

FREQUENTLY ASKED QUESTIONS ABOUT STRUCTURED RECRUITING.

Please review this list of common questions associated with the Structured Recruiting process. This resources 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, BDO, 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 are **Staff Auditor, Tax Staff Associate**, and in some cases an **Advisory/Consultant** roles. 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'll 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 don't 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.



What events comprise the Structured Recruiting process?

Educational Panels (July): Designed to give you a comprehensive look at the lives of professionals working in the accounting industry and an opportunity to network with firm professionals.

Meet the Firms (August): 45-minute rotations with each employer, designed to give you the opportunity to learn more about their individual organizations.

Networking Reception (August): An opportunity to meet with firm professionals one last time during the job application process with networking at high-top tables.

Interview Week (September): Each employer has a designated day during the week to hold their interviews (typically 2-3 companies interview per day). During that week, employers sometimes also hold social events the night prior to their interview day. We've specifically timed this event during a break in your class schedule.

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.