

# PwC Finland's Advisory Trainee











# Corporate Finance

**Measured by deal volume, PwC is the leading Corporate Finance advisor in Finland, across Nordics and Globally<sup>(1)</sup>. In Finland, we are based in Helsinki and our team comprises over 40 dedicated professionals of which around 25 are based in Helsinki.**

The Corporate Finance team acts as the lead financial adviser in M&A deals. We take the overall project responsibility for the transaction. We prepare process documentation and valuation, advice on tactics, manage communication with counterparties, support in transaction negotiations and decision making and co-ordinate the process and other advisors' work. We also assist with evaluation of synergies, providing comments on due diligence reports commissioned, transaction financing and selecting the optimal purchase price. Our clientele ranges from corporations to private equities and family-owned businesses.

As a Deals Trainee in Corporate Finance, you will typically get to:

- Prepare both project and pitch material
- Conduct target company information gathering and analysis
- Conduct target company competitive landscape and market analysis
- Conduct valuations and financial modeling
- Attend and present your work in both internal and client meetings .

# Valuation, Debt & Capital Advisory

**Valuation, Debt and Capital Advisory is the largest and leading independent Debt Advisor in Finland. The Finnish team consists of ~20 dedicated professionals in Helsinki.**

Valuation, Debt & Capital Advisory provides extensive support in creating funding strategies both for companies and when establishing new investment products, such as funds, as well as support related to different types of debt and capital assignments. We conduct, among other things, various valuation assignments, debt structure analysis, financing strategies, and tendering debt arrangements. Our clientele ranges from corporations to private equities and family-owned businesses.

As a Deals Trainee in Valuation, Debt & Capital Advisory team, you will typically get to:

- Prepare both project and pitch material
- Conduct target company information gathering and analysis
- Conduct target company competitive landscape and market analysis
- Conduct valuations and financial modeling
- Attend and present your work in both internal and client meetings

(1) Source: Mergermarket, 1/2018-12/203



# Consulting Trainee / Associate

**At PwC Management Consulting, our daily purpose is to create value for our customers by helping them solve the most critical issues on their agenda. Our clients are mostly Finnish listed companies and PE companies acting across different industries. We provide our customers with business analysis from a strategic point of view, and also assist them implementing changes.**

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**We are now looking for enthusiastic and driven young professionals both as Trainees and Associates to join our 'Foundation for the Future' team starting in fall 2025.**

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As a member of our talented junior team, you will work as a full team member on client projects (typically 3–5 projects per year) related to any of our competence teams (details on the following pages). You can demonstrate interest in one or many of them – the junior team offers you an opportunity to explore new things and rapidly develop your skills in business development at the beginning of your consulting career.

To prosper, you ideally:

- Are going to graduate within ~6–12 months, or have already graduated (you have a possibility to work full-time and continue permanently after the Trainee period)
- Have or are pursuing an academic degree e.g., in the field of Business, Economics, STEM (Science, Technology, Engineering, and Mathematics) or other relevant field
- Have competences in logical thinking, understanding of business, passion to learn new things and bring new ideas to the table
- Are fluent in English, fluency in Finnish and/or Swedish is considered as an advantage
- Have relevant earlier work experience, such as experience in consulting, other advisory, business operations, or business development (considered as an advantage but is not a prerequisite)

As a Consulting Trainee/Associate, you will typically get to:

- Work on different client projects
- Participate and contribute to client meetings
- Actively solve client problems and contribute by bringing own solutions and ideas
- Prepare client materials (final reports, workshop materials, status reports, etc.)
- Participate in sales projects (e.g., by preparing proposal materials)
- Conduct data, process, and business analysis
- Support in project and/or program management
- In addition, typically young consultants will get responsibility on some specified business development topic within Consulting

The starting dates will take place in fall 2025. Detailed dates will be agreed personally with each individual selected.

