



EY Alumni Connect

Summer e-newsletter

2015

Photograph taken by Louise Brown, EY Assistant Tax Advisor
Winning entry in The EY Exhibition: Late Turner internal photography competition



Welcome to EY Alumni Connect

The past six months have been an exciting time for EY as we continue to develop our commitment to building a better working world. This is focused around the increased trust and confidence in business, sustainable growth, the development of talent in all its forms and greater collaboration. This is helping us win in the market, with recent audit wins including; Royal Dutch Shell, RBS, J Sainsbury's plc and ABF. Steve Varley and Chris Price explain further in their firm updates on pages 4 and 6.

There have also been a number of exciting developments to the alumni programme. Through the recently launched EY Alumni Arts Club members can now access the latest visual arts opportunities and news - we have already given members' access to the British Museum, Tate and Royal Academy. Learn more on page 8.

We have also launched a Twitter account to make it even easier to connect with fellow alumni and EY colleagues. Follow [@EY_AlumniUK](#) to hear about the latest news, offers and opportunities available exclusively to EY alumni. Find out more on page 9.

Throughout this newsletter you will find alumni and EY interviews. Just some of these include; Nicholas Phan, EY alumnus and owner of Biju Bubble Tea; Kate Richardson-Walsh, Olympian and EY employee; James Dean, EY alumnus and NED director.

This will be the last edition of EY Alumni Connect; however our commitment to bringing you timely news and updates from the firm will remain. Please continue to share your stories and success with us. Keep a look out for the monthly Alumni Digest email or connect with us via Twitter [@EY_AlumniUK](#) and the [alumni portal](#).

Happy Reading!
EY Alumni Team

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Contact us

The EY alumni programme is a mutually beneficial relationship, allowing alumni to continue to build on the legacy they created at EY and helping EY to continue to deliver on our promise to build a better working world. Please contact us if you have any ideas or feedback.

Email: eyalumni@uk.ey.com

Twitter: [@EY_AlumniUK](#) #EYAlumni

Portal: [EY Alumni Portal](#)



Firm update

Steve Varley, UK Chairman and Regional Managing Partner UK & Ireland, on success in FY15 and EY's commitment to building a better working world.

As I reflect back on the year, one of the things I am most proud of is the progress we've made in bringing our purpose of building a better working world to life. At the heart of our purpose is our 212,000 people globally and the 14,480 in the UK. Whether it's helping our clients manage risks by measuring and improving their cultural integrity, helping charitable organisations understand tax reliefs available to them or helping clients build business resilience, it's what our people do every day - in partnership with our clients - that is bringing our purpose to life.

We are also helping young people, particularly those disadvantaged in the labour market, to find alternative routes into education and employment through the EY Foundation. We're hosting a number of charitable events this year and

The strength and focus of our purpose and the quality of what our people deliver is also helping us attract and win new work.

have already hosted The Big EY Bike Ride 2015 which was a fantastic success. I completed the first stage and was delighted to be joined by Will Carling, former England rugby captain.

We're committed to helping make British boardrooms more diverse. In December 2014, we supported an initiative with Vince Cable, former Secretary of State for Business, Innovation and Skills, and Sir John Parker, Chairman of global mining company Anglo American, to increase the number

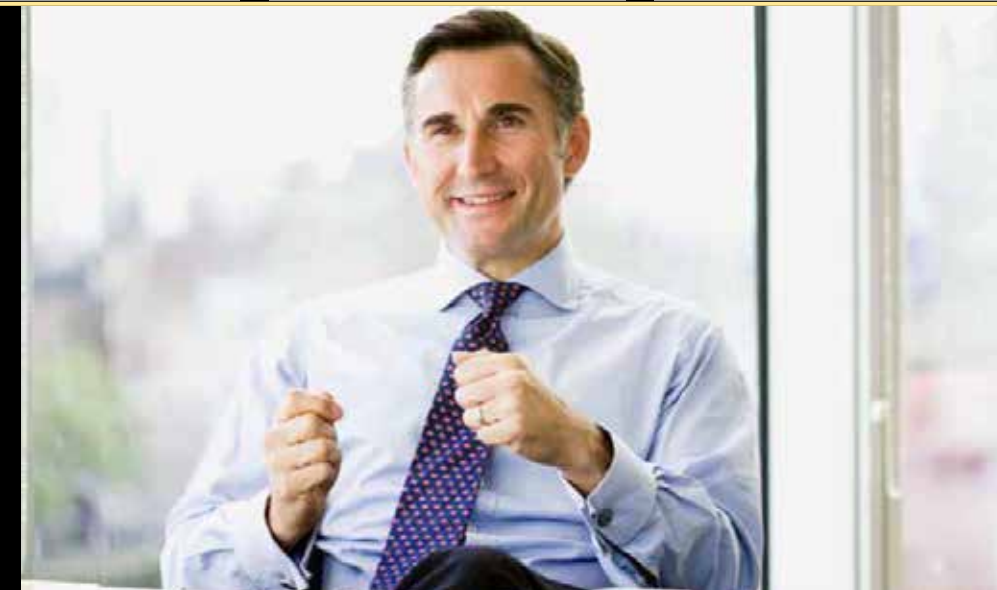
of people from ethnic backgrounds who sit on the boards of FTSE 100 companies. The 2020 Campaign aims to eradicate all-white boards among FTSE 100 businesses within the next five years.

Our Entrepreneur Of The Year (EOY) programme continues to recognise the significant role entrepreneurs play in helping to build confidence in the UK economy. Combined revenues from this year's UK finalists totalled £8.7bn, from businesses that employ more than 81,200 people. World Entrepreneur Of The Year was held in Monte Carlo in June and I am personally very proud that Rosemary Squire, from Ambassador Theatre Club, was the first female to represent the UK at this very prestigious gathering. I also want to congratulate Mohad Altrad, CEO and founder of Altrad Group, who was named World Entrepreneur Of The Year - [I encourage you to read](#) his inspiring journey to success.

