Navigating the Interview Process
For Mature Recruiting
Agenda

- FRP Format & Timeline
- Interview Scheduling
- Employer Feedback
- To-Do List
What is the Focused Recruiting Period (FRP)?

January 8th - 11th, 19th & 26th, 2018

First allowable days for internship interviews

Heavy mature recruiting
What is the Focused Recruiting Period (FRP)?

- Creates level playing field for employers
- Limited classes (electives only, no core)
- Some campus interviews after FRP
FRP 2018 Companies

- Investment Banking: 20%
- Investment Management: 14%
- Healthcare: 13%
- Consulting: 9%
- Hedge Funds: 6%
- Private Equity: 6%
- CPG: 6%
- Tech: 5%
- Retail: 4%
- Real Estate: 4%
- Energy: 3%
- Other Financial Services: 3%
- Agribusiness, Chemicals, Manufacturing, Other: 3%
- Travel & Hospitality: 1%
- Media: 1%
- Automotive: 1%
- Social Impact: 1%
Pre- and Post-FRP Planning

- **Apply**
  - Cover letter & resume per job
  - Due December 1-4, APPLY EARLY!
  - Mainly Consulting, IM, IB, CPG, HC, Tech, GM

- **Selection**
  - Employers review applications the week of December 4.
  - Find exact dates on job description

- **Sign-ups & Swaps**
  - Invited sign-ups begin December 11.
  - Alternates are ranked and open alternate sign ups begin January 2.
  - Swaps available until schedule closes

- **Interview**
  - Jan 8 – 11, 19 & 26 in Philly
  - Jan 12 and following Fridays in Philly and out of town

- **2nd Rounds**
  - Turnaround time varies from same day to 4 weeks
  - In Philadelphia during FRP

* For more information on the Application Process please click the link to view the [Navigating the Application Process](#) slides
FRP: The Where and When

First Rounds
- All FRP days
- OCRS, JMHH or local hotels

Second Rounds
- 1-4 weeks after FRP
- Often at the company location

IM/HF, CPG, RE, HC, Tech & others
- Jan. 8\textsuperscript{th} & 9\textsuperscript{th}
- OCRS or JMHH

Investment Banking
- Jan. 10-11\textsuperscript{th} in Philly
- Jan. 12-16\textsuperscript{th} at company office

Consulting
- All FRP days
- OCRS, JMHH and off campus in Philly

- Begin Jan. 11\textsuperscript{th} - Philly
- After FRP - regional offices

Investment Banking
Consulting
What are the Types of Notifications I will Receive?

**INVITED**
- Action: Sign-up or decline
- Slot guaranteed until alternate sign-ups begin

**ALTERNATE**
- Action: Sign-up on alternate start date
- Alternates are ranked during the Sign-Up Period
- Slots are given on first-come, first-served basis

**DECLINE**
- Action: None required
- Consider submitting walk-in application day before interviews
Sample Timeline

**DECEMBER**
- **3**: FRP Apps Due
- **4**: FRP Apps Due
- **10**: Last Day of Fall Semester Classes
- **11**: Reading Day
- **12**: Reading Day

**JANUARY 2018**
- **1**: SY Earliest Decision Day for offers extending during full-time recruiting, 5 p.m. ET
- **2**: App Due
- **3**: Selections Due
- **4**: Applicants notified & Invited Sign-Ups
- **8**: FY Focused Recruiting Period (FRP)
- **9**: FY FRP
- **10**: FY FRP
- **11**: Schedule Closes
- **12**: Early Travel Interview Day
- **13**: FY FRP On-Campus Interviews/ Travel Interview Day
- **14**: On-Campus Interviews/ Travel Interview Day

