

BANKING AT MICHIGAN

Overview of the Diversity Recruitment Process

Agenda

- Overview
- Timeline
- Application
- Diversity Programs
- Interviews

Overview

What is Diversity Recruitment?

Diversity recruitment aims to bring top campus talent from historically underrepresented backgrounds into the financial services industry

- Who qualifies?
 - Women, LGBTQ+, Black, Hispanic, Native American, veterans, or disabled students
- What does it include?
 - Diversity specific networking events
 - Bank facilitated mentorship
 - An accelerated interview process

Application Timeline

Timeline

- Fall of Sophomore Year
 - Some applications will be due
 - Banks with longer, mentorship focused programs start in November
- January through April of Sophomore Year
 - Applications dates will vary from bank to bank but expect most to be due around January/February
 - You can expect to hear back around February/early March
 - Programs and interviews will start late February through early April

Application

- [Networking](#)
 - Banks with more accelerated deadlines won't expect you to have talked to anyone but doing so can be beneficial
- Focus on [Resume & Cover Letter](#)
 - The best thing you can do to prepare is perfect these
- There is a large amount of randomness and luck involved in this process, so do not be discouraged! Always put your best foot forward and have confidence in your hard work.

Application Essays

- Application Prompts
 - Similar to college application essay topics, such as:
 - ***What do you want to achieve from this program?***
 - ***“Please share why you are interested in the financial services industry and why [FIRM NAME]” (250 Words limit)***
- Spend time on these questions
 - Have a strong hook and tell a story
 - Spell check, Spell check, Spell check
 - **Make sure your response is detailed and couldn’t easily be swapped into another bank’s application**
 - Look at and talk to employees about mission statements, firm values, philanthropic efforts, etc. which you can incorporate in your answers

Interviews

Some banks will conduct interviews for diversity programs

- These typically consist of a call with an analyst or associate at the bank
 - These networking calls are generally informal but always be sure to maintain a level of professionalism
- Larger banks tend to use Hirevues
- Can range from informational interviews to basic behaviorals
 - Be prepared for both types of interviews
 - [Banking at Michigan Behavioral Guide](#)
 - *Why this bank?*
 - *Tell me time you worked in a team, etc.*

Diversity and Women's Programs

You Get In, Now What?

- Each program has a different process
 - Keep this in mind while applying
- Types of Programs
 - 1-4 Days
 - Company introduction events, networking, mentorship etc
 - 2-5 Months
 - Professional training workshops, company events, networking, mentorship etc
- Not all programs offer interviews, and for those that do it is **not guaranteed**
 - Be sure to be professional, talk to as many people as possible, and show interest in the company in order to increase your chances
 - Take advantage of exclusive networking opportunities

Post-Program Interview Process

- You are **not guaranteed** an offer → Be Prepared!
- Accelerated Interviews
 - They won't expect you to know everything given how accelerated it is
 - That being said **learn your technicals early**
 - Have behaviorals perfected
- Timeline
 - Some programs will have superdays on the last day
 - Other will simply give you an invitation to interview
 - You will still have to go through multiple rounds (behaviorals, technicals, superday)

Additional Information

Tips and Tricks

- If you get into a program, include it on your resume while applying for other programs with different firms
 - This will help make you a more competitive applicant
- Reach out to upperclassmen to look over your application
 - Specifically for essay prompts
- There are often fewer spots available for Diversity Programs
 - If you don't get in, don't feel discouraged from applying through the regular process
 - You have already shown demonstrated interest!

Good Luck!

BANKING AT MICHIGAN: Investment Banking

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