



Transfer Students Career Development Guide

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Steps for Success in the Recruiting Cycle

Making the transition to a new college while recruiting for key industries is taking place can feel overwhelming at times! We are committed to ensuring your success on campus and post-graduation.

This guide is designed to provide a centralized outline of key resources, tips, and tricks that will help transfer students navigate their transition to life at UChicago and plan for a fulfilling career. For additional questions or information, please feel free to contact Erick Taft tafte@uchicago.edu at any time.

Where to Start

Beginning the process of choosing an intended career path can seem like a big challenge to some! It is important to **start your career exploration early** so that you have enough time and information to make an informed decision, and to provide enough time for technical and experiential training you may need in your chosen career path. Below are some helpful ways you can get started on your journey:

1. **Meet with your Career Adviser!** Each student is assigned a primary career adviser. They can provide support in career exploration, brainstorming, strategy planning, resume review, interview practice, and have a wealth of resources to support your career exploration.
2. **Attend Career Advancement events and workshops!** There are numerous workshops throughout the year focused on both career exploration and skill building! Below is a list of some of the many upcoming workshops that will be offered throughout the year:

Tuesday, October 1	Meet the Champions: Employer Networking
Wednesday, October 2	Fall Career & Internship Fair
Tuesday, October 8	Transfer Student Career Kickoff
Wednesday, October 9	Product Management & Tech Career Prep Night
Friday, October 18	Finance Recruiting Roadmap for Summer 2026 Internships
Friday, October 25	Introduction to Investment Banking
Wednesday, October 30 & Wednesday November 13	Night on Wall Street
November 1-November 15	3 Part Valuation Methods Workshop
Tuesday, January 14	STEM Recruiting Night
Friday, January 31	Case Interviewing Workshop
Friday, February 21	Marketing Pathways Forum
Week of March 31	Careers in Humanities Week
April 11-12	UChicago Trading Competition
Tuesday, April 22	Corporate & Leadership Rotation Recruiting Roadmap
Friday, May 2	Consulting Symposium

3. **Join an RSO!** An RSO is a “Registered Student Organization” and UChicago is home to many high quality professional RSOs that provide students an opportunity to learn about new industries, build skills and experience, and create a network of older students and alumni. We highly recommend all students to join at least one professional RSO! You can expect to apply to join RSOs at the beginning of the Fall Quarter. [Please visit BluePrint](#) for a complete listing and additional information on each RSO.
4. Another good way to learn about different career paths is to simply browse and read interesting job descriptions **posted on Handshake**. Reading through job descriptions that you may find interesting yet unfamiliar can help expose you to opportunities you may not have previously considered, and gives you a helpful perspective on the realities and responsibilities of a given career.
5. Once you have identified a job or career path that you are interested in, **arranging networking calls with industry professionals** is a great way to learn more. [LinkedIn](#) is a great platform to search for and

identify UChicago Alumni who work in a particular field. Alumni are often willing and enthusiastic to help young students learn about their field and how to get there.

6. **Apply for a Career Trek!** Treks are career exploration experiences that bring groups of 15-25 students to meet with employers throughout the United States and around the world. Participating students have the opportunity to expand their professional network, learn more about potential jobs and internships, and find out whether a particular career field matches their interests, skills, and values. The application for Treks opens at the end of September.

Resources to Get Recruiting-Ready

Check out the [Careers in Business SharePoint](#) that has material to help you explore different career paths, resources to support your application materials, as well as videos and podcasts of workshops with alumni and other important recruiting events.

1. Key Finance and Consulting Resources: [Finance Recruiting Playbook for 1st and 2nd Years](#), [10 steps for securing a finance internship](#), and [Consulting Recruiting Roadmap Summary](#) all provide detailed guides on where to start and what to prioritize for success in recruiting.
2. [Diversity & Accelerated Recruiting](#) as firms continue to move up recruiting cycles, they are also increasingly offering early exposure programs for strong diverse candidates. It provides firms a way to pre-screen candidates, and provides the student with additional educational and networking opportunities. Firms track attendance which can help when applying to other internships in the future.
3. Industry Guides: [What is Investment Banking](#) and [What is Consulting](#) guides provide an in-depth overview of the Banking and Consulting industries, the career path, day-to-day work, as well as tips for success. The [Corporate Sector Overview](#) gives an overview of roles in business outside of Finance and Consulting.
4. Our [Corporate and Business Roles SharePoint](#) page also gives students opportunities to explore the opportunities, potential career paths, and recruiting timelines for the corporate world, including Leadership Development and Rotational programs, where numerous UChicago alums have started great careers in business.
5. If you would like to practice your excel modeling skills or would like additional technical question guides, please visit our [Modeling and Other Resources](#) page. Some hands-on practice with excel can help sharpen your excel skills while helping you learn key concepts in accounting and valuation in a dynamic but structured setting.

