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ARE YOU MAZARS?



MazarsUSA.com

# Are You Mazars?



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**W**e are Mazars but you might know us better as WeiserMazars LLP. On January 1, 2017, we changed our name to Mazars USA LLP – a part of our plan since 2010 when we became the independent U.S. member firm of Mazars Group.

So, what else has changed? Absolutely nothing! The same great people make up our firm. We are still focused on serving loyal clients of all shapes and sizes in an array of different industries. Our ambition to develop our range of services across the country and break into new states remains the same. Perhaps more importantly for you, we still believe that accounting is about people, not numbers.

Are you ready to get to know us better?

## Providing Diverse and Rewarding Experiences for our People

At Mazars USA, we believe in putting our people first. At the end of last year, our Chairman and CEO – Victor Wahba – unveiled our new vision “to be a premier professional services firm that provides diverse and rewarding experiences for our people, our clients and in the communities we serve.”

The decision to put people first was a conscious one and reinforces the importance we have always placed



on our core values of “Association, Respect and Excellence.”

Putting people first means recognizing that everyone is unique. It also means that each one of us has different needs or expectations at various stages of our lives and careers. Our core values allow us to respond to these needs and expectations in a way that enables our team members to manage their personal lives and careers while meeting their commitments to our clients.

So, here are a few examples of providing diverse and rewarding experiences at Mazars USA:

**Work Smart.** We encourage our team members to work smart so they can find an appropriate balance between their personal and professional lives. This may mean offering wiggle room in their schedule to attend an appointment or watch their kids play sports. It may also mean giving someone the option to work from home to wait for a delivery or to work from another office for whatever reason. There is a lot of talk about flexibility in today’s business world but working smart is not new to us. Our Partners, for example, have built successful careers while raising families and pursuing personal interests.

When all is said and done, what does working smart mean? For us, it means being respectful of teammates and clients; building trust so others know you will meet your obligations; caring for each other and taking pride in the quality of work we deliver to clients.

**A Spirit of Volunteering.** Giving back to the communities in which we live and work is important to us. Each year, we participate in numerous charity drives to collect warm coats, toys, school supplies and food for those needing a helping hand. We also regularly support local soup kitchens and take part in many walks and runs to raise money for worthy causes.

In addition to all of this, we all look forward to setting aside work for one day each year to volunteer at an event in our local communities. Past events have included community improvement projects, supporting fellow citizens of all ages and countless animal charities. Giving back is close to our hearts and an opportunity to reflect on what we have, what we can offer and how we can make a difference to someone even for one day.

**International Mobility.** We offer unparalleled international mobility opportunities to CPAs at the senior level and above. Team members who take advantage of our overseas program get a “taste” of a different country, professional environment and culture, while working on a client engagement or business development project.

We also encourage our international colleagues to experience life in the U.S. and welcome team members from Australia, France, Germany, Ireland, Italy, South Africa and the



UK to our offices. Mixing our skills and experience in this way adds to our diversity of thought enabling us to service our clients in an ever-changing world. It also leads to life-long friendships between our teams.

### **So, how can you get to know us better?**

We regularly visit college campuses and attend events at many schools in New York, New Jersey, Pennsylvania, Chicago and Sacramento. Naturally, you will see us most often in the fall, which is peak graduate recruitment season for the accounting profession. The fall months are also the best time for our team members to come on campus to share their experiences first hand as their client load is less intense.

**Career Fairs.** If you have ever been to a career fair, then you know that they can be overwhelming given the wide variety of companies present. Start by obtaining an employer attendee list from your university career center and do a quick Google search on the companies that interest you.

This will help you to narrow down your choices and take an in-depth look at their industry, culture and other features that are important to you. Most importantly, look up which positions are being offered via the company’s website and your university career portal.

Don’t forget to take advantage of opportunities at your university career center to build your resume, develop your interview skills, and elevator pitch. Your elevator pitch will be highly useful at all campus events to help you initiate a conversation with recruiters. All of these small steps put together will position you to be ready to get the most out of your career fair experience!



**Mock Interviews.** Many schools sponsor employer-led mock interviews, which are a great opportunity to build your skills and network of employer contacts. This is a 'safe' environment to receive direct feedback from someone who could possibly interview you at a later time. Our team members enjoy meeting students at such events, as we know interviews make everyone nervous, including us!

