

# RECRUITING TIMELINES BY INDUSTRY



JOHNS HOPKINS  
CAREY BUSINESS SCHOOL

# ADMINISTRATIVE RESIDENCIES

## ACADEMIC YEAR



### Administrative Fellowships

#### Administrative Fellowships

- Core deadlines range from early August through November. Core deadlines for ACHE organizations is August through early October.
- Competitive candidates are interviewing December through early March.
- Some programs accept applications on a continuous basis.

# CONSULTING

## ACADEMIC YEAR



### Summer Internships

### Full-Time, Post-Graduate Jobs

#### Internships

- Deadlines range from October 1 to late January.
- Interviews begin early January through March.
- To be competitive at large management consulting firms who recruit on-campus interns from core schools on campus, students should apply directly on the firm’s website before the end of December.

## Full-Time, Post-Graduate Jobs

- Deadlines range from early September through mid-October.
- Interviews will wrap up by the end of November.
- Research consulting firms on the Vault top 50 to determine potential target firms.
- Review the interviewing portions of major consulting firms to familiarize yourself with the techniques used and the required preparation. Websites such as MBACase may also be useful.
- If consulting is new to you, visit the websites of firms such as Deloitte, Accenture, and Navigant to increase your understanding of the industry.

# CONSUMER GOODS

## ACADEMIC YEAR



 Summer Internships

 Full-Time, Post-Graduate Jobs

## Internships

- Job postings and initial screening ranges from November through January.
- Interviews are conducted from January to February with offer decisions coming by the end of March.

## Full-Time, Post-Graduate Jobs

- Postings and screening for jobs not filled from their intern pool runs from late August to September.
- Interviews are conducted in late September through October with offer decisions coming by the end of January.

# FINANCE

## ACADEMIC YEAR



 **Summer Internships**

 **Full-Time, Post-Graduate Jobs**

### Internships

- Several firms will fill most of their full-time roles with their interns from the previous summer.
- Deadlines for other openings range from September through February, particularly for MBA-specific roles.
- One-off interviews will continue through May.
- If students are seeking a Finance Leadership Program, deadlines are typically September to October.

### Full-Time, Post-Graduate Jobs

- Deadlines vary widely.
- Many banks and financial institutions seek candidates for internships before the school year even begins.
- Very competitive investment banks will seek top admitted students the summer prior to entering graduate school.
- Recruiters generally seek candidates starting in fall, but some institutions will not conduct formal internship interviews until January.
- To be competitive at firms which recruit internships at a small group of core schools on campus, students should apply directly on the firm's website by the end of December.
- Be prepared to answer commonly asked quantitative interview questions.
- Research which companies have diversity recruitment events; many are held throughout the fall.
- Conduct informational interviews with JHU alums working in finance.

# GOVERNMENT

Opportunities for internships and full-time jobs are posted on [www.usajobs.gov](http://www.usajobs.gov).

## ACADEMIC YEAR



- Internships**
- President Management Fellows**

### Internships

- Interns are selected through applications made through usajobs.com to the Pathways Program.
- Internships are available year-round based on need.

### President Management Fellows

- Two-year, post-graduate rotational program.
- Applications are due November to December.

# HEALTH CARE

(HOSPITALS)

## ACADEMIC YEAR



- Summer Internships**
- Administrative Fellowships**

### Summer Internships

- Applications for internships are January through February.

### Administrative Fellowships

- Applications for Administrative Fellowships vary by hospital and organization.

# HEALTH CARE

(INSURERS)

## ACADEMIC YEAR



- Summer Internships
- Leadership Programs, Post-Graduate Fellowships

### Summer Internships

- Applications are from February to April.

### Leadership Programs, Post-Graduate Fellowships

- Leadership Program and Post Graduate Fellow applications are from March to May.
- These are rotational programs that typically start between May and July.

# HEALTH CARE

(PHARMA, BIOTECH, MEDICAL DEVICES)

## ACADEMIC YEAR



- Summer Internships
- Full-Time, Post-Graduate Jobs

### Summer Internships

- Posting and screening begins from September to late November.
- Interviews are conducted January through February with offer decisions coming by the end of March.

### Full-Time, Post-Graduate Jobs

- Postings and screening for jobs not filled from their intern pool runs from late August to September.
- Interviews are conducted in late September through October with offer decisions coming by the end of January.

