

GUIDE TO RECRUITMENT TIMELINES & JOB SEARCH STRATEGY

Turn over to see a visual guide to recruitment timelines by industry!

Guide & graphics created by Tippie Career Services

Tips for Your Search

- Start early and prepare as much as possible in advance
- A typical job search takes 3–6 months—stay patient and persistent
- Treat your job search like a full-time job and set aside dedicated time for it
- Focus on when applications open, not just the deadline—most employers review candidates on a rolling basis

Key Terms to Know

Leadership Development Program (LDPs): Structured, often rotational programs designed to develop early-career talent into future organizational leaders. Most LDPs recruit well in advance, typically during the fall for the following summer. These programs often follow traditional campus recruiting timelines and may include multiple application deadlines.

Structured Hiring: Proactive, planned approach to recruit anticipated roles with a standardized process and recruitment timeline. Employers typically know their hiring needs well in advance.

Just-in-Time Hiring: Reactive approach to fill roles quickly in response to immediate hiring needs, often with compressed and less structured recruitment timelines. Hiring and recruitment typically happens closer to the internship or job's start date.

Special Industry Notes

Accounting & Investment Banking: These industries, especially at major firms, are known for early internship recruitment. Applications often open 12–18 months in advance and are reviewed on a rolling basis. Full-time opportunities are limited, as most roles are filled through return offers extended to previous interns.

Professional Sales: While not a specific industry, professional sales is a common job function found across industries, and opportunities are typically posted and filled on a rolling basis.

About This Guide

Sourcing details: The recruitment timelines shown on the other side of this sheet were developed using data from multiple public and private institutions, along with insights from leading recruiting platforms. They reflect common application, interview, and offer patterns for both internships and full-time roles across industries typically pursued by undergraduate business students. The list of industries shown in this guide was curated using Handshake categories, Tippie's academic majors, and career outcomes reported by undergraduate business students. The selected industries reflect the common career paths for Tippie grads and fields aligned with Tippie students' interests and academic backgrounds, as well as employment trends.

Disclaimer: This timeline is intended as a general guide. Exceptions may occur and can vary depending on the company and industry.

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RECRUITING TIMELINES

FTE

INTERNSHIPS

Smr. Break	Fall Semester				Winter Break	Spring Semester				Summer Break		
Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	
	ACCOUNTING											
					ADVERTISING, COMMUNICATIONS, & PR							
CONSULTING												
	CORPORATE FINANCE											
FINANCIAL SERVICES, FINANCIAL MANAGEMENT, & REAL ESTATE												
GENERAL MANAGEMENT												
	GOVERNMENT & LEGAL											
	HEALTHCARE											
HOSPITALITY AND TOURISM												
	HUMAN RESOURCES											
INFORMATION TECHNOLOGY												
INSURANCE												
INVESTMENT BANKING - MAJORITY OF FTE HIRES ARE INTERNSHIP CONVERSIONS												
MANUFACTURING												
					MARKETING							
					MEDIA & ENTERTAINMENT							
OPERATIONS & LOGISTICS												
RETAIL & COMMERCE												