Overview
For most accounting firms, the easiest way to get a full-time job offer is through the internship process. Many firms hire large intern classes and a majority of these students will receive full-time offers at the end of their internship. As well, externship experiences can lead to internships offers. Often, companies will begin the internship process with a brief (30-60 minute) screening interview, either on campus or via telephone or Skype.

Interviews will mostly consist of behavioral questions, designed to assess how you have handled, or would handle, certain situations relevant to the profession. When interviewing for a full-time position, firms will also expect you to be more proficient with the technical aspects of accounting in comparison to the internship recruiting process.

Important Tips for On-campus Recruiting
Get an Early Start
Tip #1: Get involved with on-campus recruiting.
Tip #2: Attend any receptions the firms may have before the interview date. Get their business cards and send thank you letters expressing your interest in their firm. Meet the Firms Friday and the Fall Career Fair are both terrific opportunities to network, learn more about each firm and the positions available and meet recruiters. As well, many firms hold additional sessions on campus throughout the year; make yourself visible!
Tip #3: Mock interviews are an excellent way to practice for genuine interviews; practice makes perfect!

What the Firms are Looking For
Tip #4: You might have the skills necessary to work in an accounting firm with an accounting degree, but you have to prove to the interviewer that you also have the necessary social skills to be successful and relate to their clients.

Interview Process
Tip #5: Questions asked will be more behavioral than technical. Be prepared for some technical questions, but focus your preparation on how you express your interest and what strengths you want to portray to the interviewer.
Tip #6: Many states now require CPA candidates to have 150 credit hours. If you anticipate working in a state with this requirement, be prepared to answer how you plan on achieving 150 credits.

Sample Accounting Questions
This list is not intended to be comprehensive, but should help you get your head in the game.
General:
What are your long-term and short-term goals?
What do you see yourself doing in five years?
What are your strengths and weaknesses?
How do you function under pressure? Give me an example.
What motivates you to put forth the greatest effort?
How would you describe yourself?
Technical:
What is the matching principle?
   The recording of expenses in the same time period the related revenues are recognized.
When do you recognize revenue?
   When it meets two criteria: 1) it is earned (goods / services are delivered); and 2) it is realized (cash / cash claims are received in exchange).
What does auditing mean to you?
   Examining transactions and financial statements, in accordance with generally accepted auditing standards, in order to attest to the accuracy of those statements.

Questions to ask the employer
What do you most enjoy about your work with this company?
What is the organization's plan for the next five years?
Would you describe an average day on the job?
Is there room for professional growth and upward mobility?
Do you have any questions or concerns about my ability to perform this job?

Follow-up
Within 24 hours, send the interviewer a thank-you email. Make sure it expresses your continued interest in the firm, your enthusiasm about the position, and your appreciation for their time. Don’t let the company forget your name, but make a follow-up call about a week after the interview. Let them know of your continued interest, and ask if there is any further information they need from you. If they are still deliberating on the job, ask for an estimated time frame for follow up. If they decided not to hire you, thank them for their time and consideration. If you received the job, thank them and be enthusiastic!

Typical Recruiting Timeline

Fall semester, companies recruit primarily for full-time positions, along with some early internship recruiting.
Spring semester has more of a focus on internships.