



Prospective Student
Online Chat Transcript
Anatomy of a Career Search
2/15/2017 12pm ET

Career Development Office Services

Nicholas Kessler: Good afternoon from DC! Rather a broad question here, but I'm interested in how Tuck supports career development when Hanover is outside of a major metro area.

Mathias Machado: Hey Nicholas. The Tuck network is very strong and physical presence is rarely needed. Students organize city treks in the fall to visit offices directly. Banking is more networking heavy and students spend almost every Thu-Fri in NYC.

Raymon Halim: For career switchers, how would you describe the balance between spending time at the CDO v. leveraging the specific clubs (e.g. finance club)? Or do most comfortably rely on peers and L2s within the club?

Mathias Machado: Almost all students are career switchers. We encourage you check in with the CDO early and discuss what other resources to leverage. Depending on what you are looking for specifically, we might be the SME on that topic or the 'quarterback'.

Ricardo Gouvea: Hi everyone! My first question is: After graduation, what kind of support the Alumni's have from Tuck?

Lizzie Napier: Hi Ricardo, We have a dedicated career coach to support alumni.

Mathias Machado: A career coach 100% assigned to alums, a job board, alumni networking events. Recent alums (3-6 months out) have full support of the entire Career Office.

Luis Font: Thanks Mathias. I have another question regarding Alumni support. Once graduated, does the Alumni have access to job postings or tools offered by career services?

Mathias Machado: Yes. A specific job board, a career coach focusing 100% on alums, and networking events organized by the CDO and alumni office. Recent alums (3-6 months out) receive support from the entire office.

Kellyn Van Popering: Hi All! Hoping you can speak to what career advising looks like at Tuck. Are students paired with one advisor throughout their entire 2 years? If so, how are advisors assigned? Are they from similar target industries? Target functions?

Lizzie Napier: Hi Kellyn, students are paired with a coach at the beginning of the year to serve as sort of a "godparent" to keep an eye on them but students are available and encouraged to meet with as many of us and as often as needed.

Ryan Turk: Do you have any advice for students that are targeting specific companies and/or specific locations. i.e. cities?

Mathias Machado: Yes, we help structure targeted job searches (either industry, function, city) even if we are not an expert in that field. Getting support around structure is super important because of the ambiguity of such searches usually.

Ryan Turk: Mathias, do students have success trying to land jobs not only at specific companies but at specific offices too? i.e. Bain in Atlanta, BCG in Seattle, etc.

Mathias Machado: Yes! When you apply to consulting you pick the office you want to interview for and those interviews (US offices) are conducted on-campus with final rounds in the respective city. You will pick your specific office.

Katie Lynch: Hello from NYC! A current student told me about the mentorship program for first years, and how valuable that was in the recruiting process. Could you please provide more insight into the program?

Mathias Machado: Second years volunteers as mentors. First years can request to be assigned to one of them and each mentor will have a tailored approach. Usually supporting with early chats, résumé review, cover letter, mock interviews, etc.

Jason: Hello from Salt Lake City! With applications for summer internships due in November what have you found that successful applicants do in those early months on campus and how does Career Services play into that?

Mathias Machado: Sep-Oct you get to know the companies, what they look for in candidates, tailor your resume and your cover letter. Network, develop relationships with companies, etc. We support all along the way, advising you on how to best do that.

Alexander Marchese: Hello from Burlington, VT! With so many companies recruiting at Tuck, it seems daunting for first year students to determine which firms to apply to for summer internships. How does Tuck CDO work with students to narrow that list of potential companies?

Lizzie Napier: Hi Alexander! Key is to do enough self-reflection before getting to Tuck. It is overwhelming and very busy once you get here! We will provide you with some assessment tools. Take every opportunity you can to explore (CIXs, pre-matriculation boot camps, etc.).

Ryan Turk: As a veteran I am unsure what I want to do after B-school, how much time do I have between the start of classes and when I need to identify target companies for internship recruiting? What tools are available to start learning about different careers?

Kristin Roth: Hi Ryan - you can start learning about industries and career fields before you even start matriculating with CIXs. You can meet with CDO coaches right away. Industry briefings start about 2 weeks into Fall A.

Jason Yu: Thanks for hosting this Q&A. Two questions: 1. Since recruiting for internships takes place during the fall semester, what are some ways that the CDO helps first year students prepare? 2. Do students typically focus on one industry/function, or multiple?

