



SDSU Student Accounting Society

Meeting Minutes: RSM (interviewing)

October 9, 2017

Presenters:

Brian Furman	Tax Manager	SDSU alumni
Matt Mangona	Audit	
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Travis Kestor	Sr Manager consulting	SDSU alumni
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Presentation:

Intro

- We focus on middle market
 - If there is growth opportunity then we will take other companies on
 - We do not cap on top, for example a business has over 3 billion in profits
- Most clients are owner operated or original founder is still involved
 - We get more insight as to where they are going

Agenda

RCM

- 90 offices
- Revenue is 1.99 Billion
- Over 9,000 employees
- Sixth largest individual network or audit, tax, consulting globally
 - 120+ countries worldwide
 - Biggest offices are in China and Mexico

RSM International

RSM Vision and value

- Vision
 - To be the first choice advisor to middle-markets leader
 - To go beyond basics when they advise
- Our values
 - Respect (treat others as you would like to be treated)
 - Integrity (do the right thing)
 - Teamwork (work together)
 - Audit will work individually and together in groups

- Tax has two broader groups as well
 - #1 office team
 - #2 engagement team
- Excellence (Be the best in all you do)
- Stewardship (Better our firm and develop our employees)
 - Wraps all together everything in values
 - The company wants to leave the client better off after advising

Industries We serve

- Technology
- Consumer service

Interviewing 101

- Interactive approach

First Impression

- How you appear makes a significant impact

Types of Interviews

- Telephone
- Video
- On campus
- In-office
- Dining
- Structured vs unstructured

Good Interview skills

- Eye contact
- Ask good questions
 - Ask initiatives you like and research
- Being passionate
 - Have high energy
- Coming with good examples
 - There will be behavioral questions
 - Respond without contemplating
- Good alignment
 - See how you fit in the company
- Be professional
 - It's a given now
- Body language
 - Make a good first Impression
- Have a good flow
 - Want the interview to be more of a conversation

Bad Interview traits

- Punctuality
 - Being late or too early
- Being negative when talking
- Don't swear
- Don't lie

TIP: You want to balance assertiveness with listening

- The interviewer needs to be able to talk also with the interviewee
- #1 aspect to interviewing
 - Preparation and asking questions
 - You will get a different perspective with different people
 - The questions will direct which company you fit with and want to choose
- Experiences from RSM
 - They got their questions answered the first interview
 - Didn't ask questions the second or third interview
 - It seemed like they were not prepared the second and third interview
 - Interviewers do not talk to each other or know what questions you ask
 - It's OK to re-ask a question to another interviewer
- When you come into an office interview there are three separate interviews

What are Good Interview questions

1. What are some reasons you have stayed? (for someone who has spent some time with the company 10+ years)
 2. What responsibilities does your position have? What's a day in your work life?
 3. The most rewarding/challenging parts of your job?
 4. If they could go back at the beginning, what kind of advice would you give yourself?
 5. What is your organizational culture?
 6. How do you balance work with life? (different have different ways of maintaining balance)
 7. Cultural question (it's becoming more common)
 8. What makes your culture stand out from others?
 9. How do you maintain competitiveness from other companies?
 10. How has your role changed in the company? (chance to see career change progress)
- TIP: We want to know what you look for
 - Work life balance
 - Go to middle market for career culture
 - Or you could work for a big 4

Closing Questions

1. What the next step?
 - The Interview begins at the beginning of networking with the interviewer

After

- Showing up to events
 - Meet the firms
 - SAS events

Next Steps

- SAS Meeting more casual
- MTF is more formal
- On campus interviews gets more formal (between each step the group decides who makes it to the next level)

Your turn to ask away

- Show an interest in the firm
- What do you want to know

Questions:

How Many questions is too much

It is better to keep the conversation flowing, if there are more questions then it's better
Most will give you a card to continue the conversation and communication

Should questions be memorized or be written on a list?

List is ok and shows that you are prepared. If you make a list you have a better chance
to make the questions flow better

*Send a thank you email for the time, (it makes a difference and makes you stand out
amongst other candidates)*

In the email you want to add key points about yourself and what you talked about. Be
quick in the response (it is good to stand out).