Guide for Recruiters
Friends,

Independent thinkers, exceptional communicators, and international citizens — Grinnell graduates make lasting contributions in their careers, working in business and industry, in the for-profit and nonprofit sectors, in this country, and around the world. With an individualized curriculum, we don't expect our students to stick with one specialty for four years. We know that flexibility and adaptability enable and inspire the big thinkers and global leaders of tomorrow. Grinnellians take responsibility for their education; they take responsibility for their work. They make original connections and develop fresh ideas. They solve problems. They thrive in teams yet excel at independent, self-driven projects. They are never afraid to lead.

After spending four years at one of the most international and multicultural liberal arts schools in the nation, Grinnellians understand and contribute to diversity. They graduate equipped to adapt quickly to new organizations and new environments. Wherever they find themselves after graduation, they land on their feet, ready to mobilize their strong work ethic, intellectual rigor, experience, and wide-ranging curiosity to make a positive difference in the world.

Thank you for considering Grinnell College!

Raynard S. Kington, M.D., Ph.D.
President
Ways to Recruit Grinnell Students

Grinnell’s Center for Careers, Life, and Service (CLS) will tailor the experience of recruiting our students to best fit your needs. In addition to the opportunities listed below, we are happy to explore other ideas and formats; just let us know your preferences.

Recruiter Visits
Whether you’d like to give a presentation or staff an information table, we can reserve a space on campus for you and publicize your visit. We can also arrange times to meet individually with students, staff, or faculty. Please provide at least three weeks’ advance notice to reserve campus locations for your visit.

On-Campus Interviews
We will work closely with you to coordinate the application process and schedule interviews to meet students in person. Prior to an on-campus visit, employers typically post an opening or opportunity with us, along with an application deadline. Interviews generally take place on weekdays between 8:30 a.m. and 4:30 p.m. We recommend at least three weeks’ advance notice so that you will have time to preselect candidates and students can prepare for their meetings with you.

Video Conferencing and Virtual Events
If you are unable to visit campus to interview students, we can help you set up web-based interviews over Skype, Google, or another platform.

Advertising a Job or Internship
Grinnell’s job and internship database, PioneerLink, is an easy and effective way to connect with Grinnell students. To sign up and post a position, visit grinnell-csm.symplicity.com/employers/.

Résumé Referral
Send us job descriptions, application procedures, suggested deadlines, and any other pertinent information. We will refer relevant résumés and assist you with potential next steps.
About Grinnell Students

• Our 1,600 students come from 49 states and 46 countries.
• Most travel more than 500 miles from home to attend Grinnell.
• 26 percent are domestic students of color.
• 18 percent are international students.

Nearly a quarter of Grinnell’s graduates major in two subjects. Among our double majors, nearly half choose a foreign language as their second major. In addition to majoring in Chinese, French, German, Russian, or Spanish, students may also study Arabic and Japanese. Self-instructional study is also available in Czech, Hindi, Italian, Kiswahili, Korean, and Portuguese.

Grinnell students care about the world and prepare themselves to provide their future employers with a variety of linguistic talents.

“My summer internship with Bloomberg made it easier for me to confidently accept their full-time offer. I loved that my internship purposefully exposed me to the type of work that full-time analysts do, so I had a clear idea of what my position would look like.”

– Jenny Chi ’17, summer 2016 intern
My internship at the Wertheim Lab at Northwestern University’s Feinberg School of Medicine granted me access to the world leaders in transplant and tissue engineering. I began the internship with no knowledge of cell culture, sterile technique, or even the function of the liver. By the end of my summer, I had created and executed an independent, hypothesis-driven research project about growing human livers. My thoughtful and knowledgeable mentor taught me solid, career-specific skills and, most importantly, instilled in me confidence in my likely professional career choice.

– Joe Beggs ’19, summer 2016 intern
Internships

Internships are a vital supplement to Grinnell’s rigorous academics. Through internships, students learn to adapt their academic skills and knowledge to their professional environment. They hone communication skills, project management skills, and time management skills — all skills they further develop in academia and readily transfer to the workplace.

More than 60 percent of Grinnellians complete at least one full-time, eight-to 10-week internship before graduating. Twenty-two percent intern at international locations.

