



# Recruiting for International Students

Mariella De Alba

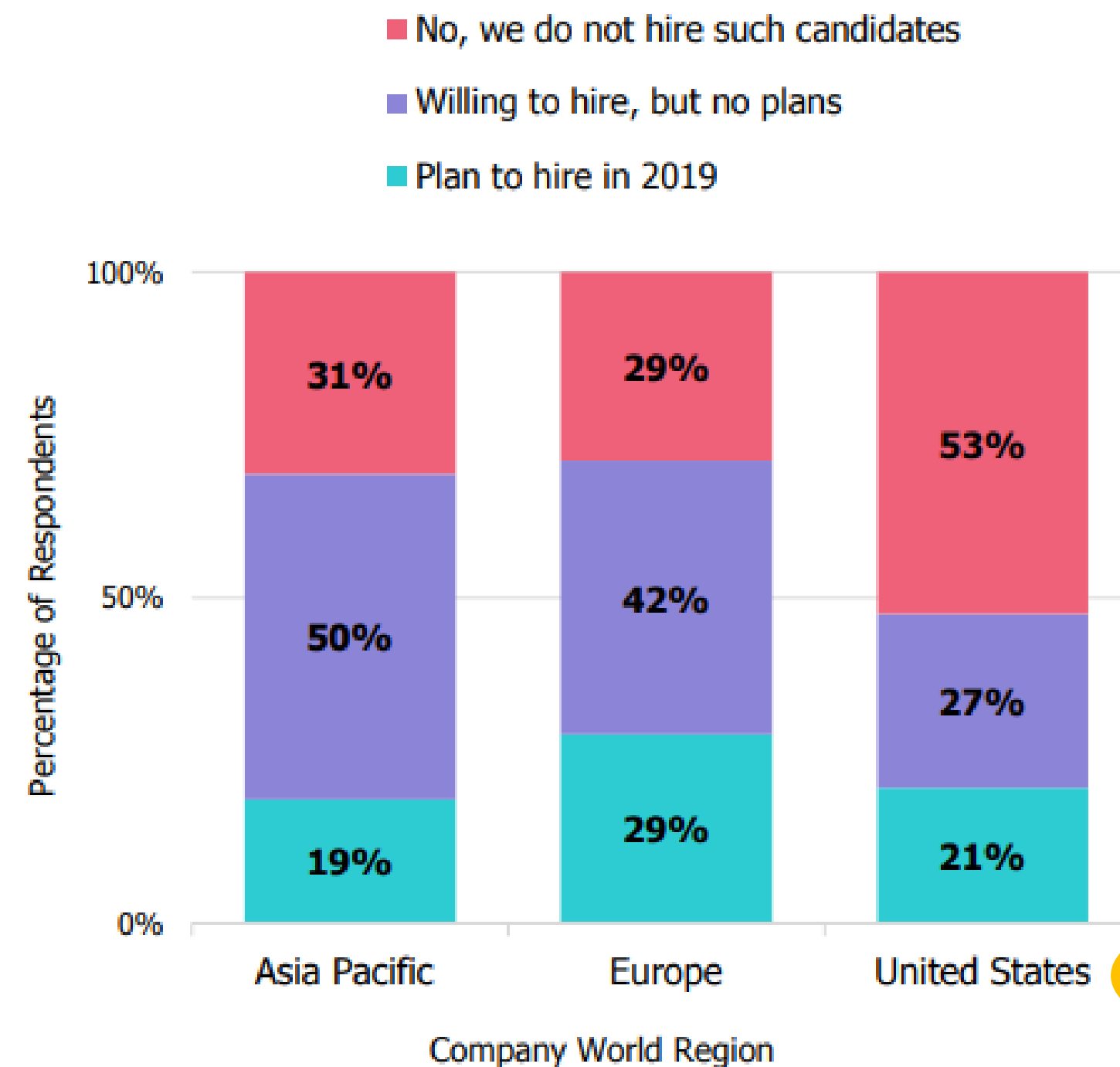
# Goals:

- Employment trends for international students
- OWL Careers and other resources
- Your strategy
- Employment questions
- Your Experience
- Recruiting timeline & Events



## International hiring on the rise among Asia-Pacific and European companies; US companies continue to decline

Company Plans to Hire International Business School Graduates in 2019, by Company World Region



Overall, 42 percent of responding employers hired international talent in 2018—the same percentage as 2017 and down from 49 percent in 2016.

