



MFin Spring Recruiting Strategies & Trends

Feb 29, 2024

Agenda

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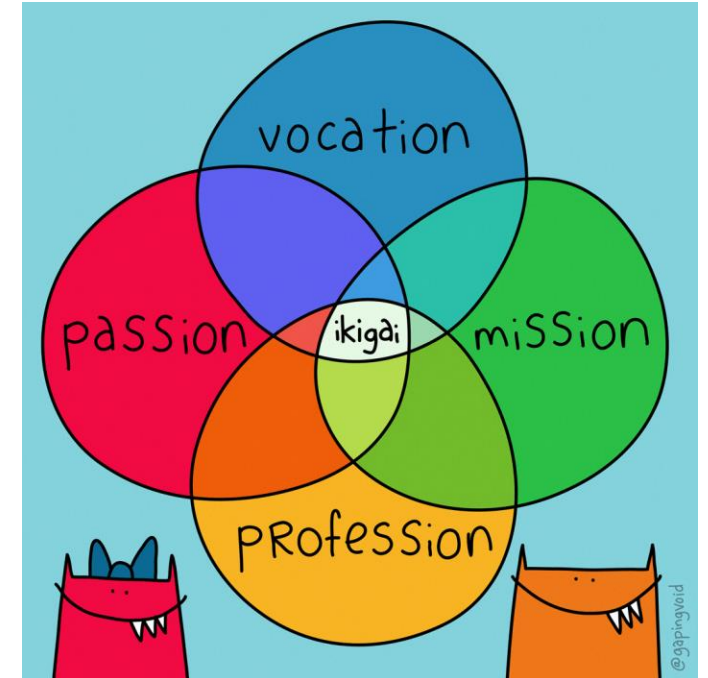
Spring
Recruiting
Trends

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Spring
Recruiting
Strategies:
the 4Rs

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Career
Opportunities,
Events &
Resources



Spring Recruiting Trends

MFin talent is in high demand

- Previous MFin recruiting timeline – approx. 50% received offers in spring
- MFin recruiting success rate - 100% received offers

Recruiting tends to be less structured

- No clear start or end time for any specific functions
- One off, “just-in-time” hiring

Recruiting in the Spring Term is an advantage

- High employer interests
- Robust support from the MFin community

Offers Received in Spring Term

Example Offers from Employers - US

- Alphadyne Asset Management
- Analysis Group
- Arrowstreet Capital
- Bank of America
- Boston Consulting Group
- Capital One
- Citadel
- Coltala Holdings
- Deutsche Bank
- Dodge & Cox
- E14 Fund
- Ellington Management Group
- Energy Impact Partners
- Ergoteles Capital
- EY
- Federal Home Loan Bank of Chicago
- Gelber and Associates
- Goldman Sachs
- HSBC
- Hypertherm Associates
- J.P. Morgan
- LaSalle Investment Management
- Lazard
- Man Group
- MariaDB
- McKinsey
- Micronotes.AI
- Moderna
- PanAgora
- PIMCO
- PJT Partners
- Quantbot
- S&P Ratings
- Schonfeld Strategic Advisors
- Stout Risius Ross
- State of Wisconsin
- State Street
- Susquehanna International Group
- TIFF Investment Management
- Tower Research
- UBS

Offers Received in Spring Term

Example Offers from Employers - Europe

- BNP Paribas
- Citi
- Claton Dubilier and Rice
- Goldman Sachs
- High Tech Grunderfonds Management
- J.P. Morgan
- McKinsey
- PJT Partners
- Qatalyst Partners
- Quantech Partners
- Resistant AI
- Rothschild
- Schneider Electric

Example Offers from Employers - Asia

- Balyasny Asset Management
- Bank of America
- BSH
- CICC
- Citi
- CITICS Securities
- Clsa Asia Pacific Markets
- E Fund Management (HK)
- GIC
- Goldman Sachs
- Haitong International
- Heju Capital
- IMF
- Joffre Capital
- Heju Capital
- J.P. Morgan
- Morgan Stanley
- Sealand Securities
- Standard Chartered
- Virtu Financial

