

## FALL

## LATE SEPTEMBER/EARLY OCTOBER

- **Consulting Recruitment.** This generally involves resume and cover letter applications, on-campus interviews, social events such as lunches and happy hours, Information Sessions, and on-site interviews. Consulting firms have very structured recruitment efforts on campus.
  - **Example companies:** The “Big 4” consulting/accounting firms (KPMG, PwC, Deloitte, EY) and a few others such as Accenture, Avanade, FAST, Capgemini, and West Monroe Partners
  - **Example Jobs & Internships:** Technology Consultant or Intern, Technology Advisory Program, Risk Advisor Program, Management Consultant or Intern
  - Many resume applications for the “Big 4” are due **October 4th** in Handshake. Applications for other companies will be due throughout the quarter
  - *Note-* While the majority of consulting recruiting occurs in the fall, some firms recruit in winter

## MID-LATE OCTOBER AND EARLY NOVEMBER

- **General recruitment of IT companies.** This is a very busy time employers are engaged on campus to hire for a variety of positions. Employers attend multiple career fairs and host information sessions and on-campus interviews. Most of the larger companies come during this time as they generally have structured recruiting cycles. There are a variety of positions recruited for during this time period mostly related to IT or within IT companies.
  - **Example Companies:** Microsoft, Dell, Amazon, Boeing, Cisco, Dropbox, Groupon, Google, Clean Power Research, Apple, Liberty Mutual, IBM, eBay, Hitachi, Weebly, Workday, FAST Enterprises, Nordstrom, Indeed, Intel, National Geospatial Intelligence Agency, Nike, ExtraHop, CIA
  - **Example Jobs & Internships:** IT Analyst, UI Developer, Project Manager, Software Engineer, Software Engineer Intern, Security Engineer, Software Tester Intern, Front End Developer, Web Developer, Data Analyst, Business Analyst
    - Check iCareers and Handshake **often** for jobs, internships, and On-Campus Interviews
  - **Career Fairs and related events:**
    - **October 9<sup>th</sup>:** Business Career Fair
    - **October 10<sup>th</sup>:** Engineering Hiring Expo
    - **October 22<sup>nd</sup>:** Data Science Career Fair
    - **October 31<sup>st</sup>:** Science & Engineering Career Fair (SEBA)
    - **November 1<sup>st</sup>:** HCDE Career Fair

## WINTER

### MID-LATE JANUARY AND FEBRUARY

- **General recruitment of IT companies, iSchool-specific recruitment, and UX/UI.** This is another busy time employers are engaged on campus although it won't be as busy as the fall. There will be a mixture of employers coming out for the first time as well as employers that came in the fall that are returning for a second round. A number of career fairs are offered including an iSchool-specific career fair. User Experience, User Interface, and interaction Design positions tend to get posted in winter to early spring, although they may also be some opportunities in the fall. Winter quarter is also a time with large internship recruitment.
  - **Example Companies:** Alaska Airlines, Starbucks, Concur, Cisco, EY, Workday, Zappos, Amazon, Costco, Liberty Mutual, Accenture, eBay, Tesla, SAP, Tableau, F5 Networks, Intel, FAST
  - **Example Jobs & Internships:** UX Design Intern, UX Research Intern, Interaction Designer, IT Internship, Information Architect, Web Application Developer, Data Analyst, Software Engineer
    - Check iCareers and Handshake **often** for jobs, internships, and On-Campus Interviews
  - **Career Fairs:**
    - **January 22<sup>nd</sup>:** Society of Women Engineers Industry Career Fair
    - **January 30<sup>th</sup>:** Diversity Career Fair
    - **February 12<sup>th</sup>:** iSchool Career Fair
    - **February 14<sup>th</sup>:** Winter Job & Internship Fair
    - **February 20<sup>th</sup>:** Environmental Career Fair

## SPRING

### APRIL AND MAY

- **Unstructured recruitment.** Employers that have less of a recruiting structure tend to do more recruiting in the spring. Often times this is more common with smaller organizations. Companies looking to hire designers (UX, UI, and Interaction) will typically come to campus and post their positions in winter quarter or the start of spring quarter. Recruitment for sales positions is typically high around spring. Recruitment activity overall is much slower in spring quarter than it is for previous quarters.
  - **Example Companies:** CampusPoint, Expeditors, Trooly, CDK, Mu Sigma, Piraeus Consulting, Wipro, Coalfire Systems, FAST, Capgemini
  - **Example Jobs & Internships:** SEO Intern, Digital Advertising Intern, UX Designer, Consultant, Software Developer, Cyber Threat Analyst, Data Scientist Intern, Data Analyst
  - **Career Fairs:**
    - **April (exact date TBD):** Startup Job Fair
    - **April 18<sup>th</sup>:** Spring Job & Internship Fair