7

We have diverse & high performing teams. Our corporate culture is characterised by diversity, mutual respect, and inclusiveness. Our teams are our biggest asset and being part of them is truly a great experience.

8

EY South Africa has won the 2018 Best Professional Services Firm Award and Best Big 4 Firm of the Year Award at the South African Professional Service Awards.

9

We create new and flexible ways of working. We've created a work environment that values the whole person and provides the right amount of flexibility so that all employees can spend their time on things that drive them.

10

We offer competitive rewards and benefits. We pride ourselves on the wealth of opportunities, benefits, programmes and policies to help you achieve success in all elements of your life.

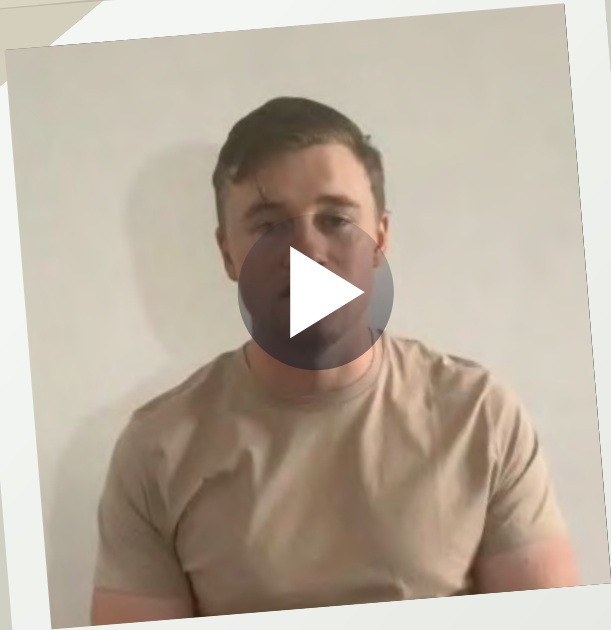


# Meet UP Alumni



## Adrian Rathbone

“You are nearly there. I know this is a tough road, but you are nearly there”

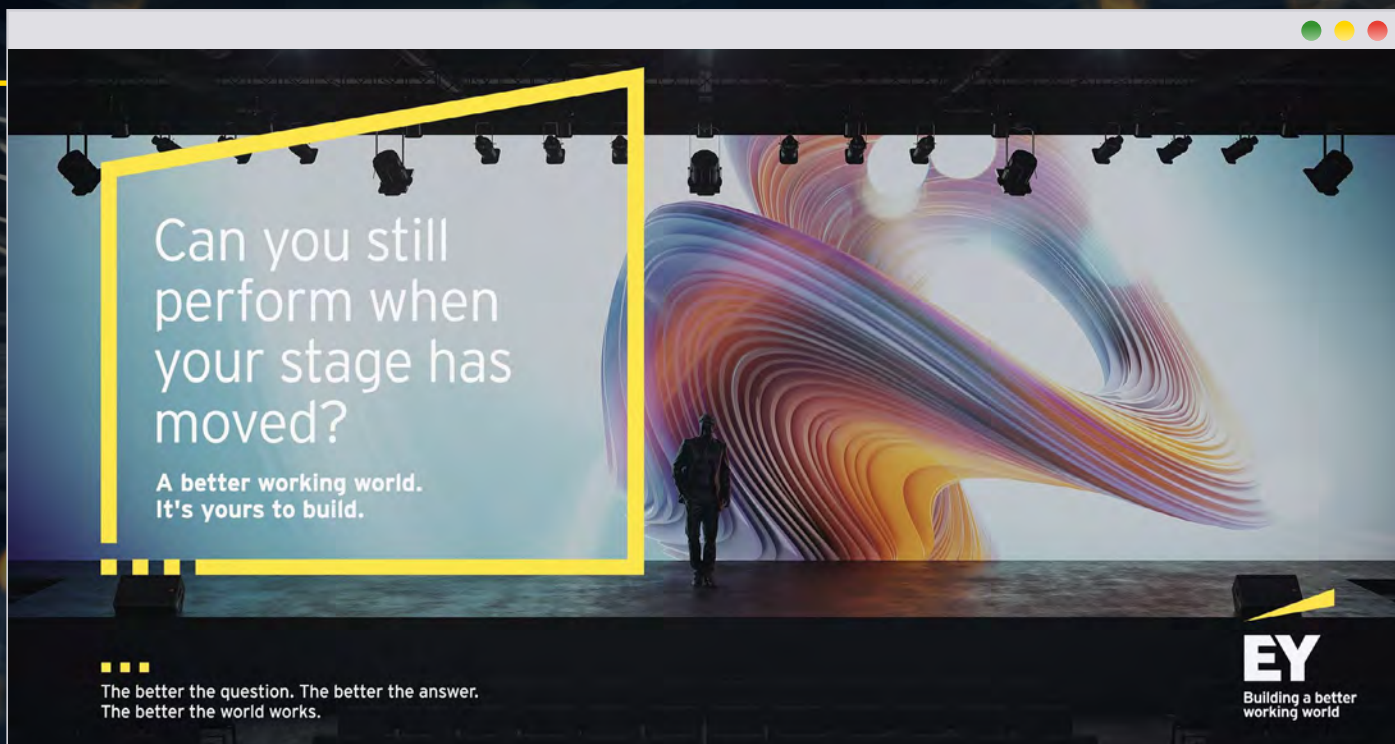


## Andre van Staden

“Greatness is inside of you and you can do incredible things”







When you join EY, you join a global firm with people at its centre. Our culture is as diverse as it is inclusive, and we welcome those who think differently and work smartly.