**Asia Pacific:** 45 percent hired in 2018, up from 28 percent in 2017 and 40 percent in 2016

**Europe:** 50 percent hired in 2018, up from 41 percent in 2017 and 47 percent in 2016

**United States:** 40 percent hired in 2018, down from 45 percent in 2017 and 51 percent in 2016

Plans for hiring international candidates in 2019 are mixed, but employers maintain a high level of interest. The following percentages include employers that plan to hire international talent in 2019 and those that are willing to hire international talent but have no specific plans to:

**Asia Pacific:** 69 percent in 2019, up from 58 percent in 2018 and 67 percent in 2017

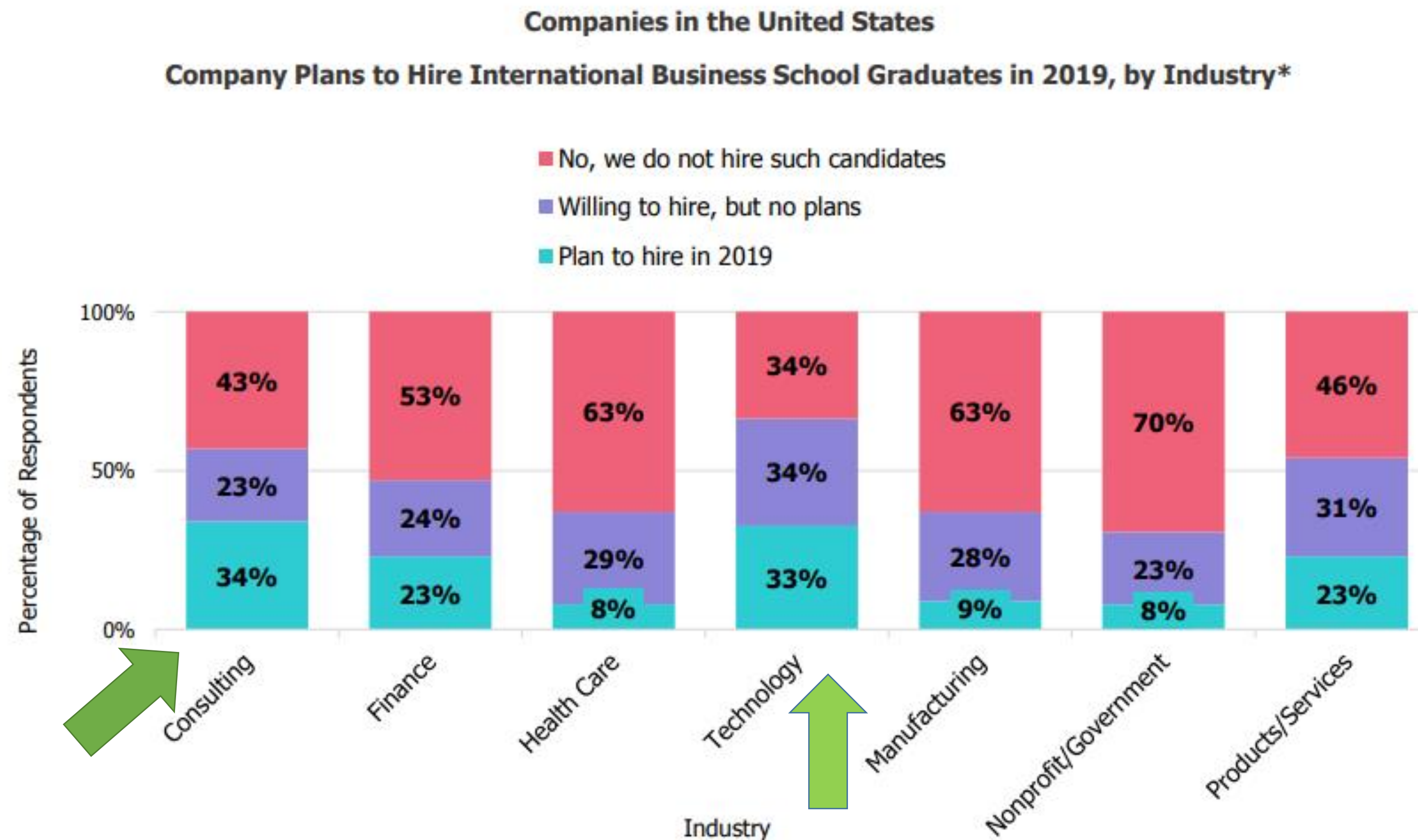
**Europe:** 71 percent in 2019, up from 65 percent in 2018 and 64 percent in 2017

