



# SDSU Student Accounting Society

## Meeting Minutes: Intuit “Hiring and Interview Tips ”

October 8, 2018

### Presenters:

Carmen Sandoval

Recruiter

[Carmen\\_Sandoval@intuit.com](mailto:Carmen_Sandoval@intuit.com)

Margo Garcia

Recruiter

[Margo\\_Garcia@intuit.com](mailto:Margo_Garcia@intuit.com)

### Presentation:

- Recruitment hiring process
  - Hiring for junior, senior, and grad student positions
  - 80,000 employees
  - **Carmen hiring tax analysts**
  - **Margo hiring finance**
- You can win at the interview
  - Understand what you're good at, what you love, what the world needs, and what someone will pay for
- Be clear about what makes you happy and what you're passionate about during interview
- General tips for winning at the job
  - What do employers want in an intern? (8 key competencies)
    - Initiative, problem solving, planning & organizing, collaboration, critical thinking, adaptable, research skills, communication
- Strategy 1: Your accomplishments make the STAR
  - **S**: Situation - briefly set the scene
  - **T**: Task - Describe what was required
  - **A**: Activity - What did you do and why?
  - **R**: Result - What was the outcome?
  - For this method, think of an accomplishment that you are very proud of
    - Think about what you did, how you approached it, and the results of your actions
    - Should be related to the job you're applying for but if not, it's okay
  - Common questions (behavioral)
    - How do you work under pressure?
      - Think about what your manager, boss, or colleague would say about you and how you handle being under pressure

- Make sure to answer each part of STAR
  - Think about a situation where you creatively and strategically solved it
- Strategy 2: T-Table your preparation
  - Companies don't always write job descriptions to show what's really going on
  - Product management T-Table example:
    - Left hand side (job description and qualifications): things company is looking forward to, exposure to technology, innovative and creative minds
    - Right hand side: put down STAR based examples for qualifications
      - If you don't have a response for every qualification, think about something you're working on and learning from
  - This strategy complements the STAR technique for people who don't like the STAR technique
- Intuit's "A Giant Story"
  - Look for company you're pursuing and their media online so you can learn more about their company and services
  - Intuit's job is to provide platform in the cloud for small businesses, families, etc. to manage their finances online
    - Intuit includes turbotax, quickbooks, proconnect, and mint applications
    - Mission statement: power and prosperity around the world
    - Have offices around the world and nationwide in the U.S.
    - Serve consumers, small businesses, and self-employed
  - Intuit history and background:
    - Founded 1983, most admired software industry 16 years in a row
- 2018 Intern Summit
  - Slide deck link takes you to 2-3 minute clip to provide more info on internship program
  - Interns do 8 hours of volunteer time
  - Employees do 32 hours a year to volunteer
- 12 employee networks for employees
- Intuit labs
  - 10% unstructured time
  - Rapid prototyping