Mathias Machado: Interviews are Jan-Feb. Applications are Nov-Dec. Getting to know companies is Sep-Nov. So you have plenty of time to prepare for interviews. The CDO has a full set of services around: Career Exploration, Networking, Application Material, Interviewing, etc.

scott.thompson: Hi Kristin- what would you recommend as key things to do early on in the first year in order to set myself up for a good internship recruiting season? What are the one or two things to get a jump on or get involved with early to stay on top of the process?

Kristin Roth: Attend industry briefings, take advantage of pre-term opportunities, and talk with 2nd years and alumni!

Dan Raphael: Hello to you both. I am planning to apply to Tuck soon following a full military career. As an older student, how do you approach working with me for career opportunities. What has your experience been with older students?

Lizzie Napier: Hi Dan! First of all, thank you for your service to our country. It would be an honor to work with you. I really enjoy working with vets and helping them identify enriching ways to further their career. Each student is given a very customize approach.

Nicholas Kessler: I've read a bit about the Industry Treks that Tuck offers current students. Are those organized through the CDO or how are you coordinating those with career development?

Kristin Roth: They're [organized by the CDO](#).

jason: Hi Mathias, can you please highlight resources the career center or Tuck community relies on to prepare students for recruiting interviews? Thank you!

Mathias Machado: We do mock interviews, we have an online tool for students to record themselves, second years do mock interviews, we have a workshop on interviewing techniques and educational videos, we bring in alums to mock interview, etc.

Clubs and Activities

Toby Okonkwo: Hi guys, thanks for taking the time to do this! In your experience, what kind of impact do certain extra-curricular activities have on students recruiting success? Specifically, I'm referring to leading student clubs or participating as a fellow.

Mathias Machado: Hi Toby. Those are minimal, although not bad to have. Some other extracurricular activities might serve to gain relevant experience as it relates to the job you are looking for: e.g. marketing project for a career in marketing, etc.

Pedro Pereira: Mathias, what kind of activities would you organize as president of the LatAm club?

Mathias Machado: It will depend on each student. There are not set activities. Usually the club focuses on getting the LatAm community closer together: small group events, bigger parties, some years LatAm conferences, career support, etc.

Kellyn Van Popering: In what ways do industry-based clubs interface with companies?

Sarah Hein: Hi Kellyn, the career-clubs all help current students in a variety of different ways. You are welcome to reach out to the clubs you are interested in (leadership contacts are [here](#)).

Miscellaneous

General/Other

Maddie Vuong: Hi Mathias, would you tell us more about Tuck's unique approach to the MBA? And the advantages of living in tiny Hanover?

Mathias Machado: Tuck's small class-size, close-knit community, and having very few local Hanoverians makes it great for relationship building with peers and learning from each other.

Brian Yi: Please have more events for applicants in NYC!

Sarah Hein: Hi Brian, keep an eye on our [event calendar](#)-we generally host 2 receptions each fall in NYC and travel there for a variety of other events. It's also a frequent stop for Tuck Coffee Chats with current students!

MBA Application

Maddie Vuong: Kristin, I'd be especially curious to hear the top 3 traits of good applications vs. bad ones. And of good interviewees and bad ones.

Kristin Roth: One of the biggest tips I can suggest is read our Tuck360 blog! We have more tips and advice than I can give in 256 characters about traits of top applicants, application advice, and interview suggestions.

Maddie Vuong: Thanks for the advice! I will definitely check out the Tuck blog. Are there other awesome web materials I should be utilizing? (Like your YouTube, for instance?)

Kristin Roth: You should definitely check out the [videos](#)!

Manbir natt: Hi Kristin, My question is not directly related to career search but if you can answer that'll be great. Does having part time undergrad have any effect on application or undergrad is just a requirement in general?

Kristin Roth: A bachelor's degree is a requirement, however applicants come to us in many ways. An important consideration for you is to explain anything that is unusual in the optional essay so the Admissions Committee doesn't have to guess.

Maddie Vuong: Hi All--wondering if you have any favorite GMAT resources to share with the group

Sarah Hein: I've seen MBA.com has a ton of prep tools, as does BeattheGMAT.