**United States:** 48 percent in 2019, about the same as 2018 (47%) and down from 55 percent in 2017

Graduate  
Management  
Admission  
Council™



## Among US companies, those in the tech sector are the most likely to have plans to hire international candidates in 2019



\*Energy/Utilities not included due to insufficient sample size.

*The firms below may be great targets because each has hired at least one international MBA graduate in 2017 or 2018 so they may be willing to sponsor again if they find a candidate with an ISEL they like. Supplement your list with other firms you know that are international student friendly.*

A.T. Kearney	Evercore Partner Services	National Geographic
AARP	Everest Group	Nationwide Insurance
Accelare	Evonik Corporation	Navigant
Accenture	ExxonMobil	NCR Corporation
Access National Bank	EY	NeighborWorks America
Adobe	Facebook	NeoGrid North America
AECOM	FedEx Ground	NetApp
AES Energy Storage	Fidelity Investments	NetFlix
AIG	First Command Financial Services	Nokia
Airspan Networks	Fisher-Price	Nomura Securities
Akamai Technologies	FitBit	Nordstrom.com
Akustica	Fluke Corporation	Northrop Grumman Corporation
Alvarez & Marsal	Fortive Corporation	Open Road Integrated Media Inc.
Amazon	Fortress Investment Group	Optum
American Airlines	Gallup	Otter Media
American Eagle Outfitters	Gartner	PEAK6 Investments
American Express	Gates Corporation	Pfizer
American Heart Association	Gateway Health	Pittsburgh Glass Works
Analog Devices	GCP Applied Technologies	Pittsburgh Life Sciences Greenhouse
Anheuser-Busch InBev	General Dynamics	Pittsburgh Symphony Orchestra
AOL	General Health System	PNC
Apex Homecare Services	General Mills	PPG Industries
Apple	General Motors	Presidio Ventures
Association of American Medical Colleges (AAMC)	GEP Worldwide	Procter & Gamble
AT&T	Gilbarco Veeder-Root	Project Management Institute
Autodesk	Goldman Sachs	Promontory Interfinancial Network
Avalere Health	Google	Prudential Financial
BAE Systems	Great Place to Work Institute	PsiKick
Bailey's Blossoms	Greenwich Associates	PT Bank Mandiri (Persero) Tbk.
Bain & Company	Harvard Pilgrim Health Care	PwC
Baltimore Medical System	HBM Holdings	RainFactory, Inc.
Bank of America	HERE	Raytheon
BankUnited	Hewlett Packard Enterprise	Red Bull
Barclays Investment Bank	Highbridge Capital Management	Relish
BASF	Highmark Health	Reputation Institute
Bayer	Hilton Worldwide	REVPAR International -- Hospitality Advisory & Asset Management
Bechtel Corporation	Hitachi	Rothschild
Biogen	HM Health Solutions	Samsung
BNY Mellon	Honeywell Process Solutions	SAP
Bob Barker Company	HP	SCIEX
Boston Realty Institute	HSBC	SDLC Partners, L.P.
Bozzuto	Huahai US, Inc.	Sears Holdings Corporation
Bristol-Myers Squibb	IBM	Sistina
Bulltick	ICF	Slalom Consulting
CACI International Inc	inCode, a division of Ericsson	Snagajob
Capgemini	Infogroup	Sonus
Capital One	Ingredion Incorporated	Square
Carolinas HealthCare System	Inovalon	St. Peter's Health Partners
Carvana	Instapage	Standard Motor Products
Center for Strategic and International Studies (CSIS)	Institute of International Finance	Starbucks
Center for Sustainable Energy (CSE)	Intel Corporation	State Street

