Future Partner Cultivation Plan—Graduates Recruitment
未来合伙人培养计划——应届毕业生招聘

*IT Auditing and
Consultation Service*

IT审计和咨询团队

BDO 立信

关于立信会计师事务所

立信会计师事务所（以下简称立信）由中国会计泰斗潘序伦博士于 1927 年在上海创建，是中国最早建立的和最有影响的会计师事务所之一。截至 2017 年 10 月，立信现有从业人员 1 万余名，其中执业注册会计师2132名。在专业技术层面，立信不仅拥有一大批业务骨干和技术专家，同时还成立了由来自国资委、财政部、证监会、证券交易所、国务院发展中心、中国注册会计师协会、立信会计学院、国家重点院校等几十位专家组成的立信专家委员会，从宏观、微观方面对财务、审计实务中的疑难杂症进行战略研讨和技术分析。

Established by Mr. Shu Lun Pan in Shanghai in 1927, BDO China Shu Lun Pan Certified Public Accountants LLP (hereinafter referred as "BDO China" for short) is the oldest and one of the most influential accounting firms in China. By October, 2017, there have been more than 10,000 employees and 2,132 certified public accountants in BDO China. In terms of professional skills, on the one hand, BDO China has a group of business professionals and skillful experts. On the other hand, a BDO China Committee of Experts consisting of several dozens of experts from State-owned Assets Supervision and Administration Commission, the Ministry of Finance, China Securities Regulatory Commission, Stock Exchange, Development Research Center of the State Council, Chinese Institute of Certified Public Accountants, BDO China University of Accounting and Finance, and national key universities. From both the macroscopic and microscopic perspective, strategies and techniques to deal with the difficulties in practical accounting and auditing process have been discussed.

BDO 国际是全球最大的跨国会计和咨询服务网络之一。BDO 成立已经超过 50 载，在全球 144 个国家有超过 1,200 个办公地点，员工近 55,000 人，一直以来为客户提供高水准、高效率的专业服务。2009 年 1 月立信会计师事务所管理有限公司在北京与 BDO 国际签署合作协议，自此立信成为 BDO 国际国内的唯一成员所。

BDO International is the one of the largest transnational accounting and consultation service networks in the world with a history of more than 50 years. Now, BDO has 1,200 offices all over 144 countries in the world and 55,000 employees. Its principle is to provide the clients with high-level, efficient and professional services. In January, 2009, Lixin Accounting Firm Management Co., Ltd. signed cooperation contract with BDO International in Beijing and Lixin CPA firm officially became the only member of BDO International in China.

立信在上海和各大区建立了 7 个区域总部，并在全国 31 个城市和地区建立了分所或办事机构，已初步实现覆盖全国的服务网络，能够充分利用当地的资源为跨地区经营的大型公司及下属企业提供本土化、特色化的服务。

BDO China has established 7 regional headquarters in China. Also, branch offices and organizations have been set up in 31 cities of China. Basically, our service can cover the whole China. And we are capable of taking good use of local resources to provide customized and localized service for trans-regional and large-scale companies, as well as their subordinate companies.

目前立信服务的客户数量超过 5000 余家，其中国内上市公司 376 家，大型央企、各类集团公司客户 200 余家，外商投资企业 2000 余家。

At present, BDO China serves over 5000 companies, among which there are 376 domestic listed companies, over 200 large-scale central enterprises and different group companies, and over 2000 foreign-funded enterprises.

