

## Tuck Q&A with the Career Development Office (CDO) and Second-Year Students

<b>What was the biggest challenge the CDO has helped you overcome?</b>	The CDO has been incredibly helpful in company research - specifically helping me understand the different types of companies recruiting in tech and the different opportunities available for me. They are also super helpful with casing prep and interview prep!
<b>What support does Tuck provide for tech recruiting?</b>	Hi, there are many ways Tuck supports tech recruiting: - The tech club has been phenomenally active this year, pairing students with mentors, organizing events, the tech conference, etc. - The Center for Digital Strategies, although not only tech-centered, offers tech 101 sessions to better understand certain technologies. - The Career Office works hard to get tech companies to recruit at Tuck (about 15-20 every year) and also provides programming to help with interviewing and networking skills, either as a class or one on one.
<b>What (if any) are the challenges bringing companies to campus? Was much of recruiting done via networking/off-campus?</b>	There are certainly some challenges bringing west coast companies to campus, but Tuck alumni are always happy to come back and talk to students! Plus once they're up in Hanover they typically stay the whole day so you get a ton of exposure to them. That said, a fair amount of recruiting for specific industries (tech, retail) is done off-campus, but a lot can be done over the phone.
<b>What is an ideal profile that gets accepted to MBA program?</b>	Hello! The most recent class profile, which many candidates use to benchmark themselves, can be found here; <a href="http://www.tuck.dartmouth.edu/admissions/class-profile">http://www.tuck.dartmouth.edu/admissions/class-profile</a>

<p><b>Hello Everybody. Hello again Sarah. Hope you are well. Firstly, many thanks for taking the time out to organise this event. I am in the process of submitting my application in Round 2. I have close to 7+ years of work experience in Financial Services and I currently work as an Investor in a Pension Fund. I am looking to use my time at Tuck to develop my existing investment philosophy and potentially set up a new fund post MBA. My goal falls under the financial entrepreneurship domain. It would be great if you could throw some colour on the following:</b></p> <ol style="list-style-type: none"> <li><b>1. Tuck's access and reach in both the traditional asset management space, as well as in the relatively new areas such as activist investing</b></li> <li><b>2. Tuck's resources for entrepreneurship in general</b></li> </ol>	<p>Tuck's activist investing curriculum is not robust in the first year. You have a background so that probably doesn't impact you. We have many alumni in asset management so there is support but the industry is not growing so jobs are not plentiful at the traditional asset managers. In terms of alumni support there will be that.</p>
<p><b>What does recruiting look like on campus? Are their opportunities to do internships with Philanthropic orgs or impact inverstors?</b></p>	<p>There are both on campus and off campus opportunities for recruiting. On campus opportunities are traditionally with larger companies who can plan for their recruiting cycles longer in advance - major tech companies, consulting firms, investment banks. Much of the philanthropic org and impact investing recruiting opportunities are off-campus, but are definitely supported by the CDO. The timeline is a bit later in the year, but many Tuckies have gone the impact investing route!</p>
<p><b>Hi Sarah, thank you so much for organizing this. I would love to hear (read) about some of the ways the CDO supports students pursuing "non-traditional" post -MBA career paths. i.e. CSR, non-profit sector work.</b></p>	<p>There is a career coach in the CDO dedicated to the non profit/social impact space and also to entrpreneurship. She has a professional background in both sectors. These opportunities generally are not "on-campus" but require a targeted job search. Many of these firms hire only 1 or 2 MBAs.</p>

<p><b>How involved is the alumni network? Second years in particular, did you find alumni were helpful in the informational interview/job hunt process?</b></p>	<p>Hi! I'm a 2nd year student and am happy to answer your question! The alumni network is unbelievably helpful in my job search, both for internships and as I conducted my 2nd year search. We have a database of alumni that includes their current/past work experience, as well as their contact information. I found that most answered quickly and were happy to help out. Additionally, many of the alums come to campus to recruit/hold office hours as well. Hope this answers your question!</p>
<p><b>What are the resources provided to someone looking to go down an entrepreneurial path?</b></p>	<p>Hi! There are a ton of opportunities for entrepreneurial work here at Tuck. Entrepreneurial Thinking and Design Thinking are classes offered that help you work to build a venture and run it with a team. Additionally the First Year Project is a great opportunity to gather a team of 5 and test out a new venture. Finally, there are grants offered by the school to help fund work in e-ship over the summer.</p>
<p><b>Hi—I am wondering if employers that recruit from the program typically request either GMAT or GRE scores from students as part of the hiring/recruitment process, and if so, which industries typically ask for this information? Do they have a preference on GMAT vs. GRE? Thanks!</b></p>	<p>Consulting and Investment Banks definitely ask for scores (GMAT or GRE). I am not aware of other companies requiring these scores.</p>
<p><b>Hi, I am also interested in hearing about first-year projects that students interested in energy are typically involved in?</b></p>	<p>There are a number of FYPGO opportunities offered in energy, including Irving as a past client. You can also source your own FYP with a company you are interested in working with.</p>
<p><b>What is Tuck's connection to the broader university (while you're on campus but also in terms of alumni network as you're going through recruiting)?</b></p>	<p>Tuck has a great connection with broader Dartmouth! The Dartmouth alumni network is very helpful to Tuckies, and Tuck students are welcome to take Dartmouth and Thayer classes. Tuck also co-hosts events with Thayer - the engineering school - to support more technical roles/transitions into tech.</p>
<p><b>I'm interested in the timing of internship offers. What percentage gets an internship before vs after the winter break? And what percentage gets one after the academic year is over?</b></p>	<p>Hi, historically about 70% of offers are extended in the winter months (Jan-Mar or before) and the rest over spring. Just a handful of internship offers are extended after the academic year is over.</p>

