

CAREERS GUIDE

Navigating Spring Weeks



WARWICK
INDIA FORUM
2026-27

YOUR GUIDE TO STANDING OUT EARLY,
BUILDING YOUR CAREER FOUNDATION,
AND UNLOCKING DOORS TO THE MOST COMPETITIVE INDUSTRIES.

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Dear Freshers,

A very warm welcome to Warwick and to the Warwick India Forum.

As you begin this exciting new chapter, it's never too early to start thinking about your future. That's where Spring Weeks come in. These short but powerful insight programmes open the door to some of the most competitive industries, including finance, consulting, and law. More than just a line on your CV, they're a chance to gain real exposure, build connections, and lay the foundation for a successful career.

Many firms use these programmes as early talent pipelines, often fast-tracking high-performing Spring Week participants to summer internship interviews and eventually to full-time graduate roles. In today's competitive job market, this early exposure can give you a crucial edge. By building relationships with recruiters and showing your enthusiasm through interviews, networking sessions, and assessment centres, you can position yourself for long-term success.

One thing that often catches freshers by surprise, especially international students, is how early the recruitment cycle begins in the UK. Unlike in the US or Asia, where internships are typically pursued in your penultimate year, many top firms in the UK begin scouting talent from your first term. Spring Weeks are a uniquely British concept that function as both a learning experience and a recruitment tool. Securing one places you on the radar of top employers early and gives you a significant advantage as you move toward summer internships and graduate roles. Understanding this timeline early on is key to making the most of your time at university.

At WIF, we understand that navigating this process can feel overwhelming, especially when you're balancing academics, adjusting to university life, and trying to make sense of how these industries work. That's exactly why we've created this guide. It is designed to equip you with the tools, clarity, and confidence to take that first step. Whether you're looking for application tips, guidance on networking, or simply wondering where to begin, this guide is here to help.

Beyond the pages of this guide, WIF is committed to supporting you throughout your professional journey at Warwick. From CV clinics and mock interviews to networking opportunities and speaker panels with industry leaders, we aim to build a platform where you can grow, explore, and thrive. Make the most of this guide, stay curious, and don't be afraid to aim high. The path ahead is full of opportunity. Take the first step with confidence, and know that WIF is here to support you at every stage.

Wishing you the very best!

Dheer Chawla

President

Warwick India Forum

This guide was curated under the Careers Division of the Warwick India Forum, with the objective of offering structured, accessible support to students navigating the competitive spring week landscape.

Compiled and led by Tanu Raman (Co-Head of Careers, 2025-26), with oversight from Khwaish Chhabra (Co-Head of Careers, 2025 -26), as well as Antony Alapatt (Co-Head of Careers, 2026-27) and Divyansh Jain (Co-Head of Careers, 2026-27), this document reflects weeks of research, drafting, and refinement to ensure it serves as a relevant, well-informed resource for freshers across all degree backgrounds.

Special thanks go to the Warwick India Forum Presidential Team, Dheer Chawla (President), Aditi Yadav (Vice - President) and Ruth Kothari (Vice - President), for their continued support and oversight throughout the development of this publication.

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At Warwick India Forum, we've seen how early ambition, when paired with the right strategy, can turn into real momentum. Every year, our members set their sights on the finance industry's most competitive entry point: the spring week. For many, these opportunities evolve into return offers, long-term networks, and a strong foothold in an industry built on precision, performance, and resilience.

But let's be clear: breaking into finance is difficult by design. Most spring weeks offer fewer than 3% of applicants a place, and firms tend to focus their outreach on a narrow group of institutions. Warwick is on that radar, but standing out requires more than a strong academic record. It demands commercial awareness, structured thinking, and a clear understanding of the game you're stepping into.

This guide is the result of conversations, mistakes, applications that went nowhere, and offers that changed everything. It's shaped by people who once opened a blank Word document with no idea what a spring week was, and later walked into assessment centers with confidence. Every section has been written with the goal of making this process less confusing, less isolating, and more transparent, especially for those who didn't walk in with a network or a blueprint.

We're not here to promise outcomes. That's not how this works. But we do believe that with the right structure and support, a first-year with no background in finance can still build a future in it. And if this guide helps even one person feel a little less overwhelmed, a little more equipped, then it's done its job.

Read it closely. Question it. Adapt it. You don't need to follow every word, but know that what's here comes from experience, and from a place of wanting to make this journey fairer, clearer, and just a little more possible. The rest, as always, is yours to figure out.

Understanding the Finance industry

The finance industry is the backbone of the global economy. It's where money gets raised, managed, invested, and moved, helping companies grow, governments fund projects, and people manage their savings or wealth.

At its core, finance answers a simple question:

“How do we use money today to create more value tomorrow?”

This industry includes:

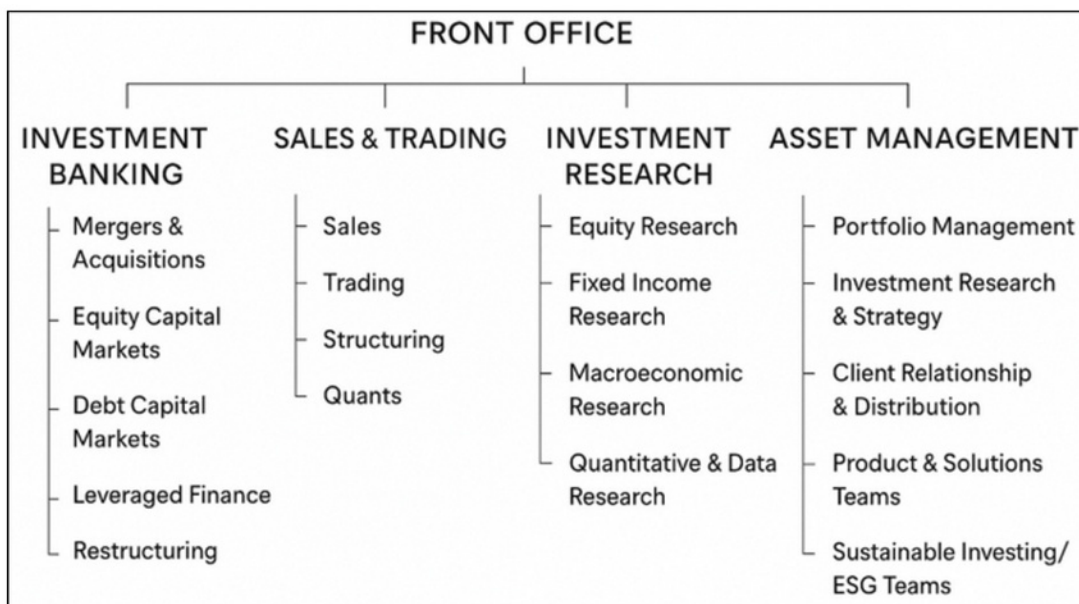
- Investment Banks (e.g., Goldman Sachs, JPMorgan)
- Asset Managers (e.g., BlackRock, Fidelity)
- Hedge Funds, Private Equity, Venture Capital
- FinTechs, Consulting firms, and more

The Three Pillars: Front Office, Middle Office, Back Office

Office Type	What They Do	Is it client-facing?	Key Areas
Front Office (FO)	Generates revenue and works directly with clients or markets	Yes	Investment Banking, Sales & Trading, Asset Management, Research
Middle Office (MO)	Supports the FO by managing risk, compliance, and capital usage	No	Risk Management, Treasury, Internal Strategy
Back Office (BO)	Ensures operations run smoothly and efficiently	No	IT, Legal, HR, Operations, Finance

Front Office is where the Spring Week spotlight is, it's competitive, dynamic, and directly tied to revenue generation. The Front Office is often misunderstood as just the “important” or “client-facing” part of a bank, but it's much more than that. What defines the Front Office is its direct connection to revenue generation. These are the roles that bring in money, shape markets, structure billion-dollar deals, and advise some of the most powerful firms on earth. They're fast-paced, high-pressure, and intellectually demanding, but also some of the most prestigious and well-compensated roles in finance.