The strength and focus of our purpose and the quality of what our people deliver is also helping us attract and win new work. We've won work with iconic brands across all our service lines and including FTSE

Audits with RBS, Royal Dutch Shell and J Sainsbury's plc. Not only are we winning; we're taking market share from our competitors and building our brand, which is really exciting.

Our market momentum gives us a great platform to continue to invest back into the business to strengthen our ability to respond to the opportunity ahead of us. We've had a record year in terms of our Partner and people investments - welcoming 95 new Partners and 4,500 new people into our UK business. We will also welcome a record 1,500 new graduates and students in September. We continue to invest in sponsorships to develop the EY brand. On the back of our very successful sponsorships of the Commonwealth Games, the Ryder Cup and the Tate exhibitions, we're keen to be involved in the 2016 Ryder Cup, which takes place in the US and will sponsor the Rio Olympics in 2016. We're also sponsoring the Rugby Football Union during this year's Rugby World Cup and the EY Exhibition: The World Goes Pop at Tate in September, which promises to be another blockbuster exhibition. We've also just announced two significant acquisitions: Integrc



and Seren - a UK-based leader in international digital design and innovation of customer service and experience.

Our focus on the market and our focus on building a leading people culture need to go hand-in-hand to ensure we are a healthy business. I'm pleased that our external recognition as the highest professional services firm in the Sunday Times Best Companies listing and our Global People Survey results indicate that we're on the right track here with a significant increase in people engagement taking us to an all-time high.

So as we look back on this year, we're excited about what we've achieved and where we are on our Vision 2020 journey and the significant opportunity ahead for EY and our people.

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The digital difference

Chris Price, Managing Partner of the UK Financial Services Organisation (FSO), on banking's digital revolution, audit wins and the FSO's new office in Canary Wharf.

Over the past few years, the growth in the FSO's advisory business has been fuelled by our risk, regulation and remediation practices. Our priority now is to look at what is going to drive growth over the coming decade. Advisory clients account for 50% of the FSO's business, and it's clear that the next big thing across financial services is digital. The BBA's [The Way We Bank Now report](#) series, produced with EY, charts the pace and scale of the customer's migration to digital platforms. The latest report shows that mobile phone apps are becoming the UK's number one way to bank and so it's no surprise that the digitisation of processes and customer practices and experiences are increasingly front of mind.

It's all about working out how to provide a better user experience, whether the consumer is walking into branch

or using mobile, internet or telephone banking. How can a bank differentiate its offering? The secret is going to be making your service as easy and accessible as possible across all communication channels. We have just won a major project for one of the UK's largest banks which involves digitising their mortgage-application process, and that means joined-up thinking. The customer might start looking at what mortgage offers there are on the internet and begin the application process online, but then they may want to go into a branch or ring up to talk to someone about it. All those services have to be in communication with one another – to be honest that's the tricky bit, but we believe it could also be the best way to restore trust and advocacy among consumers.

It's all about working out how to provide a better user experience, whether the consumer is walking into branch or using mobile, internet or telephone banking.

Big audit wins

The FSO has also had a fantastic year in more traditional areas. We won the audit business for both the Co-operative Bank and Royal Bank of Scotland (RBS), which means that we will audit 25% of the top eight UK banks.

In July, 3,500 of us moved into our new office in Canary Wharf.

Our offices in Scotland have done particularly well. Clydesdale Bank was already a client there, but with RBS on board, we're now the strongest banking auditing brand in Scotland. These landmark audit wins come against the background of a new landscape requiring mandatory periodic rotation of the external auditor for public interest entities. We have been very successful in the rotation so far, now we need to deliver the audits and deliver them well. The Co-op and RBS are extremely high-profile accounts and the press, public and regulators will be putting our handling of them under the microscope. To make sure we have the very strongest team in place for the RBS audit, which begins in 2016, we are being supported wonderfully well by our EY partners from Europe, Asia and the US. It's fantastic to have that level of support from other offices around the world.



On the move

In July, 3,500 of us moved into our new office in Canary Wharf. We wanted an office space that really encourages people to work together. Areas are designed to facilitate people coming together in different groups and teams both within EY and with our clients. We are committing a large amount of space to an innovation centre. We also have new spaces for clients to work in so, if they come to us for a meeting, they can stay and work from our office. Just as we're encouraging people to work on the client side, we'd like the client to work here too.



Ushio Shinohara Doll Festival 1966 Hyogo Prefectural Museum of Art (Yamamura Collection)

Bringing the arts to our alumni

The EY Exhibition: The World Goes Pop will be this year's blockbuster at Tate Modern. Positioned as 'Pop Art You've Never Seen' this exhibition will not include the famous names - Lichtenstein, Warhol etc. - but will instead offer an alternative view.

A movement which is regarded as the most engaging and popular in modern

art, it will make clear for the first time that Pop Art exploded around the world, unleashing new talent and fresh ideas. It will also show that Pop Art could be used for political, feminist and counter-cultural ends, but still with the familiar colourful, gripping and commercial style.

[The EY Exhibition: The World Goes Pop](#) opens on 17 September to 24 January. EY alumni will be offered a range of opportunities to visit this blockbuster exhibition.

EY is now in the third year of an arts partnership with Tate. This is an example of how EY uses its investment and expertise to team with other organisations that share our purpose and commitment to building a better working world.

a thriving artistic and cultural environment is an integral part of a healthy community and a buoyant economy.

Martin Cook, EY Alumni Partner sponsor



Alumni discounts

Did you know that EY alumni have exclusive access to an EY alumni discount site? It includes discounts on anything from the weekly shop to a family holiday. [Click here](#) to learn more and register.

Join the conversation:

[#WorldGoesPop](#) [#EYArts](#)

EY Alumni Arts Club

We want our alumni to continue to enjoy the arts, long after they have left EY. To keep up to date with the latest visual arts news and opportunities, join the EY Alumni Arts Club. Find out more [here](#).



@EY_AlumniUK

The EY UK alumni programme is now on Twitter! Follow [@EY_AlumniUK](#) for the latest news, offers and updates from the alumni community. Share your news with EY and your fellow alumni by including #EYAlumni in your Tweets.



