

ENERGY

ENERGY COVERS A BROAD RANGE OF ROLES THAT FACILITATE VARIOUS TRANSACTIONS AND RELATED ACTIVITIES. EXPLORE OPTIONS AND RESOURCES TO TARGET YOUR SEARCH.

INTERNSHIP RECRUITMENT ROADMAP

AUGUST

- Join Energy and CleanTech Associations
- Understand roles of interest and skills needed
- Gain industry knowledge
- Recruiting timelines will vary based on target companies/roles

- Conduct coffee chats
- Know when your targets typically recruit
- Start building behavioral interview stories

OCTOBER

- Talk to 2Y MBAs
- Attend info sessions and get contacts
- Identify target companies
- Outline your value proposition

- Practice and master technical and behavioral interview skills
- Apply, do not miss deadlines
- Large companies post Nov-Dec.

DECEMBER

JANUARY

- Interviews start first few weeks of January
- Send prompt thank you notes
- Discuss offers and acceptance deadlines with career advisor

OIL & GAS VS. RENEWABLE/CLEAN ENERGY RECRUITING

Traditional oil and gas recruiting is conventional and structured. Typically, the large companies host information sessions in the fall, many offer opportunities to coffee chat, and internship application deadlines are in December and January with interviews in January and early February.

Some large oil and gas companies have leadership development programs. These roles are very selective, but the intent is to create future leaders within the company. Classic functions recruited for are controllers, financial analysts, and treasurers. You also see the occasional supply chain and operations, strategy, marketing, HR or project management roles.

Recruiting for renewables/clean energy is less structured with jobs posted late into the spring semester. Renewables is a rapidly changing industry. Since it is a newer industry, talent is still being developed and the industry appreciates transferable skills. The renewables industry is a small community; networking is key! Within Houston, take advantage of CleanTech accelerators like Rice Alliance, the Ion and Greentown Labs for networking opportunities. In addition, you need to be able to communicate why you want to work in this field as dedication towards improving the environment is fundamental to renewable energy jobs. Once you have a few years of experience in the field, you will be a highly sought after candidate.

When it comes to compensation, traditional oil and gas companies typically pay a competitive salary for MBAs. In the cleantech/renewables space, you may have to take a step back when it comes to salary to gain industry knowledge and experience before moving up the ranks. Salaries become much more competitive once you have 3-5 years of experience.

RECRUITING HIGHLIGHTS

Traditional Oil & Gas

- Structured recruiting and conventional timelines
- On Campus Interviews (OCI) are common
- Info Sessions regularly held on campus
- Coffee chats are strongly encouraged; some organized through CDO
- Strong GPA a plus, GMAT required by some companies

Renewables/ Clean Energy

- Unstructured and hiring often happens later in Spring
- Must be able to articulate why you want to work in the industry
- Focus on transferable skills; background in oil and gas does not necessarily give you an in, but can be helpful
- Networking is key in this small community
- Coffee chats are strongly encouraged
- Variety of functional roles: many in origination, business development, government affairs/regulatory policies

OPPORTUNITIES TO NETWORK & LEARN

Rice Energy Finance Summit (REFS)

An annual student-led conference promoting forward-looking discussions on the most relevant energy finance, investment and strategy topics affecting the global energy industry. REFS serves as a distinguished platform for senior executives, investors, advisors and policymakers to share their perspectives with over 400 fellow energy industry professionals and students, alumni, faculty and staff.

Center for Energy Studies at the Baker Institute

Attend energy events and functions hosted regularly adjacent to McNair Hall. Visit the website to read current research and articles related to energy, and learn about upcoming events.

Energy Case Competitions

These are usually two-day affairs where MBA student teams across the country (or world) convene to showcase their answer to a particular case prompt, often judged by MBA alumni and corporate sponsors. Competing provides many opportunities to network with corporate sponsors, learn about the industry, and maybe even win prize money.

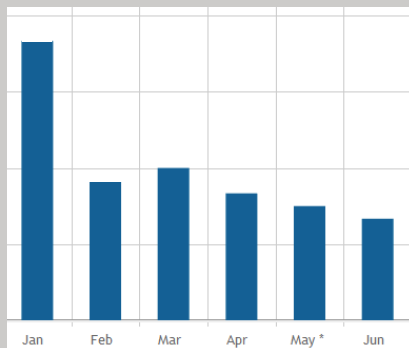
Energy Treks

Houston is the Energy Capital of the World and home to 4,600 energy-related firms, according to Greater Houston Partnership. This makes it a great place to host energy treks. The CDO in collaboration with the Energy and CleanTech Associations host treks to local energy companies. These treks are educational in nature with a focus on information sharing, rather than recruiting. However, networking is always implied!

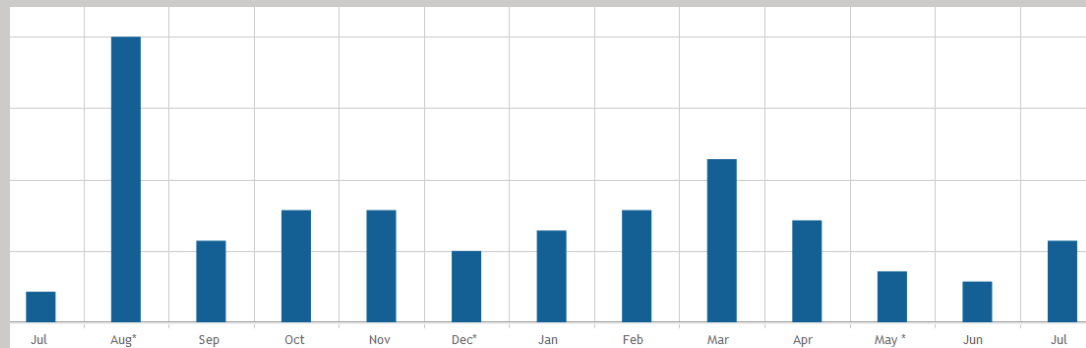
ENERGY CAREER RESOURCES

- CDO Career Community Page: <https://cdo.business.rice.edu/channels/energy-sustainability/>
- Energy Association: <https://cdo.business.rice.edu/resources/energy-association/>
- Clean Tech Association: <https://cdo.business.rice.edu/organizations/cleantech-association/>
- Young Professionals in Energy: <https://ypenergy.org/>

INTERNSHIP OFFER TIMELINE



FULL TIME OFFER TIMELINE



RECRUITING AS A SECOND YEAR

Didn't get your #1 company?

Refocus on other opportunities and build skills and experiences that add value. Use the summer to prepare for fall recruiting.

Didn't do an internship?

Follow the above steps to network and research companies/roles over the summer so you are ready for fall recruiting or just-in-time opportunities.