



THE UNIVERSITY OF  
CHICAGO

CAREER  
ADVANCEMENT

## Technology Recruiting Timeline

### About the Tech Hiring Cycle

In tech, hiring tends to follow predictable cycles tied to school calendars and business goals. Knowing what to expect and how to prepare can turn a stressful process into a rewarding one.

Tech companies often view internships as a pathway to full-time roles:

- Internships give students a chance to gain experience and get a feel for the company's culture, while also allowing employers to evaluate fit for future positions.
- For the company, internships are cost-effective ways to build talent pipelines, so many teams want to secure their intern hires before full-time headcount is finalized.
- Many of the larger internship programs are designed with conversion to a full-time offer in mind, though outcomes can vary and return offers are not guaranteed.

### Summer (July - August)

- Internship roles open just after headcount planning wraps and are often among the first to get posted for the coming year.
- Some financial services and trading firms begin hiring for technical roles, such as quantitative traders or researchers, as early as the summer.

### Fall (September - December)

- Just before the start of the fall quarter is typically when more competitive summer internship applications open at tech companies like Google, Amazon, and Microsoft.
- To be competitive, companies front-load their internship postings before or during recruiting events like information sessions and career fairs in the fall quarter.

## Winter (January - April)

- The majority of summer internship and new grad program applications open in the winter, and "peak" internship application season is usually in January.\
- Interviews and hiring for early career opportunities tends to wrap up around April or May.
- Employers from more specialized subsectors such as Biotech, Robotics, or Design will start further into the fall and spring, so if you're interested in these sectors, you should anticipate a multi-cycle environment where positions are posted in waves.
- Overall, navigating a full hiring process from application to offer during this cycle can take 6 - 12 weeks.