The EY Foundation

The EY Foundation is an independent UK charity that works directly with disadvantaged young people, employers and social entrepreneurs in the UK to create or support pathways to employment, enterprise or education.

Founded by EY on 1 July 2014, the charity builds and delivers programmes, works with third parties and volunteers and raises funds to support its work with young people.

So far this year, the EY Foundation has hosted its first ever Big EY Ride, the charity's flagship fundraising event, and has more recently sent a group of EY people to kayak the Yukon River in Alaska. They were joined by a team from Special Forces charity, the Pilgrim Bandits. In its first year the EY Foundation has managed to help more than 400 young people into education, employment and entrepreneurship by raising money through its fundraising challenges.

Find out more at www.eyfoundation.co.uk

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Every young person deserves a Smart Future



Chloe - aged 17
EY Foundation
Smart Futures student 2015

Chloe shares why paid work experience for young people is so important, and the valuable guidance and insight she got from attending the EY Foundation's Smart Futures programme.

[Read her story](#)

Show your support

You can support EY Foundation. Text **EYF015** and **£5** to **70070** to donate **£5** today. All proceeds will go towards the EY Foundation.

Visit the EY Foundation's Just Giving page [here](#).



Perspectives from the EY alumni council

The EY alumni council represents the views of the alumni community and contributes to the overall strategy of the EY alumni programme. We got some of the alumni council to share their thoughts on how to stay connected and what they would like to see the programme achieve.



Kate Lyndon
Group Chief
Accountant, ITV

What was your role at EY and when did you leave?

I was a senior manager in FAAS and left in April 2013. I also spent a period of time in SGM audit.

Has your role as an alumni council member helped you in your current role?

Joining the council and working with this group of individuals has been a fantastic experience. The discussions are challenging but the positive atmosphere created certainly carries over to my job. I feel that the role encourages me to grow my personal network (both with EY and with non-EY people).

How do you think the alumni programme is supporting EY's vision to build a better working world?

The programme considers the relationship between EY and the arts to be an important one and hosting EY alumni

events at arts venues is a testament to that. It is a great way of reminding our alumni of the importance EY places on art and history and the place it has in our world today.

What do you think is the best way to stay connected with your extended EY network?

Start by coming to the events. Send an email to an old boss to have a coffee. Keep in touch with old colleagues.

What would you like to see the alumni programme achieve?

The programme has seen some success in recent years and we need to build on that by encouraging engagement between the firm and its alumni at all levels. Continuing to include focused content on our portal and updates on upcoming events are key.



Liz Barber
Group Director of Finance and
Regulation, Kelda Group

What was your job at EY and when did you leave?

I was with EY for 23 years, having joined the firm as a graduate in the Leeds audit office. I made partner in 2001 and was Head of Audit for the north of England. I left EY to become Director of Finance and Regulation at Yorkshire Water in 2010.

What motivated you to become a member of the alumni council?

I was approached to join the council and thought it was a great opportunity. Having worked at EY for a number of years, I felt I had a strong connection to the firm and a very clear understanding of how it worked. I wanted to continue to add value where I could.

My particular interest as a council member is in finding ways to strengthen the link that EY has with its alumni. To help EY employees confidently reach out and ask for help. Within the alumni community there is a wealth of expertise and experience, I want to find ways to strengthen this connection.

How do you think the alumni programme is supporting EY's vision to build a better working world?

I think that the alumni programme is helping to build a better working world by strengthening the connections people have with one



Often in business it is about knowing the best person to contact for advice and help, and the alumni programme helps to achieve this.



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Outside of your role as an alumni council member, how do you stay connected with EY?

I am currently working with EY as part of my role as a member of The Prince's Accounting for Sustainability project. I was invited to join its prestigious CFO leadership network, and feel passionate about finding ways to embed sustainability into everyday business.

What would you like to see the EY alumni programme achieve?

I would like to see the alumni programme continue to develop its relationship with alumni. I think the programme also needs to better track the development of senior EY leavers to gain a clearer understanding of career progression, while maintaining a relationship.



James Dean
Non-executive Director

What was your role at EY and when did you leave?

I left in 2012 as a Partner in EY's Financial Services Organisation. Prior to this I was EY's Head of FS Audit.

What motivated you to become a member of the alumni council?

Being a council member is a great opportunity to put something back into EY and gives me another contact point with the firm and other alumni, which I value highly.

How did working at EY prepare you for your current roles as Chair of the Audit Committee at Liverpool Victoria, Chair of the Board at The Stafford Railway Building Society and Audit Chair of Rathbone Brothers?

EY is a respected player and having the firm on my CV certainly helped in securing these Non-Executive Director (NED) roles. Many years of attending audit committees certainly helps when you come to chair one! That said, what I most value from my experience at EY is the market and business knowledge I gained, which allows me to make a fuller contribution in my NED roles.

What do you enjoy most about these roles?

It is fantastic to be involved in businesses that have strong direction and genuinely want to give their customers good value and service. Along with the constant flow of new challenges, I particularly enjoy situations where I can add a point of view based on my previous experiences.

What are the implications of the recent regulatory changes on your role as an Audit Committee Chair?

There is much regulation and severe regulatory change to deal with when you work in financial services. It can be onerous and creates the added challenge of ensuring board time is not dominated by these demands and that we stay focused on running a strong business.

Outside of your role as an alumni council member, how do you stay connected with EY?

I see the account partners fairly regularly, attend various NED events and pop in to see old colleagues from time to time. Alumni events are excellent too. Well run and well attended.



Being a council member is a great opportunity to put something back into EY.





Experience to last a lifetime



Mike Cullen, former Global Managing Partner for Talent, on putting together EY's defining global strategy, how he maintained a work-life balance at the firm and imparting his knowledge to students.

When and why did you join the firm?

I joined EY as a partner in financial services in 1992 from PwC. I remember people there saying to me, "Mike, where is EY in the field of financial services consulting compared to us?" I said, "The answer is nowhere, but I'm going to change that." It was all about the opportunity. What finally made up my mind was a cultural issue. When I turned up to present my business case, I was brought coffee in a mug, and when I looked down the table, everyone had coffee in a mug. If the meeting had taken place at PwC, everybody would have been drinking out of china cups. That for me was the difference between the two firms in a nutshell.