Offers Received in Spring Term

Example Offers from Employers – Job Titles

- Asset Management Summer Analyst
- Commercial Banking Summer Analyst
- Data Scientist
- Equity Investment Analyst
- Equity Research Associate
- Decision, Modeling, and Economics Summer Intern
- Financial Analyst
- Financial Analyst - Consulting
- FinTech Product Development Summer Intern
- Fixed Income Strategy Researcher
- Investment Analyst
- Investment Banking Summer Analyst
- Junior Quantitative Analyst
- Machine Learning Researcher
- Portfolio Management Graduate Intern
- Private Equity Financial Analyst
- PE Analyst Intern
- Quantitative Research Intern
- Quantitative Analytics Summer Associate
- Quantitative Trading Intern
- Real Estate Transactions Summer Analyst
- Research Associate - Consulting
- Summer Researcher - Quantitative Investment Manager
- Trading Analytics Intern
- Venture Capital Fellow

Offers Received in Spring Term

During the workshop, we shared data illustrating when MFins received their accepted offers, by location and function. Reach out to your career advisor if you are interested in this information.

Employers Want to Hire You!

Employers recognize MFin talent in the marketplace. Stay engaged with your career advisor for support and to ensure that you are on the path to success.

97%
accepted
internships

100%
accepted
full-time
offers



63%
accepted
offers in
the US

\$125K
average
base
salary

Full report available here: cdo.mit.edu/employment-reports/

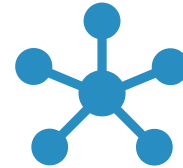
Recruiting Strategies: 4Rs



Reflect on your
recruiting approach



Refresh your
marketing materials



Reengage and
expand your network



Research
companies and jobs

Reflect and Strategize

- What worked well for you in the Fall Term? What was the easiest part?
- What has been the hardest for you? What challenged you the most?
- How can you learn from the successes and struggles?
- What do you need to improve upon and how can you strengthen those areas?
- What questions do you still have?

Book an Advising Appointment to discuss your reflection and recruiting strategy with a CDO advisor – we are here to help you!

Refresh Your Marketing Materials

Resume

- Proseminar and Fin-Lab can be listed in the Experience section
- Resume should reflect most up-to-date GPA
- Update coursework and highlight relevant project(s)
- New club involvement or competitions
- Update your Default/Starred Resume in Career Central

LinkedIn Profile

- Proseminar and Fin-Lab **must** be listed under Projects
- Misrepresentation of projects can result in failed background checks
- Join the LinkedIn MFin group – you can directly message non-connections if in the same group
- More recruiters are using LinkedIn

Career Central Profile

- Update your Career Central profile – preferred function and location are key
- Employers pull and request targeted resume books, especially this time of year
- The more information you give in your profile, the more your resume will come up in employer searches

Go to Your CDO (cdo.mit.edu/channels/mfin) for resources and examples

Reengage and Expand Your Network

Check in with existing network with brief updates:

- ▶ School – coursework, projects, clubs
- ▶ Make the ask to reconnect

Make new connections:

- ▶ Key networks: MFin, MFin Alumni group on LinkedIn, MFin Post-Graduate Directory
- ▶ Greater MIT community, your undergraduate schools

Research Companies & Jobs

MFIN EMPLOYMENT REPORT

- Check out the 2023 report for additional companies to target or alumni to connect with

JOB SITES

- Regularly check Career Central & Handshake
- Update CC profile to be alerted about relevant postings
- Consult recommended job sites list on Your CDO



TARGET COMPANY LIST

- Have some companies not come to campus yet?
- What is your strategy for outreach?
- Use PitchBook. Search by “similar companies” or geography (Great for PE, VC, IM, FinTech and start-ups)

