Deloitte GenAl Interview Questions & Answers

30 Comprehensive Questions for Generative AI Roles

Technical Foundation Questions (1-10)

1. What is Generative AI and how does it differ from traditional AI?

Answer: Generative Al refers to artificial intelligence systems that can create new content, including text, images, code, and other media, based on patterns learned from training data. Unlike traditional Al that typically classifies or predicts based on existing data, GenAl uses transformer architectures and large language models to generate novel outputs. Key differences include:

- Creative capability: GenAl can produce original content rather than just analyze existing data
- Architecture: Uses transformer models with attention mechanisms vs. traditional rule-based or statistical models
- **Training approach**: Trained on massive datasets using unsupervised learning techniques
- Applications: Content creation, code generation, conversational AI vs. classification, regression, or optimization tasks

2. Explain the transformer architecture and its significance in GenAl.

Answer: The transformer architecture, introduced in "Attention Is All You Need" (2017), revolutionized GenAl through:

- **Self-attention mechanism**: Allows models to weigh the importance of different parts of input sequences
- Parallel processing: Unlike RNNs, transformers can process all positions simultaneously
- Scalability: Can handle very long sequences and scale to billions of parameters

- **Transfer learning**: Pre-trained models can be fine-tuned for specific tasks
- Foundation for LLMs: Forms the basis for GPT, BERT, and other breakthrough models

3. What are the key components of a GenAl implementation stack?

Answer: A comprehensive GenAl stack includes:

- Foundation Models: LLMs like GPT, Claude, or domain-specific models
- Model Serving Infrastructure: APIs, containers, and orchestration platforms
- **Data Pipeline**: Data ingestion, preprocessing, and vector databases
- Security Layer: Authentication, authorization, and content filtering
- Monitoring & Observability: Performance tracking, cost management, and usage analytics
- Integration Layer: APIs, SDKs, and middleware for enterprise systems
- **Governance Framework**: Model versioning, audit trails, and compliance controls

4. How do you approach prompt engineering for enterprise applications?

Answer: Effective prompt engineering for enterprise requires:

- **Structured approach**: Use frameworks like STAR (Situation, Task, Action, Result) or CLEAR (Context, Length, Examples, Audience, Role)
- **Context management**: Provide relevant business context and constraints
- **Example-driven**: Use few-shot learning with domain-specific examples
- **Iterative refinement**: Test and optimize prompts based on output quality
- **Template standardization**: Create reusable prompt templates for consistency
- **Output formatting**: Specify desired output structure and format
- Safety measures: Include guardrails and ethical guidelines in prompts

5. What is Retrieval-Augmented Generation (RAG) and when would you use it?

Answer: RAG combines pre-trained language models with external knowledge retrieval to provide more accurate, up-to-date responses. Use RAG when:

- **Dynamic information**: Need access to current data not in training sets
- **Domain-specific knowledge**: Require specialized information from enterprise documents
- Fact verification: Need to ground responses in authoritative sources
- **Reduced hallucination**: Want to minimize AI generating incorrect information
- Cost optimization: More efficient than fine-tuning for specific knowledge domains

Implementation involves: Vector databases, semantic search, context injection, and response synthesis.

6. Explain the concept of model fine-tuning vs. few-shot learning.

Answer: Fine-tuning:

- Adjusts model parameters on specific datasets
- Requires significant computational resources
- Creates specialized model versions
- Better for consistent, high-volume tasks
- Example: Fine-tuning GPT for legal document analysis

Few-shot learning:

- Provides examples in the prompt without changing model parameters
- Faster to implement and iterate
- No additional training required

- Better for diverse, ad-hoc tasks
- Example: Including 3-5 examples of desired output format in prompt

Choose based on use case frequency, resource availability, and performance requirements.

