

## RECRUITING TIMELINE

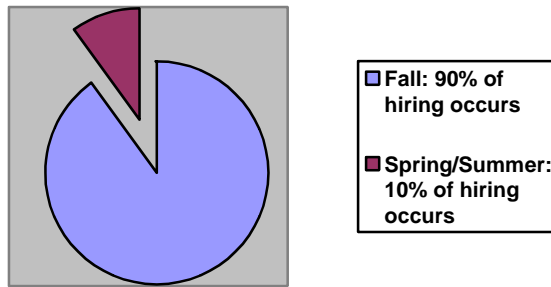
Ever wonder why consulting firms aggressively post jobs and internships during the Fall and then slow recruiting in the Spring? Or why Seniors pursuing a career in finance are often hired in the Fall, while those students interested in teaching often need to wait until the Spring to secure a position?

It is because different industries work on different recruiting schedules. Therefore to successfully secure a job or internship, you need to understand the industry's recruiting timeline and "strike when the iron is hot." By adapting your job or internship strategy depending on the industry's recruiting timeline, you put yourself in the best position to secure that summer or full-time position.

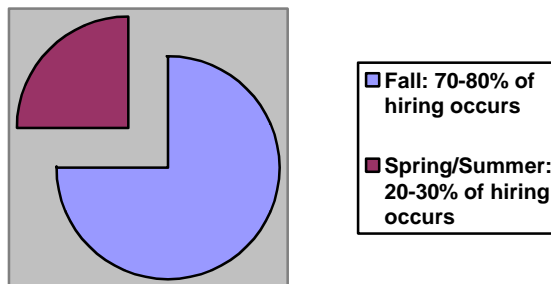
Below is information detailing when major industries recruit and hire most aggressively:

### THE EARLY BIRDS

**Finance:** The recruiting timeline most finance firms follow may catch you by surprise. Almost all of the hiring for full-time jobs and internships in investment banking, asset management, and sales and trading occurs in the Fall. Frequently, finance firms will extend full-time job offers to rising Seniors completing a summer internship with their firm. So the key to success in securing a job within this field is to get as early of a start as possible. Jobs and internships are extremely competitive in this field, so proper timing and preparation is absolutely essential to a successful search.

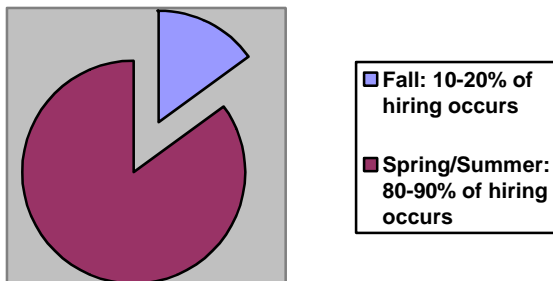


**Consulting:** Consulting is an extremely broad field, and as a result is difficult to define. According to *The Vault Guide to Consulting*, "Consulting, in the business context, means the giving of advice for pay." Whether you are interested in business, economic or management consulting, however, the vast majority of jobs and internships within this field are filled in the Fall. As a result, if you are interested in a full-time job or internship within the field of consulting, it is imperative that you get an early start.

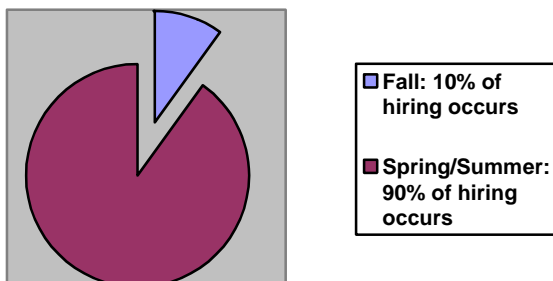


## THE LATE BLOOMERS

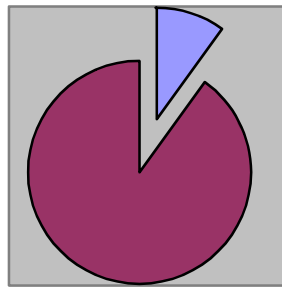
**Non-Profit:** According to Monster, non-profits employ nearly 10 million people. Like other businesses, non-profit organizations offer jobs and internships in everything from public relations to IT. The vast majority of hiring for non-profits occurs in the Spring. If you are interested in working or interning for a non-profit organization, come into Career Services so an advisor can direct you to the best resources.



