

MFIN SPRING RECRUITING STRATEGIES & TRENDS

Feb 10, 2026

MIT SLOAN SCHOOL
OF MANAGEMENT



AGENDA

- 01 Spring Recruiting Trends
- 02 Spring Recruiting Strategies: the 4Rs
- 03 Career Opportunities, Events & Resources



SPRING RECRUITING TRENDS



MFin talent is in high demand

- Previous MFin recruiting timeline – approx. 50% receive offers in spring
- MFin recruiting success rate – typically 98-100% receive internship 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

FALL RECRUITING VS. SPRING RECRUITING



From MFin's perspective:

	Fall	Spring
Job Availability	High Volume, roles already posted	Lower visible volume, roles may not be posted (network - role - apply)
Application Strategy	More time to prepare & explore	Need to act quickly + be clear about goals
Mindset Risk	Burnout with stress	Discouragement with low morale



Spring recruiting rewards **focused-search, persistence, and fit.**

FALL RECRUITING VS. SPRING RECRUITING



From Employers' Perspective:

	Fall	Spring
Hiring Intent	Planned, headcount-driven	Needs-driven, flexible, team-specific
Timing	Fixed timelines	Immediate hiring, "just-in-time" hiring, sporadic
Employer Response Time	Slow but predictable	Typically faster
Interview Time Frame	Structured and slow	Needs-driven and relatively fast

ACTIVELY HIRING FIRMS FOR MFIN



INVESTMENT BANKING

BULGE BRACKET

BOUTIQUE

- ❖ Barclays
- ❖ Goldman Sachs
- ❖ Deutsche Bank
- ❖ Lazard
- ❖ UBS

- ❖ Credit Agricole
- ❖ KeyBank
- ❖ Tiger Securities
- ❖ BMO

PRIVATE EQUITY/CREDIT/ PRIVATE MARKETS

- ❖ Inversion Capital
- ❖ PIMCO
- ❖ Graham Partners
- ❖ Arrowstreet Capital
- ❖ Apollo
- ❖ Archimed
- ❖ DTCP
- ❖ IMA
- ❖ Blackstone

ASSET MANAGEMENT

- ❖ Columbia Threadneedle
- ❖ Bank of America
- ❖ Northwestern Mutual
- ❖ NEPC
- ❖ Gray Capital
- ❖ Caxton Wealth
- ❖ Novo Holdings
- ❖ Neuberger Berman

ACTIVELY HIRING FIRMS FOR MFIN



HEDGE FUNDS/QUANT

- ❖ Point 72
- ❖ Talos Global
- ❖ XMG
- ❖ JP Morgan
- ❖ Tiger Securities
- ❖ Susquehanna
- ❖ Citadel

VENTURE CAPITAL

- ❖ HOF Capital
- ❖ Brevan Howard
- ❖ Nina Capital
- ❖ Mann + Hummel

STRATEGY/ CORP FIN/IMPACT

- ❖ State Street
- ❖ Haemonetics Corp.
- ❖ Net Scout Systems
- ❖ FEG
- ❖ Bank of China
- ❖ Ventas

HIRING COMPANIES BY REGION

Extended US-based Internships Offers in Spring (*known to CDO*)

- Acadian
- Alphadyne Asset Management
- Amazon
- Authur D. Little
- Azolla Ventures
- Brevan Howard
- Calamos Investments
- Capula Investment Management
- Castle Biosciences
- Cepres
- Coltala Holdings
- Engineers Gate
- EY - Parthenon
- FCLT Global
- Fidelity Investments
- Finanz Butik
- Goldman Sachs
- JP Morgan
- Jupiter Research
- Kaust Investment Management Company
- Miiflow AI
- Millennium Advisors
- Morgan Stanley
- Muse Capital
- Norges Bank Investment Management
- Oaktree Capital Management
- Oppenheimer
- Plural Strategy
- Point72 Asset Management
- Pondmoon Capital
- Quantbot
- Seldon Capital
- Spotify
- Squarepoint
- Strategic Value Partners
- TAP Advisors
- The Radcliff Companies
- TransAmerica
- Unicredit
- Verition Fund Management
- Xpansiv

Source: MFin Employment Survey; data includes accepted internship offers received in spring (Jan-Jul) for Classes of February 2025 and 2026.