MAJOR FRONT OFFICE DIVISIONS YOU'LL ENCOUNTER DURING SPRING WEEKS:



1) Investment Banking Division (IBD).

Investment banking is the world of big deals and bold decisions. When a company wants to acquire a competitor, merge with another player, go public via an IPO, or raise money through issuing bonds or shares, they don't do it alone. They turn to investment bankers. This division acts as a financial advisor and dealmaker for companies, governments, and institutions. The work is about structuring complex transactions, mergers, acquisitions, capital raisings, and executing them smoothly. Think of IBD as the strategic brain that helps CEOs and CFOs make financial decisions that define the future of their companies.

Within IBD, you'll find subdivisions:

- M&A (Mergers & Acquisitions) helps companies buy or sell other companies, often involving intense valuation, modelling, and negotiation.
- ECM/DCM (Equity & Debt Capital Markets) focus on raising capital, either by issuing shares (ECM) or bonds (DCM), through the public markets.
- Leveraged Finance structures high-risk, high-reward loans for private equity deals.
- Restructuring supports companies in distress, helping them manage or renegotiate debt, or even navigate bankruptcy.

While the stakes are sky-high, so are the hours, expect intensity, precision, and a serious learning curve.

2) Sales & Trading (Markets Division).

Sales & Trading is where a bank connects directly with the financial markets, helping clients buy and sell securities like stocks, bonds, currencies, and derivatives. This division operates in real-time. Unlike investment banking, which works on long-term deals, markets roles are about the here and now, how global news, macro events, and price movements affect investor decisions minute by minute.

At the heart of Sales & Trading is a simple but powerful aim: to help clients execute trades at the best price and manage financial risk, while also generating profit for the bank. It's fast, high-stakes, and intensely analytical. Most roles are seated on a "trading floor", a buzzing environment where screens flicker with live prices and decisions can be worth millions.

Within this world, there are distinct sub-divisions, each with a very different function and skillset:

- **Sales** - Salespeople are the client advisors of the trading floor. Their job is to understand the needs and strategies of institutional clients, such as hedge funds, pension funds, or corporates, and to provide them with investment ideas, product knowledge, and access to the bank's trading and research capabilities. Sales is a highly relationship-driven role. It requires you to be commercially aware, confident under pressure, and able to communicate complex information clearly. Clients don't just want someone who can quote prices, they want someone who understands their goals and brings valuable insights to the table. Salespeople are also the first to know what clients are planning to trade, making them key players in generating revenue and flow for the bank. Depending on the desk, a salesperson might specialise in equities, fixed income, foreign exchange (FX), commodities, or derivatives. But no matter the product, the essence of sales is the same: knowing your client, knowing your market, and making smart connections between the two.
- **Trading** - Traders are the ones who actually execute trades and manage risk. They watch the markets constantly and respond to supply and demand by buying and selling financial instruments, either for the bank's clients or the bank itself. At its core, trading is about pricing risk. A trader must decide whether a security is mispriced, whether market conditions are shifting, and how to profit from that information before others do. This makes trading intensely analytical and fast-paced, perfect for students who enjoy numbers, patterns, and working under pressure. There are many different types of trading desks, each focusing on a specific asset class (like equities, credit, rates, FX, or commodities) and sometimes even specific strategies (e.g., derivatives, volatility trading, flow trading). Some desks execute client orders ("flow trading"), others take calculated risks with the bank's own money ("proprietary trading", though this is now highly regulated), and some focus on making a market by continuously quoting buy/sell prices ("market making"). While trading may sound glamorous, it is also relentless: markets don't wait, and one mistake can be costly. It suits those who thrive in high-pressure, zero-error environments.
- **Structuring** - Structurers are the engineers of the trading floor. When a client needs a product that doesn't already exist, say, a way to hedge risk from inflation in three currencies over seven years, it's the structurer's job to build it. They combine quantitative skills with creativity, using tools like Excel, Python, and financial theory to design tailored investment or hedging solutions. Structurers sit between Sales and Trading, often working with both sides to understand the client's objective and translate it into a feasible, market-ready financial product. This could involve anything from building structured notes and exotic options to developing custom indices or bespoke derivative packages. It's one of the most technical roles on the floor, ideal for students with backgrounds in maths, engineering, physics, or computer science, but also highly commercial, as you need to understand client goals and market constraints. Structuring roles vary widely across products: some desks specialise in equity derivatives, others in credit, rates, or cross-asset solutions. What unites them all is the challenge of solving unique financial puzzles, often under tight time and risk constraints.
- **Quantitative Roles (Quants)** - Quantitative roles overlap with both trading and research. These are the data scientists of finance, building models that power trading algorithms, price complex derivatives, or identify patterns in massive datasets. Quants use programming languages (like Python, R, or C++) and statistical techniques to create systems that help traders make faster, smarter decisions, or even automate entire strategies. Some work on high-frequency trading (executing thousands of trades per second), while others develop pricing engines or risk models that help manage the bank's capital. Though quants are less visible on the client side, they play a crucial role

behind the scenes, especially on technically advanced desks. It's a challenging but rewarding path for students who love code, maths, and the logic of financial systems.

While the pace is ruthless and the markets never sleep, Sales & Trading rewards sharp instincts, fast thinking, and the ability to stay cool when billions move in seconds.

3) Investment Research (Research Division)

Investment Research sits at the intellectual core of the financial world. While traders execute and bankers structure deals, researchers dig into the details, of companies, sectors, economies, or entire markets, to figure out what's really going on beneath the surface.

Their job is to analyse, interpret, and communicate. Whether they're evaluating a tech company's earnings, projecting bond yields, or forecasting the path of interest rates, their work helps both clients and internal teams make better, more informed decisions. Unlike IBD or S&T, research is less about immediacy and more about clarity. You're not pitching or executing – you're explaining and forecasting. Good researchers are trusted thinkers who simplify complex topics and identify emerging trends before the rest of the market catches on.