You were one of the few people in EY's consulting business who stayed behind when it was sold off. Why was that?

I was on the UK Executive in May 2000 – so I wasn't technically in the consulting side of the business when that division was sold. Under the terms of the deal, we would not be in management consulting for five years, and we all knew that we would need someone to write the new UK and global strategy for the firm. That person would also plan for our re-entry into broader advisory services. I was asked to stay to help with that, so I did. In 2000 we wanted to grow the global firm from US\$8.2bn in 2000 to a US\$20bn business by 2006. People

were sceptical, but now we feel that, as part of Vision 2020, we can make it a US\$50bn business.

Having held so many high-profile roles at EY, how did you strike a good work-life balance?

People often ask me about how I manage my work-life balance and I always tell them about the picture I wasn't in. When my daughter was four or five, she drew a stick drawing of the family, but there was no sign of me. I asked her where I was and she said, "You were at work!" People have their own priorities, but my rule was always to be home at weekends.

What are you up to now?

Having worked with the Harvard faculty while at EY, I've always wanted to teach and research at major business schools. The two universities in the UK that have professional services specialisms are Cass Business School at City University London and The Judge and Møller PSFG in Cambridge. I was invited to be a Visiting Professor in Management at Cass Business School. I've always loved working with and helping develop people at EY, so these teaching and research roles are perfect for me.

People were sceptical, but now we feel that, as part of Vision 2020, we can make it a US\$50bn business.



From EY to entrepreneur



Nicholas Phan,
EY alumnus and
founder of Biju
Bubble Tea.



My time working at EY taught me the importance of critical thinking and the ability to challenge.



How did you come to join EY and begin your career?

I went to university in Bristol and in 2010 chose EY's graduate Advisory Consultant Programme (ACP) to start my career. During careers fairs and recruitment events, EY always stood out to me because of its friendly and approachable culture. When I completed the ACP, I was promoted to Senior Consultant, specialising in operations and customer consulting in the Asset Management industry.

How did you come up with your idea for Biju Bubble Tea?

Bubble Tea has existed in Taiwan since the early 1980s and I noticed that it was starting to become popular in the UK. I had grown up drinking Bubble Tea from a young age, but I knew I could massively improve what was being offered.



My time at EY proved invaluable as it taught me a consulting, analytical approach to business and really helped me to quickly assess what I needed to do.



Biju Bubble Tea is different because it is made from fresh organic milk. We're also the only bubble tea in the UK to serve freshly brewed tea, not pre-brewed. By using natural flavours, avoiding chemicals and artificial sugars, Biju Bubble Tea tastes a whole lot better.

How did you develop your product?

I looked at the entire bubble tea experience - from the menus and shop environment to the overall quality of the tea. My time at EY proved invaluable as it taught me a consulting, analytical approach to business and really helped me to quickly assess what I needed to do.

I started with the product itself, the drink, and identified what was wrong

and how it could be improved. People, including myself, are a lot more conscious of what goes in our bodies, so it was important to make the drink as fresh and natural as possible, while still being delicious.

How are you building a better working world?

We are far more transparent than other bubble tea brands about what goes into our drinks. Part of the reason undoubtedly is because we're proud of the ingredients we use and our processes. The decision to use fresh British organic milk is not just rooted in trying to provide the best and most natural bubble tea, it's also economically and environmentally more sustainable.

What is your favourite saying?

Don't believe everything that you hear. My time working at EY taught me the importance of critical thinking and the ability to challenge.



I've always been very business minded, and for many years I maintained a spreadsheet of business ideas. I just needed to do it! I was very happy working at EY, but I was itching for a big new challenge.



Biju Bubble Tea

To find out more about Biju Bubble Tea, visit the [website](#)

[Click here](#) to connect with Nicholas.

Have you started a business since leaving EY? Share your story. Contact us at eyalumni@uk.ey.com



Going the distance

Being treated for back trouble at the age of 58 pushed John Harley, former EY partner, to take up marathon running and discover a hidden talent.

He has a personal best of 3 hours 4 minutes – recorded in Chicago two years ago when he was 61 – and is regularly breaking over-55 records at his local running club.

John was prompted to get in shape by the relentless demands of his flying schedule as EY's Global Vice Chair with responsibility for the firm's client strategy. But it was when he was being treated for a spot of

back trouble that the idea of running a marathon first entered his head. "I went to a personal trainer who helped me strengthen my core and, because I have a slight curvature in my back, he said: 'On no account ever run a marathon.' Being me, that was like a red rag to a bull."

John's opportunity came in 2010 when he was back in London running the Global Private Equity Group for EY. A group of private equity houses was putting together a team of 250 to run the original marathon course in Athens to mark the 2,500th anniversary of Pheidippides' epic run to take the news of the Greeks' victory over the Persians back to Athens. "It was a great chance for EY to get involved with the private equity community and we had terrific support from the firm and from clients. We raised just under €50,000 for Unicef, which was pretty amazing.

