



ON CAMPUS RECRUITING

On-Campus Recruiting (OCR) is a recruiting method used mostly by large, global employers seeking to hire students into new graduate or summer internship positions. For full-time recruitment, these positions are open to undergraduate students entering their final year of study. Summer internships are open to most years of study for those returning to class in the fall. Employers consist mainly of companies across the financial services, consulting, consumer packaged goods, technology, and healthcare sectors.

OCR is a highly competitive process spanning beyond Rotman to all undergraduate and many other graduate programs across the GTA, Ontario, Canada and abroad with employers seeking to hire the top talent of the graduating class. Factors such as undergraduate GPA, relevant work experience and fit are all important factors for interview selection. Interviews require significant preparation including company research, networking with alumni, and detailed technical/case and behavioural preparation.

To highlight the competitiveness, note that under 10% of the graduating class will secure employment via the OCR recruiting cycle, leaving the remaining 90% to pursue a self-directed job search, much like working professional students already rely on.

Preparation for OCR begins with researching target industries, companies and roles, participating in club or case competitions, preparing extensively for technical interviews, refining your pitch and networking with alumni and company representatives. The OCR cycle itself consists of company presentations open only to targeted programs, job posting applications, and (possibly) interviews.

TIPS

- As an undergraduate student, you need to be prepared to alter your schedule to suit the employer and their recruiting campaign. This means planning to reschedule personal and extra-curricular activities to accommodate a possible busy interview recruitment season.
- Students are encourage to visit the Portal for updates on OCR dates, events and information sessions.

LINKS

[Information Session Etiquette](#)

[The Etiquette Advantage](#)

[Vault Guide](#): Once registered look up "schmoozing"

[LinkedIn - Network Professionally](#)

[Business Etiquette Tips](#)