Recruiting Roadmap: Corporate Finance

Corporate Finance recruiting occurs on a traditional timeline. Internship programs are offered at most companies and generally target juniors, serving as a pipeline for full-time recruiting. Some hiring to fill any remaining positions for full-time roles does happen on-campus or virtually as needed. Many companies offer shadow days or workshops for interested first and second-year students to help them explore corporate finance as a career pathway.

What employers look for:

Corporate finance teams seek candidates who are strategic and analytical thinkers, problem solvers, leaders, strong communicators, collaborators 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 (NPV, time value of money)
- **Nice to Have:** Financial modeling and business valuation, financial analysis software

Knowledge:
- General: Business acumen, economics, basic accounting, financial modeling, consumer behavior, project management
- Specializations: Financial planning and analysis (FP&A), accounting, operations, supply chain, risk and real estate

Abilities: Analytical thinking, problem solving, leadership, collaboration, verbal and written communication, presentation skills, relationship management, persuasion and negotiation, self-starter, time management, interpersonal skills

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, risk management or operations
- 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
- There are generally two rounds of interviews with both behavioral and case-based questions

How to get ready:
- When you decide you want to pursue corporate finance (as early as Sophomore Year):
  - Meet with your Career Coach to come up with a recruiting strategy and plan
Attend employer events to determine companies 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 companies of interest throughout the year by attending career fairs and information sessions
  - Practice interview preparation (weekly)
  - Work with your Career Coach to prepare your application materials and get ready for interviews
  - Recruit for corporate finance 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>✓ Company info 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>
<td>✓ Second wave of 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>
<td>✓ Offers extended</td>
<td>✓ Second wave of offers extended</td>
</tr>
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Resources

Student Organization: Finance & Investment Society

Corporate Finance Understanding: Corporate Finance Institute: Corporate Finance Jobs | Corporate Finance Institute: What Does a Financial Analyst Do?