



Small Firm. Big Impact.

Here's why you should build your career at a small firm.



As a Certified Public Accountant (CPA), you play an integral role as a trusted adviser for your clients. You are entrusted to handle confidential financial data, as well as provide a full range of services that are needed for financial and business success.


CPAs are in great demand — the regulatory complexity and shifting demands of today's business environment have reinforced the importance of your unique knowledge and insight.

Here's why you should join a small CPA firm:

- Staff members at many small CPA firms have easy access to senior management, working directly with them on an ongoing basis. This often proves to be an invaluable learning experience.
- You'll be involved in a wide variety of work — Small firm CPAs are often generalists, who engage in highly varied work across a broad spectrum of areas. You'll assume numerous roles and responsibilities, which helps you gain exposure to multiple job functions and business operations and expand your skill set.
- You'll have direct input into the way small CPA firms are run — As a staff member on a small firm, your voice is more easily heard, and you are regarded as a key team player. This gives you leverage not only to shape business processes, but also negotiate compensation increases and company equity.

- You're easily noticed and recognized for a job well done — At a small firm, you'll see your ideas being implemented, make a real contribution to the business, and know your work matters.
- At many small CPA firms, staff members are involved in engagements from start to finish, instead of working on just one facet of an engagement. As a staff member, you'll gain a broad understanding of business processes and the opportunity for regular client contact.
- With fewer staff members and management levels, small firms usually are more agile and efficient in getting things done, as well as in adapting to changes in the marketplace. As a small firm employee, you can enjoy less organizational bureaucracy and more flexibility.
- Small CPA firms understand the need to maintain work-life balance — a healthy integration between personal and professional lives. The typically casual environment of small firms lends itself to flexible work schedules among staff.
- Small CPA firms typically do not have set expectations about when and how their staff members should advance. You'll enjoy career flexibility to develop your career ladder based on your aspirations and life situations.



A photograph of four people (two women and two men) walking down a modern staircase. They are all smiling and holding white disposable coffee cups. The image has a blue tint. The background shows the architectural details of the stairs and a bright, open space.

Small CPA firms offer flexibility in scheduling and career options, warm and collegial atmospheres, as well as a wide range of hands-on professional opportunities.

- › The small CPA firm culture fosters friendly and collegial working relationships where everyone knows one another. You'll go to work in a familiar, family-type atmosphere, which gives you a sense of belonging.
- › Small firm owners know that their greatest asset is their staff. This gives you greater job security as you contribute directly to the firm's operations and success.

In a small CPA firm, it's easier to navigate the organizational maze, affect change and make a difference on more than just the firm's bottom line.



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