Maddie Vuong: Kristin, I'm just 3 years out of college (a 2014 Williams grad). Is that considered too young/too career green to apply for an MBA?

Kristin Roth: The most important thing to consider is why now is the right time for an MBA. Make your case to the Admissions Committee why you're ready and what you have to offer.

Maddie Vuong: How do interviews at Tuck work for applicants who live far away? If it's a skype/phone interview instead of in-person, any tips? (For instance, any common but fixable mistakes you see when people interview remotely?)

Sarah Hein: If you are speaking of Admissions interviews, applicant initiated interviews are on-campus only. Then we turn to an invitational system like many of our peers-these can generally be on-campus or via Skype. <http://www.tuck.dartmouth.edu/mba/blog/mba-interview-etiquette-in-person-via-skype>

Sujit Potnis: There is a wide variety of answers I have received from non-college personnel regarding the age issue for getting an MBA, would like the panelists to clarify the same, is getting into a prestigious institution like Tuck at all dependent on age?

Kristin Roth: It is based on your qualifications, your interest in the MBA and Tuck, and why now. We look at whether you have a solid rationale for why you want an MBA and how it fits in your career path.

Scholarships

Pedro Pereira: Kristin, could you tell us the main criteria that Tuck observes when choosing who receives scholarships?

Kristin Roth: Scholarships are based on merit and need.

Pedro Pereira: Is there a breakdown to what is considered "merit"? Or that is a secret? :)

Kristin Roth: It's a mix of things - both your qualifications and how competitive the pool is.

Recruitment

Companies

Elizabeth Stein: Thanks Mathias! Are most companies from the East Coast area?

Mathias Machado: Not sure. But about 20% of our students end up in Boston, 20% in NYC, and 20% in West Coast. Another 8-10% in Minneapolis.

matt mccarron: Would love to hear some more about on campus recruiting process for internships please, does Tucks distance from a major city end up affecting where students intern?

Mathias Machado: Not at all. On-campus recruiting process is dictated by the companies coming on-campus to Tuck. You can check the list of major [recruiting relationships](#) we have, but it's pretty varied.

Ava Lee: Hi - thank you hosting this chat today. I am interested in working abroad after my MBA. Are there companies, for example in Asia that recruit at Tuck actively? What are some other ways I can find opportunities to work in Asia?

Lizzie Napier: Hi Ava, you might want to look into the international development organizations or IFIs like ADB or IFC, all the top consulting firms hire into Asian offices and some tech too.

General/Other

sujit potnis: Hi Mathias, Do the companies providing internships also provide pre-placement offers, like absorbing the interns at the close of internships based on the performance?

Mathias Machado: Not sure I understand... About 70% of companies would offer full-time offers after the internship. Those offers are for after the MBA. Very few (handful) would extend immediate offers so that the student can stop attending the MBA.

Maddie Vuong: Mathias, I'm wondering what the biggest differences are between working in business in the US and internationally.

Mathias Machado: Not that many, really. Business is conducted very similarly across the world. It will depend whether you'd end up in a B2B or B2C companies, since dynamics there would be different. Also, whether you are targeting MBA roles.

Pedro Pereira: To Sarah and any of the panelists who would like to comment: How do you see the impact of the new president's policies on the job search (both internship and post-MBA) for international students without permanent residency?

Mathias Machado: Hi Pedro. We will see about this. Some of his early actions seem to indicate they will benefit MBAs. Unfortunately there is certain unpredictability in this administration's actions and a long political path that needs to be followed for any of these.

Process

Elizabeth Stein: Hi there, thank you for hosting today's chat. One question I had was about how recruitment (most generally) looks for first year students looking for summer internships. Ex. How many companies typically come to campus? And what are the most common sectors?

Mathias Machado: Hi Elizabeth. It's a bit more than 100 companies doing on-campus recruiting in the fall. Usually company briefings, office hours, and other activities to learn more about the company and

the sector. Second year students would interview in the fall, too. First years would apply to jobs by end of November and interview in January and February. That is the on-campus process and about 50-60% of students end up accepting jobs after that. The major industries are: Tech, Consumer Goods, Healthcare, Consulting, and Investment Banking. Non-industry focus would be general management rotational programs.

Drew Miller: Good morning from Houston everyone! How do companies like to recruit at Tuck? Is it a career fair style, or do organizations typically host events?