Like the other front-office roles, research isn't one-size-fits-all, it's split across distinct teams:

- **Equity Research** - Equity Research analysts specialise in individual companies and industries. Their main goal? To determine whether a company's stock is under- or overvalued, and advise clients whether to Buy, Hold, or Sell. They might cover sectors like technology, healthcare, retail, or energy, producing reports based on earnings calls, financial statements, market trends, and company meetings. Analysts often develop valuation models (like DCFs or comparables), forecast financials, and track KPIs over time. Equity research is ideal for students who are curious about how companies work, enjoy deep dives into business models, and like writing clear, insightful analysis.
- **Fixed Income Research** - Fixed Income Research focuses on debt markets, bonds, interest rates, credit ratings, and macroeconomic drivers that influence these instruments. Analysts assess the creditworthiness of bond issuers (governments, corporates), the potential return (yield), and risks like default or inflation. This area is more quantitative and macro-driven than equity research. You'll often look at broader themes, like how central bank policy affects bond markets, or how political instability might affect sovereign debt. It suits those who are strong with numbers and enjoy connecting macroeconomics to real-world investing.
- **Macroeconomic Research** - Macro researchers look at the big picture, studying economies, central banks, inflation, employment data, GDP growth, and more, to build a view on where markets are heading. Their insights help inform everything from equity and bond pricing to FX strategy and asset allocation. A macro analyst might produce a forecast on ECB rate hikes, assess the impact of a geopolitical event on oil prices, or model recession probabilities. This is a great fit for students who follow global news obsessively, enjoy writing, and think in systems.
- **Quantitative and Data Research** - Quant researchers build statistical models and tools that support trading, risk management, or client investment strategies. Their work involves a lot of coding, backtesting, and analysing massive datasets for alpha-generating patterns. Some quants focus purely on internal research (e.g. helping traders), while others work on publishing findings for institutional clients. This track is technical and suits those with strong backgrounds in maths, data science, or machine learning.

Investment Research is where curiosity meets clarity, a space for thinkers who turn deep analysis into sharp insights that guide markets, clients, and decisions.

4) Asset Management (Buy-Side Division)

Asset Management is the part of finance where you're not advising or executing on behalf of companies, you're managing money for clients. These clients might be pension funds, insurance firms, corporations, governments, endowments, or high-net-worth individuals. Collectively, they entrust asset managers with billions of dollars, expecting that money to grow responsibly over time.

What makes this division different from investment banking or trading is its long-term mindset. While S&T reacts to daily market swings and IBD structures corporate transactions, asset managers focus on strategic investing, choosing the right mix of assets to meet each client's financial goals, risk appetite, and time horizon.

The work here is less about hype and headlines, more about patience, process, and conviction.

Asset management is an umbrella term. Within a firm like BlackRock or Fidelity, you'll find teams managing different asset types, following varied strategies, and serving distinct client needs.

- **Portfolio Management** - This is the core investing function, the team that actually chooses what to buy, hold, or sell in a client's portfolio. Portfolio managers are responsible for constructing investment strategies across asset classes (equities, bonds, real estate, alternatives) that align with the client's objectives, whether that's capital preservation, income generation, or long-term growth. They make decisions based on market trends, research inputs, economic indicators, and performance data. Some portfolios are actively managed (constant decision-making), while others are passive (like index funds). Entry-level roles support PMs through research, data analysis, and reporting.
- **Investment Research and Strategy** - Research teams within asset management are the idea generators, providing the analysis and insight that shape portfolio decisions. This includes:
 - Equity analysts covering sectors like tech or healthcare
 - Credit analysts evaluating bond issuers
 - Macro strategists forecasting global trends
 - Quant analysts building models for portfolio construction or risk forecasting

They work closely with portfolio managers, writing reports and making recommendations that impact billions.

- **Client Relations and Distribution** - These teams are the client-facing voice of the firm. Relationship managers communicate performance updates, investment strategies, and market views to clients. Distribution professionals also work to bring in new clients — pitching investment solutions and explaining how the firm can help meet specific goals. This role suits those with strong interpersonal and presentation skills, as it combines finance knowledge with relationship-building.
- **Product and Solutions Team** - These teams design and manage investment products, mutual funds, ETFs, retirement plans, ESG strategies, or bespoke institutional solutions. They act as the bridge between investment teams and clients, ensuring each product fits a market need and complies with regulations. They also track flows, competitor offerings, and trends like sustainable investing or private markets.
- **Sustainable Investing/ESG Teams** - Most large firms now have dedicated teams focusing on

Environmental, Social, and Governance (ESG) investing. These analysts integrate sustainability factors into the investment process, research climate-related risks, and engage with companies on issues like emissions, diversity, or governance practices. It's a fast-growing area of finance, ideal for students who want to combine impact with investing.

Asset Management is about investing and growing large pools of client money, like pensions or endowments, through smart, long-term strategies and risk management.

WORK-LIFE BALANCE

Division	Work-Life Balance
Investment Banking	Brutal but prestigious. Expect 80–100 hour weeks, unpredictable late nights, and weekend work, especially when deals are live. You're constantly working across time zones, updating pitch books, or building models. There's little flexibility, and burnout is common, but it's also the fastest learning curve and steepest career trajectory.
Sales & Trading	Fast-paced but more structured. Markets open early and close by mid-afternoon, so your day starts around 6–7 AM but usually ends by 5–6 PM. Weekend work is rare unless prepping for Monday. It's intense during market hours, but you usually get evenings free. Great for those who want adrenaline with a decent cut-off time.
Investment Research	More predictable, still intense. You'll work 55–65 hours a week, with occasional surges during earnings season or major events. You're not pulling all-nighters like banking, but you still face pressure to publish timely, accurate insights. The work can be solitary and intellectually demanding but offers decent balance.
Asset Management	The most balanced FO route. Typical weeks are 45–60 hours, with rare weekend work. The focus is on long-term performance, so there's less day-to-day urgency. There's time to think, research, and strategise, making it ideal if you want markets exposure without sacrificing your evenings or mental health.

Spring Week Basics and Planning

Spring Weeks are short, structured insight programmes run by investment banks and financial firms during the Easter break. They are aimed at first-year undergraduates on a three-year degree or second-year students on a four-year degree. These programmes usually last 2–5 days and include talks, skills workshops, division overviews, networking sessions, and sometimes trading simulations or desk shadowing.

Spring Weeks serve two main purposes:

1. To introduce students to the finance industry and help them understand different roles (like investment banking, sales & trading, or asset management).
2. To identify high-potential candidates early and move them into the bank's formal recruitment pipeline.

Many Spring Weeks are convertible, meaning students who perform well may be fast-tracked to the next stage of the summer internship recruitment process, sometimes getting interviews or assessment centres during or shortly after the programme.

Summer internships are the primary route into full-time graduate roles at most banks. Since many firms now hire almost entirely from their summer intern pool, Spring Weeks give students a major advantage by securing early access to that process.

Some Spring Weeks are non-convertible, especially at boutique firms or asset managers, but they still add value. They give you experience, firm names on your CV, and talking points for future interviews. Attending one Spring Week also increases your chances of getting others.