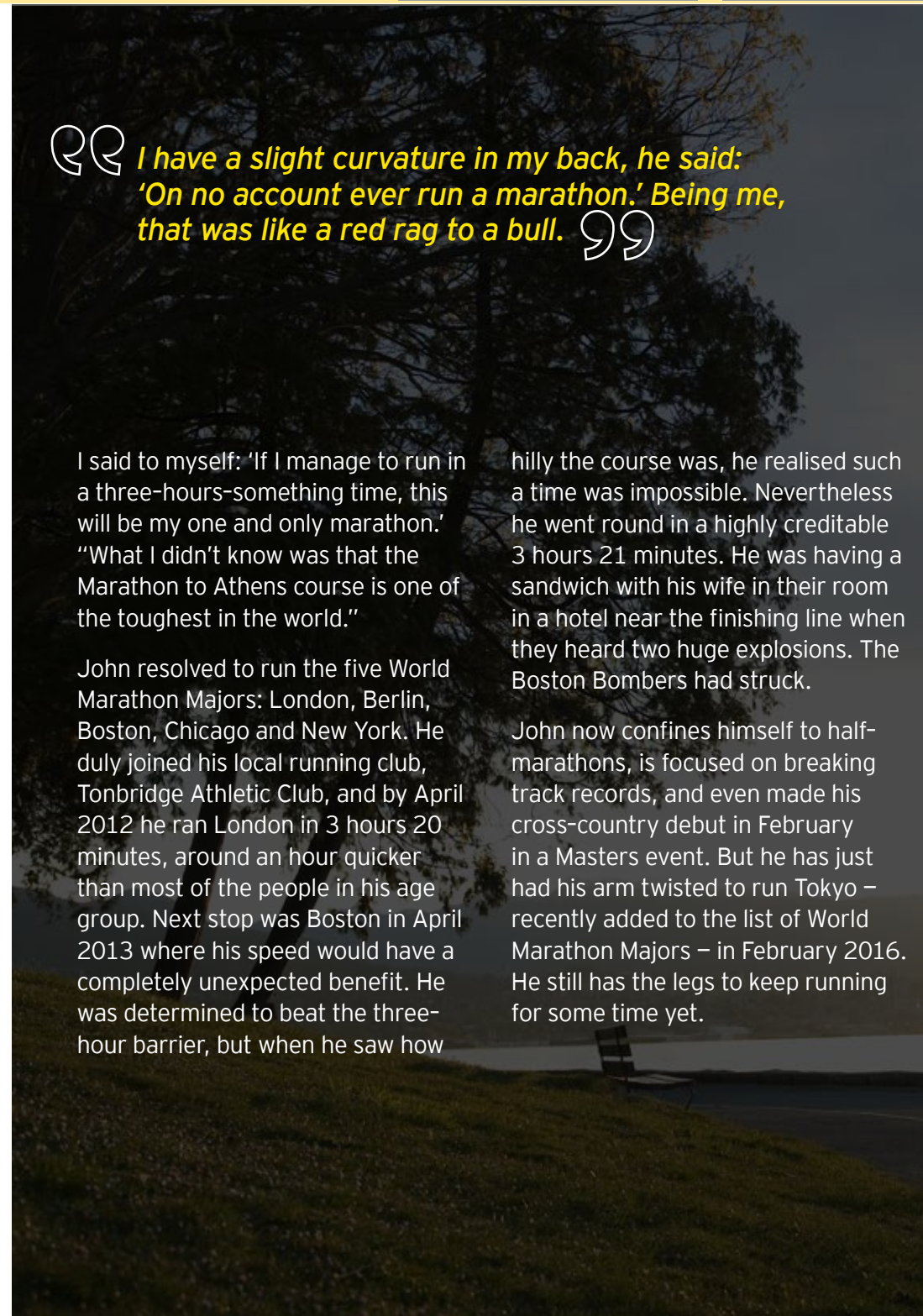
I have a slight curvature in my back, he said: 'On no account ever run a marathon.' Being me, that was like a red rag to a bull.

I said to myself: 'If I manage to run in a three-hours-something time, this will be my one and only marathon.' "What I didn't know was that the Marathon to Athens course is one of the toughest in the world."

John resolved to run the five World Marathon Majors: London, Berlin, Boston, Chicago and New York. He duly joined his local running club, Tonbridge Athletic Club, and by April 2012 he ran London in 3 hours 20 minutes, around an hour quicker than most of the people in his age group. Next stop was Boston in April 2013 where his speed would have a completely unexpected benefit. He was determined to beat the three-hour barrier, but when he saw how

hilly the course was, he realised such a time was impossible. Nevertheless he went round in a highly creditable 3 hours 21 minutes. He was having a sandwich with his wife in their room in a hotel near the finishing line when they heard two huge explosions. The Boston Bombers had struck.

John now confines himself to half-marathons, is focused on breaking track records, and even made his cross-country debut in February in a Masters event. But he has just had his arm twisted to run Tokyo – recently added to the list of World Marathon Majors – in February 2016. He still has the legs to keep running for some time yet.





Empowering women in business

“In order to get real traction with the leadership team, the network had to be relevant to the external marketplace and clients.”



Joanna Santinon, Tax Partner, shares how the EY Women’s Network continues to grow.

When tax partner Joanna Santinon volunteered to run a mentoring circle for the EY Women’s Network six years ago, she never envisioned taking over the entire project. At the time, the network had been established for eight months and was looking for a new EY sponsor. “When I was approached by the team, I told them they had the wrong person,” says Joanna. “I had never really attended women’s

networking events, so I didn’t see how I could be a credible sponsor for the EY Women’s Network. But the network had decided they needed a ‘cynic’, not a ‘convert’, so I was convinced to take on the role.”

Rapid growth

When Joanna became partner sponsor in 2009, the Women’s Network had around 1,400 members and had organised just one large-scale event, a few breakfasts and a handful of mentoring circles. Joanna’s commitment to giving the network a strong leadership team was one of the reasons she decided to get involved. For 12 months, she focused on building up what was then a team of three. “I reached out to the

partner group and asked them to put forward their most talented women for a variety of roles across the network,” she explains.

“We received about 25 nominations. We then held a meeting at which we talked about our vision for the network. I was very clear that, while this was a volunteer role, it needed to be done well and they had to have a passion for it. I asked them all to consider whether they had that passion. “I lost half of that group that week – but it was worth it. The dozen ladies we started with realised there was an opportunity for them to make a difference and build their own career at the same time.” There are now approximately 100 women running the various initiatives, with a core leadership team of eight.

Reaching out

Joanna recognised that, in order to get real traction with the leadership team, the network had to be relevant to the external marketplace and clients. This led to the creation of the EY FTSE Women’s Network, which meets regularly to discuss business issues. Approximately 70 female FTSE directors, executives and non-executives (including EY alumni) regularly attend these events, which are held every four months. The group is seen as market-leading and has been taken as the blueprint for a much broader programme across EMEIA.