CGI	Inteplast Group	Sumitomo Corporation
Change Healthcare	J.P. Morgan	Supermicro
Cigna	Japan International Cooperation Agency (JICA)	Synechron
Cisco	JD.COM	TD Ameritrade
Citi	Jefferies	Teradata
co:collective	JLL	Tesla
Coca-Cola Bottling Co. Consolidated	Jones Lang LaSalle	The AES Corporation
Cognizant	JP Morgan Chase	The Boston Consulting Group (BCG)
Colgate-Palmolive	Kanda Software	The Dow Chemical Company
Comcast	Kiewit	The Kraft Heinz Company
Conning	Kimberly-Clark	The Rockefeller Foundation
Conservation International	KPMG US	Thermo Fisher Scientific
Corning Optical Communications	L.E.K. Consulting	Travel Leaders Group
Credit Suisse	LADO Enterprises Inc.	Tunity
Crosby Designs	Lasell College	Twitter
Crowley Maritime/ Titan Salvage	Laureate Education	Uber
Cummins	LexisNexis	UGI Energy Services
Cvent	Liazon	United Bus Technology
Danaher Corporation	Liberty Mutual Insurance	United States Steel Corporation
Dataminr, Inc.	Management Science Associates, Inc.	University of California, Berkeley
Dell	Marqeta, Inc	UpStairs on the Square
Deloitte	Marriott International	USAA
Delta Air Lines	Mars	UTC Aerospace Systems
DICK'S Sporting Goods	Mary Washington Healthcare	Vanguard
Dingman Angels	Masimo Corporation	Verisk Analytics
DIRECTV	Mattel, Inc.	Verizon
Eastdil Secured	McKesson	Verizon Wireless
Eataly	McKinsey & Company	Vision Sciences
eBay	Mediware Information Systems	VMware
Ecolab	Merrill Lynch	Vornado Realty Trust
Edmunds.com	MetLife	Walmart
Emerson	MetricStream	Walmart Global eCommerce
Empyra.com, Inc.	Metropolitan Washington Airports Authority	Wayfair
EQT Corporation	Microsoft	Wellington Management
Ernst & Young	Model N	Wells Fargo
Ethicon, Inc.	Morgan Stanley	Westat
EurekaFacts LLC	Mylan	Zimmer Surgical
Eventbrite	Nagase America	

From Marcelo Barros- The International Advantage

# OWL Careers

Some companies that have sponsored in recent years



Note: Company policies may change year to year

## Rice numbers (2015-2019)

### Job Details

Employer	Job Title	Function	Industry	Experience	Location
Ecolab <a href="#">Add Filter</a>					9
EY <a href="#">Add Filter</a>					9
HP Inc. <a href="#">Add Filter</a>					7
Capital One <a href="#">Add Filter</a>					6
Deloitte Consulting <a href="#">Add Filter</a>					5
Amazon Inc. <a href="#">Add Filter</a>					4
Dell <a href="#">Add Filter</a>					4
PwC <a href="#">Add Filter</a>					3
A.T. Kearney <a href="#">Add Filter</a>					2
Apple <a href="#">Add Filter</a>					2
Boston Consulting Group <a href="#">Add Filter</a>					2



