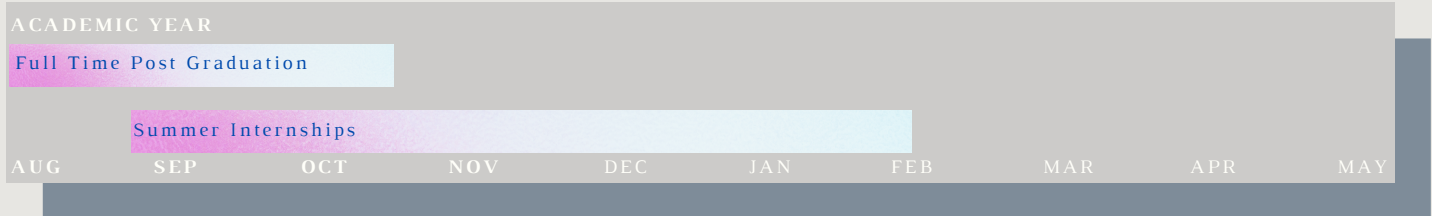




# RECRUITING TIMELINES BY INDUSTRY

TIMELINES CAN VARY BY COMPANY, SO YOU MUST VERIFY WITH YOUR TARGETS, BUT THIS GENERAL GUIDE CAN BE USED TO PLAN YOUR JOB SEARCH STRATEGY.

## Consulting



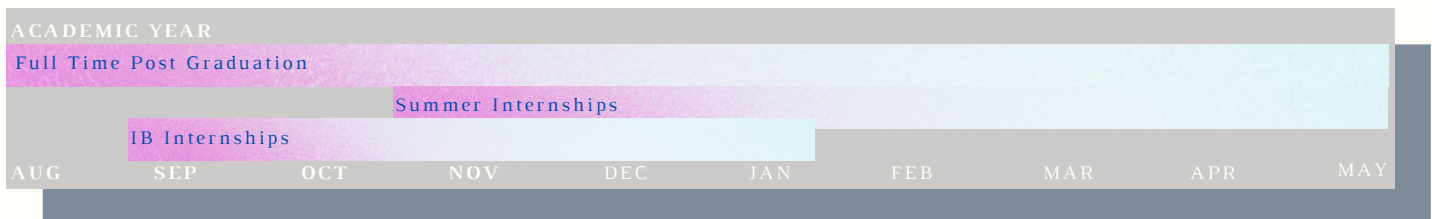
### Summer Internships

- Begin networking in early fall and start case preparation. Firms engage through CDO, student organizations, and conferences. Some firms seek candidates at pre-MBA events and diversity conferences
- Typical opportunities will open applications in late November - December
- Interviews typically occur in January with offers out in February. Some firms may interview through March
- Apply via OWL Careers. If firms do not come to campus, apply early through firm's main website to be competitive
- The most competitive candidates have strong GMAT scores and leadership experience

### Full-Time Post Graduation Roles

- Prep for cases over the summer and start networking
- Application deadlines in September though mid-October and interviews conclude by November

## Financial Services



### Summer Internships

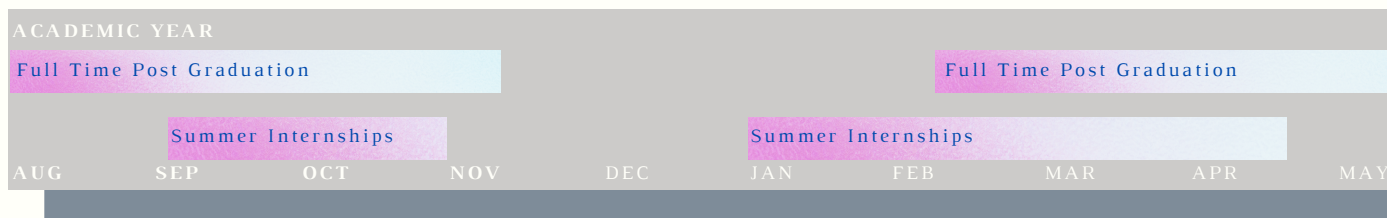
- Begin networking in early fall and learn finance skills. Companies engage through CDO, student organizations, and conferences. Investment Banking (IB) starts earlier than most companies at pre-MBA conferences and in the fall
- Apply in late November - December for IB and companies that recruit through conferences. Other companies will continue to have deadlines throughout the year and spring. Understand your target companies and their timelines
- IB interviews typically occur in January with offers out in February. Most other companies interview through May
- Apply via OWL Careers. If companies do not come to campus, apply early through company website to be competitive
- IB recruits primarily through internship programs - highly difficult to transition to IB without a summer experience
- The most competitive candidates have strong GMAT scores and leadership experience

