

Inglorious bastards – teknologrekruttering i PwC



PwC i Norge

PwC jobber med



av landets 100
største virksomheter

3 av 5

av landets 500
største virksomheter



- 2 000 mennesker
- 28 kontorer og filialer
- 3,6 mrd NOK omsetning

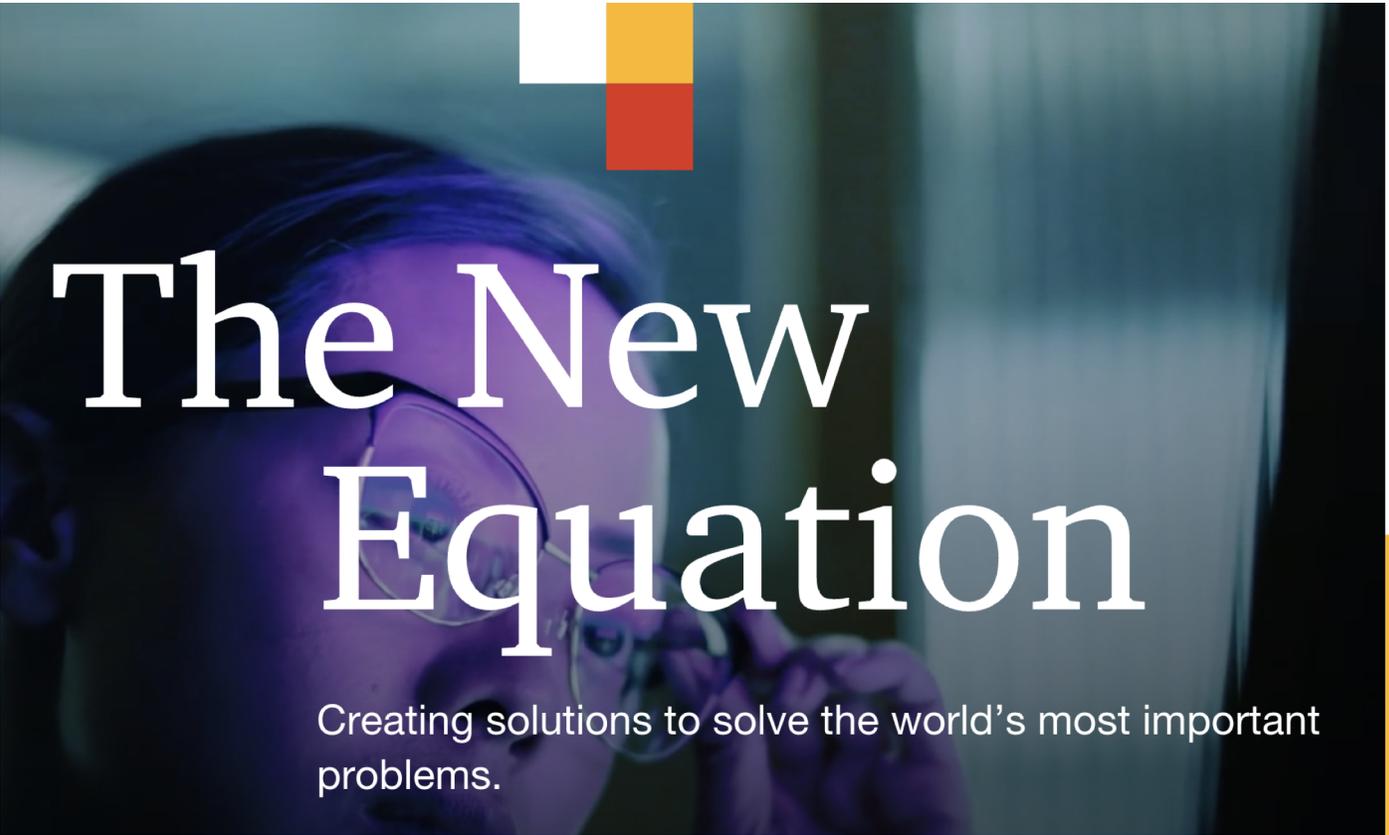
Mer enn 295 000 mennesker
i 156 land i PwC-nettverket

Multidisciplinary perspectives, powered by technology - uncovering, untangling and understanding the world.