Mathias Machado: Drew, usually company briefings plus networking receptions plus office hours and other activities: workshops, dinners, etc. (for those companies with more money). We have introduced career fairs last year.

Kevin Francfort: Of the first year students who receive an internship offer, how many of these are through on campus vs off campus events?

Lizzie Napier: Hi Kevin - about 60% of internship offers come from on-campus.

Jerry Chow: Greetings from Hong Kong! From my visit to Tuck last month I understand that there's a bidding system for interviews. Would students only bid after knowing they are not pre-selected by the companies?

Lizzie Napier: Jerry - yes, you bid only if you know you have not been selected on closed list.

Kessler: So most students trek to NYC over Boston for in-person recruiting needs?

Mathias Machado: NYC: Tech, Banking, Marketing; Boston: Consulting, Tech; Any major city in the US: Consulting; Minneapolis: GM and MKTG; San Fran & Seattle: Tech; Houston: Energy. And I am sure I am missing destinations and industries. Pretty varied.

Kellyn Van Popering: Since you have been with Tuck since 2007, can you speak to how Tuck's recruiting process has evolved to meet industry changes?

Kristin Roth: Our intimate community & small size allow us to be nimble and respond to industry changes on a personal scale. Our coaches get to know you and work with you on your goals.

Raymon Halim: Hi Mathias, wanted to see if you could expand on the Thurs-Fri in NYC. Is that simply company visits and informationals or are there more specific Tuck-centric events? Thank you.

Mathias Machado: I am not the expert in the finance sector, but my understanding is that students set up informational meetings and visits with specific Tuck alums and then go down to NYC to interact with them. I am not 100% sure if official office visits and dinners are part of those visits, but it wouldn't surprise me if they were every once in a while.

Sector-Specific

Consulting

Pedro Pereira: Consulting is a popular destination for Tuck graduates. How hard/easy would it be to recruit for big traditional consulting companies' offices in Canada?

Lizzie Napier: Hi Pedro, Toronto is a big office for most big firms, so pretty easy.

Luis Font: I am interested in the Consulting sector, specifically the finance sector and corporate strategy. I am looking to gain as much experience as possible here in the U.S. and then later move back home in order to help build the private sector back home.

Mathias Machado: Hi Luis, Consulting in LatAm is really strong. Finance sector, ok: Itau, Interbank, and Citi and Banamex in Mex.

Luis Font: Can you share the breakdown of the consulting companies that currently recruit at Tuck?

Mathias Machado: Almost all of them: McKinsey, Bain, BCG, Parthenon, Deloitte, Strategy& (maybe just for international locations), Accenture, AV&Co, Innosight, etc. I'm sure I'm missing some. (I don't oversee that sector.) For Latam add: Matrix, Virtus, Roland Berger.

Lia Dawley: Hello! Thank you for chatting with us today. Do you have students that go into design consulting for companies like IDEO and Frog? Do these companies recruit on campus?

Kristin Roth: They don't recruit on any campuses! However you can reach out to our alumni working in the design consulting area, like in McKinsey.

Ajay Sabnani: Dear Lizzie, hope you are doing great!! What are the chances of an international and high experienced (10+ years) candidate landing an internship and a job offer with consulting firms like McKinsey / BCG / Bain?

Lizzie Napier: Hi Ajay, it shouldn't be an obstacle but you might want to factor in that your manager might be younger than you.

Kevin Francfort: What percentage of first year students seeking an internship do not get placed into one? Specifically for consulting track (if you know this off hand).

Lizzie Napier: Every Tuck student gets a summer internship! Approx. 40% of Tuck students go into consulting.

Toby Okonkwo: Hi Mathias, I know you mentioned that candidates get to pick which consulting office to interview with. I also know you're not the SME on this field, but I was wondering if you know how that changes when someone is targeting a specific office abroad... Something like Bain's Nordic offices, or McKinsey's Copenhagen's office. Do you know how different that process is? Or if that makes it that much harder to recruit with these firms? Thanks!

Stephen Pidgeon: The large consulting companies recruit globally. This means that representatives will visit campus and you will get to know the firms well. Then when you apply, you specify which office you'd like to be considered for. For a US office they would then conduct a first round interview on campus, followed by a final interview at the office. For an international office such as the ones you mention, they would conduct the first interview either by phone, fly you over there, or fly their team to the US. The hiring criteria is the same regardless of office, apart from the fact that for some international locations there may be a local language requirement.

