RECRUITING
AT THE ROBERT H. SMITH SCHOOL OF BUSINESS
UNIVERSITY OF MARYLAND
Our Promise To You

The Office of Career Services (OCS) at the Robert H. Smith School of Business builds upon classroom mastery by providing students with transformational experiences that launch extraordinary career journeys. The OCS also takes pride in forging partnerships with employers to infuse talent pipelines with exceptional Smith Terps.

We are committed to providing excellent customer service, enhancing employer engagement, and establishing mutually beneficial connections with our students, faculty, staff, Centers of Excellence and world-class programs. Our team will match your needs with the right students. We go above and beyond to help you reach your recruiting goals.

COLLABORATION AND INNOVATION. THAT’S THE OCS DIFFERENCE.
The Smith School is not only a great business school—it’s a great place to do business. Our supportive community of world-class scholars and practitioners provides our students with rigorous learning experiences deeply rooted in the real world.

What distinguishes us? Our commitment to create knowledge through cutting-edge research, promote a learning environment that fosters intellectual discovery and equip current and future leaders to assess complex problems and deliver innovative solutions.

Located just 8 miles from our nation’s capital, the Smith School is housed at the University of Maryland College Park, with campuses in Baltimore, Md., Rockville, Md., Washington, D.C. and Beijing, China.

Our innovative academic programs serve students, employers and alumni, as well as business, government and nonprofit organizations. We consider our talent management proposition to be an excellent opportunity, and we invite you to build an exceptional workplace with us.

We are SMITH

Bragging Rights

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Today's markets are fast-paced, data-driven, global and complex. The Smith School prepares students to lead fearlessly in those markets. Our distinctives:

**World-Class Faculty**
A challenging, analytical curriculum created and delivered by our renowned faculty helps students develop critical thinking skills and learn to use big data to make better decisions.

**Experiential Learning**
Smith Live Cases, consulting projects, simulations and student-run funds help students practice navigating real-world complexity in ways that let them hit the ground running from the first day on the job.

**Strong Community**
Smith’s culture is competitive but not cutthroat. Students spur each other on to excellence in an environment that is collaborative, diverse, respectful and results-driven.

**Entrepreneurial Spirit**
Smith Terps are resourceful problem-solvers who are inspired to achieve excellence. Whether innovating within a company or starting their own venture, our students roll up their sleeves and get the job done.

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You’re a relationship-builder with a passion for students and a commitment to finding the best and brightest talent for your company. We are professional coaches who value collaboration and believe the job search is a team sport. Our pledge to provide unparalleled customer service drives our innovative approach to talent management across a broad spectrum of programs: Undergraduate, Specialty Masters, Full-Time MBA, Part-Time MBA, Online MBA and Executive MBA. We’re the Office of Career Services (OCS) at the Robert H. Smith School of Business, and our goal is your success. We invite you to get involved, stay involved and build your brand with Smith.

Smith: Your source for TOP TALENT

“My career coach was an absolute pleasure to work with. As a career changer, I needed to know from the beginning what to do to get a job in a new industry. From résumé crafting to story building, my coach showed me how to visualize my goals and understand what path I needed to follow to achieve them.”

— Student response from our Annual Coaching Effectiveness Survey

CAREER SERVICES THAT ROCK!

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301.405.2301
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Doug Hoffman, MBA ‘13
Director, EAB Member Services, Member Development
The Advisory Board Company
EMPLOYER ENGAGEMENT
with the Smith School

There are a variety of ways you can partner with Smith. Whether you’re a new recruiter or a Terp interested in staying connected to your alma mater, there are several options for connecting with the talent you desire and building a strategic presence on our campus:

**HireSmith – Our Online Recruiting Portal.** Post jobs, review résumés and schedule on-campus recruiting interview dates. Visit hiresmith.net to set up your complimentary account.

**Information Sessions, Industry Mash-Ups and Corporate Presentations.** Drive student interest and increase your brand visibility by scheduling sessions that convey your company’s unique value proposition and hiring needs.

**Employer of the Day.** Your company will have high visibility at the Smith School’s main entrance where you’ll network informally with students, in groups and one-on-one, for all or part of the day.

**Employer-in-Residence.** You’ll conduct informal coaching and advising sessions with Smith students from your own in-house suite, providing them with additional expertise in mapping out their career goals.

**On-Campus Interviews.** This is the most effective way to recruit at Smith. We assist in planning, preparing and executing on-campus interviews, making your experience here easy, efficient and exceptional. Our 19 interview rooms are at your disposal, and when you’re ready for a break, have lunch on us.

**Annual Career Fairs.** Our in-person and virtual fairs include MBA Career Expo, Smith Undergraduate, MS and Start-Up fairs and other networking events.