# OWL Careers Events

Profile

Target Employers

Employers

Contacts

Tasks

Research Tools

OCI and Job Listings

Appointments

Events

Resume Books

Resource Library

Events

All EventsMy Events

Saved Searches & Event Alerts

Search by Employer, Event Name, or Keyword

Search

Employer Name : All

Start Date : All Future

Event Type : All

More Filters

Results Found: 49

Event Name	Event Date and Time	Event Status	Registration Status
Marketing Case Workshop with David Ohrvall Workshop   318	8/23/2019, 1:00 PM CDT - 4:00 PM CDT	Registration Open	Not Registered
Dell Information Session Dell Company Presentation   McNair 212	8/27/2019, 5:00 PM CDT - 6:00 PM CDT Registration Begins On: 8/19/2019, 8:00 AM CDT	Registration Not Open	Not Registered
Alvarez & Marsal Information Session & Reception (Full Time & Internship Seeking) Alvarez & Marsal Company Presentation   McNair Hall, Shell Auditorium	9/3/2019, 5:00 PM CDT - 6:00 PM CDT Registration Begins On: 8/26/2019, 8:00 AM CDT	Registration Not Open	Not Registered
Exxon Mobil Information Session/ Reception Following ExxonMobil Company Presentation   McNair Hall, Room 218	9/3/2019, 5:00 PM CDT - 7:30 PM CDT Registration Begins On: 8/26/2019, 8:00 AM CDT	Registration Not Open	Not Registered
Capital One Information Session Company Presentation   McNair 216	9/4/2019, 5:00 PM CDT - 6:00 PM CDT Registration Begins On: 8/26/2019, 8:00 AM CDT	Registration Not Open	Not Registered
BCG Full-time/Summer Internship Connection Event Boston Consulting Group Company Presentation   McNair Hall, Anderson Family Commons (AFC)	9/5/2019, 4:00 PM CDT - 5:00 PM CDT Registration Begins On: 8/26/2019, 8:30 AM CDT	Registration Not Open	Not Registered
Evercore Information Session Evercore Company Presentation   McNair 314	9/5/2019, 5:00 PM CDT - 6:00 PM CDT Registration Begins On: 8/26/2019, 8:00 AM CDT	Registration Not Open	Not Registered
KPMG Information Session (Internship Seeking) KPMG Company Presentation   McNair Hall, Room 312	9/5/2019, 6:00 PM CDT - 7:00 PM CDT Registration Begins On: 8/26/2019, 8:00 AM CDT	Registration Not Open	Not Registered
Career Conference Workshop   318, 319, 214, 216, 319	9/6/2019, 8:00 AM CDT - 1:30 PM CDT	Registration Not Required	Not Registered



## Campus Groups CDO Tab - Events

### EVENTS

AUG 22 THU

Career Education Day  
Crack the Case I - David Ohrvall  
6:00pm - 9:00pm (Some Rice Business users only)  
(Sign in to see the location)

AUG 23 FRI

Career Education Day  
Crack the Case II - David Ohrvall  
8:00am - 11:30am (Some Rice Business users only)  
(Sign in to see the location)

AUG 23 FRI

Career Education Day  
Marketing Case Workshop with David Ohrvall  
1:00pm - 4:00pm (Some Rice Business users only)  
(Sign in to see the location)

AUG 23 FRI

Career Education Day  
Alumni Mock

### CALENDAR

Event type

- Event tag -

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
				<div>CDO 6:00pm Edit Crack the Case I - David Ohrvall</div>	<div>CDO 8:00am Edit Crack the Case II - David Ohrvall</div>	
					<div>CDO 1:00pm Edit Marketing Case Workshop with David O...</div>	
					<div>CDO 1:00pm Edit Alumni Mock Interviews</div>	
25	26	27	28	29	30	31
	<div>CDO 6:00pm Edit Diversity Networking Event</div>		<div>CDO 11:15am Edit Full Time Recruiting Kick Off</div>		<div>CDO 12:30pm Edit EMBA Intro to Career Services</div>	

« Previous Month

Events rss | Event archives - Next Month »

Events you have registered for.

