



The Yale School of Management Career Development Office is excited to announce the start of the priority planning period for campus recruiting, 2022-2023! Below is information about when and how best to connect with Yale SOM students from across degree programs. If you have any questions, reach out – we are here to help develop an effective and efficient hiring plan for your organization.

After reviewing the materials below, please request any recruiting events or interviews in [12Twenty](#), our career management system. All requests made before May 20 will be reviewed in the following weeks, with confirmations sent the week of June 6. All requests made after May 20 will be reviewed in early June on a first-come, first-served basis.

To aid in planning, please visit our redesigned website for key information:

- [Recruiting policies](#)
- [Recruiting calendar](#)
- [Student club sponsorship opportunities](#)
- [Yale COVID policies](#)

Below is highlighted information to make the most of your recruiting efforts, including balancing recruiting event locations, profiles of the different degree programs, and recommendations on how to incorporate the student perspective on recruiting into your planning.

As always, reach out with any questions – we look forward to partnering with you!



Meet Yale SOM students wherever works for you!

We welcome recruiting engagements and efforts in all forms, whether on-campus, off-campus, or virtual. When making your engagement requests in [12Twenty](#), please select “event format” to indicate as such.

- **On-campus:** ideal for interactive sessions that build interpersonal connections with students, such as coffee chats, Q&A sessions, panel discussions, and more
- **Off-campus:** ideal for other events that focus on interpersonal connections, such as treks, dinners, activities, and more
- **Virtual:** ideal to share resources and recruiting reference information to the broadest and most inclusive audience, such as presentations on corporate structure, key dates, and contact information

Note: when requesting events in 12Twenty, in addition to indicating format (on-campus, off-campus, virtual) you also will be required to indicate “event style” (Q&A, panel, networking event, etc.). This will set student expectations and help make the most of the event.

Meet Yale SOM students from across degree programs

There are a variety of degree programs at Yale SOM. I am happy to work with you or your colleagues to connect with these students for your hiring needs, recognizing that this may involve differentiated roles, recruiting engagements, and hiring processes. Note that most recruiting events default to being open to all Yale SOM students (excludes coffee chats). When requesting an event, the Target Audience field is required – this is a powerful place to highlight the degrees, career interests, skills, and more of your target to help tailor your audience.

Degree	Incoming class size 2021-2022	Years to complete degree	STEM option	Average prior work experience	Students recruit for internship
MBA	349	2	Yes	4.5 years	Summer between years
Silver Scholar MBA	42	3+	Yes	0 years	Minimum one year between years
MAM	55	1	Yes	6 years	
GBS	90	1	Yes	0-3 years	
AM	56	1	Yes	0-5 years	“Winternship”/ During school year
EMBA	76	2	Not applicable	Wide variety	

Meet Yale SOM students in ways that optimize the hiring process

Students view recruiting in stages, with interpersonal connections and inclusivity as key drivers of offer decisions. We have created a number of [resources to optimize planning for the hiring process](#). The top four highlights include:

Reconsider the presentation. As presentations take time away from interpersonal connections, use only when needed. Alternatives include sharing web links or presentations in advance of engagements or presenting as a multi-school webinar with a shareable link to the recording. This frees time dedicated with Yale SOM students to focus on answering student questions and building connections. To that end, indication of the event style is required when making event requests.

Build inclusivity throughout recruiting. Offer students different ways to connect that recognize different learning and communication styles. Ensure diverse representation of employer representatives across all dimensions throughout engagements and interviews.

Use resume books. Introduce your organization to students and invite them to connect. Yale SOM resume books are free to access and can be filtered by experience, desires, and now keywords. Reach out directly to select students to invite them to connect, engage, or apply. This is an efficient and effective way to share information, invite interaction, and convey employer interest.

Q&As and coffee chats are key. If you can only host one event with Yale SOM, make it a Q&A session or coffee chat. Share information about your organization and recruiting process in advance, and spend time getting to know students and letting them get to know your organization.

