



# EMPLOYMENT SELECTION 101:

How To Achieve Your Goals with The Right Firm



Picture yourself here.

When selecting a co-op work term or a full-time job after graduation, you have a lot of decisions to make. A key step in your selection process is to jot down your short-term and long-term goals. When clear about what you want to achieve, begin to map out what's important to you in a prospective employer.

## YOUR GOALS

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1. Where do you see yourself in 1, 5 and 10 years?
2. What do you hope to learn?
3. What industries or areas are most interesting to you?
4. What's most important to you in a workplace culture?

FIRM COMPARISON WORKSHEET

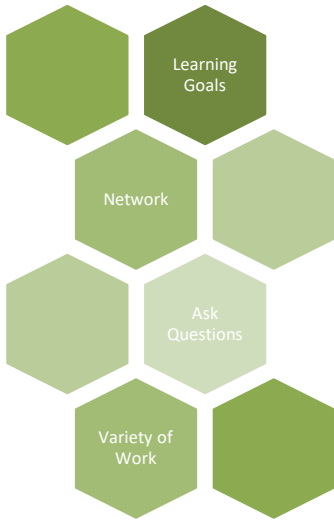
Rank what's important to you and determine if that aspect will be accessible to you in the placements and opportunities that are available to you.

	Your Priorities	Welch
Experience in both tax and audit		✓
Exposure to the entire client file		✓
Significant variety of client work		✓
Collaborative culture where teams work together		✓
Extensive support throughout the CPA process, including the CFE exam		✓
Volunteer and community involvement		✓
Social events		✓
Work-life balance		✓
Family-feel culture		✓
Work environment: visually appealing, amenities, great location		✓
Being part of an evolving company that is working to re-define public accounting		✓
For co-ops: opportunity to extend your co-op session into full-time work		✓
Strong local presence in Ottawa		✓
Opportunity to volunteer and network		✓
Mentorship and guidance		✓
Career development and growth potential		✓
Access to partners for guidance		✓
Competitive salaries and bonus eligibility		✓
Volunteer opportunities in firm committees		✓

## HELPFUL TIPS

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### How to get the most out of your co-op placement / full-time entry-level position



- Create a set of learning goals
- Network
- Ask questions! Interview as many people in the organization to learn their development path, ask questions about the work and what they consider to be their key success factors
- Get exposure to as much variety of work as possible so you can learn what you enjoy

### What's important to Welch in a prospective employee



Well-rounded individuals who work, volunteer and take part in extracurricular activities

Individuals who demonstrate an interest in Welch – do your research, get to know our staff, and ask thoughtful questions



Individuals who have the ability to represent Welch well by being personable, respectful and professional

Energy and enthusiasm!



Strong team work skills

We don't focus exclusively on grades and we have no GPA cut off; we look at the full package including communication and interpersonal skills, experience, extracurricular and volunteer experiences



## WHY I CHOSE WELCH

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*"I chose Welch because I wanted to experience both tax and audit work, but also to work in an environment that continuously challenges me for my own self-improvement. My experience with Welch so far has been amazing. From my first day, my team has been helping me regardless of how many questions I ask, and they always take the time to explain parts of a file that I need clarified. In addition, the work is also never the same so I am learning something new every day and I love that part of the job!"*

- Bhagyashree, 2019 co-op student

*"Initially... I wasn't sure what I was looking for in an employer but I knew I wanted to try my hand in public accounting. After going to countless networking events, I realized I felt most comfortable talking with members of Welch and I felt like I could be myself from the moment I met a new employee. The first thing I found about Welch that made them stand out from any other employer was how friendly the people were, which made me realize how much better a work experience can be if you surround yourself with positive people. Even though Welch is one of the biggest firms in Ottawa I still have a relationship with all my co-workers. We are all one big happy family - a big firm with a small firm feel. To date I've had a great experience with Welch and I can't wait for what's next."*

- Rob, Staff Accountant

*"I originally chose Welch because of the variety of work I would be exposed to, as well as the welcoming work environment. After joining as a co-op student I realized that my expectations were right, and that I was getting to work on many different types of clients and engagements; furthermore, I was working on them with a team that supported me. By doing both of my co-ops at Welch and now being full-time, my skills have grown exponentially stronger and so has my relationship with my colleagues, which is the key to fostering a healthy, productive work environment."*

- Chelsea, Staff Accountant

*"Given my past experience working at a different firm, I felt that Welch was my best option because of the importance that place on maintaining a work-life balance. At all of the networking events, the representatives from Welch were very personable and gave off a great impression to me. So far, my experience has been very positive. The staff have been extremely supportive and helpful throughout all of my tasks/engagements. All members of the team, regardless of their level at the firm, are equally approachable."*

- Isaac, 2019 co-op student

*"Before I chose a firm for my co-op terms, I was able to visit [many] firms of all sizes; but I only felt that vibe/connection with Welch. At Welch networking/office events that I attended, most of their staff remembered me, made me feel comfortable and answered all of my questions about the workplace. At Welch, I get to work on my own files from beginning to end. Furthermore, I am able to do audit field work, solidify my team work skills, improve my time management skills, and more. Welch gives a lot back to the community, helps their staff reach their goals and provides a great work environment."*

- Mario, 2019 co-op student

*"I chose Welch because of the people I would have the opportunity to work with and the comradery present at the firm. I believe that the accounting tasks that get completed are similar in all accounting firms so, for me, choosing a firm with great people and management that supports my path for the CPA designation was really key. So far, I have had the privilege to work on various types of engagements for private businesses & nonprofit organizations that has enhanced my accounting knowledge."*

- Bruke, Staff Accountant





Want to be considered for future opportunities?

Send your cover letter, resume, and most recent transcript to [studentcareers@welchllp.com](mailto:studentcareers@welchllp.com) indicating your preferred start date.