



MBB Recruiting – Your Questions, Answered.

Over the summer, we had a chance to talk with recruiters at MBB firms and here is what they had to say about the most common questions we hear from students.

1. What is the recruiting timeline for internship and full-time recruiting (application deadline, first round interviews, office visit interviews, and offer decision)?

Note: All dates are subject to change, please check Handshake and company websites regularly.

Company	Application Due	First Round	Final Round / Decisions
Full Time Recruiting Timeline (Not accelerated)			
McKinsey	9/16	10/12	Final round 10-14 days later Offers 7-10 days later
Bain	10/3	10/15	
BCG	10/8	10/22	
Internship Recruiting Timeline			
McKinsey	9/30	10/19	Final round 10-14 days later Offers 7-10 days later
McKinsey Sophomore Program	9/30	10/19	
Bain	10/22	11/5	
Bain Sophomore Program	<i>Coming Soon... (last year's deadline was winter/spring)</i>		
BCG	10/8	11/6	
BCG Sophomore Program	<i>Coming Soon... (last year's deadline was fall)</i>		
Company Presentations – Information Sessions			
McKinsey	N/A		
Bain	Tuesday, October 2 nd , 7:30 – 9:00pm		
BCG	Monday, October 8 th , 7:00 – 8:30pm		

2. Are applications reviewed on a rolling basis or only after the deadline?

Across all three firms, applications are generally not reviewed on a rolling basis. Firms typically wait until after the application deadline to review the full applicant pool.

3. How is location preference in the job application form translated into receiving interviews and invitations to office visit interviews? For example, if a student is from Dallas and it is his/her preference to return home after graduation, what is the best strategy for this scenario and what will the process look like? What about for international students wanting to return home?

McKinsey	Applications are reviewed by your school team for demonstration of problem solving, leadership, drive, achievement, and impact. If your school team feels you are a qualified candidate and you preference an office outside of the Midwest, they will pass you onto that office (including international offices). That office will then review your application with all other applicants for that office.
Bain - US	Applications are reviewed by your school team; during your first round interview you will be asked to confirm your location preferences.
Bain - Int'l	You should reach out to the local office regarding timelines and application processes. Use this page , select the international office of interest, select "contact us", and contact the recruiting contact. APAC (Hong Kong, Singapore, Seoul, etc.) offices are very interested in UChicago Talent.
BCG	Apply to the office where you want to live. Applications are reviewed by two teams (1) School Team (2) Office Team. This applies to international offices as well. Some international office may have slightly different procedures (i.e., Toronto) so be sure to contact the office early.

4. Does your firm offer accelerated recruiting (internship & full-time)? How does this process work? Is it more competitive / difficult to get an offer if you are interviewing early?

McKinsey	McKinsey will not be having an early interview dates this year. Any early interviews offered will be extremely limited and on a case-by-case basis. If you choose to ask for an early interview, please be aware that you will need to provide details of your current offers and be truly prepared for the full case interview. If you are granted an early interview process, please note that your performance will not be evaluated against your peers, so please keep this in mind as you make this request from the firm.
Bain	Bain is still defining its early recruiting process; candidates that interview early will be given offers that expire in less than 48 hours. Candidates that receive offers through the regularly recruiting process do not have acceptance deadlines. Bain incentivizes you to accept your offer early using start date preferences.
BCG	BCG does not do early interviewing. If you are interested in BCG and you think you may have an expiring offer that would prohibit you from interviewing, apply early. BCG reviews applications as they are received if you are truly exceptional, you may hear from them.

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