

# *Flexible Talent Network*

## Frequently Asked Questions



### *What is PwC's Flexible Talent Network (FTN)?*

PwC's Flexible Talent Network is an internal pool of PwC employees who work with us a few months of the year. FTN allows us to source our own network of qualified, often recurring talent, while continuing to drive quality.

### *Who is a FTN member?*

A FTN member is an individual who works for a period of time at a specific level in a client role. This individual works for us for a portion of the year, as part of one or more engagement teams and serves public and/or private clients in a variety of industries. Candidates may return as a FTN team member each year if there are business needs and his/her performance warrants it. This allows for seamless client service and a better people experience for FTN members and engagement teams.

### *What are your FTN needs?*

For Tax, opportunities exist at the Manager, Senior Associate and Associate levels primarily in our GTA, Calgary, Montreal and Vancouver offices.

As the program evolves we will continue to source qualified candidates to meet business needs.

### *What are the main differences between FTN members and traditional employees?*

FTN members generally work for PwC for less than six months of the year and step into our various Tax teams based on our business needs.

### *Why would someone choose to be a FTN member versus a traditional employee?*

The FTN program can be an attractive option for individuals who want to stay connected to the firm, our profession or the industry, and enjoy a variety of client cultures and experiences for a few months of the year, and have enough free time to pursue other interests for the rest of the year. FTN is not appropriate for an individual currently looking for full time employment.

### *What are the general guidelines for a FTN member's working hours and employment contract period?*

The length of the FTN employment contract and the expected hours are dependent on the business need but are generally full-time (40+ hours per week) during the employment period. The average employment contract is expected to be 4 months.

### *Are FTN members eligible for vacation, holiday and sick/personal time?*

In order to meet client demands during our busiest season, vacation pay is incorporated into a FTN member's compensation rather than given as time off.

### *Can FTN members be considered for traditional employment?*

The FTN positions are not temporary to permanent roles and should not be used as a means to a traditional opportunity. If you are interested in a traditional opportunity, please apply to a traditional open role.

***What is the interview process?***

The interview process will be initiated by our recruiting team. Once it has been determined that a candidate is qualified for the FTN open position, interviews will be set-up, including with Leaders in the local practice, to determine if there is a mutual fit.

***What type of training will FTN members receive when they join PwC?***

It is important that our FTN members spend some time integrating into PwC. As such, FTN members will receive an introduction to PwC technology, culture and values during their first week at the firm. Additional technical training based on staff level and role and responsibilities may be provided during the contract period.

***Are FTN members allowed to have dual employment while they are employed as a FTN employee with the firm?***

Similar to traditional employees, in certain circumstances, PwC employees may be able to have dual employment based on market discretion. Individuals wishing to do so need to agree in writing that they acknowledge they may not use firm-related information or equipment in such an arrangement. Written approval must be obtained by a Partner supervisor who ascertains the nature of the employment and number of hours per week that will be spent on it. These cases are also subject to independence guidelines.