**Summer 2016 Internship Sites in the United States**
- Carnegie Mellon University (Pittsburgh)
- Center for Constitutional Rights (New York City)
- Charles Schwab (San Francisco)
- Children’s Hospital (Washington, D.C.)
- Duke University Global Health Institute (Durham, N.C.)
- Equal Employment Opportunity Commission (Chicago)
- Global Press Institute (San Francisco)
- Goldman Sachs (New York City)
- Google (Boulder, Colo.)
- International Trade Education Program (Carson, Calif.)
- Iowa State Bar Association (Des Moines, Iowa)
- MasterCard (Purchase, N.Y.)
- Mayo Clinic (Rochester, Minn.)
- Museum at Eldridge Street (New York City)
- Northwestern University Feinberg School of Medicine (Chicago)
- Pride Foundation (Seattle)
- Purdue University Institute for Social Empowerment (West Lafayette, Ind.)
- UniversalGiving (San Francisco)
- U.S. Department of State (Washington, D.C.)
- Verizon (Washington, D.C.)
- World Policy Institute (New York City)
- WorldTeach (Cambridge, Mass.)
- Yale University Canine Cognition Center (New Haven, Conn.)

**Summer 2016 International Internship Sites**
- Blue Birch Capital Advisors (Dubai, United Arab Emirates)
- Challenging Heights (Winneba, Ghana)
- Embassy of the Czech Republic in Buenos Aires (Buenos Aires, Argentina)
- IBM (Tokyo)
- Nepal Satellite Telecom (Kathmandu, Nepal)
- Prezi (Budapest, Hungary)
- Specialized State Inspection of Analytical Control (Tashkent, Uzbekistan)
- St. Andrew’s Refugee Services (Cairo)
- Tesla Memory Project (Berlin)
- Udugu Institute/Innovation Baraza (Harare, Zimbabwe)
- United Nations Educational, Scientific and Cultural Organization (Paris)
Off-Campus Study

Nearly 53 percent of Grinnell students participate in a semester-long, off-campus study program during their four years. They study in about three dozen countries each academic year.

Students also conduct fieldwork and independent study abroad. Students may also take courses that include short off-campus study trips both abroad and to other parts of the United States. The new Global Learning Program tutorial, for example, is led by two faculty members who teach an interdisciplinary course specifically for first-year students. In 2017, a Russian professor and a Chinese professor team-taught Food, Culture, and Identity in China and Russia. They took their classes to those countries during spring break and at the end of the semester.

All of these off-campus study options help Grinnell students develop into experienced, curious, and engaged global citizens.
Value of Undergraduate Research

Conducting semester-long, independent research with the guidance of a faculty mentor helps shape Grinnellians into critical-thinking dynamos; 54 percent of our students do these research or creative projects. Whether contributing to their mentor’s research or generating new bodies of work, students create professional-level projects that many share at conferences; 80 students presented in 2015–16. The skills they develop are as valuable in the workplace as in the classroom.
Recruiting Opportunities with Multiple Colleges

_Iowa College Recruiting Network (ICoRN)_
recruitiowagrads.com/employers/
ICoRN hosts regional interview days for its 25 member institutions, which have more than 50,000 students.

_Liberal Arts Career Network (LACN)_
liberalartscareers.org
With nearly 40 member colleges, LACN lets you reach more than 60,000 students at highly selective liberal arts colleges. Post a job or internship opportunity for free.

_Selective Liberal Arts Consortium (SLAC)_
slaconsortium.org
SLAC has nine member colleges and sponsors annual recruiting and interview days. You can post openings online, receive applications in advance of the events, and arrange interviews with candidates from the participating colleges. Visit the SLAC website to register for events and stay up to date on recruiting dates and deadlines.

For more information, contact the Center for Careers, Life, and Service at 641-269-4940 or visit us online at grinnell.edu/cls.
“I’ve made many recruiting trips for Google to different colleges, including three back to Grinnell. Grinnellians are some of the most well-prepared students I’ve ever had the opportunity to meet with and interview. Particularly impressive is their deep understanding of the course material, their passion for out-of-the-classroom leadership experiences, and their drive to seek real-world internships and summer research.”

– Jonathan Wellons ’04, Google

“Grinnell is absolutely one of my favorite recruiting stops. The [Center for Careers, Life, and Service] does the work for me, organizing government panels, ‘Coffee With a Diplomat’ informal talks, and internship/fellowship info sessions, to name a few events. Grinnellians are focused on the world, taking advantage of service and study-abroad opportunities, learning languages and about other cultures.”

– Robert Neus, U.S. Department of State
Grinnell College is committed to a policy of nondiscrimination in matters of admission, employment, and housing, and in access to and participation in its education programs, services, or activities. No person shall be discriminated against on the basis of race, national or ethnic origin, age, gender, sexual orientation, gender identity and expression, marital status, veteran status, religion, creed, or disability.