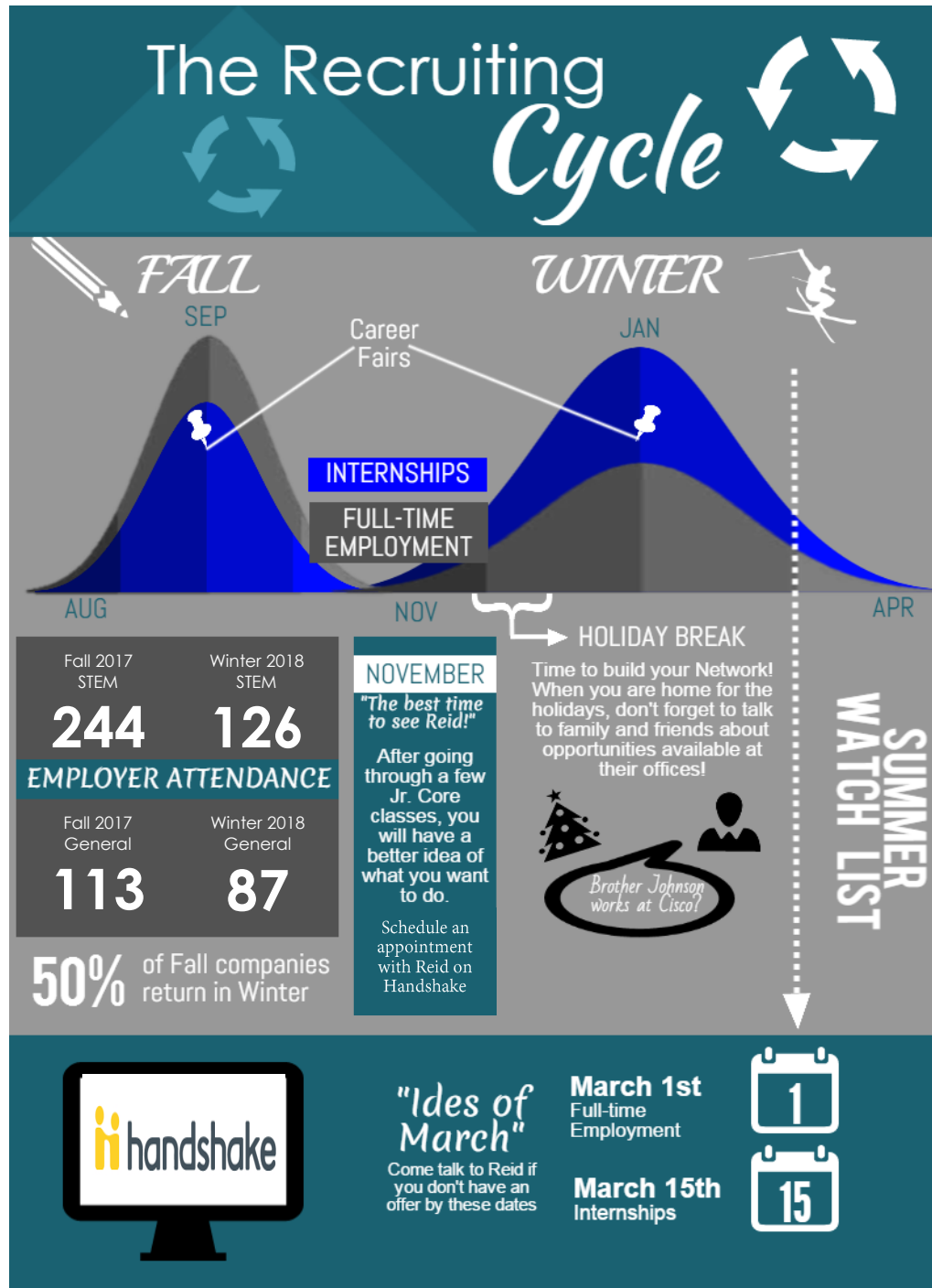


RECRUITING PROCESS

Recruiting season can be **extremely** overwhelming. Recruiters will be on campus the second week of fall semester. We recommend that before school starts, you take some time to research and gather ideas about a potential career path. That way you can make the most of your time when recruiters come.



FALL RECRUITING

The recruiting cycle infographic above shows the breakdown of the recruiting seasons. Fall recruiting comes and goes extremely quickly. During the beginning of the fall semester, especially between mid-September and mid-October, most companies will be on campus. There are



information sessions for just about every company, some that are specifically in conjunction with AIS, and others that are put on independently by the company. Stay informed through the Friday Forecast, [CareerLaunch](#) and AIS newsletter.

