

# Systems Integration Consulting Careers



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Shelby Joe

Audio Transcript

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Hello,

My name is Shelby Joe and I'm a business analyst aligned to our strategy practice out of Houston, Texas. I joined Accenture after graduating from Rice University in 2007 with a bachelors degree in political science.

I want to talk a little bit about sustainability at Accenture, but before I begin, let me first define this rather ambiguous term, "sustainability." The UN defines sustainable development as "development that meets the needs of the present generation without compromising the ability of future generations to meet their own needs." Accenture puts this definition into practice by breaking down "sustainability" into three pillars: environment, community, and people.

I'll start first with the environment. 9 of our offices are ISO 14001 certified, which means that we have a uniform environmental management system. Furthermore, we expect all of our global offices to have this certification by the end of 2008. We have an RFP process that compares conventional products with more sustainable products—environmental sustainability is one of the most highly weighted components of this procurement process. The end result is that today, for example, we have more energy efficient office equipment, recycled paper cups, and recycling bins around the office.

Now I want to talk about the "people" aspect. In fiscal year 2008, we started a new program called "eco-teams." Eco-teams are composed of passionate employee volunteers who want to help Accenture reduce its impact both on our home offices and the communities of our clients' locations. To cap off this program, there's the "eco challenge" that is aimed at engaging employees and raising awareness about one's personal impact on the environment and providing a way to make reduction pledges. Employees with the highest impact reduction receive special recognition and awards.

Community is where I personally get excited. I'll start with financial contributions. Together, Accenture and the Accenture Foundations in fiscal year 2007 contributed approximately US\$14 million in charitable grants and a similar amount in other corporate donations and pro bono efforts.

Now let's talk about volunteerism. We piloted the Accenture Community First Program this year, allowing a select number of incoming analysts to defer their start date and volunteer with an organization of their choice before joining Accenture. It's a fantastic program that I hope many of our new Analysts will take advantage of next year as well as the program grows.

But what about for people like me who didn't have a chance to participate in the Community First Program? There's ADP, Accenture Development Partnerships. At any given time, approximately 50 Accenture consultants are around the world applying their consulting skills from the private, for-profit sector to the needs of the non-profit sector. This amazing opportunity allows Consultants and above—more than two years with the firm—to work on causes like AIDS/HIV, clean water, and affordable housing while still staying on the same career progression within Accenture.

Last, but certainly not least, Accenture's Sustainability Practice aims to help our for-profit clients drive high performance, find tangible ways to drive shareholder value through sustainability—improving their local communities, nurturing the environment, and fostering better work environments for employees.

In fact, my current engagement is about developing a sustainability strategy for one of our most important clients, and I'm loving it. I'm helping our client drive shareholder value while also bettering the world—it's really a win, win situation.

Accenture's a great place to work if you're into sustainability. I hope I'll get the chance to work with you some day!