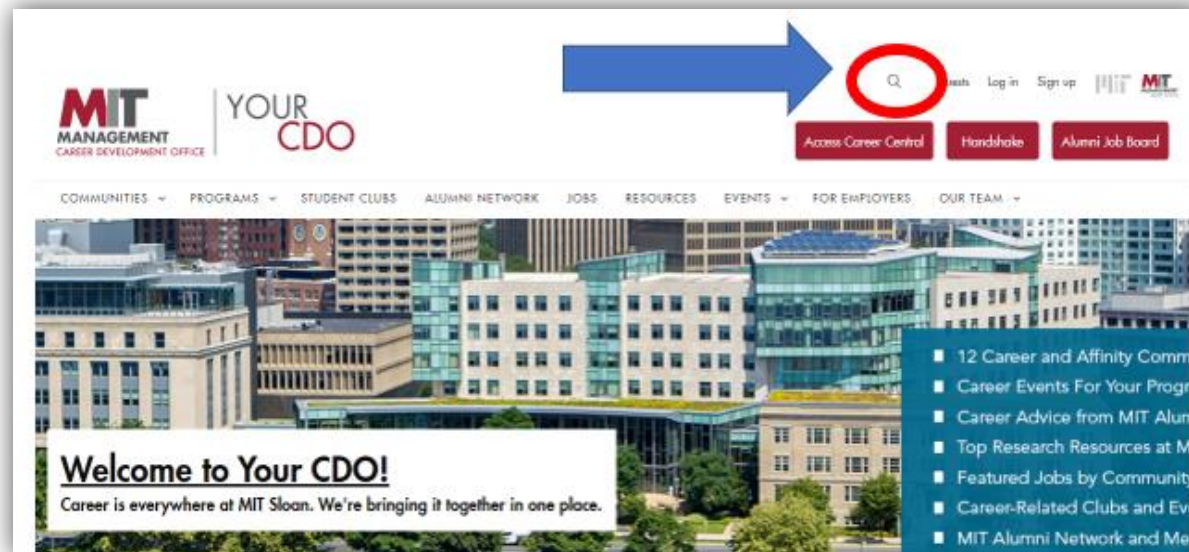
LAST YEAR'S JOB POSTINGS

- Although not a guarantee, last year's job postings are a good indication of what may be to come
- Leverage Company File on Career Central

Resources

YourCDO: Use the “Search” field to easily find resources, blogs and events

CDO MFin Newsletter: Weekly reminders, Q of the Week, events, programs, and curated job list



INGENUITY CDO ANNOUNCEMENTS IMPACT MASTER OF FINANCE



Jump to:

[CDO Note](#) | [Q of the Week](#) | [Upcoming Career Events](#) | [Recruiting Corner](#) | [Advisors to You](#) | [Drop-In Wednesdays with Mark](#) | [Virtual Interview Room](#) | [CDO Quick Links](#) | [Employment Survey](#)

A NOTE FROM THE CDO

During the Class Meeting on February 8, we reconnected with many of you and shared exciting information about what to expect and how to make the most of the Spring Term. If you missed the session, you can [review the slides here](#).

Exciting news to share: we've just updated the "[Companies Hiring International Students](#)" and "[Companies Hiring for International Roles](#)" resources in Your CDO resources with the latest compilation data. If you're actively looking for opportunities this spring, we encourage you to explore these updated resources. 📧

QUESTION OF THE WEEK

I'm not seeing much success in my LinkedIn outreach attempts. How do I increase the response rate?

