



THE UNIVERSITY OF WINNIPEG

CPA Interviews

What to Expect in a First and Second Interview



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Resources

- Fully Prepped, <https://www.fullyprepped.ca/invite>
 - Learn job search skills that employers value
- 100 top job interview questions - <https://www.monster.com/career-advice/article/100-potential-interview-questions>

So far, so good?

- You survived the application process!
- I bet it was more work than you expected.
- How do you feel you did with your CACEE form?
- Be prepared, not everyone will get 1st round interviews.

Interviews

- Oct 7th – firms will send the short list of who they want to interview
- Oct 8th – students informed of their interviews
 - You will be notified either way, interview or no interview
 - Email will come from Christy Campbell
- Oct 9th – in person sign for those with 1st round interviews

- Interviews take place from Oct 15 – 25
 - Note: Oct 15 – 18 is during Reading Week
- Can be 30, 45 or 60 minutes in length
- Firms will be on campus to do the interviews, some are here one day, ½ day or over 2 days
- Combination of Traditional and Non-Traditional interview styles

What to Expect In the 1st Interview

- One to two recruiters
 - Can either be human resource representatives, staff member with designation or a combination
 - Some organizations also bring in a CPA student to meet with you prior to the interview – be prepared with some general conversation topics

Traditional Interviews

- will have normal interview flow of question and answer
- generally use Behaviour Descriptive Questions – ‘tell me about a time when...’
- Expect to be asked specific questions about your CACEE form and transcript
- Normal when interviewed by an HR representative

Prepare for Traditional Interview Questions

- Tell me about yourself
 - Use Education, Skills and something Personal
- BDI Questions
 - STAR – Situation, Task, Action, Results
- Take time to formulate your response
- Be concise but do not use Yes or No answers
- Prepare up to 5 questions for the interviewers

Non-Traditional Interviews

- Easy flow conversation
- Discuss your CACEE form
- Discuss the organization – how you will fit as a CPA student
- Promotion of what the Organization has to offer you
- More of an information interview to help you with your selection and give the recruiters a chance to get to know you

2nd Round Interviews

- Let Christy know if you have 2nd round interviews
- Held from Oct 28 – Nov 8
- Are held at the organizations offices
- You will be contacted directly for these interviews
- Interview will be with different representatives and usually has a lunch, coffee or networking event attached.
- Generally done in groups – with one on one interview included

How to Prepare for Interviews

- Research
 - How big is the firm?
 - Are they international, domestic or local?
 - Search Social Media – LinkedIn specifically
 - Google them
 - What do you have in common with them?
 - What questions do you have following your research?

- Self Reflection

- Why are you interested in being a CPA?

- What are your career goals? (How do they align with the firm/organization)

- What type of working environment do you thrive in?

The Day of the Interview

- Arrive early
- Have a copy of your CACEE form and the transcript with you
- Bring a pen and paper (this can have your questions written on it)
- Pick out your outfit the night before
- Do not wear cologne or perfume (allergies)

At the interview

- Turn your cell phone off
- Be contentious of your body language
- At the end of the interview ask about next steps (if unknown)
- Ask for a business card – if they haven't been provided
- It is okay to be nervous. Know how to get past the nerves and make a good impression.

After the Interview

- Follow up with a thank you note to the interviewer(s)
 - with contact information from business card



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Questions?

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