Spring Week applications typically open between August and September, and most deadlines fall between October and December. Some close earlier, and most firms recruit on a rolling basis, so applying early gives you a real advantage. You can find and track Spring Week applications here: (add link)

NETWORKS AND ACCESS PLATFORMS

These organisations provide mentoring, exclusive event access, CV reviews, early application windows, and interview prep. You should apply to or sign up for these as early as possible: (add links)

STAGES OF THE SELECTION PROCESS

Before you land a Spring Week offer, you'll typically go through a multi-stage selection process. While the exact structure can vary slightly across banks, most follow a fairly standard format:

1. Online Application Form
2. Online Assessments (numerical, verbal, logical, situational)
3. Pre-recorded Video Interview (e.g. HireVue)
4. Live Interview (phone or virtual)
5. Assessment Centre (only some firms)

Each stage is designed to test a different skill set, from your attention to detail and problem-solving under time pressure to your motivation, commercial awareness, and communication style.

The rest of this section breaks down each step with full detail, including resources and prep strategies, so you know exactly what to expect, and how to prep for it.

Stage 1: Online Application Form

This is your first formal interaction with the firm. It usually includes:

- Basic details: Personal information, educational background, and academic grades.
- Division/Role Preference: Choose wisely, it sets the tone for your application narrative.
- Motivational Questions: Firms may include short-answer prompts (e.g. "Why this division?" or "Why this firm?").

Tips:

- *Treat this like a formal written response, clear, concise, no filler.*
- *Every answer must show intentionality: why you want this division at this firm.*
- *Don't reuse the same paragraph for multiple firms, they can tell.*

Some firms will also ask you to upload your CV and/or Cover Letter, but since that's covered in another section, we won't dive into it here.

Stage 2: Online Assessments

Almost all Spring Week applications involve at least one test, and they're often a major filter. You'll typically face:

- Numerical Reasoning: Tests your speed and accuracy with data interpretation, graphs, ratios, and mental maths.
- Verbal Reasoning: Assesses how well you interpret and critically evaluate written information.
- Logical/Diagrammatic Reasoning: Focuses on identifying patterns and sequences, key for S&T and quant-heavy roles.
- Situational Judgement: Evaluates how you'd respond to workplace scenarios. There are no "right" answers, but there are *preferred* ones.

Popular Test Providers

Provider	Used By
Aon (Cut-e)	Citi, HSBC
Cappfinity	Barclays, Deloitte
TalentQ / Korn Ferry	Lazard
SHL	Nomura, UBS
Kenexa (IBM)	Morgan Stanley
WCN (ATS provider)	Backend system used by several firms

Top Resources for Practice:

- [Practice Aptitude Tests](#) – Free tests by type and employer.
- [Job Test Prep](#) – Paid plans, but extensive bank.
- [Assessment Day](#) – Realistic practice tests.
- [Psychometric Tests](#) – Practice and explanation-based learning.

Tip: Don't just practice blindly, reflect on why you got questions wrong. Learn the logic, not just the answer.

Stage 3: Pre-recorded Video Interview (HireVue)

Many firms use platforms like HireVue or LaunchPad to assess candidates asynchronously.

Format:

- Usually 2–5 questions
- 30 seconds to 1 minute to prep
- 1.5–2 minutes to answer

Common Questions:

- Why this firm and division?
- Describe a recent deal or market trend.
- Tell us about a time you demonstrated leadership/teamwork/initiative.

STAR Technique:

Structure answers using Situation – Task – Action – Result (and optionally Reflection).

Best Practices:

- Record in a quiet, well-lit space
- Dress professionally – this is your first impression
- Maintain eye contact with the camera, not your screen
- Use clear body language and avoid monotone delivery

Helpful Tools:

- [Voomer](#) – AI feedback on mock interviews
- [Big Interview](#) – Practice + coaching videos
- [InterviewBuddy](#) – Live mock interviews with feedback

Stage 4: Live Interview (Final Round)

If you pass HireVue, you may be invited to a live (virtual or in-person) interview. Usually 1:1 or panel format, 20–30 minutes.

You'll be assessed on:

- Motivation: Why this firm, this division?
- Competency: Situational examples – team conflict, decision-making, multitasking.
- Commercial Awareness: Recent deals, sector trends, market news.

Research, rehearse, repeat. Know your CV and the firm inside-out.

Resources to build Commercial Awareness:

- [Financial Times](#) – Daily financial news
- [The Market Mogul](#) – Insight articles on market trends
- [Mergermarket](#) – M&A-focused (more niche)
- [Wall Street Oasis Interview Questions](#) – Filter by firm & division

Stage 5: Assessment Centre (Occasionally).

This is rare for Spring Weeks but does happen, especially at firms like Rothschild, NatWest, and BNP Paribas. May include:

- Group discussions on case studies
- Presentation tasks
- Role-play scenarios
- Sometimes, a final HR or technical interview

The earlier you understand this pipeline, the better you can structure your preparation. Every stage is trainable, but only if you prep smart, not just hard. Use the right resources, practice consistently, and treat every round like a final.

Building the Application

Your CV is the first thing recruiters see, and often the last, if it's not done right. It needs to be structured, consistent, and results-oriented. At this stage, you're not expected to have banking experience, but you are expected to present what you've done in a way that shows initiative, drive, and analytical thinking.

OVERALL STRUCTURE

Use the following sections in this order:

1. Education
2. Work Experience
3. Leadership / Extracurriculars
4. Skills & Interests

Tip: You can rename the 3rd section based on what suits your profile best. If you have strong club leadership experience, "Leadership" works better. If you're showcasing sports, societies, and passions, keep it as "Extracurriculars."

FORMATTING YOUR CV

- Length: 1 page only. Keep it tight
- Margins: Set margins to 0.5–0.75 inches on all sides. Clean, compact, and no crowding.
- Spacing: Single-spaced bullets; leave one line between sections.
- Alignment: Left-align all text (except your name at the top).
- Consistency is key: Font, bullet points, date formats — keep everything uniform.
- File type: Always submit in PDF format.

SECTION-WISE BREAKDOWN

1) Education - Put this at the top, banks want to know your academic credentials first. Include:

- University name, degree title, and expected graduation date
- First-year modules (only relevant ones like Economics, Maths, Stats)
- Predicted grade (if you have it)
- Any academic awards, scholarships, or top percentile mention

Example:

University of Warwick – BSc Economics (Expected 2028)

Relevant Modules: Quantitative Techniques, Business Analytics, Financial Accounting

Predicted: First Class Honours

2) Work Experience - This can include internships, part-time jobs, tutoring, family business involvement, or any remote experience. Use action verbs and quantify results where possible.

Use this formula:

[Action Verb] + [What You Did] + [Impact or Outcome]

Example:

- Conducted competitive market research to identify strategic M&A targets for a fintech startup, contributing to a 12-page investor briefing.
- Managed cash flows and budgeting for a charity stall at a school fest, generating £150 in donations.

3) Leadership/Extracurriculars - Use this to showcase initiative, teamwork, communication, and time management. Think clubs, competitions, sports, societies, or any projects.

Example:

- Directed marketing and finance operations as Head of Finance Club, organising 5 profit-generating events and reaching 6,000+ students.
- Co-led a national-level youth finance summit with 50+ delegates, managing speaker outreach and logistics to drive engagement across five university societies.

4) Skills & Interests - This is where you add flavour to your profile, keep it relevant and refined.