HIRING COMPANIES BY REGION

Extended Europe-based Offers

- Barclays
- Drakai Capital
- Eigent AI
- Jefferies & Company
- McKinsey
- Morgan Stanley
- Paris-Saclay University
- QRT
- Stout Risius Ross
- UBS
- UNLU & Co

Extended Asia-based Offers

- Alphadyne Asset Management
- Citi
- Guotai Junan Securities
- Harvest Fund Management
- Hong Kong Exchanges And Clearing Limited
- KPMG
- Morgan Stanley
- NetEase
- QRT
- Standard Chartered
- Teja Ventures
- Tencent
- The Everstone Group
- X Asset Management

Source: MFin Employment Survey; data includes accepted internship offers received in spring (Jan-Jul) for Classes of February 2025 and 2026.

JOB TITLES OF OFFERS RECEIVED IN SPRING

US-based Internship Offers

- Absolute Return Summer Analyst
- AI Engineer
- Asset Liability Management Analytical Reporting Analyst Intern
- Business Analyst Intern
- Commodities Summer Intern
- Engineering Summer Analyst in Global Banking & Markets
- Equity Research Summer Associate
- Equity Volatility Trading & Research Summer Analyst
- Fixed Income Quant Strats Summer Associate
- Intern, Global Equity Research team
- Internal Audit & Risk Intern
- Investment Advisor Summer Intern
- Investment Banking Intern
- Investment Fellow
- Investment Research Intern
- Macro Analyst Intern
- Macro Summer Analyst
- Performing Credit Summer Analyst
- Private Equity Analyst Intern
- Quant Advisory Services Intern
- Quant Analytics Intern
- Quant Research Intern
- Quantitative Investments Intern
- Quantitative Strategist Summer Associate
- R&D Intern
- Risk Intern
- Sales & Trading Summer Analyst
- Software Development Engineer
- Strategy Consulting Intern
- Summer Analyst
- Summer Fellow
- Summer Research Analyst
- Trading and Research Internship
- Trading Summer Intern
- Venture Capital Intern

Source: MFin Employment Survey; data includes accepted internship offers received in spring (Jan-Jul) for Classes of February 2025 and 2026.

JOB TITLES OF OFFERS RECEIVED IN SPRING

Europe-based Internship Offers

- AI/ML Engineer Intern
- Business Analyst
- Equity Research Summer Analyst
- Global Banking Summer Internship
- Investment Banking Summer Analyst
- Quantitative Analyst
- Quantitative Researcher
- Research Scientist Intern

Asia-based Internship Offers

- AI Research Intern
- Equity Quantitative Summer Associate
- Equity Research Intern
- Financial Risk Management Intern
- Game Design Intern
- Global Capital Markets
- IBD Summer Analyst
- Investment Analyst Intern
- Private Equity Summer Analyst
- Quant Risk Management
- Quantitative Research Intern
- Quantitative Research Investment Intern
- Strategic Analytics Summer Analyst
- Summer Analyst
- Treasury and Trade Solutions Summer Analyst

Source: MFin Employment Survey; data includes accepted internship offers received in spring (Jan-Jul) for Classes of February 2025 and 2026.

JUST-IN-TIME FULL-TIME OFFERS RECEIVED IN SPRING

Hiring Companies – All Regions

- Balyasny Asset Management
- Boston Consulting Group
- Citadel
- Engineers Gate
- Goldman Sachs
- Hartree Partners
- Lazard
- McKinsey
- Morgan Stanley
- One Peak
- Redstone Haute Couture
- Rothschild
- Sana
- Squarepoint
- VWH Capital Management
- Waterland Private Equity

Source: MFin Employment Survey; data includes accepted full-time offers received in spring (Jan-Jul) for Classes of May 2024, and May 2025.

