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**The New Big Firms on the Block:
Accounting Firms and Their Recruitment
of Law Graduates**

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Introduction to the Big 4

- Who are the Big 4?
 - EY
 - PWC
 - Deloitte
 - KPMG
- What is the core of their business?
 - Accounting, Audit, Taxation, Management,
Business Consulting, Risk Assessment and Control
 - Outside the US: Legal

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Numbers of law graduates hired

- Overall picture of Big 4 hiring
 - EY
 - Deloitte
 - KPMG
 - PWC
- Differences between JD and LLM Tax
recruitment

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Where do law graduates fit?

- Areas of practice:
 - Tax (many specialty areas)
 - Non- tax
- Kinds of roles and work legal graduates undertake
- NOT Practicing law
- Do not need accounting/coursework but must have tax or other specialty courses

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Specialty areas within the Big 4

- M&A/Transactional /Corporate Tax (TT, TAS, M&A)
- International Tax (ITS)
- Financial Services (FSO)
- Transfer Pricing
- State and Local Tax (SALT, multistate)
- Indirect Tax (VAT)
- Private Client

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National office positions

- What is the National office (NTD, WNT)?
- Law graduate roles in the National office
- Differences between these positions and practice office positions
 - Work
 - Pay and hiring level differences
 - Competitive

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Non-tax alternative careers for law graduates

- Cyber Risk; Business Analytics (Deloitte)
- People Advisory; Lobbying/Political Compliance (EY)
- Forensic Advisory; Global Privacy (KPMG)
- FinTech; Cybersecurity, Privacy, & IT Risk (PwC)

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Work environment in the Big 4

- Team based
- Open plan offices
- Extensive, required and regular training
- Vacation and other benefits
- Salaries vary by firm, group, location
- Promotion and partner track

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How does recruitment work at the Big 4?

- Campus hiring (vs. Experienced Hiring)
- Role of Big 4 recruiters
- Differences between law firms and Big 4 in terms of hiring
- JD/LLMs – Big 4 is open on undergrad degree
- No NALP offer rules

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How to market your students to Big 4

- Feedback from Big 4 firms
- Role of recruiters
- Creating an alumni network
- Many different paths into the Big 4
- Internships for 1Ls and 2Ls?
- Course Planning

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How to market your students to Big 4 (cont.)

- LLM classes if available
- Joint degree options?
- Tax Moot Court Competition
- ABA Tax Challenge
- Writing Competitions
- Take accounting classes

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How to prepare your students for Big 4 recruitment

- How to apply
 - How to adapt a resume and cover letter for Big 4
 - Ways to get in the door
 - Networking
- Panels and programming ideas
- Interview training very important
 - Behavioral interviewing
- No rules: advising re call-backs and offers

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International Student Hiring

- Big 4 are receptive to international students
- Looking for international students with:
 - Tax-related work experience
 - Academic excellence in tax coursework
 - Accounting, technical skills
- Challenges re work visas
 - Lottery issues re H1B
 - Firms seek to identify foreign applicants early

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What can we learn from the Big 4?

- New NALP Report: Innovating Talent Acquisition Work Report looked at Big 4
- No rules regarding contact with students, interviewing or offer periods
- Comprehensive data collected by these firms
- Difference interviewing styles/expectations
- Strong involvement of recruiting team within big 4 and campus

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