Skills:

- Technical: Excel (VLOOKUP, Pivot Tables), PowerPoint, basic Python
- Languages: Hindi (native), English (fluent), French (basic)
- Certifications: Bloomberg Market Concepts (BMC)

Interests:

- Rowing, vintage watch collecting, South Asian political history, Zen philosophy, contemporary Urdu poetry, and aviation documentaries.

Note: Don't just list generic hobbies like "music" or "reading", use this section to differentiate yourself.

CV BEST PRACTICES

- Every bullet must start with a strong verb: e.g., "Led," "Built," "Analysed," "Created," "Researched."
- Don't use personal pronouns. No "I," "me," "we."
- Keep bullets 1–2 lines long. Never paragraphs.
- Focus on results — not just what you did, but why it mattered.
- No spelling errors. No weird fonts. Keep it clean, sleek, and readable.

Here's a sample CV. No, you don't need to have ten internships, five leadership roles, and a side hustle in private equity. This is just to show you how to make whatever you do have look clean, sharp, and intentional.

Name

Name@warwick.ac.uk | +447XXXXXXXXXX | linkedin.com/in/name

EDUCATION

University of Warwick

Bachelor of Science in Accounting and Finance

Coventry, England

Expected Graduation: July 2028

- **Grade:** Expected First Class Honours
- **Relevant Coursework:** Business Analytics, International Economics, Financial Management
- **Awards:** Received First-year Merit Scholarship (Top 10%)

Sky International School

A-levels

Dubai, UAE

September 2023 – June 2025

- **Grades:** Physics (A*), Mathematics (A*), Further Mathematics (A*), and Economics (A*)
- **Awards:** Academic Excellence Award, Principal's Honour List (2025), Business Club Leadership Award

WORK EXPERIENCE

Branstone Capital

Investment Insight Programme

Dubai, UAE

April 2024 – April 2024

- Produced a 3-page equity memo with a buy rating on a €4.2bn consumer goods firm, presenting to a panel of 4 analysts.
- Built a full LBO model simulating 20% IRR over 5 years, outperforming 85% of cohort in case study assessment.
- Conducted sensitivity analysis across 3 financial scenarios, adjusting for changes in debt structure and EBITDA margin.

Kenshaw & Tyler

M&A Spring Insight Week

Dubai, UAE

May 2024 – May 2024

- Shadowed 3 deal teams (Industrials, Healthcare, TMT), reviewing live pitchbooks and \$60m+ active mandates.
- Led financials in a team of 5 for a cross-border acquisition case; received "Top 3 Pitch" out of 20 teams.

Finara Partners

Strategy & Finance Workshop

London, England

April 2023 – May 2023

- Worked in a team of 6 to restructure a £70m distressed logistics firm; proposed £12m cost-cutting strategy and refinancing plan.
- Presented solution to senior execs; ranked 2nd of 12 teams based on feasibility, IRR and stakeholder analysis.

LEADERSHIP EXPERIENCE

Aureus Business Society

President

Dubai, UAE

April 2024 – Feb 2025

- Managed a 15-member team to organise 4 school-wide business competitions, engaging 300+ students.
- Secured AED 3,600 in sponsorships and introduced a mentorship scheme pairing seniors with Year 10 students.

Orion Debate & Diplomacy Club

Vice Chair

Dubai, UAE

March 2024 – December 2024

- Spearheaded monthly MUN-style sessions and mock parliamentary debates, raising average attendance by 60%.
- Trained and led delegation of 8 students to win 3 awards at regional inter-school conference.
- Secured guest speakers from 2 UAE universities to deliver workshops on diplomacy, public policy, and legal reasoning.

SKILLS, ACTIVITIES & INTERESTS

Languages: English (Native), Hindi (Native), Arabic (limited working proficiency), French (limited working proficiency)

Technical Skills: Python, Microsoft Excel (Advanced), PowerPoint

Volunteering: Dubai Cares School Campaigns, Emirates Red Crescent (Event Assistant)

Interests: Polo, Cricket, Formula 1, Middle Eastern history, Public speaking

COVER LETTER

Most investment banks and financial firms expect a cover letter (or an open-ended application question) to assess your motivations for both the firm and the division. Even when it's not formally required, you'll often face prompts like:

“What motivated you to apply to this division at our firm?”

A strong cover letter should demonstrate:

- A clear understanding of the firm's identity
- Genuine interest in the specific division (e.g. IBD, Markets, Asset Management)
- The relevant skills and experiences you bring

A cover letter has 4 key sections.

1) Introductory Paragraph - Start formally. Address the letter to the firm's recruitment team:

Dear [Firm Name] Recruitment Team,

Follow this with a concise self-introduction:

- University, degree, and year of study
- Your interest in the Spring Week and the division applied for

Example:

“My name is [Name], and I'm a first-year BSc Economics student at Warwick. I am writing to express my keen interest in the Investment Banking Spring Insight Programme at [Firm].”

2) Why This Firm - This is where personalisation is non-negotiable. Research the firm's:

- Recent M&A deals or IPOs (for IBD)
- Strategic initiatives (e.g. ESG focus, regional expansion)
- Firm culture, values, or any insights gained through networking events or alumni interactions

Avoid generic praise. Show why this specific firm stands out to you.

Example:

“What sets [Firm] apart for me is its consistent leadership in cross-border M&A, as demonstrated in its advisory role on the [Notable Deal]. Speaking with [Alum Name] during a campus event gave me insight into the firm's commitment to developing juniors through hands-on deal exposure, which aligns with the type of learning environment I value.”

Tip: Test your paragraph by replacing the firm's name with another; if it still reads well, it's not tailored enough.

3) Why This Division - Explain your motivation for applying to a particular division:

- Do you enjoy the client-facing, strategic nature of IBD?
- Are you drawn to financial markets, fast-paced analysis, or trading?
- Have you completed courses or certifications like the Bloomberg Market Concepts, or participated in a stock pitch?

Back your interest with clear, relevant experiences:

- A course that sparked curiosity
- A case competition or research project

- A conversation with an analyst that clarified your fit

Example:

“I became intrigued by the world of M&A after analysing the Microsoft-Activision deal in a class project, where I examined synergies and premium valuations. This interest deepened through the GAIN programme, where I worked on a mock deal and realised how much I enjoyed evaluating businesses from a strategic lens.”

4) Why You - Here's your chance to demonstrate you're ready to add value and grow:

- Choose 2–3 core skills or traits (e.g. analytical thinking, attention to detail, teamwork under pressure)
- Tie each to a short, impactful example with a measurable outcome (e.g. increased revenue, improved outcome, top 10% result)

Example:

“As a student consultant for a sustainability NGO, I led financial modelling efforts that helped identify cost-saving opportunities worth £5,000 annually. This sharpened my quantitative rigour and ability to work in high-pressure team environments, skills I look forward to developing further at [Firm].”

WRITING TIPS

- Keep your letter to one A4 page
- Ideal length: 300–450 words
- Use a confident, sincere tone. Know your worth, but avoid arrogance.
- Never recycle generic phrases; always tailor based on research and reflection.

Here's a sample cover letter designed to help you understand how to communicate your motivation, experiences, and fit in a clear and structured way. Use it as a reference point when drafting your own.

