

A FAMILY CALLED BPM

A question that aspiring or experienced accounting professionals ask themselves frequently is “Where do I want to work?” It can be answered in one word: Burr Pilger Mayer (BPM). That raises another question: “Why?” That is easy to answer. It’s the intrinsic and extrinsic benefits!



Beth Baldwin, Director of Human Resources

BPM is a strong company. We have experienced enduring financial growth, steady employment, and a below-average turnover rate for the industry. Our gross revenues have increased significantly every year for the 23 years we have been in business. Strong financial growth is important, because it means more opportunities and experiences for employees, and a chance for them to work with new clients.

Another factor is solid management. We have effective, efficient managers and partner groups who care deeply about the business and our employees. That explains why BPM has been rated among the top places in the area to work for three years.

We are a full-service CPA firm that offers interesting, diverse, and challenging work. Our services include accounting, consulting, auditing, wealth management, insurance, Corporate Responsibility and Sustainability, and tax services.

There are intangible benefits too, like increased camaraderie and broader experiences which might not be available at larger firms that tend to be more specialized. We enjoy a collegial environment in which employees get to work side by side with partners at earlier stages in their careers than they might at larger firms. That opportunity is appealing to both groups. We offer an ESOP and profit sharing, and flexible work arrangements.

From a service standpoint, we are very conscious of our role in the community, so we get very involved in pro bono work with nonprofit clients.

BPM RECRUITING

Even that is not all. Our employees can participate in activities like the Staff Advisory Committee, task forces, town hall meetings... opportunities abound. Then there are fun activities like ski weekends, Oktoberfest, San Francisco Giants’ opening day, holiday parties...the list goes on. We do all this with our clients’ expectations in mind.

Clients demand the same characteristics of our employees that we do, especially in light of the real challenges companies face in

today’s economy. To meet these challenges, our clients look for well-rounded professionals with excellent technical skills who can get their assignments done on time and under budget. These are the same abilities we look for on our employees’ evaluations. Those evaluations determine which of our employees match well with specific clients.

Perhaps the most important benefit, then, is this: BPM provides employees with an enjoyable—but demanding—atmosphere in which to work.

Okay, now you know what benefits BPM has to offer. The next question is what the hiring process entails.

Let’s face it: the competition for positions with BPM is tough. We hire both entry-level and experienced accounting specialists, depending on our needs. The needs of the moment do not dictate when or who we hire, though. At BPM, the search for qualified candidates at all levels never stops. Here is what we look for.

From our entry-level candidates, we require good grades—at least a 3.0 GPA. Accounting degrees are important to us. Accounting majors’ in-depth expertise in accounting principles allows them to adapt more quickly to our business than can employees with other finance specialties. We want diligent, well-rounded people who have been in leadership positions and internship programs. Many of our college graduates come to us through internship programs, which are great sources of talent for us. Significantly, about 90 percent of our interns become full-time BPM employees.

For the experienced hires, we are looking for people who have strong technical and client-oriented skills and positive track records of being successful on previous jobs. We can provide opportunities they might not have gotten with previous employers. Those same opportunities are available to entry-level employees.

Our employees can be sure we match them with clients with whom they feel comfortable as a way to foster good working relationships. We make sure our clients know exactly with whom they will be partnering to satisfy their requirements. For instance, we provide clients with in-depth bios of our professionals when we send out RFPs. Those bios present the highlights of our employees’ educational and professional qualifications for their work, and even their hobbies and outside interests.

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