

Accounting Firm Interview Template

1. Start Strong: *Break the ice and set the tone.*

"Tell me about your journey in accounting so far."

"What drew you to our firm?"

2. Assess Technical Skills: *Get right to the core.*

("Insert Skill – Eg. How do you ensure accuracy in financial statements?")

("Insert Skill – Eg. Walk me through a complex tax strategy you've implemented.")

3. Behavioral Insight: *Understand their approach to challenges.*

"Describe a time you managed multiple tight deadlines."

"How do you handle client communication when things go wrong?"

4. Cultural Fit: *Are they the right fit for your firm?*

"What's your ideal work environment?"

"How do you contribute to team success?"

5. Wrap-Up: *Conclude with clarity.*

"Any questions about the role or our firm?"

"When could you start?"

Evaluation Checklist:

- ☐ **Skills:** Mastery of accounting principles?
- ☐ **Fit:** Aligns with your firm's values?
- ☐ **Problem-Solving:** Quick thinker under pressure?
- ☐ **Communication:** Clear and confident?