Next steps

With the FTSE group growing so rapidly, Joanna is considering creating a further group for aspiring board members. Joanna is also to take the

campaign for equality to schools and encourage more girls to believe that they can achieve on a level playing field. Much has changed for the Women’s Network in the last six years, but Joanna’s commitment to driving it forward remains as firm as ever.

EY has been recognised for its role in promoting gender equality, recently winning the 30% Club’s 2015 Award for Social Inclusion.



Award-winning sustainability expertise



Rob Rosenberg, EY consultant, shares EY's sustainable business objectives.

Last year EY's Rob Rosenberg was shortlisted by 2degrees New Generation and became one of 2014's Top 25 under 25 sustainability professionals. The EMEIA FSO consultant reveals more about EY's sustainable business objectives and the excellent work the team are doing.

Teamwork

"Our team view sustainability by examining business impact on our clients, our people and our communities," says Rob. "We work with key stakeholders to improve the economic, social and environmental impact of financial services." Rob's team focuses on the material importance of sustainability to EY's FS clients - ranging from ESG integration investment portfolios, to the insurance industry's response on

climate change, and how alternative finance is disrupting the banking sector.

Achievements

The FSO Corporate Sustainability (CS) function is split into two working groups focused on a range of projects relating to CS operations and pro bono services.

The CS Operations team released its first digital sustainability report which showcases the inspiring work that EY people are doing to promote sustainable business practices.

On pro bono services, the [EY Vantage Program](#) drives social and economic value in emerging markets by acting as a catalyst for high-growth entrepreneurs. The programme provides EY managers and senior managers with the

opportunity to embark on six-week placements with entrepreneurs in developing markets. In FY14, EMEIA FSO donated 5,648 pro bono hours including both placements and virtual support.

Future

The team is working hard to make EY and our clients more sustainable. They are a leading example of how EY is truly building a better working world.



The team is working hard to make EY and our clients more sustainable.



To view the report, [click here](#).

FSO Corporate Sustainability Operations Lead, Nicola Ruane, has been nominated as one of WeAreTheCity.com's Top 50 female rising stars - making it into the top 10 in the banking category.

[Click here to read more.](#)



Partner Stories



Amber Mace, EY Tax Partner, tells us about her experience since becoming Partner.

What is your role at EY?

I've been at EY since 2006 and I am currently a partner in our International Tax Services team.

What did you do prior to joining EY?

I started my career at Andersen which then merged with Deloitte. I then spent a few years with Hanson PLC and they Barclays PLC, before joining EY.

What has your experience been like since being admitted into the partnership?

It's been a whirlwind of a first year. I've loved being out in the market working with my clients and my teams in EY. At times it has been overwhelming because of the volume of opportunities to get involved with. It is often difficult to work out

where to spend my time. And, every now and again, I'm struck by the reality that I'm a part-owner of EY, which makes me feel both proud and overwhelmed in equal measure!

What are your goals within the tax team?

I'm part of the leadership for an extremely talented tax team, so I want to make sure they are being given all the opportunities and direction that they need to achieve their goals and objectives. There's loads of change in the market at the moment with the global debate around international tax policy and the EU audit reform regulations resulting in a shift in audit status of many clients. I want to make sure we help our teams, and our clients, develop strategies to successfully navigate through these changes.

I've also initiated a network within my industry team of Technology Media and Telecomms called TMT Women and I want to make sure it becomes fully established this year. I've really enjoyed working with some great women to get it set up and make the first few events a success.



It's been a whirlwind of a first year. I've loved being out in the market working with my clients and my teams in EY.



Watch these Partner videos

Steve Varley

Chairman EY Regional Managing Partner UKI



Samantha Keen

EY Restructuring Partner



Sanjay Bhandari

EY Assurance Partner





Hot jobs

Insurance Audit Senior Manager London

Job Number: [LON0081M](#)

Requirements:

- ▶ Insurance Assurance (INS) UK is one of the largest business units within EY's EMEA Financial Services Practice. Principally based in London, with offices in Bristol, Edinburgh, Leeds and Manchester, we serve numerous clients headquartered in the UK, as well as some of our largest global accounts with a UK presence.
- ▶ Winning in the market and investing in our business brings opportunity for all of our people. We will provide continuous and market leading learning and development, the opportunity to diversify your portfolio and progress your career.

What you will need:

- ▶ Delivering external audit and assurance engagements in the Financial Services industry, ideally specialising in Insurance
- ▶ Experience of assurance / audit work either as an external auditor, internal auditor, forensic / financial remediation work or through controls reviews / initiatives.
- ▶ Identifying and converting business development opportunities with non-audit clients

For a full list of job vacancies and opportunities, [click here](#).

Hot jobs

Tax Technical Learning Manager

Job Number: [LON0080P](#)

We are looking for a talented Tax Technical Learning Manager (L3) with a strong working knowledge of UK Corporate Tax (CT) to join the Tax Talent Development team on a full time basis. The purpose of this role is to design, develop, facilitate and evaluate the technical learning and development needs of the UK tax practice, whilst having regard for the business priorities set by the firm and the tax service line.

Technical courses are run across England and Scotland and will therefore require some travel and periods away from home.

Core Responsibilities:

- ▶ Contribute to the Accelerated Corporate Tax Development (ACTD) programme which is delivered to our graduate and school leaver intake in their initial three to five years with EY
- ▶ Contribute to the design, development and facilitation of the CT core curriculum course material to a high technical standard whilst addressing any feedback received. Able to deliver material to experienced hire population.
- ▶ Provide presentations, facilitate courses and programmes and engage in coaching via one to one, small group or via virtual classrooms settings
- ▶ Sound experience of delivery of course material whilst adopting a variety of delivery methods. These may include facilitation, coaching and mentoring, case studies, web based learning, group discussion and action learning sets, all to support on the job learning
- ▶ Actively work with the Tax Talent Development team to deliver blended learning programmes to integrate virtual learning and self-study elements into existing classroom based courses.
- ▶ Review and provide feedback on courses as part of our commitment to quality and process improvement
- ▶ Work with course project managers to ensure high quality deployment of Technical learning in line with the UK&I target operating model and ensure it is applied consistently
- ▶ Responsibility for building and maintaining strong relationships with the tax practice. For example, with EMEA and Global Learning teams, Resourcing, Operations, Learning Champions, Q&RM/PPD, Subject Matter Experts, People Leaders or External learning providers

For a full list of job vacancies and opportunities, [click here](#).



