



Kobre & Kim Analyst Program Recruiting Process

Application

- **Application Components**
 - Resume/CV and cover letter
 - Two analytical writing samples (5-10 pages each)
 - Undergraduate transcripts
- *Submitted (1) via email to recruiting@kobrekim.com and (2) online at <https://bit.ly/30RAzau> and reviewed on a rolling basis*

First-Round Interview

- **Interview Format**
 - 30-minute behavioral interview with two Analysts
- Conducted via Zoom
- *By invitation after application*

Superday Interview

- **Interview Format**
 - 60-minute behavioral interview with two Analysts
 - 60-minute analytical interview with two Analysts
- Conducted via Zoom
- *By invitation after first-round interview*
- *Language assessment for candidates with advanced language skills*

Management Interview

- **Interview Format**
 - 30-minute interview with attorney or Analyst Program Management
- Conducted via Zoom
- *By invitation after Superday*

Offer Extended

- References checked
- Typically within 3 weeks of Superday