

# 2017/2018 CAMPUS RECRUITING OVERVIEW (EMEA)

## 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 programmes
- › We offer resources that support the health and well-being of our people
- › Recognized as an employer of choice by Universum, Vault, Fortune, EuroMoney and City A.M.

## 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 Goldman Sachs enables you to make a difference/an impact on something you are passionate about
- › Through learning, mentoring, exposure to senior leaders, challenging work and early responsibility, there are many opportunities for growth
- › Quality of your "work-life" at GS (the people, experiences, challenges) and how you balance time between work and personal commitments/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 us
- › 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 careers 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 every day?
- › 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

- › Apply online at [gs.com/careers](https://gs.com/careers)
- › Select programmes in up to three different location and division combinations; apply only once – location/division choices must reflect candidate preference. Where applicable, apply through career services
- › **Application Deadlines (ex. Warsaw):**
  - › Full Time Analyst: 29 October 2017
  - › Off Cycle Internship: Applications Open
  - › Summer Analyst: 3 December 2017
  - › Spring Programme: 3 January 2018
  - › Work Placement: 3 January 2018
  - › Technology Degree Apprenticeship: 18 March 2018
- › **Warsaw Only:**
  - › Winter Semester Deadline: 19 November 2017
  - › Spring Semester Deadline: 25 March 2018

### Interview Process

- › All first round summer and full-time analyst interviews will be conducted via HireVue, an on-demand video interviewing platform. Based on their HireVue interview, candidates selected to move forward in the interviewing process will be invited to participate in an on-site superday. Our interview process assesses a candidate's ability to succeed at Goldman Sachs
- › Interviews will follow a structured interviewing model. Interviewer resources will be made available through Divisional Assessment team trainings
- › Interviewees 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 Blog for interviewing 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 for 10 weeks. 'Off-cycle' and longer internships are offered in certain areas. Recent university graduates are not eligible for internships. More information is available on [gs.com/careers](https://gs.com/careers)
- › A large number of eligible summer interns are offered full-time positions and offers are extended based on performance

### Compensation

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

### Learning & Networking

- › Firmwide orientation on Day 1, followed by ongoing learning and development through divisional sessions
- › Interns assigned a mentor and/or buddy to offer support, connectivity and guidance. Networking events planned throughout the programme to meet different individuals and learn about the firm

### Work Placement Programme

This programme is available to candidates seeking an extended internship – ideal for third year students. A 12-month programme is available in our Finance, GIR, HCM, Internal Audit, IMD and Services divisions. See a recruiter for details.

Application Deadline: 3 January 2018

### Warsaw Talking Points

- › The firm's presence in Warsaw complements the expansion of those teams in our Salt Lake City and Bengaluru offices, enabling us to provide 24 hour coverage to our clients
- › This decision was taken to expand our Warsaw presence several years ago due to successful performance of the office and suitability of the local labour market and there is no connection at all between our Warsaw expansion and the UK's referendum on EU membership

### Recruitment and Expansion in Warsaw

- › We are increasing our headcount in Warsaw in a phased approach. We expect to have around 500 people by the end of 2017
- › We are recruiting technically minded candidates with a background in economics, computer science, and finance to name a few
- › Graduates have also been attracted to GS for the ability to work on challenging and stimulating projects that are critical for the firm's operations

## 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 programme 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

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

### Talent Development

- › Talent Development uses a person-by-person approach to maximize the potential and performance of all our people
- › Please mention your own involvement in citizenship and diversity
  - › Biennial People Survey
  - › Promotions
  - › Feedback 360+
  - › Manager Excellence
  - › Affinity Networks
  - › Building Talent Initiatives
  - › Ongoing Feedback