

At Duff & Phelps, we value constant growth and understand learning does not end when you receive your degree. As a new member of our team, you will be provided with the resources you need to get started on the right foot and build a successful career with Duff & Phelps.

**D&P University** is an intensive training program that takes place each summer for new hires across the globe. This program provides the necessary training to put your education into action, as well as the opportunity to meet and network with peers across the globe.

**Career Advisors** are a key component to the success of all hires. As a new hire – intern or full-time – you will be assigned an Advisor, and work with them to create a career path that is best for you.

**Professional Certifications** such as CFA and CPA are highly encouraged, while others – including FINRA and Certified General Appraisal License – are required for certain services lines. Reimbursement for courses, exam fees, study materials and licensing fees is provided for those seeking such certifications.

At Duff & Phelps, you'll find a world of professional opportunity and an unrelenting focus on growing our most valuable asset – our people.

The work we do depends on diverse and engaged teams. Individuals with unique perspectives and different backgrounds. Professionals who are empowered to do what's best for our clients, our company and their own careers. Our Network of Women (NOW) is just one of the many ways we're making this possible – along with a range of other initiatives that deliver powerful resources and support, and strengthen diversity across the entire organization.

## Employee Testimonials

*I started a great journey with Duff & Phelps this year as an Analyst in Valuation Advisory team. Even if I have done some preparation, the job still surprises me with large exposure to different industries and frequent communication with various parties. However I didn't panic because everyone in my team offers strong support and my seniors are very patient to coach me through the challenges. As I am going to attend the DPU training in the US, I become more and more excited about my future journey in Duff & Phelps where I will gradually grow to be a professional. It is a place where you could feel your growth at the speed you want and your value can be seen by people.*

**–Penny Pan, Analyst, Valuation Services, Hong Kong**

*Duff & Phelps is a globally reputable organization in the financial advisory space. I got to know Duff & Phelps at a career fair during my exchange study in Boston. I was impressed by Duff & Phelps' open culture and diversity. Here is a place where provides unlimited opportunities for everyone to grow the professional career. It is crucial to actively learn new things from various projects. As a fresh graduate I have been working on a wide range of projects. I realized there is plenty to learn beyond the workplace. My favorite part is the role's dynamic nature where I could get sufficient exposure from various projects and apply multifaceted skills.*

**–Violet Yang, Analyst, Transfer Pricing, Singapore**

*Working in a professional organization would be tough initially, especially if you just graduated and have gotten your first full-time job. However, I have learnt that at the early stage of career, enthusiasm, patience and resilience are crucial qualities to have. My first year at Duff & Phelps has been hectic but extremely rewarding. My favorite part is essentially the client exposure and industrial knowledge that I have gained at work. It brought what I had learned at university to real life situations and gave me a clear view to what I am aiming toward my career goals. Meeting clients from various industries has developed my business awareness and understanding of different industry sectors. All of which I am sure will be tremendously valuable for my professional development.*

**–Linh Dang, Analyst, Transfer Pricing, Hanoi**

# DUFF & PHELPS

Protect, Restore and Maximise Value



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# DUFF & PHELPS

As the global advisor that protects, restores and maximises value for clients in the areas of valuation, compliance risk management, corporate finance, disputes, transfer pricing, compliance consulting, taxation, and other governance-related issues, we offer opportunities to students seeking internships or full-time positions. Whether you enjoy running complex valuations or developing pitch books for M&A deals, there's sure to be a position that matches your skills and interests and supports your goals. Duff & Phelps is a great place to start and grow your career.

## Some things can't be bought, sold or traded.

Clients have relied on Duff & Phelps to help protect these fundamental ideals for nearly a century. We deliver objective advice in the areas of valuation, dispute consulting, M&A, real estate, restructuring, and compliance and regulatory consulting. Balancing proven technical skills with deep industry expertise, we help our clients address their most complex financial and business needs.

That's where **YOU** come in – provided you're incisive, entrepreneurial and up for a challenge. We offer an environment where your talent and perspective matter – where you can make a real impact.

Join our team and together, we will protect, restore and maximise value to your career.



Over **3500** employees in more than **70** offices and affiliates worldwide including:

### The Americas

Addison	Los Angeles	St. Louis
Atlanta	Mexico City	Stamford
Austin	Miami	Toronto
Boston	Milwaukee	Washington D.C.
Cayman Islands	Minneapolis	
Chicago	Morristown	
Dallas	New York	
Denver	Philadelphia	
Detroit	Salem	
Ellensburg	San Francisco	
Houston	Sao Paolo	
Libertyville	Seattle	
Lisle	Silicon Valley	

### Europe and Middle East

Abu Dhabi	Madrid
Agrate Brianza	Manchester
Amsterdam	Milan
Barcelona	Munich
Berlin	Padua
Bilbao	Paris
Birmingham	Pesaro
Channel Islands	Porto
Dublin	Rome
Frankfurt	Turin
Lisbon	Warsaw
London	
Longford	
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### Asia Pacific

Bangalore
Beijing
Brisbane
Guangzhou
Hanoi
Hong Kong
Mumbai
New Delhi
Shanghai
Shenzhen
Singapore
Sydney
Taipei
Tokyo

## Where do YOU fit?

### Complex Securities

Majors: Quantitative, Master of Financial Engineering Preferred

### Compliance Consulting

Majors: All Considered, Business Majors Preferred

### Corporate Finance

Majors: Accounting, Finance, Business Administration, Economics

### Cyber Security

Majors: All Considered, Business Majors Preferred

### Disputes

Majors: Accounting, Finance, Economics, Statistics, Business Administration, Management

### Machinery & Equipment

Majors: Engineering, Finance, Accounting, Economics, Computer Science

### Property Tax

Majors: Finance, Accounting, Economics, Engineering

### Real Estate Advisory Group

Majors: Finance, Accounting, Management, Business Administration, Economics, Real Estate Preferred

### Regulatory Tax

Majors: Economics, Business studies, Math etc.

### Strategic Value Advisory

Majors: Mathematics, Statistics, Quantitative Economics, Operations Research, Management Science, Physics

### Transaction Advisory Services

Majors: Accounting, Business Administration with Accounting Concentration

### Transfer Pricing

Majors: Economics, Finance, Business Administration, Management

### Valuation Services

Majors: Finance, Accounting, Economics, Business Administration