

Our Campus Interview Process



Getting to know you

As a student, we know the interview process can be confusing. To support your needs and help you prepare, our recruiters have compiled this general guide for what to expect while interviewing. Our interview days are held throughout the fall and spring campus recruiting seasons. The steps in the process may differ for internships and full-time positions and are subject to change based on the position's needs and requirements.

Internship positions



Step 1

Review of your resume, and if selected, contact with a recruiter.



Step 2

One 45-minute video interview with a member of our interview team or a panel.



Step 1

Review of your resume, and if selected, contact with a recruiter



Step 2

One 45-minute video interview with a member of our interview team.



Step 3

Selected candidates will be invited for a second round consisting of up to two back-to-back 45-minute video interviews with members of our interview team.



**Get tips to
help you prepare
to interview**

Our interview types

All our interviews include behavioral interview questions. From there, the types of interview questions are tailored to the position. We categorize our interview questions into four types, and your recruiter can help clarify what types of questions you should expect.

Type 1: Behavioral

Included in all interviews; questions test for skills based on your previous experience.

Example: Describe a time when you saw a problem and took the initiative to correct it.

Type 2: Role-specific

Questions are designed to test for certain skills or knowledge related to the role.

Example: What accounting applications are you familiar with?

Type 3: Technical

Questions are challenges set to engage you and assess your technical aptitude, which may require sharing your screen for a code review.

Example: What is SAN, and how is it used?

Type 4: Case

Questions are designed to evaluate how you would solve a hypothetical scenario.

Example: Given the provided information, how would you measure the success of a mortgage product?

Other common questions

In addition to the four interview types, there are some common questions that are often asked in interviews. Prepare your answers in advance so you can answer confidently.

Tell us about yourself

Summarize your work and study experience and talk about your goals.

Why do you want to work for us?

Use your research about the job and organization to answer this question.

What makes you the best person for this job?

Explain how your work style, skills, and experience make you ideal for the job.

What are your strengths and weaknesses?

Discuss your strengths and then talk about how you overcome your weaknesses.

