

EY SCALE

Management associate program

Seek. Connect. Accelerate.
Learn. Experience



EY

Building a better
working world

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EY SCALE is a 24-month management associate program designed for aspiring young talents seeking to excel in the professional services industry. You can look forward to personalized guidance from our senior management, structured learning opportunities that help you develop your core competencies, and a fast-tracked career upon completion of the program.

We offer a total of four distinct tracks - Assurance, Consulting, Strategy and Transactions, and Tax - each presenting a unique program structure to cater to your career aspirations. Embark on this exciting journey and let your career trajectory reach new heights with EY SCALE.

What's in it for you



Expose to four distinct tracks - Assurance, Consulting, Strategy and Transactions, and Tax.



Receive personalized mentorship from EY leaders throughout the program.



Experience an accelerated career path upon successful graduation from this program.



Enjoy networking opportunities to expand your professional connections.



Gain broad-based learning and development through rotations within and across service lines.



Increase your exposure and build knowledge in various aspects of the businesses.

Program structure

To specifically cater to different career paths, we offer this program in four unique tracks - Assurance, Tax, Strategy and Transactions, and Consulting.

Immersion

18 months

Core service line immersion

You will be placed in a primary track from one of our integrated service lines. Each track carries a unique rotation schedule that requires you to undertake two intensive nine-month rotations within your core service line. This immersion experience provides fundamental groundwork for enhancing knowledge about the businesses, developing specialized skills and honing professional capabilities needed to excel within the service line.

Exploration

6 months

Cross-service lines exploration

In addition to your extensive immersion with your core service line, you will also work with another service line. Whether you opt for a longer stint in one team or explore two different teams for shorter periods, this broad-ranging experience offers an unparalleled perspective of our diverse businesses, enabling you to map your unique journey at EY.

Upon completing the program, you will join one of the teams within your core service line.

Your journey starts here

Immerse yourself in our diverse and inclusive culture, work on real business challenges and experience firsthand how we nurture our next generation of leaders. You'll make a bigger impact than you ever thought possible.

Learn about our recruitment process and get ready to start your journey with us.



Attend our campus events or visit go.ey.com/ey_scale to learn more about EY SCALE. Apply and submit your application directly to the program job link: go.ey.com/apply_eyscale

Application opens in August every year.



Selection process 1:

Initial screening and online psychometric assessment



Selection process 2:

- Case study
- Panel interview with Singapore Talent Leader and EY Partners



Selection process 3:

Final group interview with senior management team



If you are a great fit for this program, we will extend an offer for you to join our team and invite you to our social events to meet your mentor and your future colleagues before your first day with us.

Who we are looking for

- A second upper-class honors degree or equivalent in any discipline
- Less than two years of work experience
- An outstanding record of involvement in co-curricular activities
- Proven leadership skills
- Demonstration of diverse interests and a strong desire for learning

EY exists to build a better working world, helping to create long-term value for clients, people and society and build trust in the capital markets.

Enabled by data and technology, diverse EY teams in over 150 countries provide trust through assurance and help clients grow, transform and operate.

Working across assurance, consulting, law, strategy, tax and transactions, EY teams ask better questions to find new answers for the complex issues facing our world today.

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