

# 2017/2018 CAMPUS RECRUITING OVERVIEW (India)

## WHO WE ARE

### About Goldman Sachs

We are a leading global financial services firm providing investment banking, securities and investment management services to a substantial and diversified client base that includes corporations, financial institutions, governments and individuals. We commit people, capital and ideas to help our clients, shareholders and the communities we serve to grow.

### Our Performance

#### 2016 Annual Earnings:

- › Net revenues: **\$30.61 billion**
- › Net earnings: **\$7.40 billion**
- › Return on average common shareholders' equity (ROE): **9.4%**
- › Diluted earnings per common share: **\$16.29**

#### 2017 Second Quarter Earnings:

- › Net revenues: **\$7.90 billion**
- › Net earnings: **\$1.80 billion**
- › Return on average common shareholders' equity (ROE): **8.7%**
- › Diluted earnings per common share: **\$3.95**

## WHY JOIN US

### Why GS?

- › Join an **entrepreneurial environment** with unique access to interesting and challenging work
- › We believe that **diversity** is a powerful competitive advantage; different perspectives cultivate, embrace and strengthen the solutions we deliver to clients
- › We invest in the talent development of our people at every level. Continuous learning opportunities, on the job training, our apprenticeship model, stretch assignments and mobility are ways we help advance our people's careers
- › We are committed to having a positive impact on economic and social progress through our businesses and **philanthropic programs**
- › **Add value immediately** and gain responsibilities early on
- › We offer resources that support the health and well-being of our people
- › Recognized as an **employer of choice** by Universum, Vault, Fortune, Working Mother, LinkedIn and Asia Society

## WHAT TO DISCUSS

### Life at GS

- › Who we are, what we do, our culture, team environment, breadth of career opportunities, **your role / academic / professional background** and how it contributes to the firm's business
- › Your role, your day to day, specific projects you are able to publicly speak about
- › How GS enables you to make a difference / an impact on something you are passionate about
- › Training, mentoring and learning, exposure to senior leaders, challenging assignments and responsibility
- › Quality of your "work-life" at GS (the people, experiences, challenges) and how you balance time between work and personal commitments and interests; dynamics and the supportive work environment
- › Encourage students to learn about GS through our Additional Resources listed below

## INSIGHTS

### Our Recruiting Audience

- › Many top-performing students with non-finance backgrounds are unaware of opportunities at GS
- › Financial reward is not the only motivator – students want to make a positive impact on the world
- › Students view their first job as a launching pad for the rest of their career and expect to stay there fewer than 3 years
- › Students rate work/life flexibility as a top 5 career goal, but are realistic that their first job may not offer that.
- › Jobs at banks are seen as rigorous and not conducive to flexibility
- › Students use a variety of information sources during their job search: corporate web sites, Wikipedia, Facebook, YouTube and LinkedIn
- › Friends and family are career influencers

### Talking Points

- › What are exciting things that keep you coming back to work everyday?
- › Are there instances where GS has given you personal flexibility to accommodate your outside life?
- › How does GS support graduate hires to thrive and succeed?

## Additional Resources



[www.goldmansachs.com/careers](http://www.goldmansachs.com/careers)



Facebook



LinkedIn



YouTube



Google+



@GSCareers

Goldman Sachs

Human Capital Management

# If asked about...

## RECRUITING PROCESS

### Application Process

- › Pre-placement talks on campus
- › Application process kick-off; eligible candidates apply through placement cells/career services
- › **Application Deadlines:**
  - › Predetermined application deadlines
  - › Target Schools; please check with campus recruitment team

### Interview Process

- › Written/online test administered to eligible candidates; test to evaluate areas including communication skills, technical skills, logic & quantitative ability, coding & computer skills; questions are based on participating divisions
- › Final interview shortlist created on basis of test scores
- › Our interview process assesses a candidate's ability to succeed
- › Interviewers should focus on experiences and future goals as well as test technical skills and knowledge of the industry. Reference [Interview Support](#) on GSWeb
- › Refer applicants to the GS Careers App for more tips and information

*Please Note: If you are contacted or approached by a reporter/editor/anyone involved in the media, you should not engage them or respond to questions. All media inquiries should be referred immediately to our Media Relations team.*

## INTERNSHIP

### General Information

- › Summer internship runs 8 to 10 weeks
- › 'Off-cycle' and longer internships are offered in certain areas. More information is available on [gs.com/careers](#)
- › A large number of eligible summer interns are offered full-time positions
- › Offers are extended based on performance
- › Recent college graduates are not eligible for internships. Refer them to [gs.com/careers](#) to search open positions

### Compensation

- › Regular participation in compensation surveys ensures that we are highly competitive

### Learning & Networking

- › Firmwide orientation on Day 1, followed by divisional training
- › Interns assigned a mentor and/or buddy to offer support, connectivity and guidance
- › Networking events planned throughout the program to meet different individuals and learn about the firm

## ANALYST EXPERIENCE

The GS Analyst Experience introduces you to our heritage and culture, and provides the opportunity to develop a strong, transferable skill-set. This framework includes:

- › **Build A Solid Foundation** – Goldman Sachs University (GSU) runs an intensive division-specific orientation program to ensure you are role ready by building essential skills, knowledge and networks to help you to be successful in your first days, weeks and months at the firm
- › **Continue to Grow** – Building on your orientation, invest in your ongoing learning by leveraging all the opportunities available to you in live classroom sessions and through digital content. The learning portal houses over 6,000 pieces of easy to navigate content tailored to your division and role which allows you to choose what most interests you
- › **Connect & Collaborate** – Extensive exposure to diverse cohorts within your class and the firm; in addition, our active sponsorship model gives you on-going, meaningful access to thought-leaders across the firm

The *GS Analyst Experience* represents the firm's investment in our new talent that establishes a sense of class, elevates the proficiency of technical and professional skills, and increases visibility and awareness of long-term career options.

### Citizenship

- › Community TeamWorks
- › Environmental Markets Group
- › 10,000 Women
- › Goldman Sachs Gives
- › 10,000 Small Businesses
- › Global Markets Institute

### Talent Development

- › Talent Development uses a person-by-person approach to maximize the potential and performance of all our people
  - › Biennial People Survey
  - › Promotions
  - › Feedback 360+
  - › Manager Excellence
  - › Affinity Networks
  - › Diversity-focused conferences, events, seminars and training
  - › Ongoing Feedback

*Please mention your own involvement in citizenship and diversity initiatives*