

## HIRING PROCESS

- Candidate selection is from the next 15 schools in the top 25.
- Accepts resumes from students at non-core schools.
- Team captains are alumni.
- Hiring process is done in 3 stages:
  - Informational Interviews**
    - To gauge seriousness and enthusiasm of candidates.
    - Provides a chance to learn about the firm and the industry beforehand.
  - On campus round**
    - Interview are conducted by associates and senior associates.
    - Takes place in two schedules, which include 24 candidates. Finally it is narrow down to 3-4 candidates who are invited for Super Saturday.
  - Super Saturday**
    - Interviews are conducted by senior employees of S G Cowen.
    - The candidate has to go through five interviews lasting half an hour each.
    - Attributes looked for in the candidates:
      - Commitment to Firm, Maturity, Interpersonal and technical skills, leadership and work ethics

Choice 3

Choice 4

### INTRODUCTORY

Interviews are conducted by senior employees of S G Cowen. The candidate has to go through five interviews lasting half an hour each. Attributes looked for in the candidates: Commitment to Firm, Maturity, Interpersonal and technical skills, leadership and work ethics

# SG Cowen: New Recruit

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### INTRODUCTION

SG Cowen is a leading financial services firm. It is looking for a new recruit. The hiring process is divided into three stages: Informational Interviews, On campus round, and Super Saturday. The candidate has to go through five interviews lasting half an hour each. The attributes looked for in the candidates are: Commitment to Firm, Maturity, Interpersonal and technical skills, leadership and work ethics.

# SG Cowen: New Recruit

# INTRODUCTION

- **SG Cowen** is a financial industries firm based in the United States.
- It was born in July 1998 and is one of the world's largest bank.
- **The case tells us about the hiring process and criteria that the company uses for recruiting the candidates.**
  
- **Problem Statement:**  
The firm is looking to recruit for its Associate program. They had two spots remaining and four candidate (Natalya, Martin, Ken and Andy) in the “maybe” category from whom they had to choose the two right candidates for the firm.

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### **On campus round**

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### **Super Saturday**

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- Attributes looked for in the candidates:

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