

DWC Recruit Connections

WORK WHERE YOU WANT TO LIVE!



We are celebrating the end of another great tax season! With chatter of tax code change and other regulatory uncertainties, this year boasted an interesting one for clients and accountants alike. In the challenging economic environment, one thing is for sure, there are always opportunities for you as a public accountant.

Spring is here! The next generation of accounting students are graduating soon and ready to start their careers. Our recruiters are often asked, "What are some of the things DWC looks for in hiring a team member?" DWC Manager Lisa Thon-Kollar, CPA, provides insights on page two for new accounting majors, soon-to-be graduates, and seasoned professionals looking to have a career with us. Please, keep us in mind as you consider your employment options. Preview our [current job openings](#) and [apply](#) today.

Here are a few things that have happened since our last e-newsletter. We hope you stay in touch!

A Grand Celebration! The Grand Junction tax group celebrated together after the tax deadline with dinner and their loved ones. Each DWC office plans outings and events throughout the year to bond and celebrate successes. Team and family are important to our firm.





DWC Ranks as Regional Leader: *Accounting Today* has named Dalby, Wendland & Co., P.C., a Top Regional Firm in the Mountain States Region. The Mountain States Region encompasses Colorado, Idaho, Montana, Utah, and Wyoming. Each year, *Accounting Today* publishes the Top 100 Firms, Regional Leaders, and gives trend insights on the accounting profession, services, and growth. This year, the Mountain States Region showed the second-highest average growth per firm – a positive trend for career growth opportunities.



What Makes Up a Successful Team Member: Lisa Thon-Kollar, CPA, is an Accounting Manager with Dalby Wendland’s tax team in Grand Junction and one of the firm’s recruiters. She has worked with Colorado Mesa University professors and students for many years. Lisa periodically speaks to the accounting classes, does mock interviews, and coordinates office tours. She is also the GJ office liaison for tax staff internships.

When speaking with students, Lisa is often asked what DWC looks for when hiring a team member. Here are some key insights Lisa has for accounting students and professionals looking to join the Dalby Wendland team.

- **Motivation and drive:** You must be hungry to learn and work hard.
- **Have a go-to attitude:** Do not sit passively waiting for work to come to you. Be the person to jump in and take a piece of the work.
- **Have a reputation of being reliable:** Follow through on your commitments and do what you say you will do.
- **Care about your career:** Make an effort to better yourself to better your team, capitalize on your strengths, work on your weaknesses, and take opportunity when it comes.
- **Ask questions:** We all rely on each other for information and learning. Trying to be too independent will backfire.
- **Be humble:** There is no room on a team for arrogance. From senior partners to administrative support staff, you’ll learn something from everyone.
- **Take it all in:** Be a sponge! Learn about your work, clients, the firm, and your team as individuals.
- **People:** This is 100% a relationship business. Accounting is not sitting in front of a computer with numbers and spreadsheets. If you cannot build relationships and work with people, you will not be successful.

To see more, watch our [video](#) or stay in touch by connecting on Facebook, LinkedIn, and Twitter.

[View Current Openings](#)    [College Students](#)

Dalby, Wendland & Co., P.C. | Attn: HR Dept. | PO Box 430 | Grand Junction, CO 81502

www.DalbyCPA.com | HR@DalbyCPA.com

Grand Junction | Glenwood Springs | Montrose



DALBY, WENDLAND & CO., P.C.
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