The world has become a global marketplace; all types of businesses are now conducting operations across national borders and throughout the world. Multinational corporations, joint ventures, financial institutions, law firms, consulting firms, and manufacturers of both goods and services cater to an international clientele. When referring to “international” business, there are some important distinctions to keep in mind. With larger, established companies, what is “international” to the job seeker might be “domestic” to the company. If a student seeks work in a country other than his/her home country, typically the student thinks of that work as “international”. However, most employers treat the work in each country as a “domestic operation” with primarily local managers and local employees from that country. With the large increase in global business education over the last twenty years, there is far less need to hire “expatriates” for positions requiring a graduate degree when equally skilled staff can be sourced locally in the countries where they are doing business. Consequently, employers typically seek candidates who already have work authorization for the country where they want to work and prior knowledge of the business practices in that location. In addition, compensation practices are dictated by the industry standards in the local markets, not by “global standards”. Opportunities for overseas "expatriate" type positions tend to be available once an individual reaches a senior management role and has a history of success within the corporation. This can be a different situation with smaller organizations that are looking to expand internationally and do not yet have (or want) fully autonomous domestic business operations in a specific country or region. These companies are potentially interested in hiring “international” students for their regional business expertise and the type of work on which the student would be working would relate specifically to his/her home country or region.

From the APSIA Career Director’s “International Careers Guide: Options in the Field” Winter 2012
IR students and alumni have interned and worked in International Business around the world.

World Bank & Affiliates
- World Bank
- International Development Association
- International Finance Corporation
- Multilateral Investment Guarantee Agency
- International Centre for Settlement of Investment Disputes
- International Monetary Fund

Regional Development Banks
- African Development Bank
- Asian Development Bank
- Inter-American Development Bank
- European Bank for Reconstruction and Development

United Nations Agencies and Programs
- UN Conference on Trade & Development
- International Labor Organization
- UN Environmental Programme
- UN Development Programme
- UNICEF
- UN Industrial Development Organization

Venture Capital in NYC
- Apax Partners
- JPMorgan Partners, LLC
- Mitsui Global Investment
- Venrock
- Sevin Rosen Funds

Major Corporations
- American Express
- American International Group
- Cargill
- CIGNA Corporation
- Dole Fruit Company
- Eli Lilly International Corporation
- Hitachi, Ltd.
- Johnson & Johnson
- Pepsi-Cola International
- Philip Morris Companies Inc.
- Procter & Gamble

Consulting Firms
- ACDI/VOCA
- Deloitte
- Booz Allen Hamilton
- ICF International
- Bain & Company
- Ernst & Young
- KPMG Consulting
- PriceWaterhouseCoopers

Think Tanks/NGOs
- ACDI/VOCA
- Rand Corporation
- The Aspen Institute
- The Heritage Foundation
- Cato Institute
- Berkeley Research Group
- Ashoka
- Peterson Institute for International Economics
- Soros Foundation
- Ford Foundation
- Bill & Melinda Gates Foundation
- Brookings Institute

Online Resources
- Tufts Career Center
- MBA Jungle

Application & Interview Procedures for Major Firms

The recruitment staff in the major multinational business firms play a major role in the application process. Interested candidates should inquire about each firm’s deadlines and forward resumes and cover letters accordingly. The traditional time-line starts with information sessions in the early fall and interviews beginning as early as October and concluding as late as April. Apply to major corporations earlier rather than later in the academic year, and always keep in mind that personal, professional, and alumni contacts can be very helpful when trying to get hired by a major US firm.

Depending on which firm a candidate is applying to, two to three rounds of interviews will be held. The first interviews are with one or two members of the recruitment team. Recruitment teams are comprised of line staff from varying levels that rotate on and off recruitment duty. One interview will usually be a “fit” interview and the other a “case” interview.

The “fit” interview is generally a discussion about the candidate’s background and experience. This part of the interview process offers the applicant an opportunity to demonstrate important characteristics such as leadership, innovation, and creativity through the stories and examples that he or she decides to discuss.

The “case” interview is highly structured. The applicant will be presented with a business problem and asked to provide a strategy and possible solution in 20-25 minutes. The interviewer is looking to see how the applicant analyzes a problem and how he or she attempts to solve the problem. The interviewer is not looking for technical expertise — this is truly an evaluation of the applicant’s thought process and ability to analyze.

The interviewee should be prepared to demonstrate quantitative skills and highlight leadership skills, all while being a team player. Communication and interpersonal skills are paramount. Is the interviewee engaging and enthusiastic? Does he or she have the poise and sophistication to impress and persuade a client? The interviewers will be asking themselves whether or not they would feel comfortable having you present in front of a client.