- Visit [biopharmguy.com](http://biopharmguy.com) for information on companies, jobs, and a pharma company listing sortable by geography.
- Visit [meddevicejobs.com](http://meddevicejobs.com) for job opportunities in the medical devices field.
- Visit [careers-in-marketing.com](http://careers-in-marketing.com) for job opportunities in the pharma marketing field.

## LEADERSHIP DEVELOPMENT PROGRAMS

### ACADEMIC YEAR



#### ■ Full-Time

### Full-Time

- Deadlines range from early September through late January.
- Interviews may begin as early as September and October, some initial interviews will take place at the national affinity conferences.
- Students can expect interviews to continue through March.

## NON-PROFIT, NGO, MICROFINANCE

### ACADEMIC YEAR



#### ■ Summer Internships     ■ Full-Time, Post-Graduate Jobs

### Summer Internships

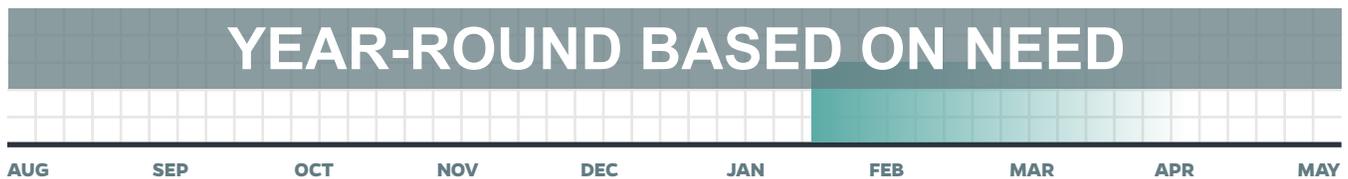
- The process begins in the fall semester.
- Applications for internships are November through February.
- Many applications for key organizations like Environmental Defense Fund, World Bank, and IFC are due in January.

## Full-Time, Post-Graduate Jobs

- NGO, Microfinance Post-Graduate Program applications typically begin in March and close in April.
- The application for the IFC post-graduate 2016 Global Transaction Team Program (GTT) is from August 15 to October 3, 2016 and interviews are conducted from October to December.
- Non-profit hiring is conducted based on just-in-time.

# REAL ESTATE

## ACADEMIC YEAR



■ Summer Internships

■ Full-Time, Post-Graduate Jobs

## Summer Internships

- Begin following or reading local business news such as the [Baltimore Business Journal](#) to become familiar with the local market
- Identify [groups / associations](#) that offer networking opportunities in Baltimore or Washington DC
- Deadlines range from mid-January through late March.

## Full-Time, Post-Graduate Jobs

- There are a few select programs such as the CBRE Wheel Program and Blackstone's full-time campus recruitment program. The deadline for the CBRE program is typically November 1. The CBRE program is exclusively for the New York market only.
- Blackstone's full-time campus recruitment program application deadline ends in mid-September.
- Most full-time positions in real estate are hired on an as-needed basis so the timeframe to be looking at these opportunities are closer to the student's date of availability for full-time employment.

# TECHNOLOGY

## ACADEMIC YEAR



**■ Summer Internships**      **■ Full-Time, Post-Graduate Jobs**

### Summer Internships

- Many large technology firms (Google, Apple, Microsoft, Facebook, Amazon, Intel, etc.) will start recruiting for intern candidates in September. Mid and smaller sized firms will not start recruiting until January or February.
- Recruiting and interviews will continue through the end of the spring semester.
- Tech startups will not seek intern candidates until mid-Spring (February/March).
- Start early if you want to be considered for an internship or post graduate role with large tech firms and strongly consider attending an MBA diversity conference to speak with representatives from these companies.

### Full-Time, Post-Graduate Jobs

- Some firms with more established MBA recruiting programs, like Microsoft and Amazon, recruit and fill most positions in the fall. Most firms with robust internship programs will try to convert intern hires to permanent hires. Therefore, several MBA specific roles are filled with intern conversions.
- Many technology firms have later recruiting cycles (they often recruit into the spring semester) and do more just-in-time hiring than other industries. Employers that do just-in-time hiring start recruiting candidates in March who can start working in May or June.
- Start researching different functions in the industry. Here are some podcasts to listen to, one on [Product Marketing in Tech](#) and one on [Growth Management in Tech](#).
- Start working on your value proposition; why are you passionate about technology, what are your ideas on how to use it to better society. Large tech companies get lots of applicants; you have to stand out!



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