Solvers at Work.

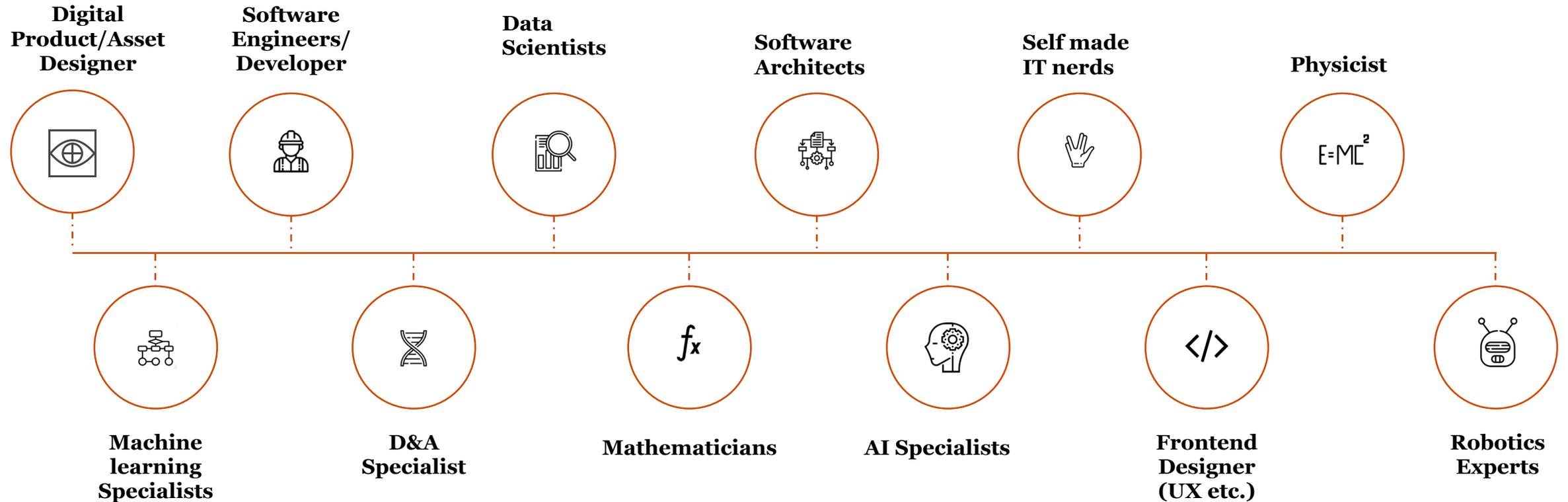
For over a decade, PwC's global community of solvers has been researching, experimenting and advising organizations on emerging technologies related to the metaverse. **Today, we bring our deep experience and a multidisciplinary view to the next set of digital environments, platforms and technologies** that will change the way we communicate, connect, and work.



The New Equation

Creating solutions to solve the world's most important problems.

We need different kinds of talents to become truly digital!





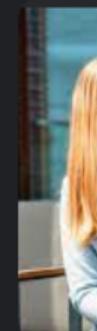
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 PwC
Styret og ledelse



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PwC Norge - Vi havnet på 1.plass ...

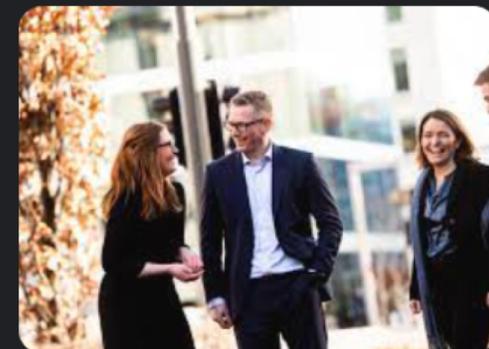
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Nyutdannede og studenter

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 PwC
K...