### Full-Time Post Graduation Roles

- IB recruits through their internship pool, limited full time postings, if any at all
- Larger companies will recruit for corporate finance roles earlier in the fall, other groups continue through the spring



## Technology



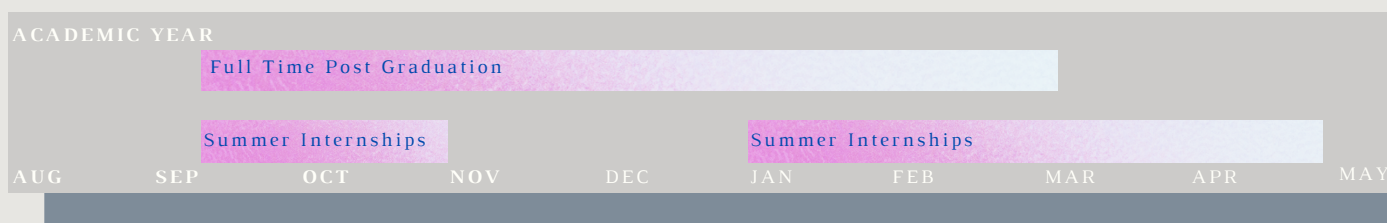
### Summer Internships

- Most companies seek interns in spring, but larger companies with structured programs may recruit mid-fall at diversity conferences in September-October or at Pre-MBA conferences
- Recruiting and interviews continue through the spring, and start ups may still interview through June

### Full-Time Post Graduation Roles

- Deadlines will vary based on role and company - research and know your target companies to understand deadlines
- Larger firms with established programs will fill roles in the fall, while others hire on an as-needed, just in time basis

## Energy and Sustainability



### Summer Internships

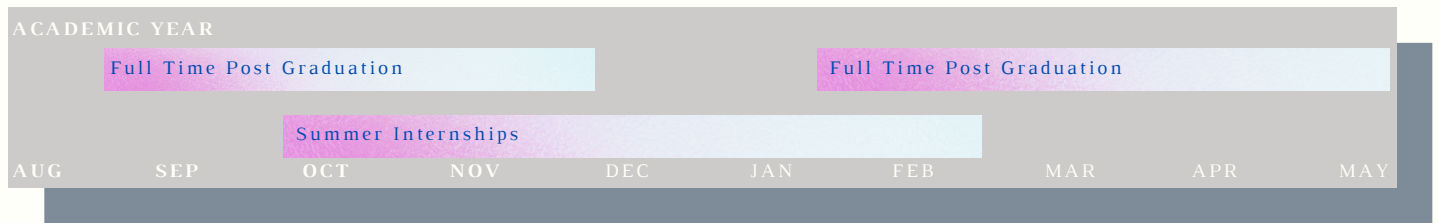
- Companies engage through CDO, student clubs, and conferences. Some pre-MBA and diversity conference opportunities exist for the largest energy companies
- Majority of roles will be posted in early spring with one offs through later spring
- Apply via OWL Careers. If companies do not come to campus, apply early through company website to be competitive
- The most competitive candidates have strong GMAT scores and leadership experience

### Full-Time Post Graduation Roles

- Larger companies will recruit for roles earlier in the fall, especially for leadership development programs; other groups continue through the spring



