Recruiting Roadmap: Commercial Banking

Commercial and consumer banking recruiting occurs on a traditional timeline. Internship programs are offered at most banks and generally target juniors, serving as a pipeline for full-time recruiting. Hiring for full-time roles does happen on-campus or virtually throughout the course of the year. Many companies offer shadow days or workshops for interested first and second-year students to help them explore corporate finance as a career pathway. Banks also offer part-time consumer-focused jobs to students during the academic year and in the summer as early as freshman year.

What employers look for:

Commercial banking teams seek candidates who are strategic and analytical thinkers, relationship builders, leaders, strong communicators, fast learners and students who perform strong academically.

Technical Skills:
- **Must Have:** Microsoft Office (especially Excel and PowerPoint), basic accounting skills (familiarity with financial statements), analytics and financial concepts
- **Nice to Have:** Financial modeling and business valuation, financial analysis software, credit analysis

Knowledge:
- General: Business acumen, economics, basic accounting, financial modeling, consumer behavior, interest rates and market trends
- Specializations: credit analysis, treasury, small business lending, corporate banking, personal banking, investments

Abilities: Analytical thinking, relationship building and management, leadership, collaboration, verbal and written communication, presentation skills, self-starter

How to Stand Out: Experience and Involvement Checklist

- □ Maintain a strong GPA
- □ Build your business acumen through WSB majors and coursework
- □ Take additional courses in finance, accounting, economics and risk management
- □ Join student organizations aligned with your goals and interests
- □ Participate in case competitions, industry speaker events and career treks
- □ Build leadership skills and seek out leadership positions in student organizations
- □ Secure internships, jobs or skill-building experiences in a relevant functional area during your summers

Recruiting Process, Preparation and Timeline

How it works:
- Applications include a resume, cover letter, and transcript
- Most recruiting activity occurs in the Fall semester (larger banks) with some recruiting in spring (smaller banks)
- There are generally two rounds of interviews with both behavioral and markets-based questions

How to get ready:
- □ When you decide you want to pursue commercial banking (as early as Sophomore Year):
  - Meet with your Career Coach to come up with a recruiting strategy and plan
  - Attend employer events to determine banks and specific roles of interest
- Start researching and getting familiar with finance interviews
- Begin networking
- Apply for shadow experiences or early talent identification workshops to confirm your interest

- **When recruiting for internships (Junior Year):**
  - Actively network with banks of interest throughout the year by attending career fairs and information sessions
  - Practice interview preparation
  - Work with your Career Coach to prepare your application materials and get ready for interviews
  - Recruit for commercial banking internships starting in the fall semester and continuing into spring

- **When recruiting for full time jobs (Senior Year):**
  - Continue networking and preparing for interviews
  - Refine your application materials and interview responses with your Career Coach
  - Recruit for full time positions starting early in the fall semester

### Networking Strategy:
- Start networking early by reaching out to alumni several months before the application opens
- If a networking call goes well, ask for additional people they recommend to speak with and follow-up to maintain the relationship
- Focus on the quality of networking relationships versus the quantity
- Network before, during, and after submitting your application

### Early Access Programs & Shadow Experiences – Apply late Fall and participate in the winter/spring

### Internship Recruiting Timeline

<table>
<thead>
<tr>
<th>Sophomore Year</th>
<th>Junior Year</th>
<th>Junior Year</th>
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<tbody>
<tr>
<td>Spring/Summer</td>
<td>Fall</td>
<td>Winter/Spring</td>
</tr>
<tr>
<td>✓ Attend virtual information sessions</td>
<td>✓ Career fair &amp; info sessions</td>
<td>✓ Second wave of applications</td>
</tr>
<tr>
<td>✓ Networking events</td>
<td>✓ Applications open</td>
<td>✓ Second wave of interviews</td>
</tr>
<tr>
<td>✓ Case studies</td>
<td>✓ First &amp; final round interviews</td>
<td>✓ Second wave of offers extended</td>
</tr>
<tr>
<td>✓ Offers extended</td>
<td>✓ Offers extended</td>
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### Full-time Recruiting Timeline

<table>
<thead>
<tr>
<th>Senior Year</th>
<th>Senior Year</th>
<th>Senior Year</th>
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<tbody>
<tr>
<td>Early Fall</td>
<td>Mid-Late Fall</td>
<td>Winter/Spring</td>
</tr>
<tr>
<td>✓ Career fair &amp; info sessions</td>
<td>✓ First &amp; final round interviews continue</td>
<td>✓ Second wave of applications</td>
</tr>
<tr>
<td>✓ Applications open</td>
<td>✓ Offers extended</td>
<td>✓ Second wave of interviews</td>
</tr>
<tr>
<td>✓ First &amp; final round interviews</td>
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### Resources

**Student Organization:** [Finance & Investment Society](#)

**Commercial Banking Understanding:** [Vault Guide to Commercial Banking](#) | [Corporate Finance Institute: Commercial Banking](#)

**Interview Preparation:** [Vault Guide to Finance Interviews](#) | [Corporate Finance Institute: Commercial Banking Interview Questions](#)