John Sterling
47 Wimpole Street
London
W1G 8SE

Finara Partners
10 Stamford Street
London
EC4M 5AD
Date: 10/10/2025
Re: 2026 Spring Insight Programme

Dear Hiring Manager,

I write to you expressing my interest in joining Finara Partners on the 2026 Spring Insight Programme in the London office.

My interest in Finara Partners arose after participating in the firm's Strategy & Finance Workshop in April 2023.

Working in a team of six to restructure a £70m distressed logistics firm, I proposed a £12m cost-cutting strategy supported by a refined IRR-driven turnaround plan. What stood out to me was the way Finara encouraged practical solutions grounded in analytical rigour and commercial realism. Presenting to senior executives and receiving detailed feedback gave me a strong appreciation for the firm's collaborative approach to problem-solving, a culture I am excited to experience firsthand.

I'm drawn to investment banking because it transforms complex, multi-layered challenges into decisive action. What fascinates me most is how each transaction sits at the intersection of strategy, valuation, regulation, and timing. Following Finara's role in advising Portex Energy on its \$1.1bn acquisition of Alvanor Renewables, I became particularly interested in how firms navigate regulatory bottlenecks in cross-border energy deals, balancing ESG concerns with financial return. I also closely followed the broader M&A rebound post-2023, especially within energy and infrastructure, where firms like Finara have played a key role in driving consolidation. These developments have deepened my appreciation for the sector's dynamism and its impact on shaping entire industries.

Beyond finance, I bring a strong leadership foundation. As President of the Aureus Business Society, I led a 15-member team to organise four business competitions for over 300 students. I also introduced a senior-junior mentorship scheme and secured AED 3,600 in sponsorships. My experience mentoring students in economics and debating policy as Vice Chair of the Orion Diplomacy Club reflects a broader interest in both strategy and communication, qualities I look forward to applying at Finara Partners. More than anything, I see this programme as a starting point to grow with humility, curiosity, and purpose in a field I genuinely admire.

I look forward to hearing from you about my candidacy, and I wish you great health.

Yours faithfully,
John Sterling
University of Warwick

BUILDING A LINKEDIN PROFILE

Your LinkedIn is often the first thing professionals check when you reach out. A polished profile builds trust and shows you're serious about your application.

Here's how to structure it:

1) Name and Headline

- Use your full name as it appears on your CV.
- For the headline, write your degree and university only. Keep it clean.

Example: BSc Accounting and Finance @ University of Warwick

You can add one relevant leadership or selective position after a "|", but only if it's actually notable and reflects your professional direction.

2) Profile Photo and Banner

- Use a clear, professional headshot with a white or neutral background.
- A university building or plain gradient works well for the banner.
- No selfies, filters, or group photos.

3) Location and Contact Info

- Location: Use your current university city/country (e.g. Coventry, United Kingdom).
- Add your Warwick email and a custom LinkedIn URL (e.g. linkedin.com/in/johnsterling).

4) About Section - Write a short paragraph (3-4 lines). It should include:

- Your degree and year
- Your core areas of interest (e.g. M&A, markets, macroeconomics)
- Any early exposure to finance or research
- Avoid long narratives or generic filler.

Example:

First-year undergraduate studying Accounting and Finance with an interest in investment banking, macroeconomic research, and public markets. Early exposure to financial modelling, valuation, and strategic case analysis through student-led initiatives and workshops.

5) Experience Section - Add both:

- Work experience (e.g., insight weeks, internships, workshops)
- Society roles and leadership positions

Each entry should include:

- Clear title, company/organisation, dates
- 2-3 bullet points with specific contributions/results

6) Education Section

University:

- Degree, start and expected graduation date
- List Year 1 modules (e.g., Business Analytics, Economics for Business)
- Include societies (e.g. WIF)

School:

- School name, completion year, percentage/grades
- Mention academic awards or leadership roles

7) Licenses & Certifications - Add relevant online certifications like:

- Yale: Financial Markets
- Forage Programmes (e.g. JPMorgan, Citi)

8) Volunteering - Include any charity, school-based, or community finance initiatives you were part of.

9) Skills Section - List skills aligned to finance and strategy:

- Financial Modelling
- DCF
- Market Research
- Excel
- Leadership

10) Awards - Mention notable recognitions:

- Academic Excellence
- National or regional competitions
- Merit scholarships

USING LINKEDIN FOR NETWORKING & OUTREACH

Once your profile is in place, use LinkedIn as a tool to build industry relationships and gather real insights from people in the firms you're applying to. This helps shape stronger applications and prepares you better for interviews.

Who to Reach Out To

- Start with interns, analysts, or recent graduates; they're more likely to respond.
- Focus on people with shared experiences (same university, background, or societies).

Message Strategy

- Keep it short, clear, and respectful. Mention why you're reaching out and ask for a short call or quick advice.
- Here's a basic template:

*Hi [Name],
I'm a first-year student at [University] studying [Course] and would love to learn about your experience at [Firm].
Would you be open to a quick call or message to share your insights? I'd really appreciate your time.
Best,
[Your Name]*

Send 5-10 messages per week. Track replies in a simple spreadsheet. Don't spam.

What to Ask in a Call - For analysts or associates:

- What's been the most interesting deal/project you've worked on?
- What does the day-to-day look like in your role?
- What helped you most during your spring/summer application process?
- What skills do you value when hiring juniors?

What to Ask in a Call - For interns:

- When did applications open?
- How did you prepare for the HireVue/interviews?
- What helped your cover letter stand out?

Key Reminders

- Let them do most of the talking, ask questions, and listen.
- Always send a thank-you message after a conversation.
- Don't ask directly for a referral or job; focus on learning and rapport.

Building a network takes time, but it's one of the highest-ROI steps in the application process. A single meaningful connection can help you craft better applications, prepare better, and sometimes even open the right door.

Succeeding After the Offer

PREPARING BEFORE THE SPRING WEEK

Securing a Spring Week offer is only the beginning. What you do in the weeks leading up to it will directly affect your performance and your chance of securing a Summer Internship.

Build Division-Specific Technical Knowledge - Your Spring Week isn't just an open-house; it's often a live evaluation. So, build the technical fluency required for your target division:

- For Investment Banking (IBD): Know how to walk through a basic DCF, understand how $EV = \text{Equity} + \text{Net Debt}$, and be comfortable reading deal announcements (look at control premiums, multiples used, rationale, etc.). Learn how these apply in real-world M&A deals. Resources: M&I guides, "400 Investment Banking Interview Questions," recent M&A reports.
- For Sales & Trading (S&T): Understand macroeconomic factors (interest rates, inflation, geopolitical events) and how they impact asset classes. You should know basic pricing for bonds, swaps, options, and understand how traders make money. Read daily market summaries (e.g. Bloomberg's 5 Things to Start Your Day).
- For Asset Management (AM): Learn the basics of portfolio construction – diversification, correlation, risk-return trade-offs, alpha vs beta. Study past investment strategies (60/40, factor investing), and research fund houses like BlackRock, Fidelity, and Schroders.

Know the Firm Inside Out - Firms expect you to arrive informed:

- Read recent deals (IBD), market commentaries (S&T), or fund reports (AM).
- Research key people you'll likely meet.
- Study the structure and culture of the firm (look at their purpose statements, inclusion initiatives, etc.)

