

## 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

### INTERVIEW

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# SG Cowen: New Recruit

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#### INTRODUCTION

SG Cowen is a leading financial services firm. It is looking for a new recruit who is a graduate from a top 25 school. The candidate should have a strong academic record and be a team player. The candidate should also have a strong interest in the financial services industry and be willing to work hard and long hours. The candidate should also have a strong leadership and work ethics.

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# 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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A decorative frame with a light blue bar at the top containing the text 'Choice 3'. The frame is composed of a light blue bar at the top and a white border with rounded corners on the left and right sides. The background is a light beige color with a subtle, repeating pattern of a stylized 'E' or '3' shape.

Choice 3





Choice 4



