1. Learn about the industry and specific organizations
   - **Career Programs:** Spider Road Trip: Entrepreneurship & Innovation (Silicon Valley), Spider Shadowing, Career Expos, Company Info Sessions, Tables, and Office Hours, Q-Camp & Q2
   - **Clubs & Coursework:** FinTech Club, Finance Society, Gateway Capital Management, FIN360, Computer Science courses (CMSC 150)
   - **Networking:** Informational Interviews and Internship Search Support Conversations with Alumni (find on SpiderConnect & LinkedIn), Firm and Company Recruiters, Faculty, and Personal Contacts (including fellow students)

2. Take initiative, get tech-savvy, and work smarter
   - **Increase your technical skill level** by learning about Python, R, Java, Javascript, C++, SQL, SAS, Matlab, Excel, Blockchain, cybersecurity, machine learning, and AI. Consider hosting a GitHub page where you can practice and showcase your skills.
   - **Create a target list of interesting organizations** to guide future networking efforts and applications. Resources to get you started include SpiderConnect (Employer & Contact Directories, current and archived opportunity postings), LinkedIn (including alumni on University of Richmond’s school page), Vault Guides, Google Finance, Glassdoor, and Personal Contacts
   - **Sign up for the Finance Distribution List** in your SpiderConnect profile to get industry-specific weekly updates
   - **Set up a Saved Search** in SpiderConnect for relevant internship and externship opportunities, based on keywords, firm/company names, locations, or other key criteria; it will email you new postings that fit your interests
   - **Take advantage of a Mock Interview:** Behavioral, Technical, and/or Case

3. Consider a mix of internship and other experiential learning opportunities
   - Building a career in FinTech means understanding technology and its impact on the financial services industry, as well as being adaptable and ready for the future. You may want to consider internships, part-time positions, campus involvement, shadowing, classes, project work, informational interviews, and other involvement related to a combination of the following, depending on your interest and goals:
     - FinTech Firms
     - Banks and Financial Organizations
     - Tech Companies and Startups
     - Computer Science/Programming
     - Cybersecurity
     - Accounting Firms and Internal Accounting/Corporate Finance

4. Be ready to apply for opportunities when they arise
   - **Create a resume using the UR Finance Template and upload into SpiderConnect.** Give yourself lead time, as your document will go through the Career Services “Resume Check” process before you can apply for opportunities. Include a link to your GitHub page/portfolio.
   - **Craft Cover Letters** to target your organizations and opportunities of greatest interest. Spend more time on the “why you” (how you best match the job description) than on the “why them” (describing your interest in the field).

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5. Regularly evaluate your efforts related to:

- **Gaining Relevant Experience**, including internships, shadowing, projects, student org leadership, and self-study
- **Honoring In-Demand Skills**, including technical and programming skills, data science and analytics, statistics, Excel, leadership/teamwork, adaptability, communication, resourcefulness, problem solving
- **Progressing Academically**, including taking relevant courses and maintaining a strong GPA
- **Creating and Maintaining Relationships**, including keeping in touch with alumni, personal contacts, and peers/classmates with experience at firms of interest
- **Getting support from Advisors and Mentors**, including career and academic advisors, faculty, friends, and family

6. Widen or narrow your professional focus

- **Consider Your Priorities and Flex Points**: Organization Size and Scope, Location, Specific Responsibilities
- **Engage in New-to-You Career Programs**: Spider Road Trips for Accounting, Consulting, Entrepreneurship & Innovation, or Marketing; Career Expos; A&S Next; Deconstructing Wall Street, Marketing, and Health; Employer Info Sessions; Training the Street Corporate Valuation Seminar

7. Weigh your options and take appropriate action

- **If you get a junior summer intern-to-full-time conversion offer**, talk with a Career Services advisor ASAP to help you consider possibilities and make a sound decision. We can help with targeted negotiation and networking.
- **If you haven’t received or accepted an offer over the summer**, continue to apply for relevant opportunities based on your newly-earned knowledge and experience of what you want to do after graduation (and where). New jobs and internships are posted to SpiderConnect daily, and we host On-Campus Interviews year-round.
- **If you don’t want to continue with Finance as your chosen profession**, there are many other fields where your skills and experiences would be transferable. Career Services can provide insight and direction as you recalibrate.

8. Stay connected professionally

- Update your network on your plans and progress
- Continue meeting and talking with professionals in the field to prepare for entry-level and long-term success. This includes joining relevant professional associations and attending conferences.
- Consider additional trainings, coursework, and self-study you could complete to hit the ground running at work, especially related to technology and computer programs

9. Pay it forward

- Offer to attend Career Services programs and share your story/offer support
- Conduct mock interviews with first-year, sophomore, and junior students
- Encourage your future, current, and/or past employers to recruit at UR for interns and full-time hires
- Fill out the First Destination Survey before graduation so Career Services can record and share your outcomes
- Get involved with the Alumni Association as engagement opportunities for young grads are constantly growing

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