Prepare Questions in Advance - You'll attend talks, desk visits, and informal chats. Go in prepared with meaningful questions, not generic ones.

Instead of: "What do you enjoy about the job?"

Try: "Given the slowdown in tech IPOs, how has your ECM team shifted its strategy?"

STANDING OUT DURING THE SPRING WEEK

Conversion to a Summer Internship isn't about being the loudest in the room, it's about showing initiative, commercial awareness, and cultural fit.

Treat Every Interaction Like an Interview - From chats over coffee to panel discussions, you're being assessed. Be curious, engaged, and respectful in every setting.

Be Consistently Prepared

- Take notes during each session and refer back to them in later conversations.
- If shadowing a team, research their function and recent transactions beforehand.
- If you're given a group task, contribute constructively, don't bulldoze, but don't sit silent either.

Network Strategically

- Don't aim to "speak to everyone." Focus on building 3–5 strong connections.
- Analysts can give you practical insights; senior bankers will remember you if your questions are intelligent.
- Follow up with short, tailored LinkedIn messages or thank-you emails that reference something you discussed.

Display Commercial Awareness Naturally - Make comments or ask questions that show you understand the business. For example:

- *"I read about your team's role in the recent acquisition of X. How did you navigate valuation under current market volatility?"*
- *"Given the Fed's recent announcement, how are your rates traders adjusting their strategies?"*

CONVERTING TO A SUMMER INTERNSHIP

Many Spring Weeks are feeders into Summer Internships, but conversion isn't automatic. Some firms assess during the week; others fast-track you to later rounds. Either way, you need to perform like you're already on a live internship.

Key Behaviours That Aid Conversion

- Arrive early, dress smart, and always be switched on.
- Be positive, professional, and respectful in every interaction — no arrogance, no overstepping.
- Ask for feedback where appropriate, and reflect on what you're learning each day.

Conversion Assessment Centres - Depending on the firm and division, the post-Spring Week assessment may take one of three forms, discussed as follows.

ASSESSMENT CENTRE FORMATS BY DIVISION

Investment Banking (IBD) ACs:

(i) Maths/Technical Test

- Simple mental maths, basic DCF or valuation-related questions.
- Tests your ability to think fast under pressure in a controlled, real-world setting.

(ii) Group Case Study

- You'll receive a mock M&A deal or sector profile.
- You must analyse the situation, present valuation options, identify synergies or risks, and present as a team.
- Success here means structured thinking, active collaboration, and a commercial mindset.

(iii) Interviews

- Two types: Technical (walk me through a DCF, impact of interest rate rise on valuation) and Behavioural ("Why IBD?", "Biggest challenge you've overcome?", etc.).
- May include curveball questions: "If you could change one law in finance, what would it be and why?"

Sales & Trading (S&T) ACs:

(i) Market Awareness

- You'll be expected to discuss major headlines and their potential trading implications.
- *For example: "How would you position a rates trade after the latest CPI print?"*

(ii) Brain Teasers/Estimates

- Estimate questions (population of Tokyo, oil barrels consumed daily in the UK) test logical structuring under pressure.

(iii) Interviews

- Blend of behavioural and macro/market knowledge. Be ready to explain your views on asset classes and justify them clearly.

Asset Management (AM) ACs:

(i) Portfolio Construction Task

- Given an investor brief, you'll be asked to design a portfolio using asset classes like equities, bonds, alternatives, etc.
- You'll need to explain diversification strategy, return expectations, and risk profile.

(ii) Presentation to a Panel

- You'll present your portfolio and answer questions.
- Focus on clarity, investment rationale, risk mitigation, and market awareness.

(iii) Interviews

Common questions include: *"What fund managers do you admire and why?"* or *"How would you rebalance this portfolio in a recession?"*

A Spring Week is an opportunity to prove that you belong in the firm long-term. Start early, show up ready, and be the person people remember for the right reasons: thoughtful, driven, sharp, and easy to work with. Your goal? To leave the Spring Week with:

- At least one solid mentor/connection
- A clear sense of which division suits you
- And ideally, an invitation to return for the summer

At its core, consulting is problem-solving for businesses. Consultants help organisations identify challenges, develop strategies, and improve performance. Whether a client is trying to enter a new market, cut costs, launch a product, or restructure, consultants are brought in to analyse the situation and recommend solutions.

There are different types of consulting:

- **Management Consulting:** Big-picture business strategy and operations (e.g., market entry, M&A, organisational change)
- **Strategy Consulting:** High-level strategy problems, often involving C-suite decision-making (common at firms like Bain, BCG, McKinsey)
- **Implementation/Operations Consulting:** Focused on executing change (common at firms like Deloitte, EY-Parthenon)
- **Specialist Consulting:** Industry-specific or function-specific advisory (e.g., healthcare, digital, sustainability, or financial services)

Consultants usually work in teams and have project-based roles. The job involves client meetings, data analysis, presentations, and a lot of travel (though hybrid models are now common). You'll need to be analytical, adaptable, and good with people.

MAJOR FIRMS IN THE INDUSTRY

Some of the biggest names in consulting include:

MBB (Top Strategy Firms):

- McKinsey & Company
- Boston Consulting Group (BCG)
- Bain & Company

Big 4 Consulting Arms:

- Deloitte Consulting
- EY-Parthenon
- PwC Strategy&
- KPMG Consulting

Other Well-Known Firms:

- Oliver Wyman
- Roland Berger
- Accenture Strategy
- LEK Consulting
- OC&C Strategy Consultants

Many of these firms offer Insight Days or Spring Weeks for first-years, often branded as "Women in Consulting," "Diversity Programs," or "Early Talent Initiatives."

APPLICATION TIMELINE

- Most open between January and March, though some open as early as November/December.
- You can track them via [Trackr](#)

While similar to finance, consulting has some unique stages:

Step 1: Online Application

- Submit a CV (tailored for consulting) and sometimes a cover letter.
- Some firms may include motivational questions (e.g., "Why consulting?", "Tell us about a time you solved a problem").

Step 2: Online Tests

- Cognitive Tests (numerical, verbal, logical reasoning)
- Situational Judgement Tests (SJTs)
- Game-based assessments at some firms (like BCG or McKinsey)

Resources: [AssessmentDay](#), [JobTestPrep](#), and McKinsey Solve practice games

Step 3: Video Interview (e.g., HireVue)

- Pre-recorded questions: mix of motivational, competency, and scenario-based prompts
- Firms look for structured thinking, concise answers, and communication style

Step 4: Final Interview or Case Workshop

- May involve 1-on-1 interviews or a group exercise
- Often includes a case interview or mini-case to assess your problem-solving ability

TYPES OF INTERVIEWS: FIT & CASE

1) Fit (Behavioural/Motivational) - These test how well you align with the firm's culture and values.

Expect questions like:

- "Why consulting?"
- "Tell me about a time you worked in a team."
- "Describe a time you had to analyse data to solve a problem."

Tip: Use the STAR method (Situation, Task, Action, Result) to structure answers. Consulting firms value clarity and reflection more than just outcome.