Hot jobs

UK&I Brand Imperative Programme Lead - 6 month secondment - London

Job Number: - [LON008AI](#)

The Brand Imperative is one of the three UK&I V2020 strategic priorities, and aims to build the most distinctive brand in the market. The work of the Brand Imperative started 18 months ago with a clearly defined objective to make all EY people brand ambassadors, and to make a significant impact on our brand in UK&I – both internally and externally. It has been visible at all levels of the firm, including Steve Varley, the UK&I Regional Leadership and Global Head of Brand. We are now in the “Activation” stage of the initiative – providing a platform for engagement amongst EY employees to build the brand from the inside out.

The next stage will involve embedding the changes that have come out of the design and activation stages. This includes planning for and enabling delivery, and helping the business sustain the change.

Role Responsibilities

- ▶ In your role as an UK&I Brand Imperative Programme Lead you will have responsibility for:
- ▶ Proactively identify and create opportunities to engage Partners and client teams across UK&I, including but not limited to Counselling Families, Partner Roadshows, ELT etc.
- ▶ Coordinate and own/facilitate the three taskforces to embed and sustain the change: (1) Brand, Marketing & Communications, (2) Business Development; and (3) Talent
- ▶ Working with the Managing Partner Commercial and UK&I BMC Director to prepare monthly updates for the UK&I Leadership team (RLT) including updates, progress reports, etc.
- ▶ Own the Brand Imperative steering committee, which consists of Senior Partners from across all Service Lines: agree agenda with the Managing Partner Commercial and UK&I BMC Director, keep people updated, development of session materials, and take responsibility for any follow up actions

For a full list of job vacancies and opportunities, [click here](#).

Refer a friend



Unlock the power of your network

As EY alumni you know what it takes to be successful at EY, and the characteristics and capabilities we look for in our people. If you know someone you believe would thrive at EY and be a great asset to the firm, make a referral. It's easy to do, and we will recognise any successful recommendation you make with a financial reward. The process is simple.

1. View our list of **current vacancies** (available on the portal - see the [Job Opportunities section](#))
2. Submit **your referee's details** by completing our '[expression of interest form](#)' (Attach a CV if you have one) .

If you have any questions, please contact us at eyalumni@uk.ey.com.

Referral payments will be made two months following your referee's start date provided all eligibility criteria are met.

You could be entitled to:

- ▶ £500 – School Leaver
- ▶ £1,500 – Level 1/Associate/ Advisor
- ▶ £2,500 – Level 2/Consultant/Executive
- ▶ £4,000 – Level 3/Assistant Director/Manager
- ▶ £4,000 – Level 4/Associate Director/Senior Manager
- ▶ £6,000 – Level 5/Director & above

For the full EY referral policy, including eligibility details, [click here](#).



Boomerang interview



Simon Etheridge shares his experiences returning to EY.

What is your current role?

I am Senior Manager in BCM Extended Assurance.

Where did you work previously and what was your role?

I worked at Barclays as Vice President in their Finance Change Management function.

What was your previous role at EY?

I started in Audit as a trainee and after qualifying, spent time in Finance Performance Improvement, before leaving as an Assistant Manager.

Did you stay connected to EY via the EY alumni network?

Yes. I attended most of the annual events and also kept in contact with a number of colleagues.

When did you re-join EY and what was it that enticed you back?

I re-joined in June 2014 and it was the chance to come back to a culture that I was familiar with and enjoyed. The opportunity I was given presented the exciting prospect of joining a new and growing part of the business, working on the types of engagements that are interesting to me and are a good fit for my future career aspirations.

What do you enjoy most about your current role?

Meeting many different clients and facing differing challenges. Within the first couple of months of coming back I had already met with five or six clients of differing size and complexity, each on very different topics. The breadth of issues in the industry gives real opportunity to find interesting niches to work in, with a growing practice giving the perfect platform to build our service offerings.

What has changed for you since returning to EY?

The often fluid nature of the work we do means that days are less of a routine. That has meant that my 7am gym sessions have started again, as you never know if you'll have time

later in the day! That being said, EY has always been a flexible place to work and in general I feel like I have better control over my work-life balance.

What advice would you give to alumni thinking about returning to EY?

If you think that the timing is right, use your networks in EY to find the role that best matches your career aspirations. The ambition of the firm, supported by some recent high profile wins, means that it is certainly a positive environment to be a part of.

Describe EY's culture in three words: Inclusive. Communicative. People-oriented.



If you think that the timing is right, use your networks in EY to find the role that best matches your career aspirations.



EY has always been a flexible place to work and in general I feel like I have better control over my work-life balance.





Meet an EY Olympian

Working at EY one day a week enables me to maintain a healthy balance mentally and gives me first-hand insight into how the skills I've learnt being an athlete can be transferred to business.



Kate Richardson-Walsh, Triple Olympian and Business Development Assistant Director, EY.

Can you tell us a little bit about your background prior to joining EY?

I am a full-time international hockey player and have represented my country over 330 times over the last 16 years. I have captained my country for 12 years and have won bronze medals at the World Cup in 2010 and the London 2012 Olympic Games. My previous work experience has always had to fit around my training and has therefore been reasonably varied in nature. I have worked in the brand department at Laureus, as a

marketing executive at Canterbury New Zealand, as a PR executive for Promote PR and lastly as a hockey coach.

How is your training for Rio 2016 coming along?

Training is going well. We have a squad of 32 currently training towards Rio. This summer we targeted the Olympic qualifying tournament, World League 3, as our major tournament of the year. The tournament took place in Valencia in June and I am delighted that we were one of the top four teams to qualify. We then have men's and women's European Championships at Lea Valley, our Olympic legacy venue, which will be a fantastic opportunity to play in front of a packed home crowd again.