<p><b>Hey guys, thanks for organizing this chat. Could you please briefly outline the recruitment timeline for Tech (if there is any).</b></p>	<p>Hi, Tech recruiting for first years happens pretty consistently over the entire year. You will see about half of the job postings come in before March and the other half after March, with the majority of those coming in Jan-Apr. Picture a bell curve. For full-time that looks almost like the inverse, with most of the job postings around Sep-Oct and again April onwards.</p>
<p><b>Thank you for this Q&amp;A session! I have a question about an application process for summer internship. What is it like? How does it start? What should I prepare for?</b></p>	<p>Hi! Through on-campus recruiting, internship applications are due in November, interviews are in January, and offers come out in February. Off-campus is later in the year. Nothing needed to prepare yet - we'll help you once you come!</p>
<p><b>Do you feel that you are at a disadvantage in job recruitment as Tuck is located away from a major city?</b></p>	<p>Hi! Thanks for your question. I personally don't feel that there is any disadvantage. Rather, companies that come up to Hanover end up staying for more than the info session, and there's more time to connect with the companies (e.g., office hours, dinners, etc.). I think that this is unique to being in a more remote location, and it's a great way to learn more about companies. I also feel that there's a good variety of companies that come up to campus, and I personally didn't have to travel much for recruiting (both last year and this year).</p>
<p><b>What career support is available for students interested in the social impact space? Specifically, social and public sector consulting, strategy within large global non-profits or corporate social responsibility opportunities.</b></p>	<p>Hi! There is a ton of support through the CDO for social impact. Plus you can get involved with Tuck Social Venture Fund, a great way to learn about social impact. The Consulting Club will also help with this recruiting.</p>
<p><b>I would like to apply the 2nd round, when will be the self-initiated interview take? Before or after the application submit? Which one is better?</b></p>	<p>Hi, if you're applying R2 you must have your applicant-initiated interview by the February 1st deadline. Your interview date can be before or after you actually submit your application but the application is due on January 7th.</p>
<p><b>Hi Sarah, I have 10 years of work experience (Customer Service, Entrepreneurship and Software Project Management) and would like to know about the prospect of landing a Consulting role or General Management role (rotational leadership program) given the higher work ex and age?</b></p>	<p>Hi, 10 years of work experience should not be an issue as you recruit for LDPs. I don't think it would be an issue for consulting either.</p>
<p><b>Hello! I was wondering if there is any point of diminishing returns for an applicant if they have too many years of experience?</b></p>	<p>Hi, experience is one factor that's determined in your candidacy - years of experience varies in the class. Admissions will want to know why an MBA and why now regardless of years work experience!</p>

<p><b>Hi, by what method do the majority of students receive their full time offer? On campus recruiting, Off campus, from internships?</b></p>	<p>About 50% of the first year class gets an offer through on campus recruiting and accepts. The other half take a job in the spring for a variety of reasons...some because they did not get the job they want and for others it is because they are pursuing something less traditional. 100% have gotten internships.</p>
<p><b>What kinds of opportunities are available for students interested in marketing and brand management?</b></p>	<p>There are many marketing roles for MBAs in a variety of industries - CPG, healthcare, tech.....the traditional CPG firms also hire pre-MBA through diversity conferences</p>
<p><b>Hi. How will Tuck help the 1st-year student switch to an industry, which the student has never had relative experience before?</b></p>	<p>Hi! I was in this boat last year. I was trying to switch from the financial industry to a tech/strategy role (something I had no experience doing in the past). I worked with the CDO to target companies that are more open to career switchers. Additionally, I tried to get involved in some on-campus clubs around the industry I was looking to switch into. Finally, I think that a lot of the classes provide you with opportunities to do projects around the industry you're looking to move to. Hope this helps!</p>
<p><b>What are some competitive advantages that Tuck has over other business schools?</b></p>	<p>Definitely the small community!! During my recruiting process I reached out to tons and tons of alums and the class above me was incredibly helpful as well. It really makes the school incredibly unique.</p>
<p><b>How does Tuck support students who want to transition to a career in social impact consulting/ impact investing?</b></p>	<p>Hi! The Consulting Club is super helpful in this space. Also there is the Tuck Social Venture Fund which does impact investing that second years can be a part of.</p>
<p><b>Hello-are there any candidates (8-9 years) in the class targeting Consulting or Banking? Is Consulting or Banking recruiting restrict people by their no. of years of experience? Thanks.</b></p>	<p>There are students with similar work experience who recruit for banking and consulting. You will need to convince recruiters that you are willing to do less glamorous work for a few years. They are not worried about age - they want people with a willing attitude.</p>
<p><b>How much opportunity is there for students pursuing careers in retail and luxury goods? Is there an established set of companies that recruit from Tuck within these industries?</b></p>	<p>I spent my summer in retail at the Gap! The CDO has postings of retail companies and this recruiting starts in the winter/spring. While sometimes the same companies hire interns year after year (for instance, Gap, New Balance) other companies you network with more. This is where the Dartmouth/Tuck network helps!</p>