7. What are the main challenges in deploying GenAl in enterprise environments?

Answer: Key challenges include:

- Data privacy & security: Protecting sensitive information from model exposure
- **Governance & compliance**: Meeting regulatory requirements and audit standards
- Integration complexity: Connecting with existing enterprise systems and workflows
- Cost management: Optimizing inference costs and resource utilization
- Performance consistency: Ensuring reliable output quality and response times
- Hallucination management: Preventing AI from generating false information
- Change management: Training users and managing organizational adoption
- Scalability: Handling enterprise-scale workloads and concurrent users

8. How do you evaluate the quality and effectiveness of GenAl outputs?

Answer: Multi-dimensional evaluation approach:

- Automated metrics: BLEU, ROUGE, perplexity for text generation
- **Human evaluation**: Expert review for quality, accuracy, and relevance
- Business metrics: ROI, time savings, user satisfaction, and process efficiency
- Safety metrics: Bias detection, harmful content flagging, and compliance checks
- **Technical metrics**: Latency, throughput, error rates, and resource utilization
- **A/B testing**: Comparing different model versions or prompt strategies

3. LLM-as-a-Judge Instead of traditional metrics, you prompt an LLM (like GPT-4) to rate or critique generated content.

Can be structured with chain-of-thought reasoning or rubrics.

Very flexible for open-ended or creative tasks.

QuestEval
Evaluates a summary or output by:

Generating questions from the reference. Checking if the generated text can answer them.

Reflects relevance and informativeness.

Language-agnostic and adaptable.

The ROUGE score (short for Recall-Oriented Understudy for Gisting Evaluation) is a set of metrics commonly used to evaluate the quality of automatically generated text summaries, translations, or other natural language generation (NLG) tasks.

ROUGE measures overlap between the machine-generated text (candidate) and one or more reference texts (usually human-written). Unlike BLEU (which emphasizes precision), ROUGE often focuses more on recall — that is, how much of the reference content is captured in the generated text.

ROUGE Score Values
Range: 0 to 1 (or 0% to 100%)

Higher = more overlap with reference

ROUGE-1 and ROUGE-L are often reported in summarization papers.

BLEU score (short for Bilingual Evaluation Understudy) is a metric used to evaluate the quality of text which has been machine-translated from one language to another.

BLEU compares n-grams (sequences of 1, 2, 3, or more words) in the candidate (machine-generated) translation to one or more reference translations (human-generated). It essentially checks how much overlap there is between the candidate and the references.

BLEU Score Range: 0: no overlap with references (poor quality)

1 (or 100%): perfect match (rare in practice)

• Continuous monitoring: Real-time quality assessment and feedback loops

9. What are the key considerations for GenAl model selection?

Answer: Model selection criteria:

- Performance requirements: Accuracy, speed, and output quality needs
- Cost constraints: Training, inference, and infrastructure costs
- Data requirements: Training data availability and quality
- **Deployment environment**: Cloud, on-premises, or hybrid requirements
- **Compliance needs**: Regulatory and security requirements
- Scalability: Ability to handle expected load and growth
- Customization needs: Fine-tuning capabilities and flexibility
- Vendor ecosystem: Support, updates, and long-term viability

10. Explain the concept of AI agents and their role in GenAI applications.

Answer: All agents are autonomous systems that can perceive their environment, make decisions, and take actions to achieve specific goals. In GenAl:

- **Tool integration**: Agents can use external tools and APIs
- Multi-step reasoning: Can break down complex tasks into subtasks
- **Memory management**: Maintain context across interactions
- Goal-oriented behavior: Work toward specific objectives
- Adaptive responses: Adjust behavior based on feedback and results

Applications include customer service automation, content creation workflows, and business process optimization.

BLEURT A learned model fine-tuned on human ratings.

Predicts how "good" a generated sentence is compared to a reference.

Better correlation with human judgment than BLEU/ROUGE.

1. G-EVAL
G-Eval uses LLMs as
evaluators to score outputs
across multiple axes:

Factuality: Is it true according to a source?

Relevance: Does it answer or relate to the prompt?

Fluency: Is the language natural and grammatical?

Coherence: Does it logically flow?

Perplexity is a common evaluation metric for language models, especially probabilistic models like n-gram models and transformer-based models (e.g., GPT). It measures how well a probability model predicts a sample of text

A lower perplexity means the model is less "perplexed" by the data — it predicts the words better.

If a language model assigns high probability to the actual next word, it will have a low perplexity.

Business & Strategy Questions (11-20)

11. SCENARIO: A Fortune 500 retail client wants to implement GenAl for personalized marketing. How would you approach this project?