Resume and Cover Letter Resources

Updating your resume and cover letter is a primary key step in preparing for recruiting! Remember that a strong, stand-out resume will help you make it through the screening process so you can get selected for an interview. So your resume is essentially your calling card to interviews.

- [Resume Resources](#) - update your resume and showcase desirable skills for the industry.
- [Cover Letter Resources](#) - create a master cover letter for the industry which you then customize for each company that you apply to.
- Additional resources on application materials are available on the Careers in Business [SharePoint](#) site.

Application Timelines

Companies across the board continue to accelerate the recruiting process each year. Below is an overview of recruiting cycles in some key areas:

Investment Banking: The recruitment cycle for investment banking typically is the earliest to kick off. Major banks start with [Diversity & Accelerated Recruiting events](#) beginning in the spring of first year, and extending into the summer and fall of second year. Formal recruiting for 3rd year internships kicks off in late December and early January of second year, and typically wraps up by mid-march of second year. That means most major banks are recruiting for 3rd year internships nearly 18 months in advance! This is why it is so critical to make a plan and get started early in your academic career!

Asset Management: Asset Management includes wealth management, private banking, traditional asset managers, hedge funds, and more. The asset management industry is highly fragmented with thousands of firms of varying size across the country. Accordingly, the recruitment process is less uniform than banking but follows a similar trend. Formal 3rd year recruitment typically kicks off in the spring of second year, and new job postings become live continually over the course of the summer and into the fall.

Consulting: Consulting firms begin to open 3rd year internship applications in June following the completion of your second year. Applications will continue to open through early Fall Quarter. Be sure to regularly check Handshake, the weekly Business Bulletin, and company websites for information on specific firm recruiting timelines and application deadlines.

Corporate: Many corporate roles follow more traditional recruiting patterns. For 3rd year internships, be sure to watchout for job postings on Handshake, LinkedIn, Glassdoor, and their own “Careers Page” on their websites as some firms may not post their roles on Handshake. Corporate internship applications typically open at the end of the summer following your second year, and into the fall quarter of 3rd year.

Healthcare: The path to medical school and other health professions starts early! Please check out our [Careers in Healthcare](#) website for a detailed look at course requirements, application process, internship and research opportunities, and more!

Policy and Social Impact: There is a wide variety of roles throughout the public policy and non-profit spaces that our students pursue each year! Our Policy and Social Impact team supports students pursuing careers in a broad range of fields including think tanks, local and federal government, global health, human rights as well as with the quickly evolving sectors in sustainability, corporate social responsibility, impact and non-profit consulting, and economic development. Please visit the [Careers in Policy and Social Impact](#) for a detailed overview of research and internship opportunities as well as info on the various selective cohorts available to apply for.

STEM: Visit the UChicago Career Advancement sites for more details about careers in [biological sciences](#), [physical sciences](#), [engineering](#), and [computer science](#). There is a wide variety of careers in the STEM field from business & operations to practitioners, and application timelines vary. The best way to get started is to meet with an adviser with expertise in your discipline.

Law: Once you decide to attend law school, [Careers in Law](#) offers each student the opportunity to meet with an adviser, either in person or virtually, to strategize about target schools and to review law school application materials. To set yourself up for success, the law school application process preparation starts about one year before the application is due.

Networking Resources

Begin networking now! Reach out to alumni and employees of the firms you are interested in for informational interviews. Use this opportunity to gather information on the different firms, get valuable insights about the industry, and stay on the radar of employers. Your Career Adviser can help you get a networking plan in place.

Here are additional resources:

- [How to Grow Your Network](#).
- [Networking 101](#): Learn more about what networking is, why it's important, sample questions you can ask during your conversation, and how to write an approach email.