<p><b>In your experience about how many students, whose 1st preference is to go MBB, are turned away? In other words, how competitive is the MBB route vs other industries?</b></p>	<p>In a typical year, a little more than half the class applies to MBB and about 60 people get offers overall in consulting (so MBB plus other consulting offers). I did the first year recruiting route for consulting and ended up not doing consulting but instead went to the Gap and LOVED it. And then this year I re-recruited for consulting and will be joining a firm. So in short, it's competitive for sure but there's tons of awesome jobs out there, consulting and non-consulting!</p>
<p><b>Are there any Pre-MBA opportunities available for incoming students?</b></p>	<p>Hi, yes, there are pre-mba opportunities in investment banking, consulting, and consumer goods, usually. Generally, companies would target US minorities for those summer programs</p>
<p><b>This may well be a misconception – From my research Tuck appears to have a reputation as a “Consulting” school. I am very conscious to not choose a pure “Finance” school as I don’t want to be stuck in a herd mindset. However, I also don’t want to feel completely out of place. Could you please comment in general on both the school’s as well as the career service’s resources towards traditional finance careers ?</b></p>	<p>Tuck places many students in investment banking. There is less interest from MBAs in FP&amp;A and corporate finance because the compensation is lower. There are many categories in finance so if you could be more specific that would be helpful. I would think you would have a great chance at a school that has fewer students (as a % of class) trying to enter a single industry.</p>
<p><b>For those that do not want to go into traditional career paths (i.e. consulting and investment banking), how has the CDO helped you? Specifically, what resources are available for those interested in going into ESG/net impact investing and/or private equity/venture capital?</b></p>	<p>Hi! There is a ton of support for students recruiting through non-traditional paths. The CDO will help you explore off-campus opportunities and will help put you in touch with companies you are interested in learning more about. Tuck Social Venture Fund is also a great way to get involved with impact investing and learning about the space.</p>
<p><b>Is there support for design/strategy roles (whether service/product design, org design, etc.)? Could be consulting, but could also be industry as well. Is this sort of recruiting something that would leverage club support as well?</b></p>	<p>Hi - there are great classes on Platform Design and Design Thinking that help you prepare for these roles. The Tech Club and Consulting Club would help you prepare for these roles, depending on the function.</p>
<p><b>What is an ideal profile that gets accepted at MBA program?</b></p>	<p>Hello - you can use the most recent class profile to benchmark yourself (<a href="http://www.tuck.dartmouth.edu/admissions/class-profile">http://www.tuck.dartmouth.edu/admissions/class-profile</a>) but Tuck's admissions criteria are here: <a href="http://www.tuck.dartmouth.edu/admissions/criteria">http://www.tuck.dartmouth.edu/admissions/criteria</a></p>

<p><b>Hi, thanks for hosting this. I wonder whether round 2 applicants have less chances to get admitted than round 1 applicants.</b></p>	<p>It is to your advantage to apply as early as you are ready. The admissions committee cannot predict the quality of future applications, and is therefore inclined to admit well-qualified applicants early in the process. In addition, early application ensures that you will receive a decision earlier. However, it is important not to rush your application. We encourage you to take the time necessary to submit a thoughtful, well-prepared application. Regardless of the round in which your application has been submitted, the admissions committee will give full and fair consideration to your candidacy.</p>
<p><b>For second year students - What type of coaching and support do the career coaches provide? Secondly, how impactful have they been in helping you chart a course and reach those goals?</b></p>	<p>Hi! Thanks for your question. I found the career coaches very helpful throughout my internship and full-time recruiting. Each first year is assigned to one coach, and the students connect with their coach to start to discuss career goals before the school year starts. Once you get to campus, all students can meet with any of the career coaches. I personally met with almost all of the coaches last year to explore multiple industries. The coaches helped me come up with a list of target companies, potentially helpful alumni, and helped review my cover letters/resume before applying to companies. After I started getting interviews, the career coach conducted mock interviews with me. Finally, I met with coaches to discuss my offers and make sure I was making the right decision based on the goals we had discussed previously. Hope this helps!</p>
<p><b>Is there a Leadership Development program offered at Tuck?</b></p>	<p>Hi! Thanks for your question. There's no specific "leadership development program" at Tuck, but we do have a general management curriculum. This means that our "core classes" are designed to give you a well-rounded education on a lot of different subjects. We also have a few classes specifically designed on developing your own leadership style. Additionally, we have a Center for Leadership where 2nd year students have the opportunity to become a Leadership Fellow and further refine their own leadership skills.</p>
<p><b>Does Tuck provide one on one career coaches?</b></p>	<p>Yes we do!</p>