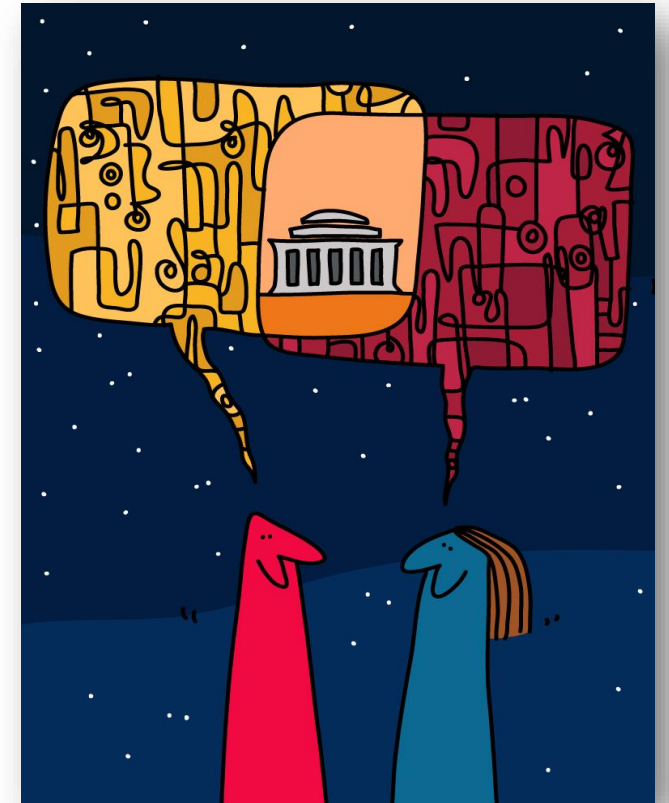
It's all about the approach. *Almost every alum or industry professional we talk to says that they are more likely to answer a request when it is **clear and specific**.* And, it's important to add, the request should also focus on the **recipient and their experience**, not on you and your career goals.

Each message you send should be personalized and contain:

- A very **brief** introduction, who you are and what you do (i.e. current MFin student, experience in _____, interested in exploring careers in _____.)
- How you found this person and what interests you **specifically** about their experience or profile (e.g. you heard them speak or met at a recent event, or that they transitioned from X to Y industries after MFin which is something you are interested in pursuing.)
- **A clear ask** as a next step (e.g. if you have the time, I'd love to chat and learn more "about your experience navigating XYZ" or "about how you engage with ABC team at your firm." Then the ask: "Do you have 15-20 minutes in the next couple of weeks for a brief call? I know you are busy and greatly appreciate your time.")

Career Event Highlights

- **Mar 1** MIT Sloan Product Conference
- **Mar 1-2** MIT Sloan Sports Analytics Conference
- **Mar 2** European Career Fair
- **Mar 6** PhD & Master's Virtual Career Expo
- **Mar 6** Sloanies Helping Sloanies
- **Mar 7** MIT Data Science & Analytics Career Night
- **Mar 12** MIT Biotech Group Career Fair
- **Mar 13** Women in Alternatives 2024
- **Apr 9** MIT Sloan Career Fair 2024
- **Apr 16** Ivy+ Just in Time Virtual Career Fair
- **Apr 21** MIT Sloan & HBS Latin American Conference 2024



More details & RSVP for these events on Your CDO (cdo.mit.edu/channels/mfin)

FAQ: Should I start preparing for a plan B ?

Are there credible plan Bs (Summer RAs)

Follow up questions

- ▶ Reflect on your career goals – what is your plan A (top goals)?
- ▶ Why do you consider plan B? Does your Plan B align with your career goal?

Strategies:

- ▶ MFins are still in demand in spring
- ▶ Align Plan A with Plan B
 - Plan A. Quant in US
 - Plan B. Quant in Asia
- ▶ Networking
- ▶ Align Plan B with career goal
 - skills development
- ▶ Stay positive and flexible

FAQ: Where/how shall I apply? How to find listed opportunities

- ▶ Career Central Job Postings
 - ▶ Career Central: Creating a Job Search Agent
 - ▶ Check if your resume is included in the resume database
 - ▶ Update Career Central profiles
- ▶ Handshake (MIT CAPD)
 - ▶ Handshake: Saved Jobs & Alerts
- ▶ Top Job Sites for MFin: CDO MFin – Career Resources – Job Sites
- ▶ The hidden job market: break in through networking
- ▶ Company websites
- ▶ Career Fairs and Networking Events



MIT
MANAGEMENT
CAREER DEVELOPMENT OFFICE

THANK YOU

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