

Welch LLP[®]

Audit • Tax • Accounting • Advisory



EMPLOYMENT SELECTION 101:

HOW TO ACHIEVE YOUR GOALS
WITH THE RIGHT FIRM

CARE



IMPACT



EMPOWER





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 will be determining your short-term and long-term goals. When your goals are clear, begin to map out what's important to you in a prospective employer.

YOUR GOALS

Where do you see yourself in 1, 5, and 10 years?

What do you hope to learn?

What industries or areas are most interesting to you?

What's most important to you in a workplace culture?

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FIRM COMPARISON WORKSHEET

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

	YOUR PRIORITIES	WELCH LLP
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, both team-based and firm-wide		✓
Work-life balance		✓
Community-feel culture		✓
Flexible work location – option for hybrid work arrangements		✓
Work environment: social, amenities, great location		✓
Being part of an evolving company that is working to redefine public accounting		✓
For co-ops: opportunity to extend your co-op session into full/part-time work		✓
Strong local presence in Ottawa and surrounding communities		✓
Opportunity to network and build your professional connections		✓
Mentorship and guidance, open door policy		✓
Career development and growth potential		✓
Volunteer opportunities in firm committees		✓

HELPFUL TIPS

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

1

Learning Goals

Create a set of learning goals. This will help you determine what you want to achieve in your co-op placement, and which organization is going to help you get there.

Network

Making connections is the foundation of a long and successful career. Meet people from different organizations and different levels within the organization.

2

3

Ask Questions

Reach out! Interview multiple people in the organization to learn their development path, ask questions about the work and what they consider to be their key success factors.

Experience

Variety of work goes a long way. Get exposure to as many different types of work as possible so you can learn what you enjoy.

4

HELPFUL TIPS

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 teamwork skills

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



WHY I CHOSE WELCH

“From day one at Welch, I felt like part of the team. As a co-op student I was provided with support to learn and opportunities to quickly take on real responsibilities. Welch has provided support every step along the way as I progress towards my CPA designation including both financial support and accommodations in taking extended time off to return to full-time school. As I've grown with Welch, so have the responsibilities and opportunities afforded to me.”

- Andrew, Senior Staff Accountant

“Every time someone asks me how my co-op is going, or how I'm liking my new job, the first thing I always say is how amazing the people are. The environment, not just on my team, but across the firm has been outstanding since the first day I started training. The management and colleagues I've gotten the chance to work with have been extremely supportive inside and outside of the workplace, and I couldn't have asked for anything more.”

- Taylor, Coop Staff Accountant

“I spoke to many Welch employees who spoke highly of the friendly atmosphere and family style work environment. They also told me repeatedly that Welch focuses highly on employee development and learning which was key for me as a beginner co-op student with very little assurance knowledge.”

- Rhiane, Staff Accountant

“I chose Welch as my Co-op at first for the community. With everyone I talked to, they always had the community and friendliness of the work environment as one of their top reasons why they liked working there, which was really important to me. I started working on parts of a file, then to being the prime communication between Welch and the clients on certain files.”

- Lauren, Co-Op Staff Accountant

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Indicating your preferred start date.

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