# Other Resources

- **MBA Exchange-** Global job board dedicated to business school students and alumni with opportunities posted directly by companies, employers directory and global searchable online directory of MBA development programs.
- **GoinGlobal:** GoinGlobal is the leading provider of both country-specific and USA city-specific career and employment information. Their unlimited access subscription database features 38 Country Career Guides, 53 City Career Guides for the United States and Canada, corporate profiles and more than 16 million internship and job listings within the USA and around the world.
- **Big Interview:** Brush up on your interview skills with this virtual mock interview software. The CDO has created custom interview sets for Investment Banking, Management Consulting, Energy, Technology, Real Estate, Marketing and Healthcare. In addition to Big Interview, consider making a mock interview appointment with an advisor.

Campus groups- CDO-  
Resources and Tools





## Chamber of Commerce

### Linking People, Connecting Business

- Houston Hispanic Indo-American
- Italy America
- Brazil-Texas
- Texas-Turkish
- China General
- Chinese Chamber of Commerce & Industry
- U.S. Russia
- National U.S. – Arab Chamber of Commerce
- Asian Chamber of Commerce
- Australian American

#### Other resources:

Nigerian- American Multicultural Council  
British American Business Council



China

Brazil

Nigeria

Saudi Arabia

Brunei

India

Italy

Mexico

New Zealand

South Korea

United Kingdom

Turkey

Russia

Uzbekistan



# Your strategy!



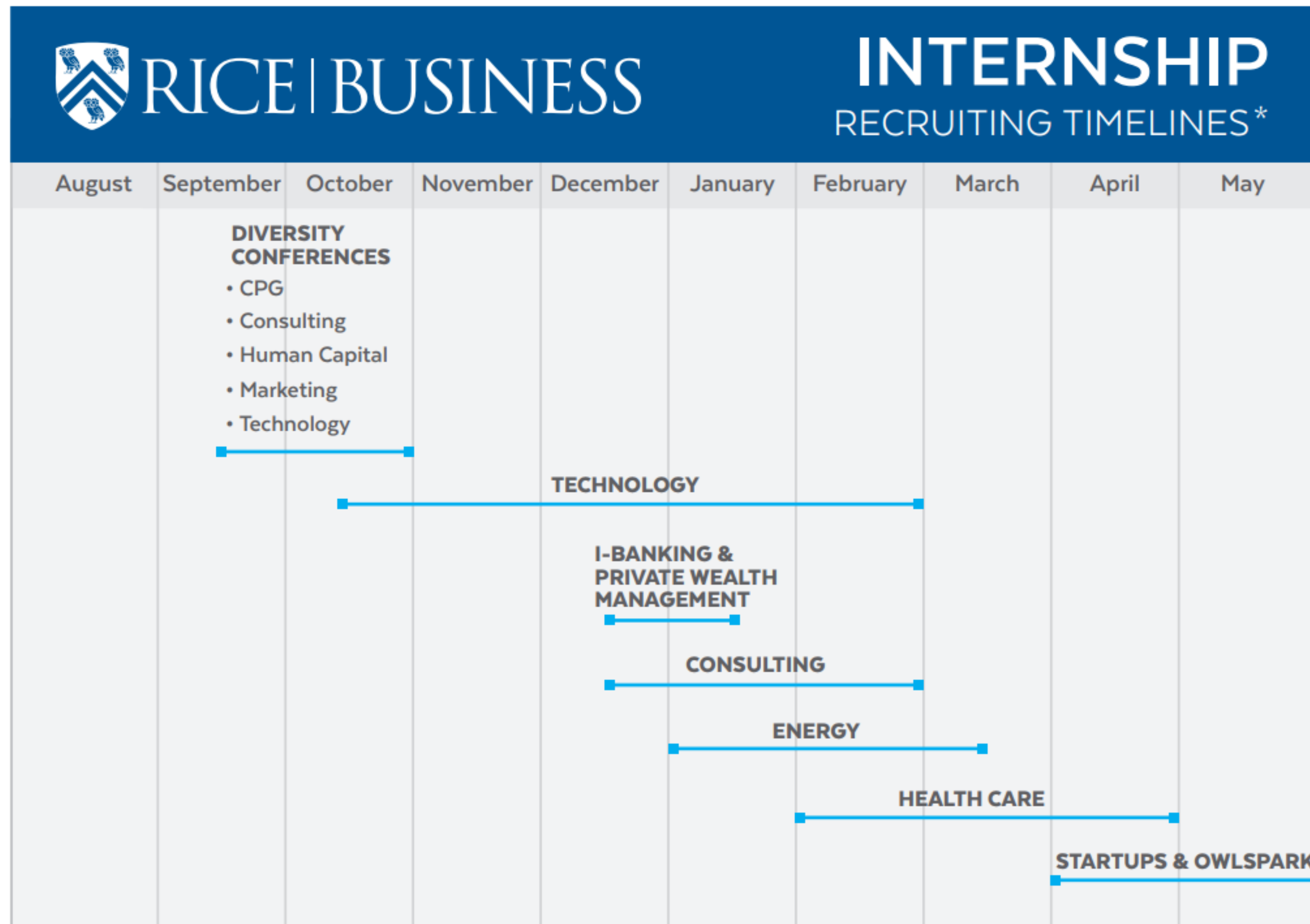
- 👥 Networking
- 👥 Coffee Chats
- 👥 OWL Careers- OCI, Info Sessions, Events
- 👥 Campus groups