## Consumer Packaged Goods and Retail



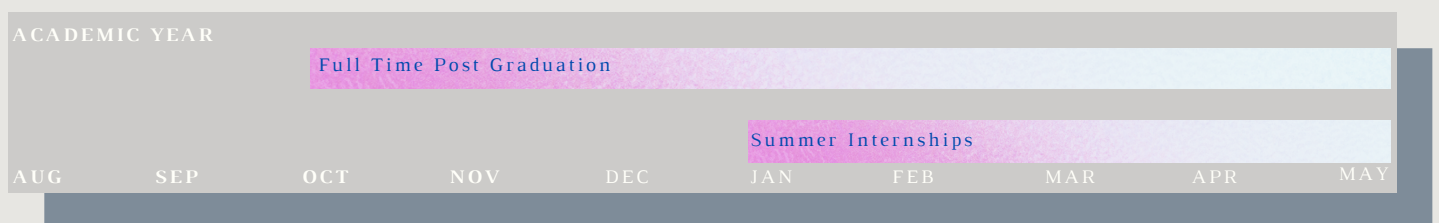
### Summer Internships

- Most companies seek interns in spring, but larger companies with structured programs may recruit mid-fall at diversity conferences in September-October or at Pre-MBA conferences
- Recruiting and interviews continue through the spring. Conferences and networking will be key

### Full-Time Post Graduation Roles

- Deadlines will vary based on role and company - research and know your target companies to understand deadlines
- Larger firms with established programs will fill roles in the fall, especially for leadership development programs; others continue through the spring for just-in-time hiring

## Real Estate



### Summer Internships

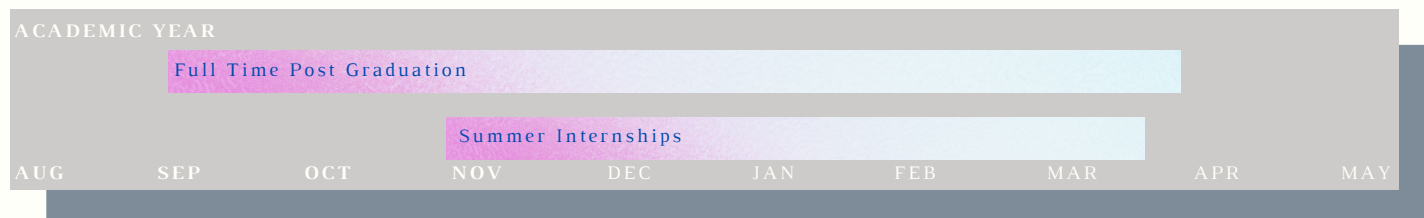
- Opportunities are highly networking driven. Build foundational relationships in the fall with most hiring happening later in the spring through the end of the semester

### Full-Time Post Graduation Roles

- Larger companies will recruit for roles earlier in the fall, especially for leadership development programs, but the majority of roles are an as-needed basis. Timelines will be closer to graduation for full-time employment



## Healthcare, Bio-tech, and Pharma



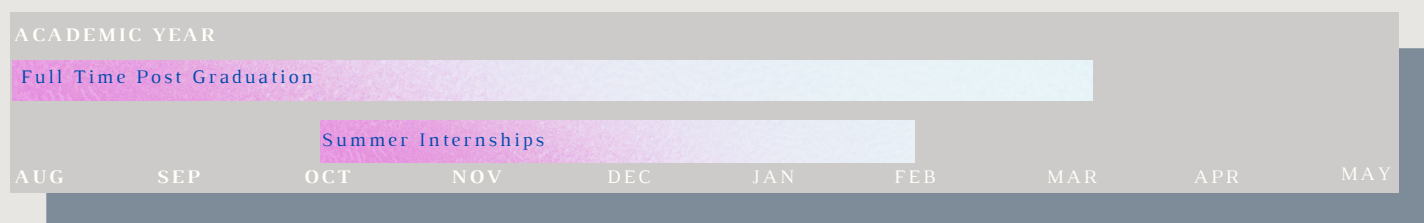
### Summer Internships

- Most companies seek interns in spring, but larger companies with structured programs may recruit mid-fall at diversity conferences in September-October or at Pre-MBA conferences
- Recruiting and interviews continue through the spring. Conferences and networking will be key