If you're interested in pursuing an internship at one of the Big 4 accounting firms, you'll want to apply in the fall*. There are many other

companies that recruit for internships in the fall, but unlike the Big 4, many of these companies have internship opportunities during the winter semester as well (Some companies like Adobe don't start their internship recruiting until late February).

If you don't find an internship during the fall, don't panic! But don't stop looking either! We recommend that you determine a few specific companies, locations, or job functions that interest you. This will help you narrow your search. If you need help developing your list, we encourage you to come talk to Reid.

*See note in "The Big 4" section pg. 13 regarding students pursuing the MISM

WINTER RECRUITING

Internship recruiting returns with a vengeance during the winter semester. The Big 4 Meet the Firms event is in winter semester. You have to be more focused during winter recruiting because fewer employers come during this round than in the fall.

Some companies come to recruit for both semesters, but often you'll see a fresh batch of employers in the winter. If you have a plan, you're probably okay, but if you aren't sure and can't decide on where you would like to work, **there is the possibility you could end up without an internship or job offer come summer.**

During the busiest times of recruiting, we recommend that you keep an eye out for the Friday Forecast or check [CareerLaunch](#). This will have job opportunities and events outlined for you.



INFORMATION SESSIONS

Most information sessions occur around the time of the General and STEM Career Fairs. Employers will hold these informational meetings to help you learn more about the company and to allow you to network with some of their representatives. There is a significant number of information sessions that are sponsored in conjunction with AIS (the Association for Information Systems – see more information on this in the “Other Resources” section).

Unless specifically requested, you usually don’t have to dress up for information sessions.

Information sessions are often posted to [Handshake](#) under the “Events” tab and on [CareerLaunch](#). We recommend that you visit Handshake often to stay up to date on these events. Also, IS-specific information sessions are announced through AIS newsletters and the weekly Friday Forecast email (more information on this in the “Friday Forecast” section).



SUMMER WATCH LIST

If March rolls around and you find yourself without an internship or full-time job, don't panic! We're still able to help you, but please recognize that the majority of the employers you want to work for may have finished recruiting for the season. The field can be extremely competitive.

As the winter semester comes to a close, Reid's assistants will begin compiling a list of students who haven't yet received internships and full-time positions. Often employers will approach us at the last minute expressing a need to fill positions. We email these opportunities out to students who have expressed interest in joining the Summer Watch List.



By the end of March, we send out a survey that asks what your preferences are for job positions and work locations. **You must take this survey in order to opt-in to the watch list!** If you're on the Watch List, you'll receive information about any job opportunities that we hear about from employers and any other information we think is helpful to you in your search. Again, we're here to help you!

INTERNATIONAL STUDENTS

If you're an international student requiring H1B sponsorship, your selection of companies may be limited. Don't miss the International Student Orientation with Reid that's normally held within the first two weeks of the fall semester.

Most of you understand the CPT and OPT rules associated with your visa status. Make sure you stay connected with the International Student Services Office: <https://internationalservices.byu.edu/>

Traditionally, only about 15 employers will sponsor H1B visas for full-time employment. Check with Reid during your search, and he will update you.

2016 STEM Entry Level H1B Sponsors

Accounting Firms:
Deloitte, EY, PwC
Adobe
Apple
Amazon

Ancestry
Anglepoint
DaVita
Fast Enterprises
Fidelity Investments

Goldman Sachs
Google
Melaleuca
Microsoft
Walmart

*Please be careful about assuming H1B sponsorship. A company that's an H1B STEM sponsor isn't necessarily a sponsor of Information Systems (IS) at the entry level. Several companies may sponsor PhDs, but not entry-level bachelor's or master's degrees.

We look for the best IS opportunities for international students. Please read this entire reference guide—it applies to you.

THE BIG 4

The Big 4 Accounting Firms—Deloitte, EY, KPMG, and PwC—are significant destinations for IS students. IS graduates typically are not expected to work the rigorous hours that are demanded of accountants, but this does not mean that employers value IS employees any less. IS employees provide key support for companies and are highly valued by these firms. If you choose this path, you will work mainly with clients to conduct IT audits, or work in advisory (consulting) roles.

This type of work is not for everyone, but a good number of graduates happily choose this career path every year. If you love Dr. Romney's Business Processes and Controls class, then you may want what accounting offers.



Be aware that because BYU's Accounting program is always ranked as one of the top three in the nation, accounting firms start the recruiting process very early—during the first few weeks of school during the fall semester. Their focus is on full-time in the fall. At the winter "Meet the Firms" event for the Accounting and IS students, you'll have the opportunity to meet Big 4 employees from locations all over the US. Their goal is to get you thinking about a future job or internship at their firms.

