

# Recruiting – How to deal with interviews and offers

The following suggestions come from recruiters who were asked to provide advice to students going through the recruiting season. Help was offered specifically for students interviewing with or entertaining offers from multiple firms:

- Across the board – the best advice was to be honest and up front with all employers. Recruiters know that students will be talking to more than one firm. Acting like you have no other interests is naïve.
- In the greater Salt Lake area market, firms generally hold all offers open until October 31. You should be wary of a firm that requires you to accept an offer before the recruiting process has run its course. All firms want an answer as soon as possible but not allowing students adequate time to weigh their options is inconsiderate at best and may be unprofessional or unethical.
- If possible, know who your number one choice is when going into the recruiting season. If you get an offer from your first choice, there is really no reason to belabor the process. Accept the offer and move on. It is not offensive to tell a recruiter that you are waiting to hear back on other offers, but make a decision and communicate it as soon as you are able to. This allows the firm time to react and make alternate offers within the normal recruiting timeframe.
- Some firms consider an internship opportunity a tentative commitment to full-time employment. They invest considerable time, money and training and do not appreciate it when a student does not treat that investment with respect. This can reflect poorly on the student and the school.
- Other firms may hire considerably more interns each year than they could ever consider extending more permanent employment to. It is not impolite to inquire about how the firm uses interns and what the prospects for more permanent employment might be before accepting or declining an internship opportunity.
- Once you receive an offer of employment for an internship and especially for more permanent employment, you should stay in contact with the recruiter and be honest about the direction you are thinking you will go. The recruiters from the major firms in the area know each other and talk often so you should present a consistent message to all of them.
- The worst mistake you can make, for yourself and your school is to accept a job offer and then later decline to accept another offer. Once an offer is accepted, firms turn down other qualified applicants. How would you feel if a firm suddenly changed its mind about its offer to you and accepted another candidate instead?