RECRUITMENT READY
THE FINANCE GUIDEBOOK

May - July

RESEARCH & PREPARATION
✅ Attend firm info sessions to explore roles and make connections with team members and recruiters
✅ Research career options in finance including asset management, research, and wealth management
✅ Update application materials with Career Advancement adviser

NETWORK
✅ Begin networking outreach
✅ Find alumni through LinkedIn and Wisr
* For full-time investment banking roles, network with recruiters and team members now to be top of mind for openings that arise in August & September

APPLY
✅ Develop a tracking system and research open dates and deadlines for target firms
✅ Begin applying when you are ready to interview, and apply as soon as possible due to rolling application review

Recruiting Tips
• Networking: Best practice is to aim for 1-3 good contacts at an organization
• Market understanding: Start early to consume financial market news, to stay up-to-date on trends and be able to share your own opinion on developing trends and projections
• Firm research: Follow news on firms that you are interested in to support interview

Interviewing Tips
• Video interviews: Many large firms are using a recorded video response for the first interview. Practice for these types of interviews using Big Interview
• Behavioral fit: Finance roles tend to be collaborative and involve client interaction. Demonstrate your communication skills during behavioral interviews and informal conversations

August - September

NETWORK
✅ Continue networking outreach to connections you’ve met previously through firm events, info sessions, and Night on Wall Street, including recruiters
✅ Attend UChicago Career Fair to make connections with additional finance employers

APPLY
✅ Submit applications – aim for 1-3 applications per week
✅ Review Career Advancement Business Bulletin, Handshake, and firm websites for new opportunities

INTERVIEW
✅ Practice technical & behavioral interviews
✅ Check email including spam folders frequently for application updates
✅ Send individual, personalized thank you emails to every recruiter and interviewer you meet

October - November

APPLY
✅ Continue to review Career Advancement Business Bulletin, Handshake, and firm websites for new opportunities
✅ Meet with Career Advancement adviser to check in on the status of your job search and adjust strategy, if needed

INTERVIEW
✅ Prepare a list of questions that reflect interest in the firm, rather than a list of “stock questions”
✅ Reflect on interview experiences and set up practice session to hone skills

OFFER
✅ Full time recruiting offers can have deadlines of 1-2 weeks. Meet with a Career Adviser to discuss questions or timing considerations

Superday
• Setting: Half/Full day in office with 3-5 interviews, Lunch/coffee interview (potentially)
• Question Type: Primarily technical and some behavioral
• Objective: Assess technical knowledge, ability to manage demanding situations, stamina for a long day, cultural fit

* For more information, please visit us online at: careeradvancement.uchicago.edu