If you plan to pursue the Master of Information System Management degree (MISM), be aware that the Big 4 firms **DON'T** allow consecutive internships. This means that you should pursue an internship with them after your first year of the MISM—**not the summer after the junior core**. However, feel free to express your interest in them early and pursue their summer leadership programs (these programs are built for those seeking the MISM).

The first thing the Big 4 firms will ask you about is your **preferred work location**. Each of the Big 4 have offices in almost every major city, and they want you to work somewhere you're excited to be. During the initial screening process, they may ask questions regarding why you want to live in that particular city, if you have been there before, etc. They want to know if you like your preferred location enough to stay there for a few years rather than asking for a transfer after a few months of working there.

CAREER FAIRS

In addition to “Meet the Firms”, two main career fairs are held each Fall and Winter semester: the General Career Fair, and the STEM Fair. Several smaller career fairs are also held, a few of which are highlighted below. For each of the primary career fairs, our team will publish a list of companies attending, ranked by the interest these companies express in IS majors.

Prioritize your career fair efforts and use the **Career Fair Plus** App to navigate the fairs. You can download this app from the App Store or Google Play store for free. We recommend you review this list and select four to five companies that you want to network with.

Before the Fair

There are several events during the week of each career fair. If you’re particularly interested in a company, don’t miss any events it holds, especially resume review nights. The more interactions you have with the representatives of the companies you’re interested in, the higher your chances are of landing an interview with them.

At the Fair

Make sure to dress in business professional attire. You can view dress guidelines available in the Marriott School Magazine here: [Dress Guidelines \(pages 8-17\)](#). For men, suit & tie combos are recommended. Remember, this is your first impression with a recruiter.

Bring multiple copies of your resume. Bring a folder to hold your resumes and company flyers. Due to the high density of students at the fairs, generally backpacks aren’t allowed inside. You can drop your bag at the provided bag-check area before walking into the fair.

When you talk to potential employers, you should ask them for their business cards. Take a moment to jot down any notes about your conversation with them on the back of the card. This will help you remember the company after the fair. In addition to making connections with employers at these career fairs, you’ll get a ton of company memorabilia or “swag.” 😊

The General Career Fair and STEM Fair have different focuses. Specific details relating to both of these fairs can be found below.

GENERAL CAREER FAIR



This career fair is for all majors across campus, so it will have a wider variety of companies. Some companies attend both the STEM and the General Fair. Feel free to talk to these companies at both fairs if you really want to work for them.

STEM CAREER FAIR

The STEM fair has a more narrow focus and attracts more IS employers than the General Career Fair. **We strongly recommend that you attend this fair.**



The Science Technology Engineering and Math (STEM) Career Fair is specifically for students in STEM majors. Companies that attend this fair will have posters set up near their booths that list which majors they're recruiting for. Use the Career Fair Plus app to focus on IS companies. Refer to these cards as well as the list of companies searching for IS students that we publish the week before the STEM Fair to know which companies to network with.

MEET THE FIRMS

There are two "Meet the Firms" events: private accounting & finance firms come in the fall, and the Big 4 and other accounting firms come in the winter. This mini career fair is for Accounting, Finance, and IS students. Here, companies seek accounting talent. In addition to the Big 4, Grant Thornton and other major employers, such as Disney, attend this event (consecutive internships may be offered by companies other than the Big 4). This event has a staggered entrance schedule, with seniors going in first, followed by juniors. Before attending Meet the Firms, you should answer the following questions:

- 1. Do you want to work in the accounting industry?**

Although IS majors who work at accounting firms often don't perform accounting functions, you should understand what accounting is before applying to any of the firms that attend this event.

- 2. Do you plan on applying to the MISM?**

Some employers don't allow you to have consecutive/back-to-back internships (see "The Big 4" Section above).

- 3. Where do you want to live when you graduate?**

Many of these employers have offices around the country. They want to know where you plan to settle down so they can assign you to a location where you're happy staying.

Be clear and positive as you talk with employers at this event. Tell them what you want to do, even if you have to say, "Right now, my best guess is X."

AIS SPONSORSHIP NIGHT

This mini career fair is limited to AIS sponsors only. These 16 companies tend to focus their recruiting on AIS members. This event often happens the night before the STEM fair in Fall Semester.

UTAH STARTUP MARKETPLACE

An additional fair is for startup companies based in Utah. If you're interested in working for these companies, get more details here: [Utah Startup Marketplace](#).