<p><b>Hello, I have heard that Tuck's CDO reaches out to admitted students during the summer before they start to help with career opportunities. Can you elaborate on some of the resources and engagement activities that the CDO provides for admitted students prior to being on campus? Thanks!</b></p>	<p>Once a student has made a commitment to Tuck the CDO will help with career exploration. Over the summer we will reach out to all incoming students to answer questions and discuss interests one-on-one. You will have at least one touch point (more if you want it) before you arrive at Tuck.</p>
<p><b>Do most students stay domestic during their internship or is there a large population of students that go abroad for their internship?</b></p>	<p>Yes, most stay in the US. I don't have the numbers in front of me, but I'd say probably about 80% stay in the US, with most of the ones going internationally being international students.</p>
<p><b>How does the CDO help people with non-traditional backgrounds, particularly the more extreme jumps from the arts/humanities?</b></p>	<p>Many students come to business school to build a skill set, making it easier to pivot. Employers are generally open to career switchers as long as you can prove you can handle content. If you hate numbers we might suggest that banking is not the best path for you - but everyone is different. Having previous experience in a field is not a pre-requisite (except for certain industries like private equity). Some roles in tech will require some technical experience.</p>
<p><b>How much support is there for students who want to pivot into consulting but have no consulting/private sector experience? Does the CDO have specific resources or training modules, and are most of these students generally successful? If not, does the CDO help them brainstorm other career options?</b></p>	<p>Hi! So I'm switching into consulting and the CDO and definitely the other students were super helpful in my search! The consulting club gives you a whole training deck, sets you up with a mentor, and gives you a timeline. Plus people case each other which is a critical part of the process. I re-recruited for consulting this year, so last year when I didn't make it through the process (about 60 students do end up in consulting internships), the CDO helped me figure out the best plan for the summer and sure enough I ended up at the Gap and LOVED it so so much.</p>
<p><b>What other aspects of being located in Hanover stood out to you?</b></p>	<p>One of the most amazing things about being in Hanover is the physical beauty of the area. Hiking, brewery tours, skiing it really can't be beat. Plus given the location people tend to stay in the area on weekends, so it really builds a strong Tuck community.</p>



<p><b>What are some events that the CDO organizes to help you prepare for the job search? Are there specific advisors set by industry interest that you can talk too?</b></p>	<p>The CDO is organized around resources, coaching, and classes. And those are organized by industries or general career skills (networking, interviewing, application materials, etc.) The CDO is further organized by industries, with each coach covering a handful of industries. Currently Tech, Industrial Goods, Consulting, Energy, Financial Services, Private Equity, Health Care, E-ship, Social Impact, and Consumer Goods/Retail are covered by each coach.</p>
<p><b>How essential did you find it to have a clear view of your post-Tuck career goals when you entered your first year? How did the CDO help you understand the nature of functions/industries in which you did not have previous experience?</b></p>	<p>Some recruiting begins very shortly after coming to campus, so for those industries (consulting, banking) you'll want to at least try to know before you come to campus. But with that being said, you don't have to! The CDO has chats with all incoming students over the course of the summer where you can discuss career goals and they can either answer questions about industries or direct you to someone who knows more about that industry.</p>
<p><b>Can you delineate in brief the recruitment timeline for consulting? Does the career center provide help with case prep or is that done mostly through consulting clubs?</b></p>	<p>Sure! For first year:  Sept-Nov: networking  Nov: resume drop  Nov-Jan: casing/fit prep  Jan: interviews</p> <p>For second year:  Summer: networking  Sept: resume drop/casing  Oct: interviews</p> <p>It's both! There's people in the CDO who can help with consulting recruiting but also the Consulting Club is huge and were super helpful in all aspects. Also, just getting to know other students and casing with them was really helpful.</p>
<p><b>Is it possible to take electives in other departments at Dartmouth?</b></p>	<p>Hi! Yes! We have the opportunity to take electives in other departments at Dartmouth - a lot of my classmates have taken Thayer (Engineering School) classes. We're capped at taking 4 classes outside of Tuck, but there are a few electives each semester that are cross-listed across schools.</p>

