

# Calendar - Employers

Sept 9 and 10	Aug 27 (noon)	Aug 31	Aug 31 to Sept 2	Sept 4 and 5	Sept 9	Sept 10
	Deadline to submit your offers	Website and event launch	We collect and sort CVs for your offers (by program and GPA)	You choose the candidates you want to meet	Present your organization to all our students * Up to 1,300 students depending on your offers	You interview the students you selected
Sept 23 and 24	Sept 11 (noon)	Sept 14	Sep 14 to 17	Sept 18 and 19	Sept 23	Sept 24
	Deadline to submit your offers	Offer launch (2 <sup>nd</sup> wave)	We collect and sort CVs for your offers (by program and GPA)	You choose the candidates you want to meet	Present your organization to all our students * Up to 1,300 students depending on your offers	You interview the students you selected

# FAQ

FAQ 1. What is the difference between the events on September 9-10 and September 23-24?

**A. They are the same activity, held on different days. One presentation day and one day of blitz interviews to allow organizations to recruit according to their “calendar.” Note that there are deadlines for sending us your offers.**

FAQ 2. How many participants attend the virtual events? Are they graduates?

**A. The number of students depends on your offers and target audience.** The Fonds BNI, the Fonds de placement HEC, the Trading Club, the Finance Committee and the AECS of HEC Montréal are partners in this event. Most of the attendees are students who are looking for jobs, internships or supervised projects for January 2021 or May 2021. In the COVID-19 context, several graduates from September 2020 may also attend. Here are a few figures. HEC Montréal has:

- Over 600 students in the BBA finance program
- Over 500 graduate students in specialized Master programs in finance and economics
- Over 200 MBA students
- Today, HEC Montréal has a cohort of more than 340 anglophone students in its English-language programs

FAQ 3. Is there still room for September 9 & 10?

**A. Yes, there is still room for Sept 9 & 10 and Sept 23 & 24: first come, first served!** Don't hesitate to reserve a date that is convenient for you. No need for PPT presentations. We can operate in Q&A mode with an HEC advisor. Here are some examples of themes and questions:

- *Organizational culture; Projects or assignment your candidate will work on; Information on the selection process and selection criteria; minimum GPA to obtain an interview; Importance of obtaining different titles (CFA, CAIA, FRM, etc.); Importance of knowledge of specific software or platforms (Python, Matlab, etc.); Proposed salary range; Policies and opportunities for advancement in the organization; Conversion rate of interns/SP participants into employees.*

FAQ 4. Do the presentations have to be done in English and French?

**A. We are very pleased to announce that we have several English-speaking cohorts!** Giving a presentation in French and English will let you reach more students. Also, many of our students are bilingual. Students who cannot attend your presentation in French due to a scheduling conflict can simply attend the presentation in English. You can also choose to give your presentation in only one language.

# FAQ

FAQ 5. How long are the interviews? Can we choose who we want to interview? Do we need to interview all the students?

**A. It's up to you!** The arrangement depends on how many recruiters and/or managers you have available and the number of students who you want to meet in blitz interviews. Each organization gets one hour.

- The process is simple. You tell us which students you want to meet based on their CVs. We will then send you an invitation (TEAMS, Webex, Zoom) to meet with this student.
- **Example for one offer (job, internship or supervised project):** 60 students applied for your offer but you receive 40 candidates after our first sort according to your selection criteria (minimum GPA 3.4/4.3, for example). Among the 40 candidates, you are interested in 15 in particular. You decide to meet these 15 students with two of your colleagues for interviews lasting 10 minutes each.

10-minute Interviews	5-minute Interviews
5 blitz interviews/ 1 hour / 1 representative	10 blitz interviews/ 1 hour / 1 representative

FAQ 6. I have several offers to fill, how should I organize the blitz interviews?

**A. No problem!** Here are some options:

1. Bring in more representatives from your organization who can interview candidates
2. Limit the interviews to your top three choices for each position
3. Often, students who are interested in your organization will apply for more than one of your offers. You can interview individual students for every offer to which they applied
4. Schedule interviews at a later date of your choice...you already have the student's CV and contact information.

FAQ 7. Can 3 departments in my organization each reserve their own presentation timeslot?

**A. In principle,** if more than one person from your organization completes the application form, we recommend that they all give one presentation together. That way, 14 different organizations will be able to participate. It is also possible to give a presentation in French for some positions and in English for others. Give your virtual creativity and flexibility free rein!