Answer: Strategic approach:

Phase 1: Discovery & Assessment

- Analyze current marketing processes and data sources
- Identify specific use cases (email personalization, product recommendations, ad copy generation)
- Assess data quality, privacy requirements, and integration points
- Define success metrics and ROI targets

Phase 2: Pilot Implementation

- Start with email subject line generation using customer data
- Implement A/B testing framework to measure performance
- Ensure compliance with privacy regulations (GDPR, CCPA)
- Build feedback loops for continuous improvement

Phase 3: Scale & Optimize

- Expand to product descriptions, social media content, and dynamic pricing
- Integrate with existing CRM and marketing automation platforms
- Implement advanced personalization using customer behavior data
- Establish governance framework for content quality and brand consistency

Expected outcomes: 15-25% improvement in email open rates, 20-30% increase in conversion rates, 40-50% reduction in content creation time.

12. How would you help a traditional manufacturing company identify GenAl opportunities?

Answer: Systematic opportunity identification:

Operational Excellence:

- Quality control documentation and root cause analysis
- Predictive maintenance report generation
- Safety protocol updates and training material creation
- Supply chain optimization recommendations

Knowledge Management:

- Technical documentation generation and updates
- Employee training content personalization
- Best practice capture and sharing
- Regulatory compliance documentation

Customer Experience:

- Technical support chatbots and documentation
- Product specification generation
- Customer proposal automation
- Service manual creation

Innovation & R&D:

- Patent research and analysis
- Product design iteration support
- Material specification optimization
- Environmental impact assessment

ROI Framework: Focus on time savings, error reduction, knowledge preservation, and competitive advantage.

13. SCENARIO: A client is concerned about AI bias in their GenAI hiring tool. How do you address this?

Answer: Comprehensive bias mitigation strategy:

Assessment Phase:

- Audit training data for demographic representation
- Analyze historical hiring patterns for bias indicators
- Test model outputs across different demographic groups
- Review prompt engineering for inclusive language

Technical Solutions:

- Implement bias detection algorithms and regular testing
- Use diverse, representative training datasets
- Apply fairness-aware machine learning techniques
- Create bias monitoring dashboards and alerts

Process Controls:

• Establish human oversight for final decisions

- Implement diverse review committees
- Create appeal processes for candidates
- Regular bias audits by independent third parties

Governance Framework:

- Develop clear bias policies and guidelines
- Provide bias awareness training for HR teams
- Document decision-making processes for audit trails
- Regular policy updates based on evolving best practices

Continuous Improvement: Quarterly bias assessments, feedback incorporation, and model retraining.

14. What is your approach to change management for GenAl implementations?

Answer: Structured change management approach:

Stakeholder Engagement:

- Identify champions and influencers across the organization
- Develop tailored communication strategies for different audiences
- Address concerns and resistance through transparent dialogue
- Create success stories and quick wins to build momentum

Training & Enablement:

- Develop role-specific training programs
- Create hands-on workshops and sandbox environments
- Provide ongoing support and resources

• Establish centers of excellence for knowledge sharing

Communication Strategy:

- Regular updates on progress and benefits
- Clear messaging about job impact and opportunities
- Success story sharing and peer testimonials
- Transparent reporting on challenges and solutions

Measurement & Feedback:

- Track adoption rates and user engagement
- Gather feedback through surveys and focus groups
- Monitor performance metrics and business outcomes
- Adjust strategy based on feedback and results

15. How do you build a business case for GenAl investments?

Answer: Comprehensive business case framework:

Value Proposition:

- Quantify time savings from automation
- Calculate cost reductions from efficiency gains
- Estimate revenue increases from improved customer experience
- Assess competitive advantages and market positioning

Cost Analysis:

Technology licensing and infrastructure costs

- Implementation and integration expenses
- Training and change management investments
- Ongoing operational and maintenance costs

Risk Assessment:

- Technical risks and mitigation strategies
- Business risks and contingency plans
- Regulatory and compliance considerations
- Security and privacy risk management

Implementation Roadmap:

- Phase approach with clear milestones
- Resource requirements and timeline
- Dependencies and critical path analysis
- Success metrics and measurement framework

ROI Calculation: Typically 18-24 month payback period with 200-400% ROI over 3 years.

