**EY Assurance Associate 1**

At EY Assurance, we build a better working world through *innovation*, so we can meet the evolving demands of business, regulators and investors. Through a quality EY Audit, supported by state-of-the-art technology and the finest people, we build confidence in business and the capital markets while meeting regulatory benchmarks, providing greater transparency to investors and the markets, and *evolving* the audit to supply more meaningful insights to audit committees and company boards.

**CONSIDER THIS:**

* **Where have you been involved in developing something new? Something that might be considered innovative?** 
  + **Could be a new system to organize your house in some way! Could be a work-related development.**
  + **Could be using new tools (apps/technology) to move something in a new direction.**

Our auditors *ask better questions* that *drive increased skepticism* around financial information to protect and serve the public interest. It’s those questions our people ask during an EY audit that help generate wider economic and social benefits today and a strong legacy for a better tomorrow.

The opportunity

**CONSIDER THIS:**

* **When have you asked a thoughtful question that made someone consider their actions or increased their desire to continue to look at an issue to question assumptions**
* **In what context have you done this? How did the people involved react? How did you participate in the conversation? What was the result of the discussion?**

The broad business perspective you get in EY’s Assurance practice will serve as a launch pad to your career, whether you stay at EY to partner or seek a role in the C-suite. Our easy-to-use Audit Career Framework will help you map your successful career path, understand just what’s expected of you, and access the right learning, experiences and coaching to support your career progression. Along the way, you’ll develop a deep understanding of the inner workings of business and draw on your accounting knowledge to help solve complex challenges.

**Your key responsibilities**

You will spend much of your time *meeting with our clients directly at their offices, undertaking audit activities to identify and resolve complex issues.*

**CONSIDER THIS:**

* **What examples of excellent customer service can you highlight? Seek to identify them in whatever work experiences you have had.**
* **Where have you identified and resolved complex issues? (DO NOT have to be “audit” related….)**

When you start with the organization, you can join our audit practice and choose from a variety of industries (Consumer Products, Life Sciences, Industrial Products, Real Estate, Automotive and Transportation, to name a few). You will be given *opportunities to work across these industries*, which will provide deep knowledge of key drivers for success and risks specific to the industry. And if you know you have a strong desire to work within our Financial Services Organization, which is tailored to banking,

insurance, funds or other financial industry companies, you may elect that path as well. Whichever you choose, you’ll find *no shortage of opportunities to take on new challenges and responsibilities while* discovering and developing your strengths and ambitions.

**CONSIDER THIS:**

* **What examples do you have of learning new things, being open to new opportunities and taking on new responsibilities?**
* **This is about your desire to take advantage of new learning opportunities and have a greater impact in whatever setting you have been in**
* **This also points at how you stay abreast of the industry -and the industries that a particular firm may engage with. BE PREPARED for a question like “Tell me how you stay on top of business trends, etc…..”**

**How will I spend most of my time?**

•      Identifying potential audit issues or unusual relationships in financial statements with detailed analytical trend analysis

**CONSIDER THIS:**

* **Where have you used analytical methods to see trends and possibly recognize unusual aspects in the results? Maybe this is classwork where you’ve used data analysis tools. Maybe also in your work environments.**
* **Data analytics has become CENTRAL to this work including helping clients understand trends in their data for more strategic decision making**

•      Demonstrating your professionalism while working in clients’ environments and providing exceptional service

**CONSIDER THIS**

* **Excellence in customer/client engagement**
* **Being able to work effectively in a customer/client setting**

•      Operating effectively in a regulated environment, with a focus on protecting the capital markets and the investing public

**CONSIDER THIS:**

* **How do you operate with rules? How do you operate where you are the protector of these rules and must emphasize why they are important to a skeptical/uninformed audience?**
* **Have you ever been challenged by someone about a rule/regulation that is designed to protect “the greater good”?**

•      Developing and maintaining relationships with our clients to provide definitive auditing services that the capital markets and the client can rely upon

**CONSIDER THIS:**

* **Where are your successes in developing productive relationships with colleagues/team mates, clients?**
* **BE ready to talk about a challenging customer/client situation where you were able to or involved as a team to successfully resolve the situation**

**To qualify for the role you must have**

•      Or be working toward, an undergraduate or graduate degree in Accounting

•      A strong academic record, including, without limitation, course work that EY deems relevant to this position

•      A demonstrable plan for passing the CPA exam

•      The ability and willingness to travel and work in excess of standard hours when necessary

•      A driver’s license valid in the U.S.

•      Knowledge and understanding of a professional working environment

•      Excellent critical thinking and analysis skills, and the confidence to identify and resolve problems

•      A genuine passion for protecting the financial markets via audit procedures auditing, and the resilience to prioritize and adapt in a demanding, fast-moving, constantly changing environment

**CONSIDER THIS:**

* **Time management, ability to prioritize tasks and work in a demanding, fast paced setting**

•      A proven record of excellence in communication and negotiation, supported by the technical writing skills to translate data into compelling stories and meaningful insights

**CONSIDER THIS:**

* **All of this is articulated in the previous sections above…..but these bullets synthesize the skills being sought**
* **Be sure you have examples of these skills…..your are NOT expected to have related experience. If you do, it’s a plus….**

•      Strong Microsoft Excel skills

•      Candidates interested in the Government & Public Sector focus must have sole U.S. citizenship and be able to obtain and maintain a secret clearance or higher, within the designated time frame, which will be determined by the engagement requirements for a security clearance.

**Ideally, you’ll also have**

•      A passion for activities outside of your studies, especially promoting your ability to collaborate as part of a diverse team

**CONSIDER THIS:**

* **Beyond classes, what else were you involved in during school? Or, if you are a working professional taking the MSA, what other things in your life are you engaged in? Community service? Leadership?**
* **What examples of “extra-curricular” activity do you have that demonstrate collaborating in a diverse team**?

•      An eagerness to learn how our clients operate across different industries

**CONSIDER THIS:**

* **This is about your desire to learn about those you engage with – reflects comments above about staying abreast of your profession**

What we look for

*We’re most interested in well-rounded people who are naturally curious* and ready to work on audit engagements from a wide range of backgrounds. In return, you can expect the support of great colleagues, as well the industry-recognized training you’ll need to grow in your career. If you’re a *fast learner with great organizational skills* and a *genuine interest in audit activities*, this role is for you.

**CONSIDER THIS:**

* **Based on the TYPE of position you are applying for, you must show genuine interest. WHY is this compelling? What coursework has been more engaging for you and why? What specific projects/problems did those classes provide that helped you feel this type of position was the best “fit” for you?**
* **Maybe you spoke with some professionals in the industry and that has added to a greater certainty about this being the right choice. Be able to make the connection between your interest and the position.**