You'll be challenged by the incredible work you have the opportunity to do when you join this firm and, through your exposure to our diverse clients, people and programmes, you'll grow faster than you would anywhere else.

We're all in an unprecedented period. But we still want to know your strengths, what you want to learn and how far you want to go. See how we hire to give yourself a head start:

[https://www.ey.com/en\\_za/careers/students-apply-here](https://www.ey.com/en_za/careers/students-apply-here)

## Assurance Audit Programme

We offer three year trainee contracts to top-calibre students who are studying towards a Chartered Accountancy qualification at a SAICA-accredited university.

Contracts are issued while you are still studying and confirmed when you successfully complete your qualification.

Our firm is diverse, so if you are thinking about a profession in Tax, International Tax, or Transfer Pricing, then click here to find out more about the EY Graduate Programme for you or scan the QR code below:



# — What you can expect from EY ? —

1



**Private Recruiter:** You won't be alone on your **journey**. We believe in teaming, it's one of **core values** so we will be right there with you, celebrating your successes, supporting you during exams and answering questions through campus Smart Sessions.

2



**EY Business Experience & Vac Work Programmes:** You'll be able to come and see what EY is all about through our **holiday programmes** and get to meet some of those really smart people we keep talking about.\*

3



**Exposure to Multinational Clients:** The world of work is vast, exciting, intimidating and fascinating. And you'll **experience** all that and more because you'll work with the best, coolest, biggest, innovative companies we call **clients**.

6



**EY Bursaries:** An education costs money. If you need assistance or want to be **recognised for academic merit**, you can count on us.

5



**Excellence Awards:** How smart are you really? Smart enough to make the **Dean's list**? Good. Then you'll get special **rewards**.

4



**EY Gear:** We are all **proudly EY** and you'll be too because you'll get branded EY merchandise.

*\*This is subject to Covid-19 lockdown regulations*



# EY Africa Assurance Digital Innovation

**Pam Moodley - Associate Director EY South Africa**  
Africa Assurance Digital Innovation Leader

In this Transformative Age:

- **Businesses are required to adapt** continuously to sustain and build new competitive advantage across markets of hyper-connected customers.
- **Organisations need to foster innovation** across internal networks and external ecosystems-of-value to capitalise on the increasing pace in technology innovation.
- **Students, graduates, and professionals** are required, on a continual basis, to keep abreast of, learn, as well as apply emerging technologies to remain relevant and to be able to leverage the digital capabilities in their respective careers.

Below are 2 emerging technologies which can add benefit and value when applied to any industry/sector in the world:

## 1. Intelligent Automation (IA)

Intelligent Automation is one of the most compelling ways organisations can address their transformation challenges. It enables them to reinvent their businesses based on machine hours, not human hours, doing more with less labour and transferring mundane labour to value-adding activities.

IA covers a whole ecosystem of automation technologies, including Robotics Process Automation, and EY is one of the world's largest consumers and architects within this ecosystem, constantly incubating and offering new solutions for clients.

Robots are a virtual workforce controlled by the business operations teams.

They are software that emulates human execution of tasks via existing user interfaces.

Software robots sit alongside existing infrastructure, governed and controlled by IT.

**Availability**  
24/7, all year around, full availability

**Accuracy**  
The right result, decision or calculation the first time

**Audit trail**  
Fully maintained logs essential for compliance


**Flexibility**  
Instant ramp up/down to deal with spikes and troughs in demand

**More secure**  
Data handled by software robots, not humans

**Productivity**  
Freeing up manual resources for more value-added tasks

**Low risk, non-invasive technology**  
Can be overlaid on existing systems allowing creation of a platform to introduce more sophisticated algorithms and machine learning tools





## The Human vs. CeeBee

### Case Study

In a simple case study of leveraging Robotics Process Automation (RPA) for South African Revenue Service (SARS) e-filing, a first-time filer, an experienced filer, and the CeeBee bot were given the same piece of work:

- to take a high volume of data extracted from a client's Enterprise resource planning (ERP) system;
- the extracted data was contained in an Excel spreadsheet;

- to populate the extracted data manually onto the SARS e-filing website;
- The website restricted the ability to copy from Excel and paste into a field - so a human had to manually type the data into the input field.