Teknologer er annerledes – mange strukturer som passer bra for professional services passer dårlig for dem

Teknolog-lønnskurve vs. Økonom-lønnskurve

Developer experience vs. global audit/trust enterprise R&Q

Karriereutsikter

Rollemodeller & kommunikasjon fra toppen

Teknologi som støttefunksjon vs. kjerneleveranse

KPI-er & Performance-prosess

Nerdekultur vs. “NHH-kultur”



Lavere årslønn enn en lektor

Etter en femårig mastergrad fra et av Norges mest prestisjefylte studier landet Vikane, i likhet med sine konsulentkollegaer i KPMG og PwC, altså en startlønn på 560.000 kroner i fjor. Det er omtrent 40.000 kroner mindre enn lønnen til en nyutdannet lektor i Oslo kommune.

En nyutdannet lektor i Oslo-skolen har en garantert årslønn på 600.000 kroner. I resten av landet er årslønnen på minst 592.000 kroner i 2023, ifølge [Utdanningsforbundet](#).

I motsetning til en nyutdannet konsulent i de fire store, får lektorer i utgangspunktet ikke overtidsbetaling.

Startlønnen til Vikane er også lavere enn den gjennomsnittlige årslønnen til andre nyutdannede sivilingeniører.

En oversikt fra medlemsforeningen Tekna viser at gjennomsnittlig startlønn ekskludert overtid for sivilingeniører var på 596.000 kroner i privat sektor i 2022. I kommuner var snittlønnen på 589.000 kroner, mens snittet i staten var på 524.000 kroner, ifølge foreningen som er underlagt arbeidstagerorganisasjonen Akademikerne.