在 2017 年中国国内 IPO 审计和上市公司审计数量的会计师事务所排行榜中，立信都是稳居全国第一。

In 2017, BDO China has ranked Number One in China for auditing the most IPO companies and listed companies in China.

bdo.com.cn

recruitment

信息系统鉴证与咨询服务团队，是立信会计师事务所（特殊普通合伙）全国一级部门。我们为立信总部 40 多个业务部门以及全国 30 多家分所的全国客户提供信息系统审计和咨询服务。我们也和美国、德国、法国、英国、意大利、澳大利亚等国的 BDO 办公室合作，为中国客户在国外上市以及在中国开展业务的国外企业提供信息系统风险控制相关的服务。

Team Introduction
团队介绍

Information system authentication and consultation service team is a national department of BDO China. We provide information system auditing and consultation service for the clients from over 40 departments of BDO headquarter and the domestic clients from over 30 branches of BDO China. Also, we cooperate with the BDO offices in many other countries including the United States, Germany, France, England, Italy, Australia and so on. Together with them, we help Chinese customers with matters concerning overseas company listing and help foreign enterprises which have business in China with information system risk control.

我们的服务范围包括但不限于：常规 IT 审计、ERP 审计和咨询、ERP 上线后评估、信息安全审计、数据安全成熟度咨询、大数据分析、IT 全面风险管理、计算机司法鉴证、企业内部控制咨询、企业全面风险管理、网络安全法实施咨询等。

Our scope of service includes but is not limited to: IT accounting for financial accounting, ERP auditing and consultation, ERP evaluation, information safety auditing, data safety and maturity consultation, big data analytics, IT risk management, computer judicial authentication, internal control and consultation of enterprise, enterprise all-round risk management, cyber safety law implementation and consultation, etc.

Why Joining Us?
为什么加入我们？

高端的工作平台 High-end working platforms

我们为中国优秀的上市公司和 IPO 企业服务，日常工作中同客户的中高级管理层交流和工作，包括企业董事长、CEO、CFO、CIO、财务经理、IT 经理等。我们工作中 80% 的时间在同业内外精英合作，20% 的时间用于在计算机上进行操作。在从业两三年后，团队成员的沟通能力、管理能力、团队协作能力、书写能力等软技能都会得到快速提高，达到一名成熟的IT 审计师的水平。

如果加入我们，您不需要精通 java、C++、C# 等编程语言，也不需要深入研究各种复杂的算法。我们培养的是同时具有财务、审计、管理、系统、数据分析等全面技能的复合型人才。

We serve outstanding listed companies and IPO enterprises in China. During daily work, we will communicate and work with the medium and high level management from the clients, such as chairman of the board, CEO, CFO, CIO, Financial Manager, IT Manager, and so on. 80% of our time will be spent cooperating with elites of the industry from both home and abroad, while the rest 20% will be spent using computers. After two or three years, the team members will see much improvement in their ability in communication, management, team leading, writing and other skills. As a result, they will become qualified and mature IT auditors.

We don't need the team members to be proficient in java, C++, C+, C# and other programming languages. Nor will we need team member to spend much time on studying all kinds of complicated and advanced algorithms. What we're trying to cultivating is the inter-discipline talent who master skills in various areas including finance, auditing, management, system, data analysis, etc.

全面的发展方向 All-round development directions

在我们的工作中，团队成员可以了解和熟悉银行业、保险业、证券业、游戏产业、电子商务企业、教育培训业、广告业、零售业、服务业、制造业等所有主流行业的业务流程、风险特征、审计方法和数据特点，也可以了解和熟悉 SAP ERP、Oracle ERP、用友 ERP、金蝶 ERP 等主流 ERP 产品，Linux、Unix、Windows Server 等主流操作系统，Oracle、DB2、SQL Server 等主流数据库系统等操作方法、实现机制、控制方法和测试要点。

The team members can know about and get familiar with the business procedures, risk features, auditing methods, and data characteristics in various industries including: banking, insurance, security, gaming, e-business, education, advertising, retail, service, manufacture and other mainstream industries. Also, the term members will know about and get familiar with the common ERP products, such as SAP ERP, Oracle ERP, UFIDA ERP, Kingdee ERP, and popular operating systems including Linux, Unix, Windows Server, as well as the operation methods, mechanism, control and test key points of mainstream database system such as Oracle, DB2, SQL Server, etc.

