

## Alberta Accounting Recruitment Timeline – Fall 2023

To Whom It May Concern,

For the fifth year in a row Alberta Post-Secondary Institutions are jointly adhering to a structured fall 2023 recruitment timeline for all accounting students which includes Co-op placements, internships, or permanent positions that begin at any point in 2024. The objectives behind this structured approach to recruitment are intended to benefit the recruiting companies, academic institutions, and the student candidates. Participating Alberta Academic Institutes include:

- MacEwan University School of Business
- Mount Royal University Bissett School of Business
- SAIT School of Business
- University of Alberta School of Business
- University of Calgary Haskayne School of Business
- University of Lethbridge Career Bridge & Dhillon School of Business

The structure was created with input from the University of British Columbia, the aforementioned Alberta post-secondary institutions, the CPA Alberta, and a subset of public firms. We are working with our students to ensure this new timeline is well understood and adhered to.

### Permanent Accounting Recruitment Timelines

**Fall Recruitment Dates:** August 21st – October 20th, 2023.

Any firm meeting a student during this period can present an Offer of Employment but offers must remain open until October 20<sup>th</sup>, 2023, allowing the student to attend interviews, events and be informed of their options before accepting. Any offers presented from now until August 21st, 2023, and or after October 20th, 2023, will be open market. Employers will fill positions as their business needs dictate.

### Co-op Accounting Recruitment Timelines for Winter & Summer 2024

<b>Job Board Goes Live:</b>	August 21st, 2023
<b>Interview Start Date:</b>	September 30th, 2023
<b>Offer Acceptance Deadline:</b>	October 20th, 2023

**NOTE:** From October 20th, 2023, onward, offers can be made at any time, and students must respond in accordance with their school's co-op guidelines.

A key element with this structure is that offers can be made once interviews have begun. However, candidates are not required to respond to any offers until October 20. This allows firms time to interview and make offers without the pressure of having to rush their offers, and it allows the candidates time to attend interviews and not be required to respond to offers immediately. That said, if the candidate is satisfied with an offer, they have the option of responding before October 20th.

If you have any questions, please feel free to contact any of the post-secondary institutions mentioned.

Thank you



Bissett School of Business