Energy

Drew Miller: I understand that Tuck just opened the new Revers Center for Energy. How has that affected recruitment in the energy sector at Tuck?

Sarah Hein: Hi Drew, I think reaching out directly to the [Revers Center for Energy](#) would be beneficial!

Peter Salvati: Hello, Sarah! I'm wrapping up a M.S. in Petroleum Engineering and am interested in the Revers Energy Initiative. I have not met too many Tuck grads in Houston, so would the energy focus lead me to a PE in energy career in Boston or New York?

Sarah Hein: Hi Peter, try connecting with Tuckies in your geographical area or sector of interest via [Tuck Connections](#) and directly to the [Revers Center for Energy](#).

Investment Management

Abhilash: Hey, thanks for organizing the session. One question, are there opportunities for Tuck students to work in the investment management industry after Tuck?

Mathias Machado: Hi Abhilash, I don't focus on that sector, but my understanding is that there are a lot of off-campus opportunities for IM. Some on-campus like Fidelity and Vanguard. I heard it is very, very time consuming and you have to create stock pitches.

Abhilash: Hey Sarah, thanks for organizing the chat! Do students have prospects of working in the investment management industry post graduating from Tuck?

Sarah Hein: Hi Abhilash, investment management is one of the sectors that the CDO helps with!

Non-Profit/Education

Charlotte Johnson: Hello and thanks for hosting this chat. This question is for Lizzie. How did Tuck prepare you for your endeavors in the nonprofit/education sector?

Lizzie Napier: Hi Charlotte! Hard question to answer in 256 characters ;) If I were to boil it down to one key thing it would be the strength and support of the alumni network - just celebrated my 25th reunion with more than 60% attending.

Elizabeth Stein: This question is for Lizzie Napier - was there anything in particular at Tuck that inspired you to switch sectors to the non-profit and education field later in your career?

Lizzie Napier: Hi Elizabeth, yes, I was at a point in my career where I had progressed very quickly and was ready for a new challenge that enabled me to make a meaningful impact in the world (again, hard to capture in 256 characters ;))

Elizabeth Stein: Thanks Mathias! And thank you Lizzie! Re: impact - did you find that Tuck had a strong community for folks who are interested in social sector careers vs. for-profit trajectories?

Lizzie Napier: A good indication of interest in the social sector is engagement in our annual [business and society conference](#) - more than 100 students lead that.

Private Equity

Rodolfo Pozo: Hello from Peru! Thank you for hosting the chat. I've been doing research about Private Equity and Tuck, I would like to know how Tuck could help me land a job in PE after graduation?

Lizzie Napier: Hi Rodolfo, PE is a very challenging path immediately after business school regardless of which school you choose. You need to be incredibly self-motivated and resourceful and demonstrate prior relevant PE skills. We have a strong PE Center / successful alumni.

Technology

Manbir natt: Hi Mathias. Thanks for taking time out to chat with us today. How does Tuck fare in placement in Tech sector.

Mathias Machado: Hi Manbir. About 18% of students go into tech. I think we show 16% in 2016, but if you include e-commerce, that number goes up to 19%. Biggest recruiters are Amazon, Microsoft, Google, and Wayfair. And then one or two hires across 25+ companies.

matt mccarron: Does Tuck have a tech incubator if students want to pursue a startup idea instead of or in addition to a summer internship?

Mathias Machado: Yes. You can check the [DEN](#) and the [Center for PE and E-ship](#) to learn more about it. I think its called [founders award](#) or something like that.

Student Outreach

Maddie Vuong: Does Tuck offer a way for prospective students to talk with current MBAs (or recent grads) about careers? I'm debating between continuing in marketing and moving to management consulting and some outside perspective would definitely be appreciated!

Kristin Roth: Check out [Tuck Connections](#) and you can also selectively and thoughtfully reach out to [clubs](#) relevant to your career interests. Please be considerate of our students' time and don't duplicate your outreach. Our students get a lot of requests!

Jonathan Greene: Is there a good way to get in touch with second years before applying?

Kristin Roth: Try [Tuck Connections](#) and reaching out, selectively and thoughtfully, to [clubs](#) in which you are interested.