在我们的团队，团队成员可以自由免费考取中国注册会计师（CPA）、美国注册会计师（AICPA）、注册信息系统审计师（CISA）、注册内部审计师（CIA）、注册信息系统安全专家（CISSP）、Encase 认证调查员（ENCE）、Relativity 认证管理员（RCA，Relativity Certified Administrator）、Cobit 5 专家、ITIL 认证专家等。

Our team members can apply for certificates or participate related examinations for free: CPA, AICPA, CISA, CIA, CISSP, ENCE, Relativity Certified Administrator (RCA), Cobit 5 Expert, ITIL Certified Expert, etc.

良好的行业前景 Promising industry prospects

随着国内外企业信息化程度越来越高，整个审计行业也将面临重大变革，IT审计在财务审计工作中的重要性日益增强，IT审计和咨询行业的市场也越来越大。此外，由于互联网企业以及其他严重依赖信息系统等企业都在纷纷进入资本市场，这些企业IPO过程中监管部门越来越关注信息系统中数据等真实性、准确性、完整性，也大大拓展了IT审计行业的市场。在可以预见的将来，传统审计方式将慢慢被淘汰，依赖信息系统相关控制以及大数据分析等手段来提高财务审计工作效率，提高审计质量，降低审计风险的趋势会越来越明显。IT审计行业将得到迅速的井喷式的发展。

The auditing industry is witnessing a major change as the informatization of both domestic and foreign enterprises is more and more developed. IT auditing has become more and more significant in financial auditing processes. The market for IT auditing and consultation has become larger and larger . Besides, the Internet enterprises and other companies relying greatly on information system are all trying to go public. For these enterprises, during the IPO process, the supervising and regulatory departments and organizations are paying more attention to whether the data in the information system is true, accurate and complete. This has shown that the market for IT auditing industry is very large . It can be predicted that in the near future, traditional auditing ways will be gradually replaced by novel ones. Information system and big data analytics can be applied to improve the efficiency and quality of financial auditing, and to lower possible auditing risks. IT auditing industry will witness extremely rapid development.

工作和生活的平衡 Balance between work and life

我们实行弹性工作制，不需要朝九晚五坐班，不打卡，不按指纹，按照实际工作时间在系统中填报工时。按照结果导向原则进行部门管理，如果在家办公可以达到预期效果，我们提倡working at home。这样团队成员可以在工作和生活中找到合适的平衡点，生活、学习、工作、运动齐头并进。团队成员中有喜欢出差的同事，我们也会安排他们到全国各地去出差，周末可以自行安排旅游观光，欣赏祖国壮丽河山。每年也会有很多境外项目，可以使员工提高英语水平的同时更具国际视野。
我们项目出差的所有住宿、餐饮和交通费用都不需要个人承担。

Our work hours will be very flexible. The employees don't have to work from 9:00 to 17:00 in the office. There will be no clock in, no records of prints. The employees can report their actual working time in the project management system. Management will be carried-out in a result-oriented manner. If the employees can finish the tasks as expected at home, it will be encouraged. In such a team, the members will find balance between work and life. Life, study, work and sports can be balanced well. For those team members who enjoy business trips, we will also arrange business trips for them. On the weekends, they can arrange their time as they like for travelling or sightseeing. Every year, there will be many overseas projects. The employees will have the chance to improve their English and gain an international horizon at the same time.

All costs occurred in the business trips, including accommodation, food, and transportation and so on, will be borne by the company.

