

## **Discovery Internship – Commercial Consulting**

Join our select group of Deloitte Discovery interns, and you'll get an inside look at what it's really like to work for a professional services organization.

The Discovery Internship is open to all eligible freshman and sophomore students. Because of our desire to have a diverse slate of candidates, students who identify as a member of either traditionally underrepresented racial and ethnic minority groups within the professional services industry (Black or African-American, Hispanic or Latinx, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, or two or more races), are encouraged to apply.

### **Work you'll do**

Throughout the course of the internship, interns are assigned to one or more client projects where they will receive mentorship and support to help their success on the engagement. Beyond exposure to “real life” projects, the internship also delivers a variety of national and local learning and networking events. In addition, throughout the internship there are ongoing learning events such as lunch and learns, industry/service line spotlights, and regularly scheduled training offerings designed to help our interns develop technical and client service skills. The interns will understand first-hand what a career with Deloitte is like and have the opportunity to build a cross-functional professional network. Additional social activities are planned throughout the internship period to provide opportunity to network with Deloitte professionals.

Interns are expected to adapt to change, and demonstrate strong interpersonal and communication skills, creativity, and self-confidence. Interns must be team-oriented and able to work collaboratively. Interns are expected to demonstrate leadership qualities and potential.

### **How you'll grow**

Each intern is assigned a mentorship team, including a counselor and onboarding advisor, to help offer guidance throughout the course of the internship. The counselor, typically a manager or senior manager, offers career guidance and feedback. The onboarding advisor is a peer level “buddy” to help answer questions and offer insight into how to make the most of the internship experience.

Additional mentors, both formal and informal, will be identified during the internship. These mentor relationships can carry over into the future and offer a great way to stay connected to Deloitte while back at school.

There will be formal goal-setting and evaluation process throughout the internship. Depending on performance and other factors, Discovery interns may have the opportunity to receive a subsequent internship opportunity at Deloitte. Freshman interns may have the opportunity to continue in the Discovery program through their sophomore summer. Sophomore interns have the opportunity to receive a client service internship offer at the conclusion of the Discovery Internship Experience.

### **Qualifications**

- Sophomore standing in a four-year institution pursuing a Bachelor's degree in a business, accounting, economics, STEM or related field
- Strong academic credentials (preferred minimum GPA of a 3.2 at the end of the academic year) • Successfully manage strong academics with extracurricular activities
- Applicants must be legally authorized to work in the United States without the need for employer sponsorship, now or at any time in the future.

### **Who you'll meet**

During the internship program, you'll meet and work side by side with many talented Deloitte professionals from Audit & Assurance, Consulting, Risk & Financial Advisory, and Tax.

### **Recruiting tips**

From developing a stand-out resume to putting your best foot forward in the interview, we want you to feel prepared and confident as you explore opportunities at Deloitte. [Check out recruiting tips from Deloitte recruiters.](#)

### **Benefits**

At Deloitte, we know that great people make a great organization. We value our people and offer employees a broad range of benefits. [Learn more about what working at Deloitte can mean for you.](#)

### **Our people and culture**

Our diverse, equitable, and inclusive culture empowers our people to be who they are, contribute their unique perspectives, and make a difference individually and collectively. It enables us to leverage different ideas and perspectives, and bring more creativity and innovation to help solve our client most complex challenges. This makes Deloitte one of the most rewarding places to work. [Learn more about our inclusive culture.](#)

### **Professional development**

From entry-level employees to senior leaders, we believe there's always room to learn. We offer opportunities to build new skills, take on leadership opportunities and connect and grow through mentorship. From on-the-job learning experiences to formal development programs, our professionals have a variety of opportunities to continue to grow throughout their career. [Learn more about our commitment to developing our people.](#)

<https://apply.deloitte.com/careers/InviteToApply?jobId=43186&source=Campus+career+center&tags=keissmith%40deloitte.com>

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