

KOBRE & KIM'S ANALYST PROGRAM

RECRUITING PROCESS

Application Submission

- 1) Submit your materials and information through Smartsheet at <https://bit.ly/3JAfoPd>.
- 2) For individuals applying through their university On-Campus Interview (OCI) program, please also apply through your university careers portal.
- 3) Apply online at <https://bit.ly/30RAzau>.

First Round Interview

By invitation, 30-minute behavioral interview with two Analysts conducted via Zoom

Superday Interview

By invitation, a 60-minute behavioral interview with two Analysts and a 60-minute analytical interview with two Analysts conducted via Zoom

Language assessment for candidates with advanced language skills.

Management Interview

By invitation, a 30-minute interview with Analyst Program Management conducted via Zoom

Offer Extended

References checked
Offer extended typically within 3 weeks of Superday