We want to help you succeed as we build a long-term relationship. Remember to always ask for a business card from everyone you meet at recruitment events and be sure to send them a quick thank you note, especially if they have taken the time to interview you.

Don't worry if you do not have the opportunity to attend an employer-led mock interview. Most career centers also offer practice sessions so take advantage of them. There is no such thing as too much interview practice!

**Info Sessions and Club Meetings.** Companies have the opportunity to come onto campus to present to prospective candidates. These types of presentations range from learning more about the company to the type of positions they offer. Alumni also return to their alma mater to present on a specific business topic such as public speaking or preparing and filing a tax return.

All of our team members love to take part in club events especially the social occasions - we have a waiting list of people wanting to attend volleyball or bowling tournaments! Attending info sessions, club meetings or social activities is an excellent opportunity to freely ask detailed questions and work on creating or developing relationships with professionals and recruiters.

Join as many clubs as you have time for, get out and meet peers and employers alike. You never know who will be a great resource for you!

**On-Campus Interviews.** Congratulations, you have been selected for an interview! This is likely the first step of a multi-interview process, which usually begins in late September or early October. Now you are leveraging relationships built with members of the company by attending career fairs, mock interviews, club meetings and social events.

However, you still need to do your research to prepare questions about the company and the position at the end of the interview. Asking questions, even to clarify information conveyed during the interview, is critical. The questions you ask are the last impression left in the interviewers mind so it's important to make it a good and memorable one!

This is just the tip of the campus-recruitment iceberg. Employers attend a whole host of activities so it is important to attend as many as you can espe-

cially if you have an interest in a particular company. Making a great first impression is important but reinforcing it over time by repeatedly connecting with company representatives and circulating your resume will develop your presence in their mind.

### Now that you know us, what do we look for in you?

**Commitment.** A career in public accounting is both very demanding and very rewarding. Being successful in our industry means more study after graduation to become a CPA, keeping up-to-date on evolving regulations and developing interpersonal skills to work effectively with teammates and clients. Doesn't this sound like school? Maybe, but remember you are paying to learn at school but will be paid to learn at work! So, how do you demonstrate this commitment? Firstly, show us you are hungry to learn. We do not expect you to know everything when you join us. We want you to ask good questions, be a sponge and apply learning from one client to the next. Secondly, talk about why you are interested in public accounting and show that you have weighed up the pros and cons of opting for audit or tax. This will not only show commitment to the profession but also to your career. Lastly, tell us about your plans to study for the CPA exam between graduation and starting work. This is the best time to tackle at least two parts of the exam and get them under your belt before taking on new responsibilities.

**Leadership.** Demonstrate through your choice of internships, part-time work, summer jobs, campus organizations, volunteer activities and sport teams that you have the drive to be a future leader. Leadership experience can come from any type of position as long as you have taken ownership of your role and have been accountable. You can lead at the



start of your career even if you are only leading yourself to learn and bring your best self to work and your clients.

**Communication.** Accounting is about people, not numbers. You need technical skills to be a good accountant, but to be a great accountant you must be an excellent communicator. Public accounting is a client service industry in which relationships are paramount. Our aim is to recruit great people who can create rapport with clients and who build respectful relationships with their team members.

Just imagine spending a 10-hour day with two other people in a conference room during busy season. You want to enjoy their company, right? Luckily, we have great communicators and team players on our team who work and play hard together.

**Comfort with Technology.** We know that you are comfortable using mainstream technology. We are looking for a demonstrated ability to quickly learn new programs to perform accounting, audit and tax work efficiently and accurately. You can prepare for this by taking advantage of accounting internship opportunities and taking an advanced course in Excel to master the more complex functionalities. We will train you in all of this but getting ahead never hurts. Any first year accountant will tell you that advanced Excel is the number one skill they wish they had!

Are you ready to venture further and say: "I am Mazars"?

Follow us on LinkedIn, Facebook and Twitter. Visit our website: [www.mazarsusa.com/joinourteam](http://www.mazarsusa.com/joinourteam)

# ARE YOU MAZARS?

Mazars USA is an accounting, tax and consulting firm that helps some of the fastest growing companies in the world venture further than they ever thought possible. If you want to accelerate your own success, join our internationally diverse team. **We are curious. We are driven. We are Mazars. Are You?**

For information about career opportunities, please visit:

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