**Volunteer.** Partner with us to develop our Smith Terps through participation in résumé reviews, mock interview workshops, career panels or industry super days.

**Make New Connections.** The OCS can help you create brand awareness through executive speaking engagements, classroom presentations, case competitions and other partnerships with Smith faculty, staff, student clubs and our Centers of Excellence.

FOR EVEN MORE WAYS TO GET INVOLVED, CONTACT US:
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301.405.2301
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At Smith, we wouldn’t dream of outsourcing our talent management efforts. Our fully staffed internal suite of experts is dedicated to helping you develop long-term, mutually beneficial partnerships with our students, faculty, staff, Centers of Excellence and world-class programs.

We offer flexible, customized recruiting options, making it simple to connect with students and alumni for full-time, part-time or internship opportunities. It all begins in your office, where you can use our web-based career portal to create a profile for your organization. Next, a member of our Customer Account Management (CAM) Team will work directly with you to understand your specific needs and help you develop an effective strategy to fulfill your recruiting goals.

CAM Team
(clockwise from bottom left) Lizeth Gonzalez, Luke Dieguez, Carson Billingsley, Shannon Broughton and Cynthia O’Brien

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Our state-of-the-art, full-service recruiting suite was designed with the needs of recruiters in mind—and we’ve paid attention to every detail. From the layout and design to the substantial investment we’ve made in new technologies, staff and programming, we aim to create an environment that will make you successful in the competition for top talent.

When you arrive at Van Munching Hall, you’ll find convenient parking just steps away from the building. Upon check-in, our staff will review your agenda, provide candidate folders and lead you to your designated interview room(s). Interviews are typically scheduled between the hours of 8:30 a.m. and 5 p.m. Enjoy a complimentary lunch in our spacious employer lounge where you’ll have an opportunity to relax and network with your colleagues.
We hear you. You’ve told us what makes students more marketable: solid quantitative training balanced with highly developed soft skills. We know this kind of preparation creates resilient business leaders who manage change and inspire others.

To best prepare students for their lifelong career journeys, we’ve built the OCS around the following four pillars, encouraging our students to:

**Discover...**
- Career interests
- Interpersonal style, values and passions
- Strengths and development needs
- Personal brand

**Develop...**
- Skills and professional savvy through innovative career programming
- Partnerships with career coaches, leadership fellows and faculty
- Practice routines that include interviewing and networking for success

**Connect...**
- With fellow Terps through signature events, such as the Smith School Business Summit, networking events and job search teams
- With employers through HireSmith, career fairs and speaker series, such as Corporate Partnership and CEO@Smith
- With our Centers of Excellence

**Engage...**
- By becoming brand advocates for Smith and the OCS
- Through participation in peer coaching and mentoring (“Terps Helping Terps”)
- By creating opportunities to introduce their professional network to the Smith School

Shantanu Chandra, MBA ’13
Advisory Manager, Cybersecurity and Privacy
PriceWaterhouseCoopers

ocsrecruiter@rhsmith.umd.edu
301.405.2301
rhsmith.umd.edu/career
We are trailblazers. WE HAVE TO BE INNOVATIVE.

Groundbreaking talent management has always been in our DNA. As part of that journey, we encourage open, ongoing dialogue with our recruiters about what’s working, what’s not and what we can do even better. We use a variety of methods—including end-of-year surveys and our Annual Employer Forum—to capture and monitor employer feedback on our students’ performance, abilities and opportunities for growth. Our innovative programming is fueled by this kind of honest feedback.

Getting them ready for the journey

WE ARE DEVELOPING OUR STUDENTS FOR FUTURE SUCCESS THROUGH:
- Alumni mock interviews
- Corporate Partnership Series
- SmithPeers Mentor Program
- Personality and emotional intelligence assessments
- IMPROV and storytelling workshops
- Networking events
- Smith School Business Summit

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Our Undergraduate Program is widely recognized as “the crown jewel of the Smith School.” Our students are bright, highly motivated, savvy and mature—did we mention entrepreneurial, diligent and resourceful? They come from a wide variety of backgrounds and are eager to do what is required to succeed in their job search and career.

The Smith Undergraduate Student Association (SUSA), 25 clubs and the SmithPeer Mentor Program provide these students with a variety of leadership and professional development opportunities. Many undergraduates take advantage of study abroad experiences, too.

Our undergraduates are highly sought after by recruiters across the nation. For example, Smith accounting majors graduate with eligibility to sit for the CPA exam and are heavily recruited by the Big Four and other accounting firms.

OUR EIGHT UNDERGRADUATE MAJORS ARE:
- Accounting
- Finance
- Information Systems
- International Business
- Management
- Marketing
- Operations Management & Business Analytics
- Supply Chain Management

We also offer dual BS/MS degrees.