清晰的职业路径 Clear career development path

我们为员工制定了清晰的职业发展道路和薪酬分配机制。员工三个月试用期满时级别即可定为 A1（Associate 1），每年上升一个级别，分别为 A2，S1，S2，S3，PM1，PM2，BM1，BM2，BM3，SM1，SM2，其中管理能力和市场能力突出者，

还会提升为事务所的合伙人。随着级别的提升，员工的薪酬和福利业随之上涨，每年提升的薪酬比例最高可达 30%，可以保证员工在经验和能力提升的同时，薪酬可以有对应的提高。从第三年起，员工就具备独立带领团队开展项目的能力，第五年起就具备基本市场开拓能力、客户维护能力以及向证监会、银监会等监管部门汇报等能力，第八年就可以具有部门管理能力、战略制定能力以及内部管理流程优化、市场开展、参加竞标等能力。

We've made clear career development plans and compensation package for the employees. After the three-month probation period, the employee will reach level A1 (Associate 1). Each year, he will be able to get one level up and follow the order of A2, S1, S2, S3, PM1, PM2, BM1, BM2, BM3, SM1, SM2. Those who show outstanding management and marketing abilities will have the change of becoming the partner of the accounting firm. As the level goes up, the salary and welfare will become better and better. The salary may increase by as much as 30% per year. In this way, when the employee is accumulating experience and improving ability, the salary will be more, too. From the third year, the employee will be able to lead a team independently to undertake different projects. From the fifth year, the employee will be able to explore the market, maintain the clients and report to CSRC and CBRC. From the eighth year, the employee will be able to run the whole department, determine strategies, optimize internal management procedures, explore the market and participate in bidding, etc.

综合的培训体系 Comprehensive training system

为了让员工在执业中快速成长，我们为员工制定了体系化的培训计划。培训内容分为技术类和非技术类两种。

技术类内容包括：财务审计实务、财务会计、成本会计、互联网行业审计实务、金融行业审计实务、零售业审计实务、服务业审计实务、制造业审计实务、信息系统一般控制审计、信息系统应用控制审计、数据分析、SAP 系统审计、Oracle ERP 系统审计、数据库审计、操作系统审计、计算机司法鉴证、电子开示、信息安全审计、标准和最佳实践培训等与工作相关的技术类培训，培训将理论与实务结合的方式展开，在讲解理论的基础上配合我们实际工作中的案例进行培训。

非技术类培训主要是 Soft Skills 类别的 培训，包括商务写作、商务英语、领导力培训、商务沟通、商务礼仪、逻辑学、管理学、海外文化等。

In order to help the employees to grow faster, we provide systemized training plans. The training can be divided into technical type and non-technical type.

For technical type, the training contents may include: financial and auditing practice, financial accounting, cost accounting, Internet industry accounting practice, financial industry accounting practice, retail industry accounting practice, service industry accounting practice, manufacture industry accounting practice, information system general control accounting, information system application control accounting, data analysis, SAP system auditing, Oracle ERP system auditing, database auditing, operation system auditing, computer judicial authentication, electronic disclosure, information safety auditing, standard and optimal practices, and other technical training related to the job. The training will integrate theories and practices. When explaining theoretical points, we will share real cases for reference.

For non-technical type, the training contents will mostly about Soft Skills, such as business writing, business English, leadership, business communication, etiquette, logics, management, overseas culture, and so on.

Welcome to join us
欢迎加入我们

立信会计师事务所拥有领先的行业地位、丰富的项目类型、友爱的团队氛围 、激励的薪酬福利、合理的晋升制度，重视人才的培养和成长，使您的工作富于挑战性并充满成就感，成为您职业生涯的良好起点。欢迎优秀的应届毕业生开启立信职场之旅，成为我们事业的中坚力量！

简历投递邮箱：lx_campus@bdo.com.cn

BDO China are honored to have the leading and pioneering position in the industry. We are capable of undertaking various types of projects. Other benefits we can provide you include friendly working atmosphere, inspiring salary and welfare, proper promotion system, etc. We pay much attention to the cultivation and guidance for new comers and potential talents, therefore, your working process will be both challenging and fruitful. It may become a turning point in your career. Graduating students are welcome to join BDO China to start the journey in the workplace and contribute to our cause.

Please send your resume to: lx_campus@bdo.com.cn