<p><b>How popular is Tech as a career destination, and what split of these had engineering background vs business background?</b></p>	<p>2017 we had about 20% going into tech; 2018 grads it's about 24%. I don't know the split of engineering vs. biz background, but I can tell you that you don't need an engineering background to get a job into tech. Tech offers multiple roles that don't need a tech or engineering background. e.g. marketing, hr, finance, operations, rotational programs, etc.</p>
<p><b>Hi, there is a lot of information out there about the MBA recruiting process. Is there anything that most students don't realize about the recruiting/career search process that the CDO helps prepare Tuck students for?</b></p>	<p>Thanks for your question! One thing that I personally didn't realize was how many options there are available to Tuck students. It's easy to become overwhelmed by all of the industries/career functions that recruit students. Before coming to campus, the CDO provided me with tools to reflect on what I'm looking for in my job search. When I got to campus during my first year, the coaches sat down and helped me think through my priorities and helped me come up with a target list of companies that would potentially help me achieve these goals.</p>
<p><b>I am interested in hearing about the resources for a career in commercial real estate. I know there is one class on real estate and a club. Do RE companies recruit on campus? Is there support networking with companies? Can you focus on RE for the first year project? Thank you.</b></p>	<p>Hi - RMR Group is one of the larger commercial real estate recruiters on campus. There is definitely support networking with companies, and you can certainly focus on RE for your FYP. You can source your own project with any company you want.</p>
<p><b>Are you familiar with the joint degree programs such as the MBA-MA with Tuck and the School of Advanced International Studies? If so, does the experience of those students differ greatly from the standard 2-year experience at Tuck?</b></p>	<p>You will need to do 2 internships and recruiting from afar is more difficult. Having said that there are many students that do dual degrees because this is the time in your life when you can do that. Depending upon what you want to do after your graduate studies you might find that Tuck or SAIS is more helpful in supporting your job search.</p>
<p><b>For someone looking into moving to the social sector/sustainability sphere post MBA. I would like to know how strong the CDO is in that area.</b></p>	<p>Hi, the CDO has a coach who is assigned to the social sector/sustainability sphere and Tuck also has the Center for Business, Government &amp; Society, who brings in speakers and organizes events to better understand that space. Having said that, there aren't many companies in that space actively recruiting at Tuck and the job search is going to be pretty involved and tailored to your needs. In that sense, you would also be able to leverage the coach who focuses on targeted job seekers, who will support you with the process of searching non-traditional jobs.</p>

<p><b>Does having higher work experience considered negative for Consulting and General Management placements?</b></p>	<p>Hi! I don't think so. They're just interested in hearing about your experience and why you're looking at a particular role. Those going into these industries from my class are from a wide range of backgrounds and ages.</p>
<p><b>Hello, thank you for answering questions! Regarding TuckGO, can a student do several activities during their time at Tuck? (e.g. a global first-year project as well as an OnSite Global Consulting assignment)</b></p>	<p>Sure! Lots of people did a GIX and are now doing OnSite. Just so long as it isn't during the same time (so like can't do an FYPGO and a GIX your first year since they're both during spring break).</p>
<p><b>Post graduation, where do most students end up geographically?</b></p>	<p>Not sure of the statistics - I think it's posted somewhere on the website so feel free to google it! But from personal experience, lots of people in the big cities (Boston, NYC, SF) but there's Tuckies everywhere - I'm headed to Charlotte, NC after graduation!</p> <p>It's about 23% Boston, 19% NYC, 23% west coast, 8% international.</p> <p><a href="http://www.tuck.dartmouth.edu/mba/career-advantage/employment-statistics/base-salaries">http://www.tuck.dartmouth.edu/mba/career-advantage/employment-statistics/base-salaries</a></p>
<p><b>Hello everyone. Thank you very much for being willing to host this time for us to ask questions. It's been very helpful to see the questions and responses so far. One of my questions is around international opportunities. Has anyone here participated in any of Tuck's abroad opportunities and if so, do you mind sharing a little bit about your experience and if you would recommend pursuing it to a new MBA candidate?</b></p>	<p>Hi! There are a ton of awesome international opportunities here at Tuck. Studying abroad for a term, going on a Global Insight Expedition, doing an FYPGO. I did a GIX to Vietnam focused on the role of a communist government in Vietnamese businesses. We met with Vietnam Airlines, Vietject, toured a Nike factory, toured a Coca Cola factory - all really amazing experiences. I HIGHLY recommend spending time abroad while at Tuck - and you have to in order to graduate!</p>
<p><b>What opportunities are available for those considering working abroad? (Specifically for those who are not international students.)</b></p>	<p>Hi, there aren't too many. Unfortunately only few companies in international locations would consider hiring students without work permit. This restricts most of the international recruiting to students with citizenship in that country. But there are a few who would: Samsung, Rakuten, Alibaba, consulting, and investment banking in London, Amazon in Europe, etc.</p>
<p><b>Hi! Thanks for hosting the chat! I wonder how does HK IBD intern conduct, for someone who has no prior banking experience, but works in same industry pre-MBA?</b></p>	<p>Not all major banks recruit MBAs in Hong Kong so there are not as many options and their associate classes are only 10-12 people. They all invite Tuck students to apply. There is also a multi school trek that will be going to meet banks in HK over the Thanksgiving break.</p>