**OCI Periods**

<table>
<thead>
<tr>
<th>Round Timeline</th>
<th>Internship Interviews 2018</th>
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</thead>
<tbody>
<tr>
<td>Period</td>
<td>Start Date &amp; Time</td>
</tr>
<tr>
<td>Student Application Period</td>
<td>10/23/2017, 12:00 AM</td>
</tr>
<tr>
<td>Employer Decision Period</td>
<td>12/3/2017, 12:00 AM</td>
</tr>
<tr>
<td>Invited Student Sign-Up Period</td>
<td>12/12/2017, 5:00 PM</td>
</tr>
<tr>
<td>Alternate Student Sign-Up Period</td>
<td>1/2/2018, 5:00 PM</td>
</tr>
</tbody>
</table>

![Wharton](logo.png)
Invited & Alternate Interview Sign-Ups

- Sign-ups begin at 5:00pm on the Sign Up Start Date (Invited or Alternate) as indicated in CareerPath.
- If you are Invited, you are guaranteed a slot, but not a specific time. Alternates are not guaranteed a slot, and openings can fill quickly!
- To sign up for an interview slot: OCI & Job Listings > “Applied” > Click Job Title and “Select Interview Time”
Invited & Alternate Interview Sign-Ups

- Slots are given on a first-come, first-served basis
- You can Withdraw from the interview process or “Swap” for another spot until the schedule closes (Alternate Student Sign-Up Period ends)
- Make sure you don’t double-book yourself!

<table>
<thead>
<tr>
<th>Interview Time</th>
<th>Status</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/02/17 08:00 AM - 10/02/17 09:00 AM</td>
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<td>Swap</td>
</tr>
<tr>
<td>10/02/17 09:00 AM - 10/02/17 10:00 AM</td>
<td></td>
<td>Swap</td>
</tr>
<tr>
<td>10/02/17 10:00 AM - 10/02/17 11:00 AM</td>
<td></td>
<td>Swap</td>
</tr>
</tbody>
</table>
# Your Interviews in CareerPath

<table>
<thead>
<tr>
<th>Job</th>
<th>Interview Date</th>
<th>OCI Round</th>
<th>Job Status</th>
<th>Application Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Comcast NBCUniversal Rotational Leadership Program</td>
<td>--</td>
<td>--</td>
<td>Application Closed</td>
<td>Applied</td>
</tr>
<tr>
<td>Comcast Corporation</td>
<td>Multiple Locations</td>
<td>Application Deadline: 10/8/2017, 11:59 PM</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistant Brand Manager</td>
<td>10/24/2017</td>
<td>Company Managed Full-Time</td>
<td>Application Closed</td>
<td>Applied</td>
</tr>
<tr>
<td>Procter &amp; Gamble</td>
<td>Multiple Locations</td>
<td>Application Deadline: 10/3/2017, 11:59 PM</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Consulting Americas - Senior Consultant</td>
<td>10/20/2017</td>
<td>Full-time Interviews 2017 - 2018</td>
<td>Application Closed</td>
<td>Interview Accepted</td>
</tr>
<tr>
<td>BNP Paribas</td>
<td>Multiple Locations</td>
<td>Application Deadline: 10/2/2017, 11:59 PM</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Consultant, Strategy Consulting</td>
<td>--</td>
<td>--</td>
<td>Application Closed</td>
<td>Applied</td>
</tr>
<tr>
<td>Simon-Kucher &amp; Partners</td>
<td>Multiple Locations</td>
<td>Application Deadline: 9/30/2017, 11:59 PM</td>
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<tr>
<td>Wayfair Senior Manager Opportunities – Summer 2018 Start</td>
<td>10/17/2017</td>
<td>Full-time Interviews 2017 - 2018</td>
<td>Application Closed</td>
<td>Interview Accepted</td>
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<tr>
<td>Wayfair</td>
<td>Boston - MA</td>
<td>Application Deadline: 9/28/2017, 11:59 PM</td>
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<td>IBM Corporate Strategy Associate</td>
<td>10/12/2017, 10/13/2017</td>
<td>Full-time Interviews 2017 - 2018</td>
<td>Application Closed</td>
<td>Not Selected</td>
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<td>IBM</td>
<td>Multiple Locations</td>
<td>Application Deadline: 9/24/2017, 11:59 PM</td>
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<td></td>
</tr>
</tbody>
</table>