**Education:** Within the field of education, there are countless job and internship opportunities: Admissions, Athletics, Communications, Development, Teaching, Athletics, Student Affairs and more! One thing they all have in common is that most of the hiring is done in the Spring and early Summer. It is at this time that the majority of colleges, universities and schools realize their hiring needs and begin to fulfill them.

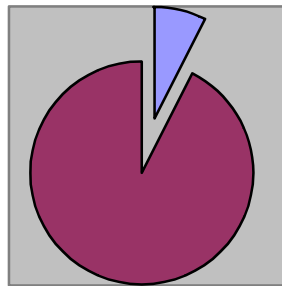


**Government:** The US Government employs more than 1.8 million people in every career field imaginable. So if you're majoring in Science, Math, Political Science or even English, there is likely a government job that would fit your interests. Applications are accepted for internships and jobs in government throughout the year, but the large majority of recruiting and hiring is done in the Spring and Summer. However, many government agencies have much earlier recruiting timelines. For example, the deadline for internships with the CIA is early January. Therefore, if you're interested in working for a particular department or agency, check its specific deadlines – depending on how competitive the application process is and how long security clearance takes, these deadlines could vary dramatically.



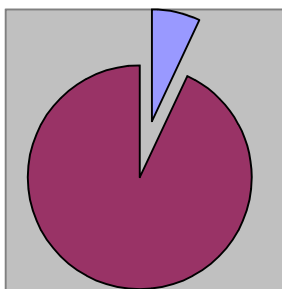
■ Fall: 10% of hiring occurs  
■ Spring/Summer: 90% of hiring occurs

**Communications:** The Communications field includes industries such as Public Relations, Marketing, Advertising, and Publishing. The large majority of hiring occurs in the Spring, and oftentimes, full-time openings occur with little notice. So if you are trying to gain full-time employment in this increasingly competitive field, you should be constantly “on the look” for open positions. Like with all industries, however, top firms receive a huge number of applications so the earlier you submit your application, the better off you will be. For example, many top PR and advertising firms, such as Burson-Marsteller and Ruder Finn, begin accepting internship applications as early as February.



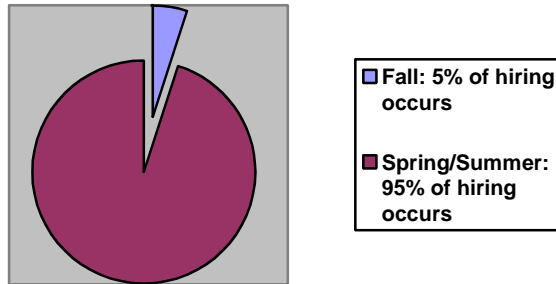
■ Fall: 5-10% of hiring occurs  
■ Spring/Summer: 90-95% of hiring occurs

**Science:** Opportunities in the sciences can include anything from conducting medical research in a lab to interning at NASA. Oftentimes lab and clinical experience is also a requirement for entrance into medical school or a graduate program. Employers in the sciences generally do most of their recruiting and hiring in the Spring, but you should consult with a professor in the field or a Career Advisor early to start identifying potential opportunities.



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■ Spring/Summer: 90-95% of hiring occurs

**Law:** There are many full-time jobs and internships available in the field of law even if you don't have a law degree. Many law firms are now hiring legal assistants straight out of college, and many college students are now testing out the waters before heading to law school. If you are interested in a job or internship in the legal field, most of the recruiting and hiring is done in the Spring.



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These timelines are meant to serve as a general guideline for understanding different industry's recruiting and hiring strategies. In every case, however, the earlier you begin the application process, the better off you will be. So regardless of whether you are looking for a full-time job in finance or an internship in public relations, visit Career Services early to begin the application process.