## International Students

- [International Alumni Board 2018-2019](#)
- [Strategies for International Students](#)
- [International Advantage Program Overview 2018](#)
- [International Advantage Profile Template](#)
- [Cultural Barriers to Interviewing](#)
- [OWL Stats step-by-step guide to finding companies that sponsor MBA](#)
- [Marcelo International Advantage for 1st Years](#)
- [Marcelo International Advantage for 2nd Years](#)
- [Marcelo Case Studies](#)
- [International Advantage Worksheet with Companies that have sponsored](#)

# On Campus Recruiting- Timeline

Keep in mind OISS and company timelines as you go through the job search process



\* These timelines are to be used for reference. Please note that the recruiting timelines are general guidelines. Some companies may not adhere to these so do your research!

## This Fall

- Join a club
- Meet with CDO advisor
- Attend Info Sessions, Coffee Chats & PARTIOS
- Set up your own Coffee Chats
- Apply for internships

## January 2020

- Dedicated Interview Week Begins
- January 6<sup>th</sup> -7<sup>th</sup>, 2020 – Investment Banking
- January 9<sup>th</sup> -17<sup>th</sup>, 2020 – Consulting

## February-April

- On Campus Interviews



# Job search

- ✓ Create your target list
- ✓ Attend events- mark your calendar
- ✓ Connect & ask for advice
- ✓ Identify global companies with global opportunities
- ✓ Benefits of getting a job at a global company
- ✓ Dual market search



# How to answer....

**Are you legally authorized to work in the United States for any employer?**

**Will you now or in the near future require visa sponsorship?**

Most international students are legally authorized to work in the United States for any employer (through CPT, Academic Training, or OPT). But most international students will eventually require visa sponsorship.

