RICE | BUSINESS
CAREER DEVELOPMENT OFFICE

CAREER DEVELOPMENT OFFICE · RECRUITING ROADMAPS ·

ENERGY

Energy spans a wide range of roles across traditional oil & gas, renewables, and everything in between. Whether you're interested in finance, operations, or innovation, there's opportunity to lead. Explore roles and resources to guide your search.

	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY+
KEY ACTIONS	Join Energy & CleanTech Association Learn industry fundamentals, assess skill gaps Recruiting timelines vary based on target companies/roles	Track upcoming deadlines Participate in energy-focused case competitions Identify target list across sectors in Energy	Know when your targets typically recruit Apply to structured programs Prep for behavioral and technical interviews	Keep networking Customize your resume and cover letter per company Attend Rice Energy Finance Summit Finalize target list for Spring cycle	Apply, do not miss deadlines Finalize technical prep Reflect on your progress and positioning	Interviews start first few weeks of January Send prompt thank you notes Discuss offers, acceptance deadlines with career advisor
ONGOING ACTIVITIES	Schedule coffee chats with 2Y MBAs & alumni Attend Company Information Sessions Outline, refine your value proposition and pitch		Conduct coffee chats with companies			Recalibrate search if needed Apply to spring openings and continue to attend industry events

Oil & Gas vs. Renewable Energy Recruiting

Traditional Oil & Gas recruiting is structured and predictable. Large firms typically host fall info sessions, offer coffee chats, and set internship deadlines in December or January, with interviews occurring shortly after.

Many companies also offer leadership development programs–highly selective tracks designed to shape future leaders. Commonly recruited functions include controllers, financial analysts, and treasurers, with occasional roles in supply chain, operations, marketing, HR, and project management.

Renewable and Clean Energy recruiting looks different. It's a rapidly evolving space that values transferable skills, networking, and a clear sense of purpose. In Houston, students can tap into the Rice Alliance, The Ion, and Greentown Labs–innovation hubs driving CleanTech. Since many companies prioritize environmental impact, be ready to explain why this work matters to you and how your skills align.

Opportunities to Network & Learn

Rice Energy Finance Summit (REFS)
A premier, student-led conference exploring energy finance, investment, and strategy, that brings together 400+ executives, investors, policymakers, and professionals for discussions.

Center for Energy Studies at the Baker Institute
Located just steps from McNair Hall, the Baker Institute hosts regular events and publishes thought leadership on global energy topics with opportunities to engage with Houston's policy and energy community.

Energy Case Competitions
Fast-paced, two-day events where MBA teams pitch solutions to real-world energy challenges. Judged by alumni and industry sponsors, these competitions offer a chance to network, gain insight, and even win prize money.

Energy Treks
Organized by the CDO and the Energy & CleanTech Association, trek visits offer direct exposure to local companies. While focused on learning, networking is always part of the experience.

Recruiting Highlights

	Traditional Oil & Gas	Renewables & Clean Energy
Recruiting Structure	Structured timeline with set deadlines	Unstructured; hiring often occurs later in the spring
Company Engagement	Frequent on-campus info sessions	Fewer formal sessions; engagement is more self-initiated
Interviews	On-Campus Interviews (OCI) are common	Interviews often follow networking, not structured pipelines
Networking	Coffee chats are strongly encouraged	Coffee chats are essential in a smaller, relationship-driven field
Academic Requirements	Strong GPA expected; some firms require GMAT	Technical background not required; focus on transferable skills
Candidate Fit	Leadership potential, functional experience	Mission-driven mindset and industry curiosity
Common Functions	Finance, controllers, treasury, supply chain, operations, marketing, HR	Business development, origination, strategy, policy, regulatory affairs

Relationship Driven

Alumni are a valuable resource in energy recruiting. They can offer insights into roles, company culture, and how to stand out. Be proactive in reaching out, energy recruiting often depends on strong, informal networks. Come prepared, have a clear story, and show genuine interest in the field.

Internship Offer Timeline

Most traditional energy internship offers begin in January, with additional offers extending into February and March. Some roles may continue to be filled throughout the spring semester, depending on company needs and timelines.

Full-Time Offer Timeline

The majority of full-time energy offers are extended between August and November, often as return offers from summer internships. For students without a return offer, additional opportunities may arise later in the year, though they are typically less structured and more dependent on hiring needs.

Second-Year Strategy

Didn't land your top-choice opportunity?

Refocus on roles that build transferable energy skills–whether in finance, strategy, or operations. Use the summer to strengthen your profile by gaining industry knowledge, improving technical skills, or engaging in sector-relevant projects.

Didn't secure an energy internship?

Use the summer to network intentionally and research companies and roles so you're well-prepared for fall recruiting or just-in-time opportunities.

Be ready to clearly articulate your interest in energy and how your skills align with the industry's evolving needs.

Scan the QR code to find helpful energy resources or visit cdo.business.rice.edu.