Interview Preparation

Be prepared to interview when you apply. Interviews can take place as soon as a couple of weeks after applications close or when you apply. Some firms also review applications on a rolling basis, so applying as soon as you are ready and feel prepared for an interview is a good strategy.

Practice Interview Program: Students can practice case interviews and get expert feedback on their skills and techniques through the Practice Interview Program. [Appointments are open all year round!](#)

1. Technical & Case Interviews

Many finance roles may include a technical interview component, and many consulting applications feature a case interview. Technical interviewing can be intimidating, but we have lots of resources to help! Please see below for some key resources for investment banking and consulting technical practice.

Regardless of industry focus, we highly recommend **taking classes at Booth** as early in your academic career as possible! Some common classes include: Financial Accounting, Financial Statement Analysis, Money and Banking, Corporate Finance, Investments, Portfolio Management, Corporation Finance, Merger & Acquisition Strategy.

Investment Banking Resources:

- [Behavioral and Technical Interview Guide](#)
- [Investment Banking Internships: The Ultimate Guide \(Mergers & Inquisitions\)](#)
- [Essential Reading for Investment Banking Interviews \(Wall Street Prep\)](#)
- [Examples of investment banking interview questions](#)
- [Mergers and Inquisitions' 400 investment banking interview questions & answers you need to know](#)
- [Equity Research Reports](#)

Consulting Case Interview Prep:

Cases are a critical component of consulting interviews and there are a number of resources available to help you prepare:

- **Books:** Students and alumni have found the following books helpful
 - [Case in Point](#) by Marc P. Consentino
 - [Case Interview Secrets](#) by Victor Cheng
 - [Crack the Case System](#) by David Ohrvall
- **FREE online content**
 - [ManagementConsulted.com](#)
 - [MConsulting Prep](#)
 - [Case Interview Basics](#)
 - [Structure of the Case Interview Rounds](#)
 - [3 Tips for the Written Case Interview](#)
 - [How to be MECE](#)
 - [Fast Math: Quant Skills](#)

2. Behavioral Interviews

Behavioral interviews are equally important when it comes to securing an offer for an internship or full-time job. It is a great opportunity to sell yourself and make the case for why they should hire you given your unique capabilities.

There are a number of Behavioral resources on the [Careers in Business Sharepoint](#) site. You can schedule a live mock behavioral interview with an adviser. You can also practice your answers to a variety of behavioral questions using the [Big Interview](#) digital platform that is available 24/7 to you through Career Advancement. Below are additional helpful resources:

- [STAR Method](#) - A framework to effectively answer behavioral interview questions
- [Experience Mapping](#) - A useful tool to track which experiences align with different types of behavioral interview questions
- [Phone/Virtual Interview Tips](#) - Best practices for phone/virtual conversations
- [Big Interview sign-up instructions](#) - Ready for digital practice? Big Interview is a helpful resource for practicing interview questions at your own discretionary time.
- [LinkedIn Learning](#) is an amazing resource that all UChicago students can access. If there is any part of an interview whether technical or behavioral that you want to prepare more for, check out if LinkedIn Learning has a class on it to help you further prepare.

Company and Industry Research

Do you know which companies you want to recruit for? it's important to do your research and develop a list of target companies to explore in your areas of interest. Your criteria may include industry and job function, geographic location, size of organization, and culture. Visit the company website to learn more about the work they do, clients they serve, their mission and values.

In preparation for your interviews, cultivate the habit of reading company and industry business news daily to stay on top of trends and ideas, and follow news on target companies so you are well prepared to engage in memorable conversations during the interview.

The following resources are helpful for researching a company/industry before an interview:

- [Regenstein Library Online Resources](#) includes business-specific publications, databases, market research/analysis, and company overviews such as Business Source Complete, Factiva, IBISWorld, and ThomsonONE.
- [Vault's Guide to Consulting](#) for a more detailed look into the consulting industry.
- [Glassdoor.com](#) is great for questions about what an employer is really like. Check out employee reviews as well as sample interview questions. They also offer salary ranges for your reference.
- [Refinitiv Workspace](#) is another fantastic resource that provides students with access to Equity and Industry Research reports, current market news, earnings summaries, and more. [Please click here](#) to request access through the Regenstein Library.
- [PitchBook](#) is a great free resource to find recent deals. All UChicago students have automatic free access through the Single Sign On (SSO) option that can be found below.