2) Case Interviews - The signature consulting interview format. You're given a business problem, and asked to solve it live with your interviewer. For example: "A national airline is experiencing declining profits. What factors might explain this, and how would you approach solving it?"

You'll be tested on:

- Structuring: Can you break down the problem logically?
- Quantitative thinking: Can you handle numbers and estimations quickly?
- Creativity: Can you think of relevant but unique solutions?
- Communication: Can you explain your thinking clearly?

Common case types:

- Market Entry
- Profitability Decline
- Pricing Strategy
- Mergers & Acquisitions
- Operational Efficiency

Resources: [CaseCoach](#), [PrepLounge](#), Victor Cheng's Case Interview Secrets, [Management Consulted](#)

HOW TO PREP AS A FRESHER

You don't need to master 50 case interviews as a first-year, but here's how to start strong:

- Understand the industry: Read about consulting firms, their work, and recent projects (search their Insights pages or read [Consultancy.uk](#))
- Follow basic frameworks: Learn MECE, profitability trees, 4Cs/5Cs, Porter's Five Forces
- Practice mental maths and business intuition
- Mock with friends: Use free cases on PrepLounge and practice thinking aloud
- Reflect on your strengths: Why do you want to solve problems? Why team-based projects?

Good consultants aren't just smart, they're structured, clear, and curious. If you can show that, even at a Spring Week level, you're already standing out.

A career in law in the UK typically involves qualifying either as a solicitor or a barrister. Both roles are respected legal professionals, but they differ significantly in day-to-day work, training routes, and client interactions.

SOLICITOR VS BARRISTER: KEY DIFFERENCES

Criteria	Solicitor	Barrister
Client Contact	Works closely with clients throughout	Typically instructed by solicitors
Workplace	Law firms, companies, in-house	Law firms, companies, in-house
Work Style	Ongoing legal work, documents, deals	Advocacy, court hearings, case law
Typical Tasks	Drafting, negotiating, advising	Arguing cases in court, legal opinions
Training Path	Law degree + SQE or GDL + SQE	Law degree + Bar Course + Pupillage

INSIGHT AND VACATION SCHEMES

For law students (and law-curious non-law students), the main early-stage opportunities are:

Insight Schemes

- Short (1–2 day) events aimed at first-years or non-law students
- Hosted by top law firms to introduce you to the legal profession and firm culture
- Often include networking, commercial awareness sessions, and skills workshops

Vacation Schemes

- 1–2 week structured internships, typically offered to second-year law students or final-year non-law students
- These are crucial, many firms recruit their training contract intake almost exclusively through vac schemes
- Competitive, application-heavy, and require commercial awareness + strong motivation

TIMELINE AND APPLICATION STRATEGY

First Year (for non-law and law students)

- Apply for Insight Schemes (usually open Oct–March)
- Attend open days and firm networking events
- Build your CV with extracurriculars, writing, debating, etc.

Second Year (Law) / Final Year (Non-Law)

- Apply for Vacation Schemes (open Sept–Jan for most firms)
- Attend interviews, complete online tests, and practice case-based questions
- Many students convert vac schemes into Training Contract offers

Post-Graduation

- If you're a law student, you'll move straight into the SQE prep + TC process
- If you're a non-law student, you'll take a law conversion course (PGDL) before SQE
- For aspiring barristers, apply for Bar Training and Pupillage, a highly competitive pathway

ONLINE TESTS: WATSON GLASER AND SJTS

Law firm applications often include:

- Watson Glaser: A critical thinking test used by firms like Linklaters, Hogan Lovells, and Clifford Chance. Tests your ability to assess arguments, spot assumptions, and draw logical conclusions.
- Situational Judgement Tests (SJTs): Assesses how you'd behave in hypothetical workplace scenarios. Common in Magic Circle firms.
- Occasional verbal reasoning or game-based tests, depending on the firm

Resources: [JobTestPrep](#), [AssessmentDay](#), [Bright Network](#), [AllAboutLaw](#), [The Corporate Law Academy \(TCLA\)](#).

You can find and track law schemes on:

- [LawCareers.Net](#)
- [Chambers Student](#)
- [AllAboutLaw](#)
- [The Corporate Law Academy \(TCLA\)](#)
- [Legal Cheek](#)
- [Bright Network](#)

Breaking into law isn't about memorising casebooks or quoting Latin, it's about being sharp, commercially aware, and ready to think under pressure. The legal industry is competitive, fast-moving, and filled with high standards. If you want to stand out, you need to show clarity, confidence, and commitment from the start.

As Harvey Specter once said in *Suits*,

"Ever loved someone so much, you'd do anything for them? Yeah, well, make that someone yourself and do whatever the hell you want."

Start early, stay consistent, and treat every opportunity like it matters, because it does.

At Warwick India Forum, our Careers Team is here to make sure you don't have to navigate applications, interviews, and industry prep alone. Whether you're just starting out or have an interview next week, we've got you covered with tailored support across the year.

1:1 Consultations and CV/CL Reviews

We offer one-on-one consultations to review your CVs and cover letters in depth. Whether you're starting from scratch or refining your tenth version, we'll sit down with you and go line-by-line to make sure your application is structured, clear, and market-ready.

You can book these through our CV and CL Clinics, which we hold at key points in the year:

- Pre-term clinics before the academic year begins
- In-term consultations, where you can book a slot with a team member anytime you need
- We also offer email feedback options if you can't attend live

LinkedIn Revamps and Mock Interviews

A polished LinkedIn profile is your digital elevator pitch. We'll help you build one that's professional, industry-aligned, and recruiter-friendly.

- LinkedIn Revamp Sessions will be hosted before the academic year kicks off
- You'll also be able to book 1:1 profile reviews throughout the term
- We'll help with everything from summaries and banners to keyword alignment

And if you've got an interview coming up? We'll run you through a mock interview, tailored to the firm and role you're targeting. From Spring Weeks to final rounds, we're here to make sure you walk in confident and prepared.

Year-Round Career Initiatives

Beyond 1:1 support, we're building a calendar of career-focused events and resources designed to keep you engaged and ready throughout the year.

Here's what's in the pipeline:

- A dedicated careers panel at the Flagship Forum, where you'll hear directly from professionals in finance, consulting, and beyond
- Collaborations with other societies to bring in speakers, skill-building sessions, and application workshops
- New initiatives focused on first-year awareness, breaking into competitive industries, and making career conversations more accessible

We're always open to feedback and ideas, and everything we plan is designed around what you actually need. So whether you want help with your first CV, prep for a BCG case, or just want to talk options, we're here.

Sites That Helped Us Help You

- [Bright Network](#)
- [TargetJobs](#)
- [RateMyPlacement](#)
- [UCAS](#)
- [Chambers Student Guide](#)
- [Legal Cheek](#)
- [The Corporate Law Academy \(TCLA\)](#)
- [Aspiring Solicitors](#)
- [Graduate First](#)
- [Mergers & Inquisitions](#)
- [Vault / Firsthand](#)
- [Bain](#), [BCG](#), and [McKinsey](#) official websites
- [Big4Careers](#)
- [Clifford Chance](#), [Linklaters](#), and [Allen & Overy](#) official career pages
- [LawCareers.Net](#)
- [Consultancy.org](#)
- [WSO](#)