

FINANCE CAREER PLAN JUNIOR & SENIOR YEAR

ASSESS

- Reflect on your summer experience and what you learned about the industry and yourself
- Identify what skills you want to use in your upcoming internship/full-time job and consider what job functions prioritize that skillset
- Examine internship/job descriptions to determine what skills you want to develop or strengthen as a way to better position your candidacy
- Connect with your peers to learn about their summer experiences, their employers, and resources they are using to support their search
- Evaluate your stressors and identify coping mechanisms that are effective for you

EXPLORE

- Develop relationships at your internship site, both within your department and across the organization
- Maintain your network as a means of learning more about the finance industry, the variety of job functions, and opportunities that may arise
- Research a variety of organizations and differentiate between their cultures and work specialties
- Connect with your career adviser to evaluate your internship/full-time job options and be realistic about timelines and employers' recruitment processes

DECIDE

- Identify employers to pursue for internships/full-time jobs based on your understanding of the cultural fit and skillset requirements
- Activate your network by letting them know you are engaged in a search process – this may be helpful in obtaining more advice and or direct referrals to opportunities
- If applicable, consider full-time employment offer from your summer internship experience and talk with your career adviser about offer decisions, deadlines and negotiation
- Consider your courseload – applying for these opportunities can be time consuming and your wellness should be a priority

ACT

- Update your resume to reflect new experiences (i.e. internship, leadership and courses), and showcase outcomes and impact
- Attend career events to make connections and learn more about specific employers
- Continue applying for positions using a variety of resources to expand the scope of your search beyond the employers you may be familiar with already
- Coordinate with your faculty member to discuss any potential overlap between finals' schedules and internship/full-time start dates
- Prepare for various types of interviews questions (behavioral, technical) and formats (phone, video or virtual, in-person)
- Once you accept an internship/full-time job, do not continue to pursue opportunities or engage in interviews with other employers