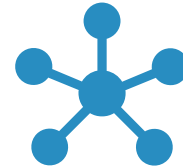
RECRUITING STRATEGIES: 4RS



Reflect on your
recruiting approach



Refresh your
marketing materials



Reengage and
expand your network



Research
companies and jobs

REFLECT AND STRATEGIZE

1. What is one small accomplishment that you can recognize from the fall?
2. What feedback (explicit or implicit) have you received so far from interviews, networking, or rejections?
3. What is one small thing you'd like to commit to do differently this spring?

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

NETWORKING IN **SPRING** CAN LOOK DIFFERENT



Can feel more transactional + more intentional

- **Purpose:** to discover opportunities & secure advocacy – more transactional
- **Goal (AIR):** more focused on learn how team hires & what they need – the referral and key information
- **Conversations:** fewer but deeper with intentional/ongoing follow up – make a clear ask

Set clear, targeted goals

- **Target:** Focus on team/function/skills fit/roles where your skills and experience are most relevant. **Be specific** about your target.
- **Outreach priority:** warm-first (MFin Alumni, Sloanies & Past Connections), then cold
- **Set Measurable Goals:**
 - Example: "I will have 2 informational chats per week with professionals in my target industry."

What success can look like

- **Success Signals:** the increase of advocate interests/referrals/internal insights
- **What an advocate does:** value-driven (insights, progress), flags you to HR, influence decision making

RESEARCH COMPANIES & JOBS

MFIN EMPLOYMENT REPORT

- Check out the 2024 report for additional companies to target or alumni to connect with

JOB SITES

- Regularly check Career Central & Handshake
- 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

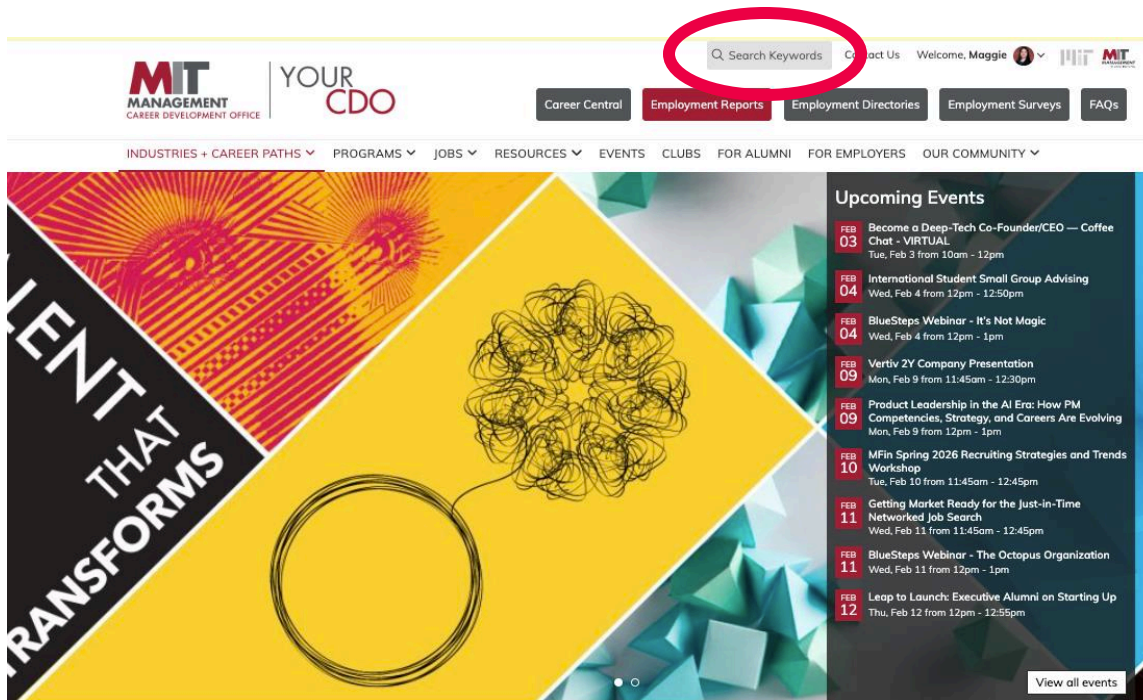
- Although not a guarantee, last year's job postings are a good indication of what may be to come
- [Scan QR code below or click the link for Spring Job Postings from 2024 & 2025: https://bit.ly/45DNAWd](#)
- Leverage Company File on Career Central



