

Spring 24 Interview Questions

These questions were collected from Audit and Tax interviews from the Fall 2023 recruiting semester. These questions came from interviews with firms in the San Diego area. Interviews in different areas will likely have different questions or processes..

Instructions:

If you're using this in part of the BAP + ALPFA Interview Program, please do the following:

1. Download this document as a .docx file
2. Write or make voice/video recording of answers for all Mandatory Questions.
 - a. If you type your answers, please write it in a way in which you would speak.
 - b. While we will look over typed responses, consider submitting a voice/video recording. It will be better practice for, and will allow us to give you more relevant feedback.
3. Optional: Write answers to all or some of the firm-specific questions.
4. Save your .docx as "First Name Last Name_F23 BAP Interview Questions Answers". (i.e. "Carolyn Somvilay_F23 BAP Interview Questions Answers")
5. Submit your answers document when you sign up for our F23 BAP + ALPFA Interview Program.

Additional resources:

- Check out our BAP website to get links to:
 - BAP Resource Packet
 - Interview To-Do List
 - And more!
- [SDSU Career Management Center](#) (contact them to set up Interview Help appointment or to rsvp a room to do your virtual interview in)
- [Effective Employment Interviewing](#) by SDSU Career Management Center (CMC)

Mandatory Questions & Talking Points

These are questions you **NEED** to have a good answer for. Almost every firm will ask you all or a majority of these questions, or some iteration of it:

1. Tell me about yourself.
2. Why did you apply to [firm]?/Why are you interested in [firm]?
3. Why did you apply to [audit/tax/whatever your service line is]?
4. What do you do outside of school?
5. Describe a time where you had a conflict with someone on your team. / Give an example of a time where you had to work with a difficult teammate.
6. Describe a time where you had to meet a deadline but did not have enough time to make it. What did you do? / Give me an example of a time you had to meet a deadline.
7. Do you have any questions for me? **(List at least 3 questions)**

Big 4 Questions

Deloitte (Conversational) (virtual):

1. Tell me about a time when you used technology to make a difficult task more manageable.
2. Tell me about a time where you used data analysis or analytical skills to solve a problem.
3. Where do you see yourself in 5 years?
4. Why Deloitte?

EY (Conversational) (virtual):

1. When did you lead a team and set the tone for the quality of work?
2. How did you take initiative on a team task? How did it pay off?
3. How did you motivate/keep a team accountable for delivering high quality results?
4. How did you work with a team member who had a different perspective/style?
5. Tell me about a time you had a great idea that was implemented by your team and it succeeded.
6. Tell me about a time you weren't adequately prepared and what did you do?
7. How do you do things differently now based on the experience?
8. Tell me about a time when you used technology to make a difficult task more manageable.

9. Describe a time when you challenged the way things had been done in the past with an innovative or disruptive idea.
10. Describe a time when you used new technology.
11. Describe a time you suggested an innovative idea.
12. Tell me about a time you were wrong.

KPMG:

1. Tell me about a time you were a leader.
2. Tell me about a time you had a challenging skill you needed to learn.
3. Tell me about a time you've had a difficult client/customer.
4. Tell me about a time you had to manage multiple projects at once.

PwC (Question-based):

1. Tell me about a time you used technology to get work done.
2. Tell me about a time you got negative feedback from someone and what did you do?
3. Tell me about a time where you had to lead a group.
4. Tell me about a time you had to complete a difficult task.
5. Tell me about a time you had a tough team experience?
6. Tell me about a project where you got to build your accounting expertise?
7. Tell me about a time you had to change your communication style?
8. What type of role do you take in a group?
9. How do you balance school work, extracurriculars, and work?
10. How do you use your network to succeed?
11. Tell me about a time you had to think on your feet or adapt to a new situation?

Mid-Tier Firm Questions

Baker Tilly:

1. Tell me about a time you worked on a project that you weren't excited about. How did you handle it?
2. What would you say would be the biggest difference between school and working at a job? How will you adjust to the difference?
3. Tell me about a time you had to use written communication skills to get your point across.
4. Tell me about a volunteer project you worked on and why you like it.

5. Tell me a time you were ready to give up on a project and how you handled it. How did you react and what was the outcome?
6. What would you say is the hardest part about working with a client? How will you handle that?

BDO (Conversational):

1. Describe a time where you had a conflict with a team member.
2. What role do you typically take in a team setting?
3. What are your strengths?

CBIZ (Question-based):

1. Tell me about a time that you used a large number of resources and put it together to formulate a project.
2. Tell me about a time that you utilized team members' skills to complete a project. Whether it's leadership or teamwork, how did you pull their skills together?

RSM (Conversational):

1. What are your greatest accomplishments?
2. What challenges have you faced?
3. What made you want to do public accounting?
4. Tell me about a time you failed.
5. What is your greatest strength?

Moss Adams (Conversational):

1. How many hours do you work at (experience you listed on your resume)?
2. What does a typical work day look like for you?
3. Tell me about a time you had to choose between two conflicting events?/How did you handle your time when you had two commitments or events due at the same time?
4. What advice would you give a new hire to help prepare them for their first busy season?
5. (For GPS Internship) How is DEI important to you? How do you apply it to your life?
6. Tell me something about you that is NOT on your resume
7. Tell me about a presentation or project that you really liked. Why did you like it?
8. Describe a time where you made a mistake.
9. What role do you usually play in a group/team?
10. When have you worked under a time deadline? How did you handle it?

11. What do you do when you do not have enough time to finish all your tasks?
12. Note: Moss will pick apart your answers, be ready to explain.

Local Firm Questions

Considine & Considine (conversational) (in-person):

1. What are your hobbies?
2. How did you find out about our firm?

Industry/Government Questions

SDG&E/Sempra

1. What is your plan after graduation?
2. Why should we hire you?
3. What gets you excited about accounting?
4. What do you know about Sempra/SDG&E?

Government/OIG:

1. What do you know about us?
2. How do you handle deadlines?
3. Tell us one thing about you that is NOT on your resume.
4. Tell us about a time you dealt with constructive criticism.
5. Tell us about a time you were creative.
6. Rate your expertise with Excel, Word, and Access
7. Tell us about a time you dealt with confrontation.
8. How will this internship prepare you for a career in government audit?