Teknolog

Big4

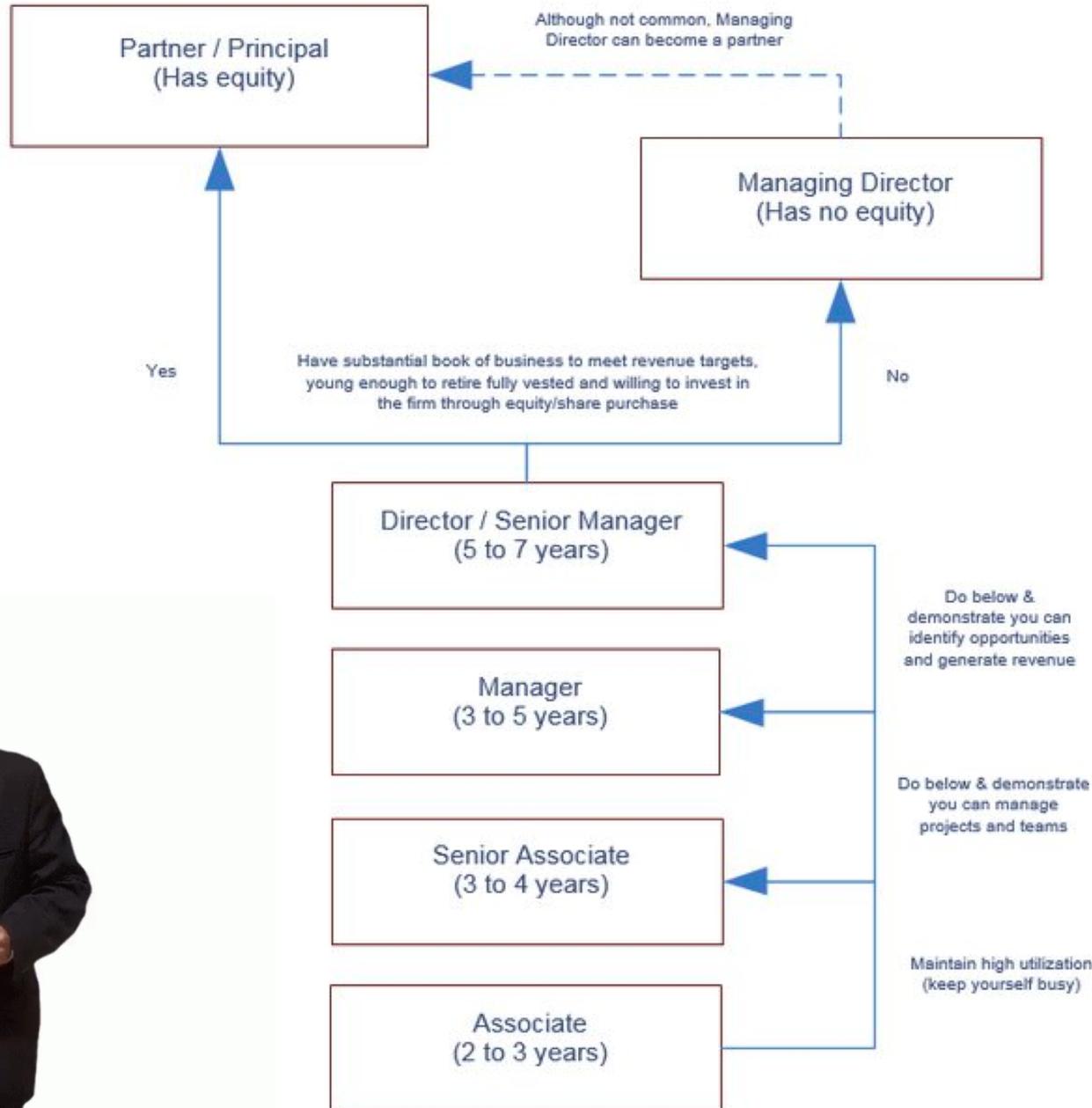
Audit tools



Engineering tools



Big 4 Career Track



Extended Leadership Team (ELT)

**Siviløkonom
NHH**



Leif Arne Jensen
Territory Senior Partner
and CEO

**Siviløkonom
NHH**



Petter Vold
Deputy CEO,
Responsible for Clients,
Markets and Advisory

**Siviløkonom
NHH**



Kjersti Skrefsrud
Chief Operating Officer
(COO)

**Siviløkonom
NHH**



Eli Moe-Helgesen
Trust Solutions Leader

**Jurist
UIO**



Trond Ingebrigtsen
Tax & Legal Leader

**Siviløkonom
NHH**



Hege Lien
Chief People Officer
(CPO)

**Siviløkonom
NHH**



Hallvard Aarø
Entrepreneurial &
Private Business Leader
Region Vest Leader

**Psykolog
NTNU**



Ingrid Wibe
Leadership &
Inclusion Leader



Herman Skibrek
Chief Risk Officer (CRO)



Rune Jevne Sjøhelle
Chief Marketing &
Communications Officer
(CMCO)



Reidar Henriksen
Region Agder Leader



Tom Notland
Region Rogaland
Leader



**Rune Kenneth S.
Lædre**
Region Nord Leader



Lars Erik Fjørtoft
Risk Services Leader



**Bjørn Egil
Johannessen**
Deals Leader

**Siviløkonom
NHH**

**Industriell
økonomi
NTNU**

**Siviløkonom
NHH**

**Siviløkonom
NHH**

**Siviløkonom
NHH**

**Økonom
USN**

**Siviløkonom
NHH**

Teknologi som støttefunksjon vs. kjerneleveranse

Tjenesteområdenes ansvar & mandat

Teknologenes ansvar & mandat

Første forsøk:

	Service first	Product first
Core value proposition	Help customers resolve their needs through projects and expert advice	Discover and deliver digital products that enable customers to solve their needs themselves
Discovery model	Identify and understand customer specific needs, one customer at a time	Identify, understand, and generalize common unresolved needs across wide range of customers
Delivery model	Project teams deliver results project-by-project according to customer needs, one customer at a time – marginal cost of production is significant	Product teams develop and operate software solutions that wide range of customers use according to their needs – marginal cost of production is negligible
Sales model	Sell time & material projects (low volume, high fee)	Sell subscription/license (high volume, low fee)
Scalability	Limited by people available to staff on projects	Limited only by total size of market
Main function of services	Solve customer needs through project deliverables	Support product delivery: Customer onboarding, initial setup, configuration maintenance, training
Main function of products	Support project delivery: Automate repetitive processes, support data-driven decisions with data capture, insight & analytics	Solve customer needs through product features

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“Det som du er, vær fullt og helt, og ikke stykkevis og delt.”

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