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



[A Note from the CDO](#) | [Required Action Learning Projects Guidelines for Resume and LinkedIn](#) | [Upcoming Events](#) | [Recruiting Corner](#) | [CDO Virtual Interview Room and Other Study Spaces](#) | [CDO Quick Links](#)

A NOTE FROM THE CDO



Happy New Year! We hope you're enjoying a well-deserved winter break and feeling recharged for the year ahead. The CDO will remain open during IAP, and we'd like to share a winter checklist to help you use this time intentionally and set yourself up for a strong spring recruiting season. Our next newsletter will be shared on February 1, but in the meantime, don't hesitate to reach out or book time with us.

- ✓ **Research and Reflect:** Review [Making the Most of Your Winter Break](#) to reflect on your career goals, strengths, and areas for growth
- ✓ **Book a meeting** with a CDO advisor to discuss your spring recruiting strategy
- ✓ **Update Your Resume and LinkedIn** to include Proseminar/Fin-Lab Projects: If you are currently in the process of or have completed a Proseminar or Fin-Lab project, update your resume and LinkedIn accordingly

COMMONLY OVERLOOKED RESOURCES - YOURCDO



- [PitchBook](#) – resource for comprehensive data, research, and insights spanning the global capital markets.
- [VMock](#) – tool that provides resume and LinkedIn profile feedback using AI.
- [Wall Street Prep](#) – online course library that provides technical interview preparation and teaches financial skills to use on the job every day.
- [Big Interview](#) – interview prep tool, helping you obtain practice with mock interviews tailored to your specific industry, job, and experience level.
- Other resource pages to check out:
 - [Resources for Researching Companies & Industries](#)
 - [Resources to Help You Prepare for Interviews](#)
- [Full-Time & Internship Directories](#): Learn where your classmates and alumni have landed roles, and reach out to network
- [Employment Reports](#): Understand current career outcomes by program

Drop-In Wednesdays with Mark*

Wednesdays | 11:30am-12:30pm | E52-331

*or an Employer Relations and Recruiting team member

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Mark Newhall

Director of Employer Relations & Recruiting

Career Central Relaunch on the 12Twenty Platform



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The new Career Central will launch to students on **March 23, 2026**.

Starting March 23, you can log into Career Central through the [same log-in page](https://cdo.mit.edu/career-central/) on Your CDO: <https://cdo.mit.edu/career-central/>

In the weeks following the launch we will offer a range of resources, including in-person office hours and virtual support sessions to help you get comfortable with the platform.

What you'll be able to do on the new platform:

- Search and apply for jobs
- Make your resume visible to hiring organizations
- Access insider tips from the Employer Relations & Recruiting Team
- Explore real-time employment data
- Sign up for Career Advising/Coaching appointments

CAREER EVENT HIGHLIGHTS

- February 13: [MIT Sloan Investment Conference](#)
- February 13: [Harvard Startup Career Fair](#)
- February 19-20: [MIT Sloan FinTech Conference](#)
- February 26: [MIT Spring Career Night](#)
- February 27: [MIT Sloan Healthcare & Bioinnovations Conference](#)
- February 27-28: [MIT Sloan Entrepreneurship Through Acquisition Summit](#)
- March 4: [Graduate Career Consortium PhD & Master's Virtual Career Expo](#)
- March 5-8: [European Career Fair](#)
- March 5: [Climatetech Intern Fair](#)
- March 6: [MIT Energy and Climate Career Fair](#)
- March 6-7: [MIT Sloan and HBS Latin American Business Conference](#)
- March 6-7: [MIT Sloan Sports and Analytics Conference](#)
- April 9: [Tech/VC-Backed Startups Spotlight](#)
- April 13: [Vestigo Ventures / Fintech Spotlight](#)
- April 14: [MIT AI Conference](#)

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

