

TECHNOLOGY

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

INTERSHIP RECRUITMENT ROADMAP

AUGUST

- Conduct research and join Tech Association
- Understand role and skills needed
- Gain industry knowledge
- Outline your value proposition
- Recruiting timeline will vary based on target companies/roles

- Talk to 2Y MBAs
- Attend info sessions (some virtual) and get contacts

- Identify target companies: big tech, mid-sized, startups
- Attend PM workshop hosted by CDO

- Conduct coffee chats
- Further refine casing
- Start building behavioral interview stories

OCTOBER

- Practice PM/PMM interviews (using RocketBlocks) and behavioral interviewing
- Apply, do not miss deadlines
- Apply when roles are posted, do not wait until closing date as they may close early or be recruiting on a rolling basis
- If on a later cycle, continue networking to be ready for spring

DECEMBER

JANUARY /SPRING

- Manage interview schedules
- Send prompt thank you notes
- Discuss offers and acceptance deadlines with career advisor

SOMETHING FOR EVERYONE

Tech companies have a variety of functional roles including those related to finance, operations and supply chain, HR, business development, marketing, strategy and more. Check out some common roles for MBAs in Tech below.

Product Manager (PM)

PMs collaborate across function to develop/design new products. They have to learn about their audience, develop new concepts, create product blueprints, and work with cross-functional teams and review metrics. Focus is on the product. Roles can be technical or non-technical, so it is not necessary to have a technical background, but you should understand the tech.

Product Marketing Manager (PMM)

Marketers make sure that customers are aware of their products. They collaboratively engage with partners, identify market research needs, monitor competition, problem solve multi-faceted issues. Focus is on the customer.

Business Development, Strategy and Corporate Development

In these roles you are essentially performing the marketing function of a product, seeking out new markets and new business opportunities for the firm. You are dealing with customers and analyzing customer needs and trends.

Operations Manager

This role is found at most, if not all, tech companies, but one of the largest programs for those desiring an operations role in tech, is Amazon's Pathways, a 5-year Operations Leadership Development Program designed to rapidly develop talented MBA grads with the skills they need to be Amazon GMs and Directors. You will develop leadership skills and gain a deep knowledge of the business through a series of progressively challenging assignments across Amazon's growing supply chain network.

THE RECRUITING PROCESS

Recruiting for tech is less structured than industries like consulting and banking. Most tech companies do not come to campus, rather they host multi-school virtual info sessions. Attend all info sessions to gain insight into how to strengthen your application and stand out as a candidate.

Jobs are posted anytime from early fall to late spring (just-in-time hires), depending on the company. Apply as soon as possible as some roles do not have a closing deadline and may close before you've applied. Some companies hire on a rolling basis, meaning they will screen and interview applicants as they apply. It is best to apply early in case their needs are filled by earlier applicants.

Many opportunities will rely on networking, so reach out to alum in the field and attend diversity conferences and career fairs when possible. It is important to stay organized and on top of hiring timelines for companies of interest if you are recruiting for tech.

THE VALUE OF MBAS IN TECH

The 2022 GMAC Corporate Recruiters Survey found that the most desirable skills among MBA recruiters in the tech industry were Strategy and Innovation (63%), Learning, Motivation and Leadership (60%), and Interpersonal Skills (59%). These skills, which are a focus of MBA programs, are needed by tech companies to lead teams and develop products in a fast-paced, ever-changing environment.

In addition, corporate recruiters in the technology and consulting industries were the most likely to report that they are highly confident in the ability of business schools to prepare students to be successful in their organizations. These high levels of confidence in graduate business schools as sources of talent, especially from tech recruiters, shows they understand the value of the MBA. Furthermore, the survey showed that 83% of US tech companies say they either plan to make international hires in 2022 (62%) or are willing to (21%)—the most of any US industry.

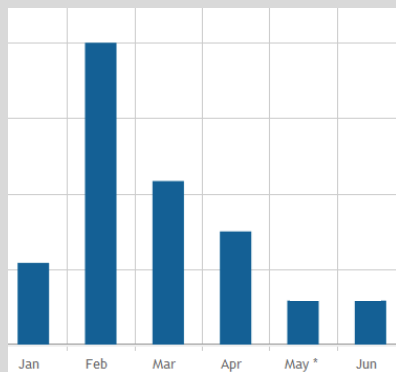
TECHNOLOGY CAREER RESOURCES

- CDO Career Community Page: <https://cdo.business.rice.edu/channels/technology/>
- Technology Association: <https://jones.campusgroups.com/technology/about/>
- Forte Guide to Business Roles in the Technology Industry: https://www.fortefoundation.org/site/SPageServer/?pagename=industries_technology
- Product Management Interview Prep: <https://cdo.business.rice.edu/resources/rocketblocks/>

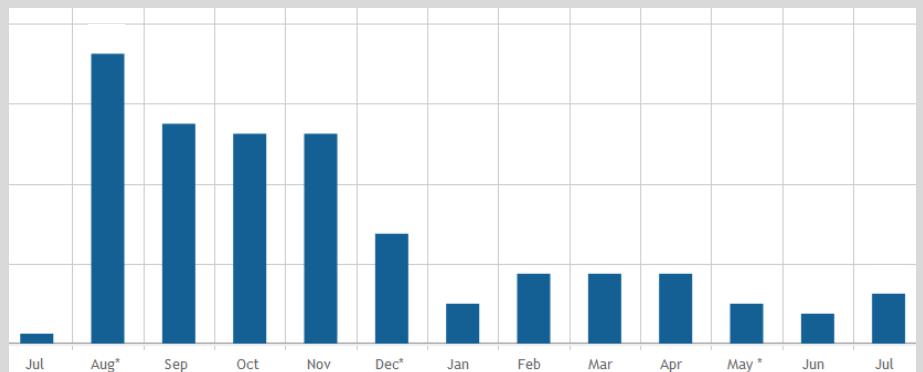
DO I NEED A TECHNICAL BACKGROUND?

While a technical background (computer science, engineering, MIS) may be helpful in many tech companies, it is not required for most MBA-level roles. There are a few, however, where a technical background is required, such as Technical Product Manager and Technical Sales roles. The more technical a product is, the more beneficial a technical background will be. There may be other roles where technical skills are required, or preferred, but for most, the skills and experience you gain from your MBA will be what makes you a desirable candidate for a pivot into tech. Coffee chats with other MBAs at target companies can help you determine the type of background the company, and specific roles, seek. You may find it helpful to learn some programming languages through Coursera or similar courses while working on your MBA to make you even more marketable.

INTERNSHIP OFFER TIMELINE



FULL TIME OFFER TIMELINE



RECRUITING AS A SECOND YEAR

Didn't get your #1 opportunity?

Refocus on opportunities that will enhance your tech skill set. If there was a gap in your profile, use the summer to learn new skills (for example programming languages or data analytic tools), to give yourself an edge as you apply to full time roles.

Didn't do an internship?

Be sure to network and build relationships. They need to understand why this makes sense for you and understand your story. Use RocketBlocks over the summer to practice for product management interviews if that is your target.