

# 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.

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## 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 partners. Employers hiring MAC students through this process are looking to hire students for entry-level tax, audit, and advisory (less common) 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. Typically, the following employers participate in Structured Recruiting annually: EY, Deloitte, KPMG, PwC, RSM, Grant Thornton, BDO, DHG, Bernard Robinson, Thomas Judy Tucker, Forvis Mazars, Bernard Robinson, CohnReznick and Cherry Bekaert.

## 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 Audit Associate, Tax Associate, and in some cases an Advisory/Consultant roles.

## 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 ~\$77,000, which includes all locations. Please note the average starting salary for North Carolina is ~\$72,000. 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. 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. 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?

- *Careers In Panels (July)*: Designed to give you a comprehensive look at the lives of professionals working in the accounting industry and an opportunity to explore various career paths.
- *Meet the Firms (August)*: A two-day event that includes 45-minute rotations with each employer, designed to give you the opportunity to learn more about their individual organizations.
- *Interview Season (September)*: During this timeframe employers will host interviews virtually and in-person. Sometimes employees will also hold social and other networking events.

## Where do the Structured Recruiting events take place?

We host Meet the Firms in-person in the Chapel Hill, N.C. area, but all training and workshops are presented both in-person and virtually. In-person attendance at Meet the Firms is required to participate in Structured Recruiting.

## Do these positions provide benefits that 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.