In the US, employers cannot legally ask “are you a US citizen,” so instead they often ask:

- “Do you or will you ever need **sponsorship to work in the US**” - **Your answer to this would be "yes"**, since you will need it after OPT
- "Are you legally authorized to work in the US?" - **Your answer to this is also "yes" for those who are CPT/OPT eligible.**



It's on your best interest  
to be **informed and**  
**educate** employers

**Make sure you are informed!**

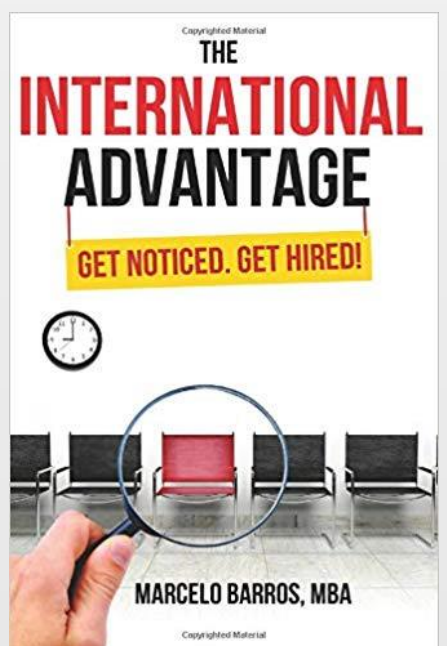
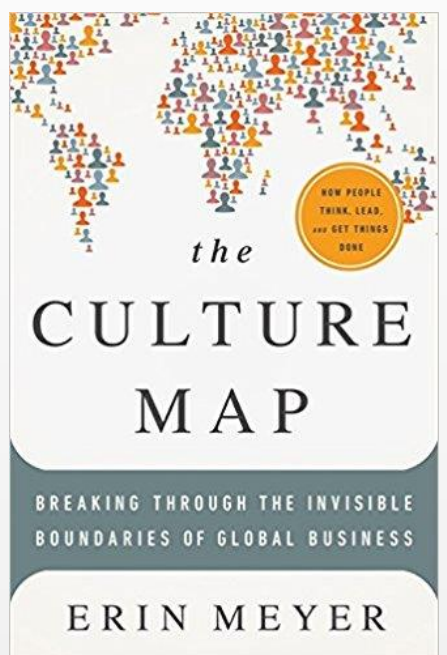
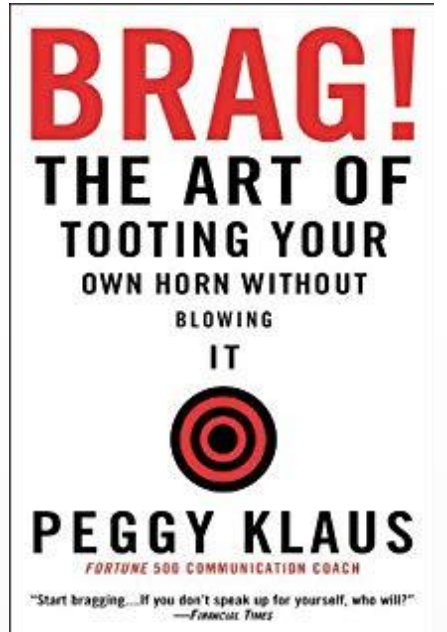
OISS/Aug. 7/Room 216  
Q&A Session - 9:00- 10:00 am  
International Student Panel- 10:00- 11:30 am  
<https://oiss.rice.edu/>





# Resources

- <https://ccd.rice.edu/students/career-resources/identity-based-resources/resources-for-international-students>
- [https://www.gmac.com/-/media/files/gmac/research/employment-outlook/business-school-hiring-report\\_corporate-recruiters-survey-2019\\_may-2019.pdf](https://www.gmac.com/-/media/files/gmac/research/employment-outlook/business-school-hiring-report_corporate-recruiters-survey-2019_may-2019.pdf)
- <https://www.nacweb.org/talent-acquisition/special-populations/international-student-hiring-climbs/>
- <http://www.internationalstudentcareers.com/companies-that-sponsor-international-students/>
- <https://www.internationalstudent.com/jobsearch/interview/sample-interview-questions/>
- <http://www.houstonicc.org/>





# QUESTIONS?

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