



SDSU Student Accounting Society

Meeting Minutes: CBIZ (Recruiting)

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Presenter:

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Presentation:

They are the 10th largest public accounting firm

Attending MTF

- As you grow in your career, you have your clients and it can seem like an entrepreneurship

First two years before you hit senior can be the worst, once you hit senior you have more flexibility

Importance of recruiting

- The key concept is networking, once you are a senior/manager than connections are more important
- Don't take rejections personally
 - It is a long process
 - There are 300 students for each 1 position
 - Be patient

The company is looking for SLP (summer leadership program)

- For the company it is a day program, you can email and send and your resume
- Accepts every resume and keep them on file
- You want to find out about the firms
 - You also want to know if you want to work for an industry or public
 - You don't want to accept then find out you don't like it a few years later
- You should be interviewing them
 - Ask the questions you want to know

Personal experience

- She stays in CBIZ because of the people and culture
- Clients are important to CBIZ philosophy, also if you don't treat people right then they won't work for you

Student Experience

- It was a relaxed atmosphere, they help you grow and study for the CPA exam
- They also encourage growth

Questions:

As a sophomore is there anything else you can do?

- You can attend the Spring banquet and network with everybody you can

- It is a crowded, large social event

What are common misconceptions first year associate's have?

- We assume associates are showing up and wanting to do a good job. When managers tell them they aren't they check to see who trained them and how they were trained
- Last year there was 7 new associates, during the slow time. When it is a slow time there is not a lot to do.
- We won't promote to senior until you pass the CPA exam. There is a 4,000 bonus if it is completed in the first year. They will also pay for the Becker course
- Students worry they won't know
- The company expects you to have the degree and they will teach you what you need to know, you get a mentor, you get associate training. If you are not comfortable in two weeks then something is wrong

What do you recommend to students who are struggling to decide if they want CPA?

- To talk to as many accountants
- Talk to career services to find your strengths
- You want to do something you like. For example: The company hired a SR manager consulting from Colorado, some don't transition as well. Communication wise, he was unhappy with expectations of work. He felt that it is not what was told to him before he was hired.
- Having the courage to talk to people if there are issues or it is not working

What are some essential skills for the first year associates?

- In public accounting there are annual reviews. You will work with many managers and teams. There is a round table consensus meeting. The managers who worked with you will read the rules pertaining to the performance. After that they will read the what they goals were, what are your strengths; It is very interactive.
- Getting into meetings, the managers are very curious, you want to ask a lot of questions and follow up. The managers want you to update them. CAUTION when asking questions don't make them feel like they are pen-pecked
- Go to senior/managers with a list of questions

Is there anything specific in interviews, what sticks out in resumes?

- You need to network
- I don't agree with looking at GPA, because there could be family situations as long as there is a story
- You have to get out and meet us
- I like to look for students to have a job during school even part time

What kind of positions do you offer for students graduating in Spring?

- The recruiting is a year in advance
- Recruiting for student interns
- You can get a part time position and study for Becker Review

For SLP can you talk more about it?

- Every firm is different so you have to go to as many as possible
- It is usually 1 day in the conference room, and what you would expect from others
 - Do some tips for successful in the first year

- The directors do a Q&A
- The company hosts a lunch
- 2 years ago they did an airband where each group chose a song for a fun activity
- Summer Intern is an 8 week tax and audit with a week of national training. The national training is for meeting other associates at other CBIZ offices
- If you are working on a project then you can reach out to someone else you know for help/advice

Personal Experience:

- She went to her manager and seniors if they knew their fellow alumni or other associates
- Stay in contact with people from school from your classes as they can be future associates or contacts in another company able to help

If you don't get internship, do you apply again in another year?

- If you are interviewing one year then the firm found you good enough
- Example: the student interviewed and didn't get the position
 - She dug up the resume after he had 1 year of experience. He is interviewing 3 years after he graduated.

How would you recommend staying in touch, if they got rejected, how frequent should they email?

- Every 3-4 months you can send an email attached with the most current resume so the person can recall. Send the email, I interviewed and didn't get the position, I enjoyed interviewing. And what was memorable when you talked.
- Some don't always respond to the email but the managers like the persistence. They look for persistence
- It depends who you meet
- CalCPA managers and directors send an email to me after a meeting about good candidates they met

Would you recommend we attend meetings as juniors?

- Definitely as a junior, if as a sophomore also
- It gets easier as the more you network
- Asking questions about what you want, make it an easy conversation (find some personal things you can talk about or similarities)