

ACCOUNTING HIRING – CHINA & U.S. TIMELINES

Different accounting firms and work locations (US vs. home country) have slightly different **online application** windows. The timelines described below are reflective of typical internship and full-time hiring timeframes. It is important to check each firm's website and network with recruiters to confirm country and firm-specific norms. For applications to company/firm websites, remember to apply as early as possible: some firms will consider applications on a rolling basis.

SUMMER INTERNSHIP: CHINA TIMELINES



WINTER INTERNSHIP (SPRING SEMESTER): CHINA



FULL-TIME OPPORTUNITIES: CHINA

- Follow the same timelines as internship hiring.

Tips for Applying to Positions in China:

- **Online assessments** mainly check the abilities in working with numbers and interpreting written information. Each firm has its own test sets. For example, in addition to numerical reasoning test and verbal reasoning test, KPMG has a situational judgement test which requires students to identify the best and worst courses of actions.
- There are usually two rounds of **interviews**. The first round would be with a HR professional from firm. Depending on the firm and the role you applied, you might be asked to complete a case study or a group exercise with other candidates. The second-round interview is usually with the partner or the director.

MU ACCOUNTING EARLY RECRUITMENT PROGRAM

*Internships take place in January/May of the year following applications and interviews. For example, students apply and interview in one year (2020 for example) and then complete an internship in the next year (winter or summer 2021).



MU: CONTINUED INTERNSHIP HIRING

Following the Early Recruitment Program, firms will continue to consider students for remaining internship opportunities. Check firm websites and utilize campus recruitment (Handshake) in late summer/fall for internships within the following winter and summer.

MU: FULL-TIME HIRING

Firms will begin full-time hiring by making offers to interns with good performance. Remaining full-time positions will be filled through fall recruitment (Handshake). Most application deadlines will occur in September with interviews in October.