### Full-Time Post Graduation Roles

- Deadlines will vary based on role and company - research and know your target companies to understand deadlines
- Established programs will fill roles in the fall, especially for leadership development programs; others continue through the spring for just-in-time hiring

## Non-profit and Government



### Summer Internships

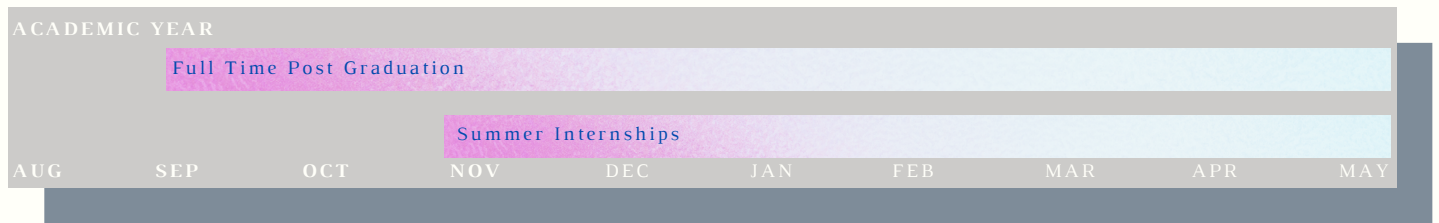
- Applications open in the fall through early spring. Expect additional time for government roles for required background checks and vetting
- Groups such as World Bank and IFC typically have January deadlines, but research your targets so you are not caught unaware. Many of these roles will not be posted in OWL Careers

### Full-Time Post Graduation Roles

- Larger institutions with structured programs will recruit for roles in the fall, but the majority of roles are an as-needed basis - especially true for non-profits. Timelines will be closer to graduation for full-time employment
- Presidential Management Fellows Program is open for 2 weeks in the fall, so research and mark your calendar



## Entrepreneurship



### Summer Internships

- If you are launching your own company, accelerators like OWL-Spark open applications in early spring. Connect with groups such as Rice Alliance and Lilie Lab
- Recruiting and interviews for startups will be in the spring. Networking and the VC/Entrepreneurship community will be key to your success

### Full-Time Post Graduation Roles

- Continue networking to access opportunities to either grow your own company or join organizations as they launch
- Most startups will engage in just-in-time hiring closer to your graduation

## ADDITIONAL NOTES

### PRE-MBA RECRUITING

- Very competitive consulting firms, banks, and companies will seek talent the summer prior to your first fall
- There is potential to have an internship offer by early fall
- You can negotiate for more time to make a final decision before the deadline, but touch base with a career coach before you decide
- Once you accept, you cannot continue recruiting

### DIVERSITY CONFERENCES

- Conferences target specific affinity groups. Most have a career fair opportunity - some conferences are open to additional attendees, while others are closed
- Larger companies with structured programs typically attend to recruit for leadership programs and MBA pipeline roles
- September-October dates are common for NMBBAA, ROMBA, Prospanica, Veterans, Grace Hopper, etc.

### LEADERSHIP DEVELOPMENT PROGRAMS

- Many leadership programs have very early deadlines September - October and recruit at pre-MBA or diversity conferences
- Target candidates with high GMAT and GPA
- Competitive process to fast track future leaders

### JUST-IN-TIME HIRING

- Most organizations have traditional MBA pipeline roles that recruit in fall, but other roles needed to be filled more quickly (closer to graduation) are considered just-in-time hiring
- Network with alumni and contacts to learn of openings
- Many of these are not posted before they are filled