<p><b>Hi, which function in tech industry are you pursuing? I worked as an auditor, focusing on wealth management industry, and now I want to dive into the function of corporate strategy. Therefore, will the clubs and projects give an impetus on this field? Thanks.</b></p>	<p>Hey - I'm looking to work in sales operations at a SaaS business. The Tech Club will certainly help you move into corporate strategy in tech - not a problem at all.</p>
<p><b>Hi! I have a question for CDO. Do you know how many international students in a year would get an offer in consulting companies, especially in the States?</b></p>	<p><a href="http://www.tuck.dartmouth.edu/mba/career-advantage/employment-statistics">http://www.tuck.dartmouth.edu/mba/career-advantage/employment-statistics</a> Check out the employment report. Of the 75% of internationals who stayed in the US, 36% got a consulting job. Those who go overseas, 64% end up in consulting.</p>
<p><b>How active is health care recruiting, particularly for students pursuing a traditional MBA (not a joint degree)? Can you please provide some examples of internship / full-time opportunities for Tuck students within the health care industry? Thank you.</b></p>	<p>Lots of opportunities! Most healthcare firms want you to exhibit a passion for the industry but unless it is a technical product like medical devices you do not need a previous background. There are students that enter HC consulting, the provider and payer spaces, pharma, devices, etc... We have a really robust Center for Healthcare you should contact for info on classes, etc.</p>
<p><b>When you say 24% of grads are going to tech, whats the distribution within tech? Majority Big Tech like Amazon or is there a proportion going to start ups?</b></p>	<p>Amazon, Google, Microsoft, and Wayfair probably take up the biggest portion. Then there is a long tail of companies with one or two hires every year. I wouldn't be surprised if 15-20 tech companies hire Tuck students every year.</p>
<p><b>What values help distinguish Tuck from other b-schools, and how is this represented in the student population?</b></p>	<p>The community and being truly caring good people. I found this super helpful when going through recruiting because I had people my year and the year above me read my resume, case me, do a practice interview with me, etc. This was SO helpful and that "Tuck fabric" is so unique.</p>
<p><b>Can you provide any specific examples of internships that students with healthcare backgrounds tend to pursue and get into at Tuck?</b></p>	<p>Really depends. Some go into consulting or banking in the healthcare space. Others prefer to work for an earlier stage device firm or in venture. It very much depends on your background....There are also some pharma firms who are very popular. Hard to answer fully by text.</p>
<p><b>For Health Care related careers, what sort of jobs to Tuck students go into? Are they mainly consulting jobs or do you have Health Care tech companies or Health Systems recruit out of Tuck?</b></p>	<p>Hi! Tuckies go into a ton of different jobs in healthcare, including consulting and operational roles. There are a ton of health care tech companies also recruiting at Tuck as well.</p>

<p><b>Hello, could you talk a bit more about the clubs? Are there any restrictions for joining the clubs (example: prior experience, desired career sector after graduation, etc)? Thank you!</b></p>	<p>Hi! The clubs at Tuck have no restrictions at all! You're welcome to get involved with as few/as many as you want to during your time at Tuck. The industry-specific clubs (e.g., Consulting Club, General Management Club, etc.) provide a lot of support to students who are looking to recruit in the industries through things like cover letter/resume review, interview prep, etc.</p>
<p><b>Hello! I was wondering what sorts of study abroad opportunities were available for students who are interested in spending a semester studying while also interning abroad?</b></p>	<p>Hey! There are plenty of opportunities to study abroad with partner schools all over the world. You can also intern while studying abroad very easily.</p>
<p><b>Are there any events that Tuck hosts in the beginning of the first year to have students get to know each other, especially during the Orientation period? In other words, how does Tuck support students in their transition back into education?</b></p>	<p>Hi! Tuck provides a lot of opportunities for students to get to know each other before classes start. There are optional trips, such as a trip to Peru or an outdoor experience called Outward Bound, to get to know students before arriving on campus. Our orientation is a week long, and I personally felt that it was a great way to transition back into education. We had a mix of team bonding experiences with our fall study groups, some sessions that helped us reflect on what we want to get out of our time here, and an example of what we can expect from our classes. All first year students are in the same classes during the core curriculum, so in addition to our study groups, I felt like we had a lot of support as we transitioned back into the world of classes and homework!</p>
<p><b>Hi, thank you for the response. Sorry, but spring do you mean the spring following graduation? So 50% of students graduate with an offer? Am I understanding that correctly?</b></p>	<p>In the first year about 50% get their offers through on campus and 50% through a targeted search. About 70% of second years come back with a full time offer from the summer. They might decide to re-recruit. By graduation about 80% have accepted a job.</p>
<p><b>Are students encouraged to apply to internships across different industries, or is it better to choose one?</b></p>	<p>Hi, applying to internships across industries makes sense, especially if you are targeting the same function (e.g. marketing or finance).</p>
<p><b>How many students typically focus on a general management track at Tuck? And in terms of companies that recruit for Leadership Development Programs, would you say they consist mainly of large Fortune 100 types, or is there more of a range in terms of size?</b></p>	<p>15% of students report an offer in General Management. In terms of LDP companies, I'd say definitely Fortune 500 types. What I have seen over the years is that companies are consolidating the number of schools they recruit at and focusing on schools that are geographically closer (as well as are a cultural fit). Then they augment their recruiting through virtual events and minority conferences.</p>

