

UTS Careers Guide to the Graduate Recruitment Process

Many students miss out on graduate programs as they simply don't realise they need to apply so early on in their **final year** of study. Hopefully this document will help clarify a couple of things.

Before you apply for any graduate recruitment program it's essential to conduct research on the roles you wish to apply for, the different industries you could work in and the companies you wish to apply to.

Applications open

JAN-FEB

Applications for graduate recruitment programs typically open in January/February, some employers don't set closing dates, try to apply early so you don't miss out. UTS Careers can help you to ace the application process with workshops and online resources. Make sure you answer ALL the questions and follow the basic instructions as any minor errors can have your application automatically rejected.



Applications close

MAR-APR

Typically most graduate program closing dates are at the end of March/beginning of April. Most employers should have the closing date visible on their website. Alternatively, pick up a copy of 'Graduate Opportunities' or 'Unigrad' from UTS Careers for information. In some industries, companies agree a industry wide closing date (i.e. Investment Banking) they can often be much earlier in the year so make sure you double check to avoid missing out!



The graduate selection process

MAY-JUL

Once your application has passed the initial screening round, the selection process will typically run from May to July. It is likely that you will then go through a couple of selection processes before being offered a role including assessment centres, psychometric tests, interviews, group tasks, presentations and more! To prepare yourself for this process come along to a UTS Careers workshop, complete a simulated psychometric test at our office or visit careers.uts.edu.au for tips and valuable information.



Offer of employment

JUN-SEP

Most employers will make employment offers by the end of August. Companies are often recruiting large numbers, therefore, it can take a while to process such a high volume of applications. Some companies will make offers much earlier in the year.



Graduate program commencement

JAN-FEB

If you've been offered a place on a graduate program, typically you will commence in the role by February.

PLEASE NOTE: This document is intended to be a guide only, UTS Careers stresses the importance of checking with individual companies for specific dates. Many employers will attend the UTS Careers Fair; it's a great opportunity to a gather information and ask any specific questions you may have (usually held toward the end of March).