How has working at EY enabled you to pursue your sporting and professional development ambitions?

It is important to acknowledge that our sporting dreams can be shattered and come to an abrupt halt at any point. We are helped to plan for this with the help of our English Institute of Sport lifestyle advisors. They help us get any relevant qualifications, take courses, gain valuable work experience and ensure we are interview ready. Working at EY one day a week enables me to maintain a healthy balance mentally and gives me first-hand insight into how the skills I've learnt being an athlete can be transferred to business.

How in your new role at EY are you helping to build a better working world?

I am bringing my experience of working in large, dynamic and ever evolving teams into an EY business context. The values I have forged from striving to be the best every day of my life, as a senior international hockey player, transfer well to the value systems already in place at EY.

What is your proudest moment?

My proudest moment is definitely winning an Olympic bronze medal at the London 2012 Games with the GB team. Standing in the stadium readying ourselves to face New Zealand in the bronze medal play-off game is one of the most evocative and powerful memories I hold. I remember everything about that

moment, standing on the side-line of the pitch before we stepped onto the field of play. The crowd and the games makers really spurred us on and in the end there really was only one way that game was going to go.

What is your favourite saying?

I love quotes and I have many around my house. However, my absolute favourite is "Feel the fear and do it anyway". I love this quote because by putting yourself in a position where you feel this intense fear means you have taken yourself out of your comfort zone. For me this indicates that you are in the right place, where few will tread and where excellence lives. You cannot make the fear go away, your nerves help you to realise the importance of what you're doing. Only then will you be prepared to do what it takes, however tough.



Knowledge centre

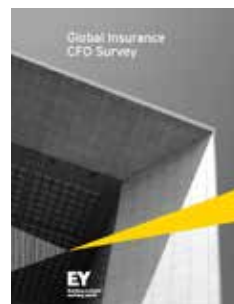
A snapshot of some of our latest pieces of thought leadership



EMEIA Financial Services Sustainability Report

Fostering sustainability in financial services is important to achieve long-term, stable and secure growth. EY's latest Sustainability Report is now live.

[Click here to read more about this publication](#)



Global Insurance CFO Survey

Delivering more value through performance measurement and improved decision support is the top priority for senior finance executives at global insurers over the next five years.

[Click here to read more about this publication](#)



The Way We Bank Now: World of Change

EY has partnered with the British Bankers Association (BBA) to showcase the current and future significance of digital technology in UK banking.

[Click here to read more about this publication](#)



Women. Fast forward.

Eighty more years – that's four generations – before women achieve gender parity in the workforce, closing the 60% gender gap for economic participation and opportunity worldwide will mean greater economic prosperity for everyone.

[Click here to read more about this publication](#)



EY ITEM Club summer forecast

The EY ITEM Club summer forecast predicts that companies will respond positively to the Chancellor's challenge. Business investment is expected to accelerate to 7.4% in 2016, from 5.1% this year, and 7.1% in 2017. An improvement in the UK's overseas investment income and exports of services will also provide some of the room needed for the Chancellor's budget surplus and help to rebalance the economy away from the consumer spending-led growth of this year.

[Read EY ITEM Club here](#) [Read FS ITEM Club here](#)



Work-life challenges across generations

An EY global survey of full-time workers in eight countries found that one third say that managing work-life has become more difficult, with younger generations and parents hit hardest.

[Click here to read more about this publication](#)



2015 UK attractiveness survey

The UK is winning the global race and remains the most attractive location in Europe for international investors.

[Click here to read more about this publication](#)



Speciality journal: Insights into a changing market

In this issue we take a look at the recent M&A deals taking place and how post-merger integration is key to making these mergers a success.

[Click here to read more about this publication](#)



Summer Budget report

The Summer Budget saw reforms to the corporate tax system, banking taxation and the income tax system. We even saw changes to some forgotten taxes like Vehicle Excise Duty and Insurance Premium Tax.

[Click here to read the Summer Budget analysis](#)



EY awards

Read about the firm's latest **achievements**



Stonewall recognises EY's commitment to diversity and inclusiveness in their inaugural 'Star Performer' list.



EY has been named the most influential brand on LinkedIn in the UK .



EY has been named the number one employer in professional services by business students in the European Most Attractive Employer student survey conducted by Universum.



EY was named 14th of the 'Top 25 Best Big Companies to work for' in the UK by the Sunday Times - the highest place of the Big 4 accountancy firms in the UK.



EY was named 2015 winner of Business in the Community's Inclusive Culture Award for its Inclusive Leadership Programme. The programme aims to challenge thoughts and behaviours around inclusion and helps EY build high-performing teams.

My Future. Now

Do you know a school leaver who is considering their options after school or college?

EY wants to help them get the best possible start to a **career**.



EY school leaver programme

Applications for the EY school leaver programme 2016 now open!

Do you know a young person considering university or the alternatives? Watch our YouTube video featuring three school leavers at EY to see why they chose an alternative to university.

You can find out more about the programme [here](#).





Alumni events

June 30, 2015 - Royal Academy Summer Exhibition EY Alumni Arts Club private view



May 6, 2015 - Financial Services annual alumni reception



June 9, 2015 - Reading summer alumni reception



April 16, 2015 - UKI annual alumni reception





Contact us

Stay part of something special. Stay connected.

We want to hear from you. The EY alumni programme is a mutually beneficial relationship, allowing alumni to continue to build on the legacy they created at EY and helping EY to continue to deliver on our promise to build a better working world.

What would you like to see from the EY Alumni Network?

Your opinion and feedback is important to us as it helps us ensure the EY Alumni Network includes relevant features that you find insightful. Let us know if you have any thoughts or ideas about how we could develop your alumni network.

Do you have any alumni council topic suggestions?

If you have any ideas or suggestions which you would like to be considered for discussion at the next alumni council meeting please contact us.

Would you like to share your story?

We are always interested in hearing what you are up to. If you have a story you would like to share with your EY network please get in touch.

Contact us

Email us on eyalumni@uk.ey.com

Visit the [alumni portal](#)

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The better the world works.



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