16. SCENARIO: A financial services client wants to use GenAl for regulatory reporting. What considerations are critical?

Answer: Critical considerations for regulated industries:

Compliance Requirements:

- Understand specific regulatory frameworks (SOX, Basel III, GDPR)
- Ensure model explainability and auditability
- Implement comprehensive logging and audit trails

• Maintain data lineage and governance standards

Risk Management:

- Develop model validation frameworks
- Implement human oversight and approval processes
- Create fallback procedures for model failures
- Establish error detection and correction mechanisms

Security & Privacy:

- Implement end-to-end encryption for sensitive data
- Ensure secure model deployment and access controls
- Maintain data residency and sovereignty requirements
- Regular security assessments and penetration testing

Governance Framework:

- Establish model governance committee
- Create approval workflows for model changes
- Implement version control and rollback capabilities
- Regular compliance audits and assessments

Documentation Requirements: Comprehensive documentation of model development, validation, and deployment processes.

17. How do you approach GenAl vendor selection and management?

Answer: Strategic vendor evaluation process:

Technical Evaluation:

- Model performance benchmarking on relevant tasks
- API reliability, latency, and throughput testing
- Security architecture and compliance certifications
- Integration capabilities and technical support quality

Business Evaluation:

- Total cost of ownership analysis
- Service level agreements and uptime guarantees
- Vendor financial stability and roadmap alignment
- Reference customers and case studies

Risk Assessment:

- Vendor lock-in risks and migration strategies
- Data portability and interoperability
- Business continuity and disaster recovery plans
- Intellectual property and liability considerations

Ongoing Management:

- Regular performance reviews and optimization
- Contract negotiation and renewal strategies
- Relationship management and escalation procedures
- Continuous market monitoring for alternatives

18. What strategies do you use to ensure GenAl solutions are scalable and maintainable?

Answer: Scalability and maintainability strategies:

Architecture Design:

- Microservices architecture for component independence
- Cloud-native design for elastic scaling
- API-first approach for integration flexibility
- Containerization for consistent deployment

Development Practices:

- Version control for models and prompts
- Automated testing and validation pipelines
- Continuous integration and deployment processes
- Documentation standards and knowledge management

Monitoring & Observability:

- Real-time performance monitoring
- Cost tracking and optimization alerts
- Usage analytics and trend analysis
- Proactive issue detection and resolution

Governance Framework:

- Clear roles and responsibilities
- Change management processes
- Regular reviews and updates

• Training and knowledge transfer programs

19. How do you measure the ROI of GenAI implementations?

Answer: Comprehensive ROI measurement framework:

Quantitative Metrics:

- Cost savings from automation and efficiency gains
- Revenue increases from improved customer experience
- Time savings measured in hours and productivity gains
- Error reduction and quality improvement benefits

Qualitative Benefits:

- Employee satisfaction and engagement improvements
- Customer satisfaction and Net Promoter Score increases
- Innovation acceleration and competitive advantages
- Risk reduction and compliance improvements

Measurement Approach:

- Baseline measurement before implementation
- Regular tracking using business intelligence tools
- Comparative analysis with control groups
- Long-term trend analysis and projection

Reporting Framework:

Monthly operational metrics dashboards

- Quarterly business impact reports
- Annual strategic value assessments
- Continuous improvement recommendations

Typical ROI Timeline: 6-12 months for initial benefits, 18-24 months for full ROI realization.

20. SCENARIO: A healthcare client wants to use GenAl for patient documentation. What are the key considerations?

Answer: Healthcare-specific considerations:

Regulatory Compliance:

- HIPAA privacy and security requirements
- FDA regulations for medical device software
- Clinical documentation standards and guidelines
- Medical coding and billing compliance

Clinical Safety:

- Clinical validation and testing protocols
- Healthcare professional oversight requirements
- Patient safety risk assessment and mitigation
- Medical error prevention and detection

Technical Requirements:

- Integration with Electronic Health Records (EHR)
- Interoperability with healthcare systems
- Real-time processing for clinical workflows

• Secure data transmission and storage

Implementation Strategy:

- Pilot with non-critical documentation first
- Extensive user training and change management
- Gradual rollout with continuous monitoring
- Feedback loops with clinical staff

Quality Assurance: Continuous monitoring for accuracy, completeness, and clinical relevance.

