

# KOBRE & KIM'S ANALYST PROGRAM

## RECRUITING PROCESS

### Application Submission

- 1) Submit your materials and information through Smartsheet.
- 2) For individuals applying through their university On-Campus Interview (OCI) program, please also apply through your university careers portal.
- 3) Apply online at our Careers portal.

### 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

Offer extended typically within 3 weeks of Superday.