

Recruiting Policies

Recruiting: Full-time and Internships	Deadlines
<p>Fall 2019 Recruiting:</p>	<p>Employers who offer Full-time positions must allow 3 weeks or until November 29th (whichever is later).</p> <p>Employers who offer internship positions to Brown students must allow 3 weeks or until January 5th (whichever is later.)</p> <p>Any offer, full-time or internship, made after December 31st will follow spring 2020 recruitment deadlines.</p>
<p>Spring 2020 Recruiting:</p> <p>Employers can post opportunities any time after Monday, December 2nd. On-campus recruiting will begin Tuesday, February 4th.</p>	<p>Employers who offer internship positions to Brown students must allow 3 weeks or until February 25th (whichever is later.)</p> <p>Employers who make offers for full-time positions must allow students three weeks or until March 20th (whichever is later).</p> <p>Any offer, full-time or internship, made after December 31st will follow spring 2020 recruitment deadlines.</p>
<p>Summer 2020 Internships from previous Internships: Employers offering internships at the end of the summer for subsequent summer start dates</p>	<p>Employers must give students until January 5th for students to make a decision.</p>
<p>Full-time Offers from Summer Employment</p>	<p>Employers making full time offers at the end of the summer to interns returning for their final year must allow students until November 29th to make a decision.</p>
<p>On-site Interviews</p>	<p>Flexibility in setting dates for on-site interviews should be extended to students. Excessive absences or unexcused absences could have negative implications on their courses.</p>

Exploding Offers are strictly prohibited. We define **exploding offers** as an offer that has special incentives attached—such as diminishing bonuses, loss of location choice or job preferences, etc., for the purposes of inducing an early acceptance.

A note to students: Faculty are not required to make special accommodations for interview absences. It is your responsibility to consider due dates and exam dates before scheduling interviews away from campus.