Your friend interviewed for a job/internship in early fall, and you still haven't seen postings for jobs you are interested in -- what gives? Industries operate on different timelines. Use this resource to position yourself for success.

### Full-Time

<table>
<thead>
<tr>
<th>Aug</th>
<th>Sept</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
<th>Jan</th>
<th>Feb</th>
<th>Mar</th>
<th>Apr</th>
<th>May</th>
<th>Jun</th>
<th>Jul</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Hiring for following summer</strong></td>
<td>Finance &amp; Consulting**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>STEM</td>
<td>Healthcare &amp; Nonprofit</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Education &amp; Government</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Marketing &amp; Communications</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Startups</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Do your research! This is a general guideline. Recruiting can happen year-round! Make sure you attend spring events during your junior year to express your interest in post-graduation positions.

**Early Birds**
- Attending Career Fairs
- Going to Employer Info Sessions
- Networking on LinkedIn and SallyPortal

**Finance & Consulting**

**FALL**
- Be ready when the semester begins.
- STEM Companies
- Education

**Sprint**
- Non-profits
- Government
- Marketing & Communications

**Internships**

Don't forget! Stand out by:

70% Opportunities are found through networking

*If your industry of interest isn't on this list, don't worry. It just means they hire as needed. See a CCD career counselor to work on a timeline that fits your needs.*