

Recruiting

The Career Management Center (CMC) at CBS is proud to partner with you in support of your hiring goals. This recruiting guide includes key dates, policies, and best practices to help ensure a fair and consistent recruiting process for both employers and students, whether you are engaging on campus, off campus, or virtually. Our team is available to answer questions or provide strategic advice, and you can view our full policies online at [Recruit at CBS](#).

CMC Event Approval and Scheduling

All formal and informal employer events must be submitted to and approved by the CMC before promotion. This requirement minimizes the potential for industry/employer calendar conflicts. Examples of employer events covered under this policy include, but are not limited to, on-campus, off-campus, and virtual events; company information sessions; practice area and regional presentations; affinity events; office hours; coffee chats/meetings; social events; invite-only (closed) events; breakfasts, lunches, and dinners; multi-school events; and all other networking events.

Blackout Dates

No events, including multi-school and virtual events, may be scheduled on designated blackout dates. Any events held on these dates will not be promoted to students.

Regional & International Offices

Global offices of U.S.-based firms, as well as all international companies, will be held to the same recruiter policies and timelines as U.S. offices unless pre-approved by the CMC.

Academic Commitment

CBS students are expected to prioritize their academic commitments. Students are not permitted to miss any academic activity, including class, exams, or other academic commitments, for interviews, recruiting events, or travel related to those activities. Employers are asked to respect students' academic commitments. Any employer inflexibility on this issue will be considered a violation of CBS's recruiting policy.

Summer Semester

January-term and EMBA students are in class over the summer and are available for information sessions and networking events for full-time opportunities.

Recruitment Policies

Employers are encouraged to host up to three events, plus one affinity event per class year. This policy includes on-campus, off-campus, and virtual events.*

Events are limited to one hour in duration and may take place:

- Monday–Thursday during lunch (12:45–1:45 p.m., on campus or virtual)
- Monday–Thursday in the evening (6:00–7:00 p.m. or 8:00–9:00 p.m. on campus; 6:30–7:30 p.m. or 8:30–9:30 p.m. off campus or virtual)
- Friday any one hour duration on campus, off campus, or virtual

Divisions (e.g., investment banking vs. asset management) or geographic offices may be treated as separate entities under this policy. All firms must receive CMC approval before planning an event.

* Coffee chats and multi-school events do not count towards an employer's three-event limit.

Key Dates

Sept. 8	Second-Year (2Y) employer events and full-time interviews begin on campus
Sept. 18	Annual Career Forum
Sept. 22	First-Year (1Y) employer events begin on campus
Jan. 4	Internship interviews begin
Jan. 6	Second-round investment banking interviews may begin at 1:00 p.m.
Jan. 8	Investment banking internship offers may be extended after 7:00 p.m.

Blackout Dates

Aug. 17–Sept. 21	No First-Year (1Y) events permitted between matriculation and the start of 1Y OCR
Oct. 9	No First-Year (1Y) events permitted before 6:00 p.m.
Oct. 19–23	No events permitted (exams)
Nov. 2–3	No events permitted (fall break)
Nov. 25–27	No events permitted (Thanksgiving)
Dec. 14–Jan. 3	No events permitted (exams/winter break)
Jan. 18	No events permitted (MLK Jr. Day)
Mar. 8–12	No events permitted (exams)
Mar. 15–19	No events permitted (spring break)

Interview and Offers

Full-time Hiring

CMC is happy to host interviews for full-time roles beginning September 8, 2026. On campus interviews may not be held before that date, and employers should offer alternate dates/times for second-round interviews if scheduling conflicts arise.

Full-time offers, including return offers to summer interns, must be held open for three weeks from the date of the written offer. Students cannot be required to indicate acceptance of an offer until written communication is received. Offer terms must remain consistent until expiration, though minor incentives for early commitment are allowed if they align with recruitment processes and are proportionate to the offer's overall value.

Internship Hiring

No interviews or offers are permitted between August 17, 2026, and January 3, 2027. Exceptions may be allowed for certain international and regional offices outside of the New York tri-state area, only with prior written approval from the CMC.

- On-campus interviews will begin January 4, 2027.
- Investment banking internship offers are not permitted before 7:00 p.m. ET on January 8, 2027. All other industries may extend offers after first-round interviews are conducted.
- Second round internships interviews for investment banking begin January 6, 2027, at 1:00 p.m.
- All summer internship offers must remain open until January 29, 2027, or for three weeks from receipt of the written offer, whichever is later.
- Offers extended on or after February 12, 2027, must remain open for at least seven calendar days from receipt of the written offer.

August

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
27	28	29	30	31	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
	No events	No events	No events	No events	No events	
23	24	25	26	27	28	29
30	31	1	2	3	4	5

September

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
30	31	1	2	3	4	5
6	Labor Day University Holiday No events	Semester begins; start of CMC-facilitated 2Y events and interviews on-campus	9	10	Rosh Hashanah at sunset No evening events	12
13	14	15	16	17	18	19
20	Yom Kippur No events	1Y events will commence in the evening	23	24	25	26
27	28	29	30	1	2	3
					Annual Career Forum 11 a.m.–2 p.m. No events	

October

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
	Exams 2Y interviews permitted No other events				LEAD Class No 1Y events before 6 p.m.	

November

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 Fall Break No events	2 Election Day University Holiday No events	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25 University Holiday No events	26 Thanksgiving University Holiday No events	27 University Holiday No events	28
29	30	1	2	3	4	5

December

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
29	30	1	2	3	4	5
6	7	8	9	10	11 Last Day of Classes	12
13 Exams/ Winter Break No events	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2

January

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
27	28	29	30	31	1	2
No events				University Holiday No events		
3	4	5	6	7	8	9
1st Round Internship Interviews for Investment Banking commence		2nd Round Internship for Investment Banking Interviews commence		Investment Banking Offers Extended after 7 p.m.		
10	11	12	13	14	15	16
17	18	19	20	21	22	23
M.L.K. Jr. Day University Holiday No Events						
24	25	26	27	28	29	30
31	1	2	3	4	5	6

February

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5	6
7	8	9	10	11	12	13
				Offers (2Y and 1Y) extended must be open 7 days after this date		
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	1	2	3	4	5	6

March

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
28	1	2	3	4	5	6
7	8	9	10	11	12	13
	Exams No events					
14	15	16	17	18	19	20
	Spring Break No events					
21	22	23	24	25	26	27
	Classes Resume					
28	29	30	31	1	2	3