Please note, employers may review applicants prior to the application deadline, on a rolling basis. If you are interested in an opportunity, MBA Career Management advises you to apply sooner rather than later.
Your Interviews in CareerPath

Rotating Interviews
- Two back-to-back interviews with the same company
- Example: two 30-minute interviews for a total of 60 minutes

Company Managed
- Interview status updates and scheduling are done by the company
- No further communication or sign-ups in CareerPath
Declines – Consider a Walk-in Interview

Walk-In Process – for On-Campus Interviews ONLY

• Check company list on the MBACM website
• Walk-in interview requests accepted from 12:00am – 12:00pm one business day prior to interview day
• Upload a PDF resume and your phone number
• Companies receive requests at 8:00am and typically select candidates by 2:00pm for that day

To find a list of companies accepting walk-ins, check online

Walk-in Tips
• You are “on call” – be ready early in the day
• Dress in interview attire the day of your potential walk-in interview
## Interview Cancellation Policies

<table>
<thead>
<tr>
<th>Type</th>
<th>Timing</th>
<th>Limit before Penalties</th>
<th>Penalties</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cancellation</td>
<td>After the Alternate Sign-Up End Date indicated in CareerPath</td>
<td>2 “Cancellations”</td>
<td>May include fines, revoking of OCR privileges, etc.</td>
</tr>
<tr>
<td>Late Cancellation</td>
<td>From 3pm the day before the interview up until 1 hour before</td>
<td>1 “Late Cancellation”</td>
<td>May include fines, revoking of OCR privileges, etc.</td>
</tr>
<tr>
<td>No Show</td>
<td>Not showing for a scheduled interview or cancelling less than one hour before the interview</td>
<td>DANGER</td>
<td>Mandatory meeting with the MBACM Director, in addition to other penalties</td>
</tr>
</tbody>
</table>

View the [Student Recruiting Policies](#) for more details.
Day of Interview: What to Expect

- Interviews in multiple locations - OCRS and JMHH, possibly off campus
- Campus interviews include quick check-in process – note “rotating” interviews
- Interviewer contact information is posted
- Delays are possible; leave time between interview slots
- MBACM is here to cheer you on, provide necessities
Employer Perspective: Interview Feedback

Refer to MBACM Research pages by industry for tips.
Employer Perspective: Interview Feedback

“We have struggled with the "company culture fit" question in the past and this year's interviewees were much better aligned in that regard. Coupled with Wharton's strong academic base, it created a "high potential" group from our standards.”

“I was a bit surprised that a lot of candidates didn't know our products or pipeline. They referred to us as an 'innovative company' without specific knowledge to support that statement.”

“Wharton students generally outperform their peers from other schools on resume, past experience and technical skills. But I've seen cases where they don't show their eagerness or passion to get the job that they are applying to. This passive approach occasionally puts them at a disadvantage because they might not close the deal when other candidates have done their homework thoroughly and show that they want the opportunity more than anybody else.”
Receiving and Responding to Offers

Companies can’t extend an offer until Friday, January 12 at 5:00pm ET

Companies can’t require you to respond to an offer until Friday, February 9 at 5:00pm ET OR 3 weeks from date of written offers, whichever is later
Best Practices for Offers

Procedures for Declining

• Decline via phone or in person, not via email
• Contact employees with whom you had significant interaction

Offer Limit

• MBACM recommends that students hold no more than 3 offers at one time
• If you are having trouble deciding between offers, talk to a career advisor
To-Do List

Now

• Block calendar for FRP, avoid personal appointments
• Submit applications and visit MBACM for insights/Q&A
• Add to contacts: On-Campus Recruiting Suite 215-898-4068

Week before FRP

• Check the interview location when invited AND double-check the morning of the interview
• If the interview is off-campus, have a contact phone number in case of emergencies
• Check the weather
• Get suit(s) cleaned
• Prep your company knowledge! Review Interview Prep Sessions by industry on the MBACM website