OUR UNDERGRADUATES ARE CONSIDERED The cream of the crop.

Naya Frazier ’16

ocsrecruiter@rhsmith.umd.edu
301.405.2301
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OUR WORK WITH OUR UNDERGRADUATES STARTS EVEN BEFORE THEY ARRIVE. WE HELP PROSPECTIVE STUDENTS PREPARE FOR OUR CURRICULUM BY OFFERING CAREER COACHING, SELF ASSESSMENTS AND TIPS FOR FINDING INTERNSHIPS. WE ALSO OFFER A JOB SEARCH TOOLKIT THAT COVERS RÉSUMÉ AND COVER LETTER WRITING, NETWORKING AND INTERVIEWING SKILLS, MOCK INTERVIEWS AND EVALUATING AND NEGOTIATING JOB OFFERS. WE EVEN HELP THEM CONNECT WITH CLUBS AND PROVIDE THEM WITH MODULES DESIGNED TO HELP THEM PREPARE FOR GRADUATE SCHOOL.

LOOKING FOR THE NEXT WORKPLACE SUPERSTAR?
HIRE A QUEST STUDENT!

QUEST (Quality Enhancement Systems and Teams) is a multidisciplinary, experiential learning program for University of Maryland undergraduates from three participating schools: the Robert H. Smith School of Business, the A. James Clark School of Engineering and the College of Computer, Mathematical and Natural Sciences. It's a unique program that focuses on innovation, quality systems management and teamwork. QUEST students work on cross-functional teams to come up with innovative solutions to real-time organizational challenges. The community of learning includes faculty, staff, alumni, professional partners and university colleagues.

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Smith full-time MBAs are smart, ambitious and focused team players. They arrive with an average of five years of work experience, are geographically mobile and know that a graduate degree is their ticket to the job and salary they want. To them, career success means more than just a financially rewarding position. It means making a positive, sustainable impact on the world.

Many of our students have the “intrapreneurial spirit” required for leadership. They demonstrate initiative and a drive to succeed. These students are agile risk-takers who have the leadership ability required in times of complexity and change. Innovative leadership development experiences, such as storytelling and IMPROV, enhance the self-awareness skills and creativity sought by recruiters.

**Team players, Tenacious, Tech savvy.**

WE’RE ALL THAT AND THEN SOME.

Sabba Zahir, MBA ‘13
President/Owner
Alliance Medical Management
We take a unique approach to helping our full-time MBA students attain their goals by providing a variety of leadership development experiences.

**Improv and Risk Taking Workshops:**

Operating on the principles that leadership is a stage and self-awareness is critical for success, students are taught techniques by theatre professionals to help them move beyond the traditional elevator pitch. Through creative, experiential workshops, students develop enhanced listening skills, self-confidence, presence and adaptability in a variety of environments. Our IMPROV and risk taking series also sharpens their ability to think quickly, respond on their feet and get out of their comfort zones.

**Experiential Learning to the Max:**

**mQUEST** is an action learning program that bridges business and technology. Students work on interdisciplinary teams and collaborate with top companies to create product and process innovations. mQUEST is a defining experience that challenges students to put their real-world project management, client relationship and critical thinking skills to the test.

**Mayer Fund** students make real-time portfolio and investment decisions while managing this $3.5 million asset management fund. They meet with Wall Street and local financial professionals, gaining valuable industry contacts and market experience. Former Mayer Fund members have put their skills and knowledge to work for a number of respected organizations.
WORKING PROFESSIONALS

Part-Time MBA

Smith part-time MBA students are proven professionals who are ambitious, resilient and motivated multitaskers. They bring real-world, collaborative, problem-solving experience across government, commercial and non-profit sectors to the classroom. These students typically arrive with five to eight years of professional experience and seek meaningful work with expanded leadership responsibility.

Confident, yet grounded, they are well-connected, politically savvy and make use of their expanded professional networks. These busy, mobile professionals are also masters of efficiency. They have a strong work ethic and hit the ground running. The majority offer interdisciplinary skills as they add the MBA to their varied backgrounds, including military leadership, to prepare for career transitions.

Online MBA

The Smith online MBA removes barriers to a fantastic business education by creating a global classroom for its community of digital learners.

Our online MBA students are worldly professionals who average eight years of work experience in business, government, science, engineering and more. When the student body shares such a diverse collection of real-world experiences, it can create sophisticated leaders with perspectives that go beyond their areas of expertise.

Ambitious, organized and self-reliant, these business leaders choose our online MBA to expand their academic profile while building on their professional success. Smith online MBA students take on the same academic rigors as our on-campus students with the added pressure of a full-time job, emerging with a heightened definition of success and the proven work ethic to achieve it.