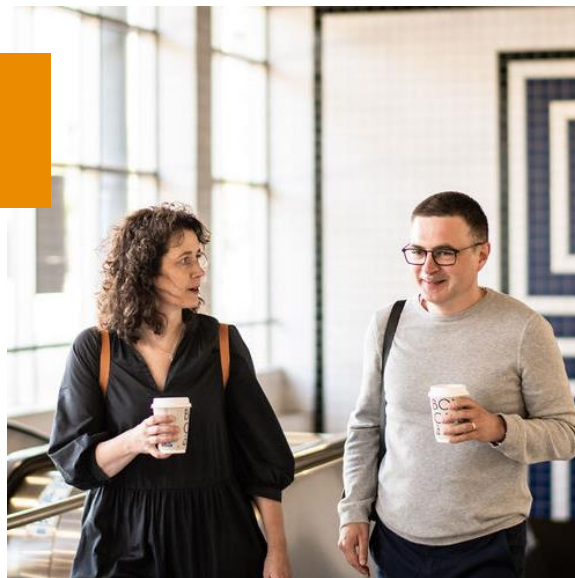


# Finance Consulting

**Our Finance Consulting team members provide insightful consulting services, such as finance function's strategy and operating model development, improving of financial steering, and create data driven solutions to key issues on CFO's agenda. We are a team of ~25 professionals with varying backgrounds based in Helsinki, providing services to clients both domestically and globally.**

We show our clients how to improve their performance, optimise their processes and prepare their company to meet all the challenges of the future. In finance transformation projects we evaluate and develop the finance strategy and target operating model which can include an assessment of shared services and outsourcing possibilities, but also improving the client's business finance capabilities.

We also have experts in end-to-end process transformations who ensure that our clients' processes are up-to-par with the industry benchmarks and use the modern technologies such as process analytics, automation and process management. We often work together with our Deals colleagues in finance integration and post-deal development projects. Our work is not only limited to finance, and team members can also work in other large business operation development projects.



# Financial Services Consulting

**Our experts in Financial Services Consulting team advise all the major financial services companies in navigating regulatory change, risk management, compliance, risk modelling, operational and digital transformation related topics. We collaborate closely across our global network, including developing client offerings with PwC's strategic alliance partners such as Microsoft, Google, Salesforce and Guidewire. We are comprised of two competence teams:**

**Risk & regulatory transformation:** We focus on advising our clients on regulatory, compliance, and risk management issues. We specialise in operational improvement driven by regulatory requirements and risk management initiatives, and typically assist our clients with assessing the impact of regulatory requirements on their business, developing efficient and effective strategies and solutions to meet those requirements, and help in implementation of operational and technical changes. Examples of themes we work on include Resolution Planning, risk and control assessments, ESG topics, supervisory oversight, and M&A. Additionally, we focus on driving business transformation and digitalisation of capabilities, processes through collaboration with PwC's strategic alliances.

**Risk Modelling:** We focus on credit risk modelling for banks, actuarial modeling for audit, valuation and insurance risk analysis, balance sheet risk and income statement risk analysis, capital adequacy and solvency analysis and assessments. Project examples include insurance claim size assessments, hedging interest rate risk within Solvency II, M&A, assessment of Solvency Capital Requirement and IFRS 17 implementation.

# Cybersecurity and Privacy Consulting

**Our Cybersecurity and Privacy team helps our clients transform from value protectors to value creators by building trust, promoting resilience and enabling the business. We are here to help our clients transform their organisation and drive growth, while staying resilient and preparing for the unexpected. Our delivery model enables using our local competences but also leveraging our global network of professionals when needed. We are a team of ~10 professionals based in Helsinki.**

On the high-level our core competences can be divided into 3 main domains, information and cyber security management, offensive security and in a global level managed security services. In general, our services can be applied to both IT and OT environments.

In the information and cyber security management area, we help our customers building and assessing their management system, providing due diligence support in merger and acquisition transactions, advising best practices to enhance resilience such as business continuity and if there is a need to meet requirements in order to achieve an industry recognized cyber security certifications, we are there to help and support.

Our offensive security services include red teaming, assessment of external attack surface, technical cyber security testing (i.e. penetration testing) and threat management allowing our customers to simulate real-time cyber-attacks within their environments.

Globally we also provide end-to-end managed security services for example security operations center, vulnerability management, incident response and digital forensics as well as third-party cyber security risk management to decrease the number of operational tasks and activities and related needed internal resources from our customers. By utilizing PwC managed services, our customers can trust that there is 24x7x365 partner helping them.

Good written and spoken Finnish language skills are required within this team.

# Sustainability Advisory

**Our experts in Sustainability Advisory work on exciting and topical projects related to Sustainability Reporting Advisory, Sustainability Strategy & Transformation, Value Chain Transformation, and Deals & Capital Markets. Our Sustainability consultants collaborate closely with other experts across PwC Finland and the global PwC network to deliver high quality projects for our client's top management. Our rapidly growing team of ~15 professionals has varying backgrounds and expertise in both broad business-relevant implications of Sustainability as well as technical Sustainability subject matters.**

At PwC, our ambition is to build trust in the climate transition and help our clients create sustainable value to meet Environmental, Social, and Governance (ESG) goals. We do this by helping our clients transform sustainably, developing and implementing strategies for the future while supporting their people through the transition, and building credible and compliant reporting capabilities. Working in Sustainability Advisory, you will maximise opportunities to change and create value for our clients and our communities.