<p><b>Hi, thank you for answering the queries of the applicants. My question is whether there has been any effect of the current Work Visa restrictions on the recruitment of international students in US?</b></p>	<p>Hi, we haven't seen any noticeable effect so far. International students staying in the US have been historically (for Tuck) at about 75-80%. I haven't seen the 2018 numbers yet.</p>
<p><b>Are most MBB recruits Pre-MBA MBB recruits who are returning to their previous firms?</b></p>	<p>Nope! Actually very very few are and on the employment report, interns are all people new to the firm. While there's a few people going back to consulting after graduation, most of us are brand new to consulting! About 65 people my year are either switching firms or new to consulting.</p>
<p><b>I have had a number of different roles in different industries. All startups, how will my profile be assessed? I am interested in Venture Capital and Entrepreneurship.</b></p>	<p>Hi - plenty of people come to Tuck from the startup space so its a well understood background. As long as you've shown impact where you've been, this shouldn't be a huge concern.</p>
<p><b>Are there any statistics on how many internship offers Tuck students traditionally receive?</b></p>	<p>No, unfortunately we don't track that. One is enough, but I wouldn't be surprised if most students get at least 2 internship offers.</p>
<p><b>In general, has there been any noticeable increase in recruiting opportunities throughout the south?</b></p>	<p>Yay! I'm headed to Charlotte after graduation! So big firms typically have offices in many cities in the south, but banking is typically NYC. But I would say if you want to do a targeted search in the south, you definitely can! There's a growing network of Tuckies in the south to reach out to.</p>
<p><b>Is there any difference in the differnt interviewing options? I mean, does it impact the candidacy in any way if the candidate is not able to interview in person and has to chose the virtual option due to some reason?</b></p>	<p>For Admissions interviews - All interviews carry equal importance in our evaluation process, regardless of who conducts the interview, where it is held, or how it was initiated.</p>
<p><b>For students exploring off-campus recruiting, does being located away from larger cities typically lead to significant travel during job/internship searches?</b></p>	<p>Hi - I haven't found it to be a problem at all! You can do a ton of interviewing on the phone and set up time to meet with companies during targeted visits. Plenty of students travel for off-campus and it's not a problem at all.</p>
<p><b>Can you expand on your comment about being able to intern while studying abroad? Could you give an example? Thank you!</b></p>	<p>Sure thing! My friend Max is interested in autonomous vehicles so is interning for a startup in Hong Kong before he starts his abroad term.</p>
<p><b>For second year students - Do you have any general advice on how to get the most out of the opportunities and support the CDO offers?</b></p>	<p>That varies by student. Some want to completely switch paths, others want help in negotiating offers. There are many ways we help students so that is hard to answer and depends upon an individual's situation.</p>

