Get Hired by the Right Firm for You
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Benefits of an Accounting Major

- Learn the language of business
- Develop critical thinking skills
- A launching pad to a variety of different careers
- Every business and industry in the world uses accounting
- Best foundation for ANY career path
Different paths taken by accounting students

John Grisham
Phil Knight
Kenny G.

JP Morgan
Arthur Blank
Norm Peterson
Choose Type of Employer

Your Options:

- Public Accounting—Big 4, Regional, and Local
- Corporate Accounting
- Government Accounting
- Nonprofit Accounting
- Academics
Choose Type of Employer

Public Firm vs. Private Company/Organization

- Pros/Cons
- This decision sets the tone for your career.
- Choose an organization by the culture that appeals to you and its ability to take you toward the niche you want to pursue later.
- Consider the diversity of job experience and advancement opportunities.
Public Accounting - Regional vs. National

- Job Experience
- Advancement opportunities
- Relocation
- Ability to expand marketable skills
- Options available if you leave
Developing Your Career Path

- As a CPA, you’re encouraged to specialize in an industry.
- Businesses are more likely to hire you if you know their industry inside and out.
- Identify one or two industries that most interest you most and find the firm or company that can help you become an expert.
What to consider when evaluating first employer

- Job requirements
- Available opportunities present & future
- Corporate culture:
  - Reputation
  - The People
  - Training program/commitment to technology
  - Diversity of work experience
  - Advancement opportunities
  - Schedule flexibility
Culture Shock

- Corporate culture compatibility = job satisfaction
- Evaluate & determine the right fit:
  - “About Us” or “Work At” on company website
  - Review annual report, if available
  - Google company for positive & negative press
  - Seek clues during your interview
  - Atmosphere in the office
  - Hiring manager’s behavior and habits
  - Some of this is subjective
Culture Shock

- Questions to ask during the interview for more insight into the culture:
  - How does the company reward success?
  - How are projects initiated and executed?
  - What is the average tenure of employees in the department?
  - May I meet those with whom I’ll be working, or could you describe a typical workday?
So many offers, so little time!

- Where will you be in three to five years if you accept the position?
  - Broad marketable skills or narrowly focused skills
  - Diversified experience
  - Salary
- Where are the people in the organization that started three to five years ago?
- What options will you have if you decide to leave your first employer in three to five years?
  - Many options? Or have you already narrowed your career choices?
Increase Your Marketability

After years in public accounting, it’s time to:

- Choose a practice area to focus on – advisory, tax, financial accounting, audit, etc.

- Do you aspire to become a partner/CFO?
  - If so, you must narrow your expertise even further – become an expert in an area
    - Ex: forensics and fraud, compliance, information technology, international, financial reporting, mergers/acquisitions, business valuations
Characteristics of quality candidates

- Ability to communicate
- Honesty and integrity
- Teamwork skills
- Analytical skills
- Flexibility and adaptability
- Strong interpersonal skills
- Motivation, enthusiasm, and initiative
The Interview

- Arrive early and dress professionally
- Know the firm
- Prepare written questions
- Sell yourself
- Explain “issues” in your transcript or resume
- Be honest
- Follow-up with a thank you & repeat interest
Advice from a veteran

- Set a goal of graduating with no less than a 3.25 GPA.
- Build your resume, be active.
- Decide where you would like to be in five years.
- Focus on companies that will help get you to that point.
- Investigate prospective employers. Ask questions that help you assess the environment and how you will fit in.
Advice from a Veteran

- Don’t select a job solely on the money.
- Make a commitment to your career.
- Learn what your expectations are and exceed them.
- Continue to learn and expand your personal skill sets to keep your options open. Don’t jump jobs too quickly.
- Don’t stay in a job you don’t like.
THANK YOU
AND
BEST OF LUCK