The result of the work comparison was as follows:

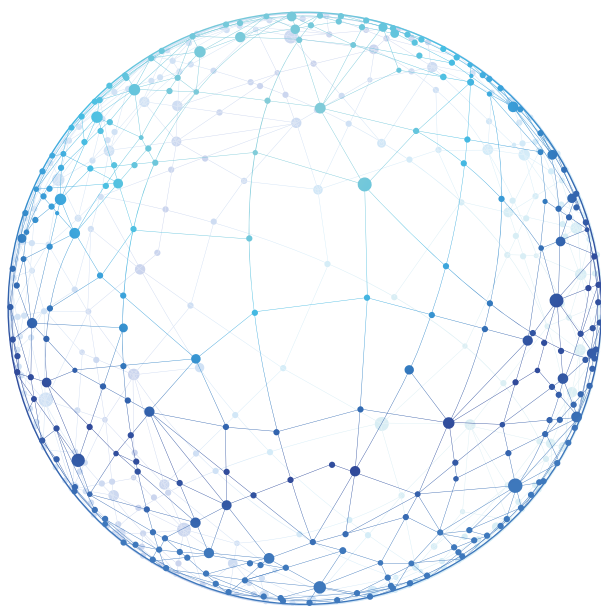
- The **first-time filer** took **14 minutes** to complete a small set of the data and would **take 25 hours** to complete the entire work. They had also made numerous mistakes in typing the data on the website.
- The **experienced filer** took **8 minutes** to complete the same small set of the data and would take **15 hours** to complete the entire work. A few mistakes were made in data capturing.
- The **CeeBee Bot** took **4 minutes and 31 seconds** to complete a larger data set and would take **1 hour** to complete the entire work - with minimal to no errors.

The overall summary is that the software bot can process a higher volume of data, in a shorter space of time with higher accuracy and completeness of information.

The benefits of implementing RPA for businesses and organisations are that bots can work 24-7-365, do not take leave, and can be deployed remotely/anywhere in the world towards increasing efficiencies, improving productivity, and reducing/removing the risk of errors or quality issues.

The benefits of implementing RPA for students, graduates, and professionals are that they will be freed up from performing mundane, monotonous, repetitive, rules-driven work towards conducting more judgement-based, insightful, quality, and value-adding work.





# Bitcoin ≠ Blockchain

**Bitcoin**  
is just one particular use of this  
technology to create a new  
"cryptocurrency"

**Blockchain**  
is a technology that enables a secure,  
distributed ledger of transactions

*Bitcoin is not equal to Blockchain.*

## 2. Blockchain

There are various crypto-currencies which organisations and individuals buy and sell as investments or for transactional purposes; e.g. Bitcoin, Bitcoin Lite, Ethereum, Selenium, etc.



Blockchains will do for networks of enterprises and business ecosystems what an Enterprise resource planning (ERP) did for the single company. Blockchains are, in the simplest terms, shared transactional databases, but what's different is the decentralised model which allows many participants to work together without an all powerful central entity to manage the network.

This has revolutionary impacts on trust, transparency and speed in transactions and in multiparty relationships; it will redefine (or make obsolete) the idea of the trusted third party.

Analytics applied on a Blockchain for crypto-currencies can help to visualise the data, validate the existence of transactions, detect potential outliers, and detect fraudulent and red-flag transactions.

Blockchain is a **distributed infrastructure technology** held collaboratively which enables a decentralized exchange of trusted data. It uses cryptography to allow each participant on the network to manipulate the ledger in a secure way without the need for a central authority or intermediary.

Shared Ledger and Immutable Database for Transferring Data very Securely



a shared account book of final entry, in which data transactions are recorded



a collection of information that is organized so that it can easily be accessed, managed, updated, and virtually impossible to change



Information that has been translated into a form that is more convenient to move or process (e.g., bits)



preventing unauthorized access, use, disclosure, disruption, modification, inspection, recording or destruction of information

## Conclusion

There are vast opportunities for applying emerging technologies to ignite or support a business' pivot to thrive in the Transformative Age. However, beyond knowing what's out there and building skills in the "tech that matters", an organisation must have a culture that's comfortable and confident enough to experiment.

Businesses should constantly scan tech and ecosystems across horizons, manage innovation across internal networks and external actors, and reduce time-to-market throughout innovation life cycle stages.

Successful transformations demand capabilities in change management, policies, processes, risks, etc. But they critically also require expertise to attract new talent in terms of graduates and skilled professionals, retrain existing workforces and, design for the type of worker that will be needed in the future.

### Emerging technologies to watch out for:

1. Internet of Things (IoT)
2. Drones
3. Artificial Intelligence (AI) / Machine Learning (ML)
4. Augmented Reality (AR) / Virtual Reality (VR)
5. Additive Manufacturing/3D Printing (AM/3DP)



# Shout Out To House CA

## Shout out to House CA

Thank you for allowing us this great opportunity and for your continued support. It has been a great pleasure collaborating with the team and we look forward to working with you soon.

### EY



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