<p><b>Does Tuck have non-grade disclosure?</b></p>	<p>Yes we do, but companies can still ask students directly. Banking and some companies may ask in interviews, but I was never asked. Depends on the company/industry.</p>
<p><b>How easy it is to recruit abroad? I'm currently based in Singapore and interested in returning to Southeast Asia after the MBA program. Are there structured recruiting opportunities available for people who want to work abroad?</b></p>	<p>Hi - it is very easy to recruit abroad. There are tons of opportunities in Southeast Asia and Tuck has a strong network there.</p>
<p><b>For second year students - knowing what you know now about the recruiting resources at Tuck, what would you have done differently?</b></p>	<p>Hi! One piece of advice is to come in with a sense of what you're interested in as well as what you definitely don't want to do. Not eliminating options early on can lead you to spread yourself too thin.</p>
<p><b>In your estimation, what percent of Tuck students plan to switch careers? How does recruiting differ for career switches from those who choose to stay with their current career?</b></p>	<p>Most of us! Like 70% or so. I would say it doesn't differ all that much because it would still be a different job/role/firm, but I was a career switcher so I can't speak for people staying in their career. Regardless, the CDO and other students are there to help!</p>
<p><b>For second year students - what was one thing you didn't foresee or expect in recruiting?</b></p>	<p>Thanks for your question! One thing that I personally didn't realize was how many options there are available to Tuck students. It's easy to become overwhelmed by all of the industries/career functions that recruit students. Before coming to campus, the CDO provided me with tools to reflect on what I'm looking for in my job search. When I got to campus during my first year, the coaches sat down and helped me think through my priorities and helped me come up with a target list of companies that would potentially help me achieve these goals.</p>
<p><b>I attended DivCo at Tuck this past weekend and plan to submit my application in Round 2. What are some ways to make sure your application stands out?</b></p>	<p>I would say just be authentic. I felt I ended up at Tuck because it was truly the right place for me. I didn't try to think of the "right" answer for my essays, I just talked about my experience and I think my passion for Tuck showed in my interview and essays.</p>
<p><b>How do you see the industry skill gap for career changers / networking gap of incoming students typically bridged by Tuck's CDO resources and other events at Tuck? Thanks.</b></p>	<p>Hi - a large majority of students come to Tuck to switch careers and the CDO and career clubs put on tons of events to make sure you're all set to make that switch. I don't see it as an industry skill gap at all, you will be able to make switches into most industries easily.</p>

<p><b>For second year students - One of the advantages I expect from a smaller class size is better access to speakers, guests and prominent personalities that visit the campus as compared to a large class, where students are one with the crowd. Does the small class size at Tuck actually make that difference for you guys?</b></p>	<p>I personally feel like it's made a big difference for exactly some of the reasons you mentioned above. For example, I had a CEO speak in my class last week, and I was able to have lunch with him and 10 other classmates later that day. Additionally, I think that we have a lot of access to professors because of the class size - most professors hold office hours quite often and are available outside of those times as well. Finally, I feel that the smaller class size and location in Hanover has allowed me to get to know more of my class. Hope this helps!</p>
<p><b>Is there any resources on campus offered for students regarding mental health?</b></p>	<p>Yup! There's a counselor on campus once a week you can book time with and also Dartmouth College gives you 8 (I think) sessions for free in case you need it. The MBAPO is also VERY helpful and understanding for whatever you need.</p>
<p><b>What is the career coach to student ratio?</b></p>	<p>45:1 approx. Students do not have issues getting appointments. Some use coaches frequently, others do not. It is whatever works best for you. Having said that, we are aware of what every student is doing in their searches.</p>
<p><b>Thanks again, everyone. Are there any resources that MBA applicants can utilize to connect with current students directly? I'm heading out for my interview on the 26th of November and it would be great to get a coffee with a current student if possible.</b></p>	<p>Hi - I would look to Tuck Connections as a pairing mechanism and then potentially look on LinkedIn for current Tuck students to chat with while you're here.</p>
<p><b>Thank you! Would you suggest to get into NYC Banking first, and then forge back to HK then?</b></p>	<p>Recruit for both simultaneously and see what happens. The banks do not object to that. There are just more seats for MBAs in the US associate programs.</p>
<p><b>For those of you going into consulting, do consulting firms tend to ask for GRE/GMAT scores when recruiting?</b></p>	<p>McKinsey asks for it for the Emerging Scholars Program, and it's on your big application on the main recruiting website, but it wasn't on my resume and no recruiters ever asked about it...not sure if they ever looked at it since it wasn't on my resume.</p>
<p><b>Does the CDO help incoming students with landing a pre-MBA internship?</b></p>	<p>Hi, very few students usually do pre-mba internships (and the CDO does not necessarily recommend them). Those who do, usually leverage their personal network to get such internships, as companies don't really offer them.</p>



<p><b>This one is slightly off-topic, but I'll take my changes :) I played field hockey in my undergrad and I know ice-hockey is really big at Tuck. Do you guys know if there are 'career switching' possibilities here as well, from field to ice? :)</b></p>	<p>Hi! Tripod hockey is one of our most popular clubs on campus! You don't need any experience to play tripod (most don't), and if you do have hockey experience, our A and B hockey teams might be a better fit for you!</p>
<p><b>If a students want to participate in an FYPGO opportunity or the Onsite Global Consulting course, are they "assigned" to a project or can they choose one?</b></p>	<p>For both FYPGO and Onsite Global Consulting, you have to apply for the opportunities that you're interested in. You have the option to accept or deny your placement once the final assignments have been communicated.</p>
<p><b>Could you expand on why the CDO does not necessarily recommend pre-MBA internships? Thank you!</b></p>	<p>Hi, we recommend students either take a break before business schools (because it gets really busy once you get here) and/or focus your time on self-reflection to think about your skills and interest to focus on those opportunities once you are here. There is probably limited impact of interning before coming to the MBA.</p>