Implementation & Technical Questions (21-30)

21. How do you implement robust security measures for GenAl applications?

Answer: Comprehensive security framework:

Data Protection:

- End-to-end encryption for data in transit and at rest
- Data masking and tokenization for sensitive information
- Secure data pipelines with access controls
- Regular security audits and penetration testing

Model Security:

- Secure model deployment with authentication
- API security with rate limiting and monitoring
- Model versioning and rollback capabilities
- Adversarial attack detection and prevention

Access Control:

- Role-based access control (RBAC)
- Multi-factor authentication (MFA)
- Principle of least privilege
- Regular access reviews and audits

Monitoring & Response:

- Real-time security monitoring and alerting
- Incident response procedures and playbooks
- Security information and event management (SIEM)
- Regular security training and awareness programs

22. What is your approach to GenAl model governance and lifecycle management?

Answer: Comprehensive governance framework:

Model Development:

- Standardized development methodologies
- Code review and approval processes
- Testing and validation requirements
- Documentation and knowledge management

Deployment Management:

- Automated deployment pipelines
- Environment management (dev, test, prod)

- Configuration management and version control
- Rollback and recovery procedures

Monitoring & Maintenance:

- Performance monitoring and alerting
- Model drift detection and retraining
- Usage analytics and optimization
- Regular model reviews and updates

Governance Structure:

- Model governance committee and approvals
- Risk assessment and mitigation strategies
- Compliance monitoring and reporting
- Continuous improvement processes

23. How do you handle data quality and preparation for GenAl projects?

Answer: Systematic data quality approach:

Data Assessment:

- Completeness, accuracy, and consistency analysis
- Data profiling and quality scoring
- Source system reliability evaluation
- Data lineage and dependency mapping

Data Preparation:

- Data cleaning and standardization processes
- Feature engineering and transformation
- Data augmentation and synthetic data generation
- Quality validation and testing procedures

Continuous Monitoring:

- Real-time data quality monitoring
- Automated anomaly detection
- Data drift identification and alerting
- Regular data quality reports and dashboards

Governance Framework:

- Data quality standards and guidelines
- Roles and responsibilities for data stewardship
- Data quality metrics and KPIs
- Continuous improvement processes

24. SCENARIO: A GenAl application is experiencing performance degradation. How do you troubleshoot and resolve this?

Answer: Systematic troubleshooting approach:

Initial Assessment:

- Identify specific performance metrics affected
- Analyze recent changes to models, data, or infrastructure
- Review monitoring dashboards and alerts

• Gather user feedback and error reports

Root Cause Analysis:

Model performance: Check for model drift or degradation

• Data quality: Analyze input data for anomalies or changes

• Infrastructure: Review system resources and scaling

• Configuration: Verify settings and parameters

Resolution Strategy:

• Immediate fixes: Scale resources, adjust parameters, or rollback changes

• Short-term solutions: Implement workarounds and monitoring

• Long-term improvements: Model retraining, architecture updates, or process changes

• Prevention measures: Enhanced monitoring and alerting

Communication & Documentation:

• Regular updates to stakeholders

• Detailed incident reports and lessons learned

Process improvements and prevention strategies

Knowledge sharing and training updates

25. How do you integrate GenAl with existing enterprise systems?

Answer: Strategic integration approach:

Architecture Planning:

Enterprise architecture assessment and mapping

- API strategy and design principles
- Data flow and integration patterns
- Security and compliance requirements

Integration Patterns:

- API-first integration with REST/GraphQL
- Event-driven architecture for real-time processing
- Batch processing for large-scale operations
- Microservices for modular integration

Technical Implementation:

- API gateways for traffic management
- Message queues for asynchronous processing
- Data transformation and mapping services
- Error handling and retry mechanisms

Testing & Validation:

- Integration testing with production-like data
- Performance testing under load
- Security testing and vulnerability assessment
- User acceptance testing and feedback

26. What are the best practices for prompt management in enterprise GenAl applications?

Answer: Comprehensive prompt management strategy:

Prompt Engineering:

- Structured prompt templates and frameworks
- Version control for prompt iterations
- A/B testing for prompt optimization
- Domain-specific prompt libraries

Management System:

- Centralized prompt repository
- Role-based access controls
- Approval workflows for prompt changes
- Usage tracking and analytics

Quality Assurance:

- Automated prompt testing and validation
- Performance monitoring and optimization
- Bias detection and mitigation
- Regular prompt audits and reviews

Governance Framework:

- Prompt development standards and guidelines
- Change management processes
- Training and knowledge sharing
- Continuous improvement practices