A few recent client cases of ours include net zero strategy for a globally operating industrial manufacturing & assembly client, CSRD reporting development for a conglomerate, and EUDR reporting & process development for a retailer.

If you are interested to work in Sustainability Advisory, experience or knowledge in decarbonisation strategies across the value chain, sustainability data, sustainability reporting technologies and/or relevant sustainability frameworks, such as GHG Protocol, SBTi, CSRD/ESRS, EU Taxonomy, CSDDD, or EUDR is considered an advantage.

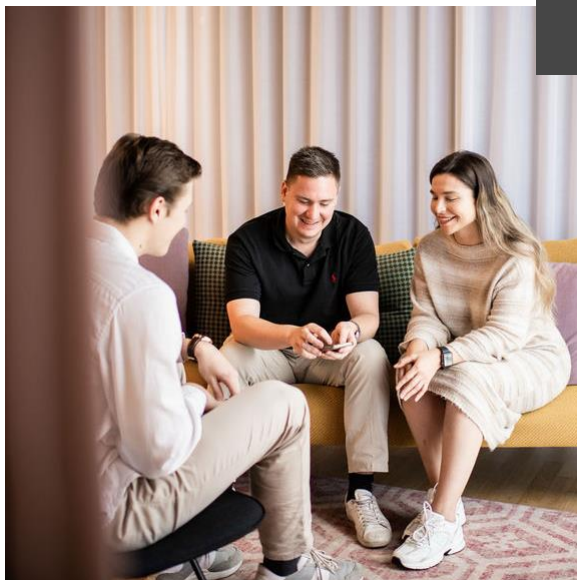
# Operations Consulting

**Operations Consulting services cover the entire company's value chain, enabling competitive advantage through operational excellence. Our Helsinki-based team consists of ~30 dedicated consultants with a wide range of expertise.**

Our team assists our clients to modernise and improve key functions in the value chain. With proven solutions and methods, we have helped numerous clients in effective strategy implementation and building capabilities that promote growth and improve operational efficiency. Our tailored service offerings are designed to tackle organisations' various challenges related to efficient operating model, connected supply chain, intelligent procurement, competitive manufacturing, solutions to create, attract and retain customers, as well as change management.

Examples of our projects include strategic supplier selection, factory capacity increase, sales model transformation, supply chain network & operations optimisation, and company operating model restructuring.

To guide clients on the road to transformation, our change management professionals bring in their expertise in such topics as change impact assessment, stakeholder management, change leadership and providing stakeholders with knowledge and skills to work in the new environment.



# Technology Strategy and SAP Consulting

**At Technology Strategy and SAP Consulting services, we provide our clients advisory on technology-related topics. We are a team of ~20 professionals based in Helsinki. Our goal and vision is to work with Finland's top companies and help them solve their most critical challenges within the space of digitalisation. Join us as we help our clients realise their digital strategies and prepare them to win in a connected and data-driven world.**

Our team consists of two smaller competence teams, including Technology Strategy and SAP Consulting. Our Technology Strategy consultants help our clients to design and manage their complex technology environments and realise their digital strategies. We support topics such as enterprise architecture, digital capability development, IT project management, IT operating model design, and vendor and system selection.

Our SAP experts excel in leading top class technology implementations like SAP and help companies design their required digital and technology capabilities to capture benefits. We guide customers through every phase of their SAP S/4HANA journey, from planning the roadmap to supporting the implementation project from both business and system perspective.



PwC's purpose is to build trust in society and solve important problems. We help companies to improve their efficiency, promote growth and sustainability, and report reliably in a constantly changing environment. In Finland, we have 1,350 experts working around the country. Our services include consulting, deals, tax, legal, risk assurance, audit and other assurance services. More information: [www.pwc.fi/en](http://www.pwc.fi/en).

PwC operates in 151 countries and employs nearly 360,000 experts worldwide. PwC refers to the PwC network and/or one or more of its member firms, each of which is a separate legal entity. Please see [www.pwc.com/structure](http://www.pwc.com/structure) for further details.