Amy Taylor
Online MBA Candidate
Class of 2017

ocsrecruiter@rhsmith.umd.edu
301.405.2301
rhsmith.umd.edu/career
Executive MBA

Our executive MBA students are seasoned leaders with extensive work experience and enhanced leadership skills. They are collaborative, have a thirst for learning and receive intensive executive coaching throughout the program’s 19-month duration.

This fast-paced program places strong emphasis on leadership across functional areas. Our executives have an average of 15 years of professional experience, and master new skills that make world-class executives successful, offering immediate benefits to your organization.

Smith EMBA in the Top 25

Smith’s Executive MBA Program is among the best in the world—excelling in entrepreneurship, finance, marketing, strategy and sustainability, according to recent rankings from Bloomberg Businessweek, Financial Times and U.S. News and World Report.
Representing nearly 20 countries from around the world, our specialty masters students are global citizens with experience conducting business abroad. They have a strong record of academic achievement and possess excellent quantitative and analytical skills. These students are young in their careers and are eager to learn and grow. Many are also multi-lingual.

OUR GROWING ROSTER OF SPECIALTY MASTERS PROGRAMS INCLUDES:

- Master of Finance
- Master of Science in Accounting
- Master of Science in Information Systems
- Master of Science in Marketing Analytics
- Master of Science in Supply Chain Management
- Master of Science in Business and Management
- Master of Science in Business Analytics

Ryan Li '16
Dual Bachelor’s/Master of Science in Information Systems

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301.405.2301
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Our specialty masters students learn from the same world-renowned professors that teach in our Full-Time and Part-Time MBA Programs. These students are also highly sought after by multinational firms for their enhanced analytical skills and specialized knowledge.

Because this population is largely made up of international students, Smith has engaged an immigration attorney to help answer any questions you may have about how to employ these talented students and successfully navigate the H1B process. Our goal is to make hiring these students easy, efficient and exceptional.

“From résumé review to business etiquette workshops, the services at OCS have helped students like me to present ourselves as business professionals, not just business students. Their career consulting also improved my job searching and interview skills, which finally led to a job here as a foreign student!”

—Yang Zhou ‘15

Master of Science in Business: Accounting

“Through the coaching event, I formed a clearer vision of my career path and now have a structured knowledge of the career search process. It also enhanced my networking and interpersonal skills.”

—Xijing Xie ‘14

Master of Finance
You will often hear us talk about “Terps helping Terps.” University of Maryland alumni actively support a variety of career events, including industry-specific mock interviews, alumni insights workshops, industry panels and city campus networking events.

Smith also has local and global alumni chapters that collaborate to reinvest in our students, share “just-in-time” job opportunities and cultivate our expanded Smith professional community.

The OCS works closely with our alumni at all stages of their careers. We invite you to connect with these working professionals for your senior-level hiring needs.

Ted Towne, MBA ’08
Assistant General Manager and Vice President of Finance
Washington Nationals

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301.405.2301
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Does your company have a job that could use a little “turtle power?” Our Backyard Networking Series brings alumni under the shell to share their corporate experiences and needs, while we share what’s going on at Smith. Casual networking events like these help us achieve our goal of keeping our alumni connected with the Smith community.

Calling All Terps

No matter where your career has taken you, you will always be one of us. Reconnect with your classmates and the faculty and staff at the Smith School. Pay it forward and help a fellow Terp in any number of the following ways:

- Career Mentoring
- Facilitating Networking Events
- Conducting Mock Interviews
- Participating on a Career Panel
- Giving to the Smith School
More than 1,000 Employers Recruit at Smith
More than 6,300 Interviews Scheduled
99% of Freshmen Take our Career Course
Nearly 2,000 Students Participate in OCS Activities Each Year

Undergraduate
- Women: 42%
- Underrepresented Minorities: 19%
- International: 5%
- U.S. Military Service: 1%
- Average High School GPA: 4.2
- Median SAT Score: 1,335

Full-Time MBA
- Women: 36%
- Underrepresented Minorities: 11%
- International: 39%
- U.S. Military Service: 12%
- Average GMAT: 660
- Average GPA: 3.3
- Average Years Post-University Work Experience: 5.4

Part-Time MBA
- Women: 37%
- Underrepresented Minorities: 13%
- International: 8%
- U.S. Military Service: 10%
- Average GMAT: 584
- Average GPA: 3.3
- Average Years Post-University Work Experience: 5.2

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Connect with the Talent You Desire

CONTACT THE OFFICE OF CAREER SERVICES
ocsrecruiter@rhsmith.umd.edu
301.405.2301
rhsmith.umd.edu/career

Office of Career Services, 2570 Van Munching Hall
University of Maryland, College Park, Md. 20742