27. How do you implement cost optimization for GenAl deployments?

Answer: Multi-faceted cost optimization approach:

Resource Optimization:

- Right-sizing infrastructure based on usage patterns
- Auto-scaling for dynamic workloads
- Efficient model serving with caching
- Resource pooling and sharing strategies

Usage Optimization:

- Smart prompt engineering to reduce token usage
- Batch processing for efficiency
- Model selection based on cost-performance trade-offs
- Usage monitoring and alerting

Architectural Optimization:

- Hybrid cloud strategies for cost efficiency
- Edge deployment for reduced latency and costs
- Model compression and quantization
- Efficient data storage and retrieval

Monitoring & Analysis:

- Real-time cost tracking and reporting
- Usage analytics and trend analysis
- Cost allocation and chargeback models

• Regular cost optimization reviews

28. SCENARIO: You need to implement GenAI for a multi-language global enterprise. What challenges do you anticipate and how would you address them?

Answer: Multi-language implementation strategy:

Language Challenges:

- Model performance variations across languages
- Cultural context and local business practices
- Data availability and quality differences
- Regulatory and compliance variations

Technical Solutions:

- Multi-language model selection and evaluation
- Language-specific fine-tuning and customization
- Cultural adaptation of prompts and responses
- Localized testing and validation

Implementation Approach:

- Phased rollout by language/region
- Local champions and support teams
- Region-specific training and change management
- Continuous monitoring and optimization

Governance Framework:

- Global standards with local adaptations
- Regional compliance and regulatory alignment
- Cross-cultural communication and coordination
- Knowledge sharing and best practice exchange

29. How do you ensure GenAl solutions meet accessibility and inclusion requirements?

Answer: Comprehensive accessibility strategy:

Technical Accessibility:

- Screen reader compatibility and ARIA labels
- Keyboard navigation and voice control support
- Visual design with high contrast and scalable fonts
- Multiple input/output modalities

Content Accessibility:

- Plain language and clear communication
- Multiple language support and translation
- Visual and audio content alternatives
- Cognitive accessibility considerations

Inclusive Design:

- Diverse user testing and feedback
- Bias detection and mitigation in AI outputs
- Cultural sensitivity and adaptation
- · Accessibility-first design principles

Compliance & Standards:

- WCAG 2.1 AA compliance
- Section 508 and ADA requirements
- Regular accessibility audits and testing
- User feedback and continuous improvement

30. What is your approach to building a GenAl center of excellence within an organization?

Answer: Strategic center of excellence development:

Structure & Governance:

- Cross-functional team with diverse expertise
- Clear roles, responsibilities, and accountability
- Executive sponsorship and strategic alignment
- Regular governance reviews and updates

Capabilities Development:

- Technical expertise in Al/ML and GenAl
- Business analysis and process optimization
- Change management and training capabilities
- Vendor management and partnership skills

Service Delivery:

• Standardized methodologies and frameworks

- Reusable assets and accelerators
- Knowledge sharing and best practices
- Continuous learning and improvement

Success Metrics:

- Project delivery success rates
- Time-to-value and ROI achievement
- User adoption and satisfaction
- Innovation and competitive advantage

Evolution Strategy:

- Regular capability assessments and gap analysis
- Emerging technology monitoring and adoption
- Talent development and retention
- Strategic roadmap updates and alignment

Interview Preparation Tips

Technical Preparation

- Stay current with latest GenAl developments and models
- Understand cloud platforms (AWS, Azure, GCP) and AI services
- Practice explaining complex concepts in business terms
- Prepare examples of successful GenAl implementations

Business Preparation

- Research Deloitte's GenAl services and case studies
- Understand industry-specific use cases and challenges
- Prepare strategic thinking examples and frameworks
- Practice client scenario discussions and problem-solving

Behavioral Preparation

- Prepare STAR method examples demonstrating leadership
- Practice explaining complex technical concepts to non-technical audiences
- Develop examples of successful stakeholder management
- Prepare examples of overcoming challenges and driving change

Current Industry Knowledge

- Understand latest GenAl trends and developments
- Know major players and competitive landscape
- Stay informed about regulatory and ethical considerations
- Understand enterprise adoption patterns and challenges

This document provides a comprehensive foundation for Deloitte GenAI interview preparation. Each question includes detailed answers that demonstrate both technical expertise and business acumen expected at Deloitte.