PKF O'CONNOR DAVIES
ACCOUNTANTS AND ADVISORS



Know Greater Opportunity

Peak Performance Starts with Opportunity. Take the First Step with Us.

Joining PKF O'Connor Davies is the first step in pursuing a rewarding, fulfilling career. Whether you are looking for an internship or full-time position, launching your career here at a top-tier accounting and advisory firm positions you to serve some of the world's most respected and high-profile individuals and organizations.

A Recognized Industry Leader

PKF O'Connor Davies LLP is a full-service certified public accounting and advisory firm with a long history of serving clients both domestically and internationally, an impressive record of growth and an enviable reputation within our industry. We're ranked in the top 25 on Accounting Today's 2026 "Top 100 Firms" list and recognized as one of the "Top 5 Firms in the Mid-Atlantic." With more than 1,800 professionals led by over 240 partners, we are the lead North American firm in the PKF International network of independent accounting and advisory firms with offices in over 400 locations, in 150 countries around the world.

Know Greater Experience

Our Firm is recognized for innovation, agility and the exceptional value we deliver to our clients. What makes us special, however, is that we are committed to our culture — one that fosters personal and professional development while giving back to the communities in which we live and work.

What We Offer

- Top-tier internship programs that often lead to full-time employment.
- First-hand experience working with partners, principals, managers and professional staff members.
- Community-based environment that encourages participation, questions, opinions and observations.

Industry Recognition

- #25 of "Top 100 Firms"
  "Fastest Growing Firms"
  "Top Tax Firm"
  "Leader in Audit, Attest and Tax"
  #5 of "Top Firms in the Mid-Atlantic"
  – *Accounting Today*, 2026
- "Best of Accounting Client Satisfaction"
  – *ClearlyRated*, 2026
- "Top Accountancy Advisory"
  – *Family Wealth Report*, 2025
- "America's Most Recommended Tax & Accounting Firms"
  – *USA TODAY & Statista*, 2026
- "Accounting/Due Diligence Firm of the Year"
  – *The M&A Advisor*, 2024
- #8 on "Vault's Accounting 25 List, #1 "Formal Training," #2 "Client Interaction and Business Outlook," #3 "Overall Inclusion"
  – *Vault*, 2027
- #1 Internship Program Nationwide
  (4th consecutive year)
  – *Vault's "150 Best Internships" List*, 2027

Freshmen Pathways Program

(For freshmen going into sophomore year)

The Freshmen Pathways Program is a virtual program targeted toward students who have just completed their first year in college. It provides a great opportunity for students to explore career opportunities in business, especially public accounting, network with firm professionals and develop a skill set to help them succeed in the future.

Leaders of Tomorrow Program
(For sophomores and juniors)

At PKF O'Connor Davies, we recognize the importance of attracting top talent early. For undergraduates interested in growing into an influential role in accounting, this program presents the opportunity to explore our Firm, our culture and the career-launching benefits we offer. You'll participate in skill-building workshops, network with Firm professionals and develop leadership abilities as you gain a genuine understanding of the responsibilities and advantages a career with us entails. Designed specifically for sophomores and juniors, this two-day program takes place in June.

Winter Tax Internship
(For juniors and seniors)

Our Winter Tax Internship Program is the ideal way to explore a career in public accounting and secure valuable hands-on experience at the same time. You'll work directly with clients as an active member of one of our industry group teams, assisting with tax scanning and tax return preparation. Roll up your sleeves and commit to at least 20 hours per week as this program for part-time interns takes place during the mid-February to mid-April tax season.

Summer Audit Internship
(For juniors and seniors)

Our Summer Audit Internship Program offers real-world audit experience along with immersion in our Firm culture. As a team member in one of our industry groups, you'll assist in executing actual audit projects for key clients and conduct a market research project for presentation to Firm leadership. Community service and Firm-sponsored events help you build a professional network as you expand your skills through specialized training and collaboration with your own Intern Advisor. This full-time, eight-week internship program starts in mid-June and continues until mid-August.

Full-Time Opportunities
(Candidates must have 150 college credits)

As a thriving, competitive and successful organization, PKF O'Connor Davies continuously pursues innovation and growth. We nurture it in our team members and celebrate it as a Firm, making PKF O'Connor Davies an exceptional place to launch — and grow — your career, especially one with the potential to make a meaningful impact. We combine training, mentoring, professional development and collaboration with senior leaders to create the ideal environment for developing career-driving skills and talents.

We ensure a uniquely approachable culture, encouraging professional networking and participation in group community service projects and social events. Additional advantages include:

- Collaboration with Senior Leaders – Benefit from real-time, hands-on interaction with partners and executives.
- Career Development – Firm-paid CPA review course, in-house advisor support, education reimbursement.
- Challenging Assignments – Distinct industry specialties, diverse clients, stimulating projects.
- Rewards for Excellence – Highly-competitive compensation and benefits; indispensable opportunities for professional advancement.
- Firm Culture – Ours is a progressive, positive and supportive environment that encourages a healthy work-life balance.
- Team Collegiality – Enjoy occasions to interact with colleagues both on and off the job.

Know Greater Recognition

At PKF O'Connor Davies, we are proud to have fostered the development of many prominent professionals, including partners key to our senior leadership teams. Promoting career growth benefits our employees, our Firm and our clients, which is why we are eager to identify and welcome promising candidates who possess, or are interested in expanding abilities in the following areas:

Excellence and Expertise in Client Service
Our clients have high standards and our priority is to ensure them industry and subject-matter expertise along with continual, on-time service of exemplary quality. Our ideal employee has a passion for ongoing professional development.

Innovation and Practice Management
New ideas and business solutions are the springboard to success. Those driven by innovation can have an exciting future with us.

Relationship Building
Cultivating, expanding and maintaining positive relationships with colleagues and clients are integral to career success in any field, particularly in a service-driven setting, such as ours. We welcome team members who understand that actions reflect integrity of character and respect for the firm.

"PKF O'Connor Davies" is the brand name under which PKF O'Connor Davies LLP and PKF O'Connor Davies Advisory LLC, independently owned entities, provide professional services in an alternative practice structure in accordance with applicable professional standards. PKF O'Connor Davies LLP is a licensed CPA firm that provides attest services and PKF O'Connor Davies Advisory LLC and its subsidiary entities provide tax and advisory services. PKF O'Connor Davies is a member of the PKF International Limited network of legally independent firms and does not accept any responsibility or liability for the actions or inactions on the part of any other individual member firm or firms.