FREQUENTLY ASKED QUESTIONS ABOUT STRUCTURED RECRUITING.

Please review this list of common questions associated with the Structured Recruiting process. This resource will help you decide if the process is right for you and give you more information about what to expect.

What is Structured Recruiting?
Structured Recruiting refers to the series of recruiting events, organized by the MAC Career Services team, with our top public accounting/corporate employer partners. Employers hiring MAC students through this process are looking to hire students for entry-level tax, audit, risk advisory (less common), and corporate positions. Structured Recruiting represents a solid opportunity for those seeking to transition into an accounting-related role.

Which employers participate in Structured Recruiting?
Employer participants vary year to year and are subject to change based upon availability. A majority of our employers are in the public accounting industry, though we do have some corporate partners. Typically, the following employers participate in Structured Recruiting annually: EY, Deloitte, KPMG, PwC, RSM, Grant Thornton, BDQ, DHG, Bernard Robinson, Thomas Judy Tucker, Exxon Mobil, Duke Energy, and Andersen. We also offer networking opportunities with companies such as GSK, Northwestern Mutual, Capital One, and Lincoln Financial.

What types of roles can I get through Structured Recruiting?
Employers hire for entry-level, full-time job opportunities through this process. In public accounting, the firms typically hire for a Staff Auditor, Tax Staff Associate, and in some cases an Advisory/Consultant role. On the corporate side, many of the roles are for rotational programs or an entry-level staff accountant position.

What is the typical salary range for these positions?
The salary is dependent on the company and the geographic location for the position. Typically, the average starting salary given is ~$56,000. This amount is the same for any student, regardless of previous work experience. For more information on salaries, please visit our most recent employment report.

Do I need to have accounting/business experience to be successful?
No, you don’t need to have any prior accounting or business related work experience to be successful. In this process, you will demonstrate the skill set you’ve gained through internships or full-time work experience that relates to these positions.

Do employers hire for mid- or senior-level positions during Structured Recruiting?
Structured Recruiting is designed around entry-level roles within public accounting and corporate employers. Because the volume of these hiring processes is so large, creating a well-established, structured process is the best vehicle to maximize employment opportunities for students seeking entry-level positions. Due to the more technical and managerial nature of mid-senior level positions (and the corresponding lower volume of overall employer-wide hiring at this level), mid-senior level positions are identified, targeted, and secured via a traditional assisted job search.

What opportunities are available outside of Structured Recruiting?
If Structured Recruiting is not right for you, we are happy to work with you on a more traditional job search. We will partner with you to identify your overall career goals, develop a strategy, and help you fine-tune tactical employment items (resumes, cover letters, etc.) to make sure you are positioning yourself for the best roles.

Will I definitely get a job through the Structured Recruiting process?
98% of our students are employed three months after graduation, with 75% of these students gaining employment through the Structured Recruiting process. If you do not obtain employment through the Structured Recruiting process, the Career Services team will continue to work with you one-on-one to help you achieve your employment goals.

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Where do the Structured Recruiting events take place?
We hold all events with employer participation in the Chapel Hill, N.C. area, but all training and workshops are presented both in-person and virtually.

Do these positions provide benefits that might help me pay for the CPA exam?
Job offers vary by organization, and each may include unique benefits. Typically, employers will provide you with a CPA review course to help you pass the exam, and may have a bonus structure in place after you pass the exam.