


The New Era of Recruiting at Bank of America

Here's what you need to know...


What's new for you?

Application: All students must apply at the campus.bankofamerica.com website.

Assessment: Everyone who applies to a Bank of America campus program must complete an online, situational based assessment. Questions will be multiple choice and based on the Bank's core values. It is intended to educate candidates and provide insight into our firm's culture.



One-Way Virtual Interview: If candidates are chosen for a first round interview for any of our Global Banking and Markets businesses, they will submit a video interview using an on-demand video tool. Candidates will have the ability to complete a practice question prior to recording and submitting responses to interview questions. BoA business representatives will then review and evaluate these videos in order to choose top students to attend the final round.



Dates and Changes YOU Need to Know!

Line of Business	Program	Changes to Process	Key Dates
Global Banking and Markets	Investment Banking	Assessment & Video First Round Interview	Application Deadline: September 8 th Sophomore Deadline: September 8 th
	Capital Markets	Assessment & Video First Round Interview	Application Deadline: September 8 th
	Corporate Banking	Assessment & Video First Round Interview	Application Deadline: September 8 th
	Sales & Trading	Assessment & Video First Round Interview	Application Deadline: September 8 th Sophomore Deadline: September 8 th
	Research	Assessment & Video First Round Interview	Application Deadline: September 8 th Sophomore Deadline: September 8 th
	FICC Placed	Assessment & Video First Round Interview	Application Deadline: September 8 th
	Public Finance	Assessment & Video First Round Interview	Application Deadline: September 8 th
	Wholesale Credit	Assessment & Video First Round Interview	Application Deadline: September 22 nd
	COO	Assessment & Video First Round Interview	Application Deadline: September 15 th
	GTS	Assessment & Video First Round Interview	Application Deadline: September 22 nd
Global Wealth and Investment Management	Advisor Development Program	Assessment	Core Schools: Deadline Varies Per School Non-Core Schools: November 15 th
Business Support Functions	CFO	Assessment	Core Schools: Deadline Varies Per School Non-Core Schools: November 15 th
	Risk	Assessment	Core Schools: Deadline Varies Per School Non-Core Schools: November 15 th
	Human Resources	Assessment	Core Schools: Deadline Varies Per School Non-Core Schools: November 15 th
	Audit	Assessment	Core Schools: Deadline Varies Per School Non-Core Schools: November 15 th

	GMCA	Assessment	Core Schools: Deadline Varies Per School Non-Core Schools: November 15 th
	CAO	Assessment	Core Schools: Deadline Varies Per School Non-Core Schools: November 15 th
Global Technology and Operations	Technology	Assessment	Core Schools: Deadline Varies Per School Non-Core Schools: November 15 th
	Operations	Assessment	Core Schools: Deadline Varies Per School Non-Core Schools: November 15 th

FAQs

How do the application and assessment work? In order for an application to be complete, all candidates must complete the assessment. The assessment will include 3 sections of 15 questions each and is fully integrated into our application system. All three sections of the assessment must be finished in order for application to be complete.

How does the assessment differ between businesses? The core competencies being assessed will be the same across all businesses. Candidates are allowed to apply to up to three jobs; they may see different questions each time they take the assessment, however, the competencies we are evaluating will remain consistent.

How can candidates prepare? The assessment will evaluate students based on the bank's core values. Candidates can prepare by doing due diligence on the firm to learn more about these values and the key principles that drive business at Bank of America. Additional information about the assessment can be found on our [campus website](#).

Who will be using video interviews? All of our Global Banking and Markets businesses will be leveraging one-way video interviews. All of our other businesses will conduct in-person or phone interviews. See chart for clarification on enhancements.

How can students prepare? Practice, practice, practice! There will be a test question to practice as many times as needed to ensure lighting, tone of voice, and confidence are all ready to go. Students will have 30 seconds from hearing/seeing the interview question to prepare and get ready to respond. Best practices and video interviewing tips can be found on our [campus website](#).

Who will evaluate these interviews? Similar to in the past, our school teams and business members will be evaluating the first-round interviews.

What if I have questions about the process while I'm completing my application? Our recruiting team will host bi-weekly Apply and Ask Questions episodes in order to share frequently asked questions we have received. Sessions will be held on August 10th, August 24th, September 7th, and September 21st. Please register in [advance](#).

	Date	Time	Link to Register
Webcast: Apply and Ask Questions: Episode 1	Thursday, August 10 th	12:00-12:30pm EST	http://go.bofa.com/ApplyandAsk1
Webcast: Apply and Ask Questions: Episode 2	Thursday, August 24 th	12:00-12:30pm EST	http://go.bofa.com/ApplyandAsk2
Webcast: Apply and Ask Questions: Episode 3	Thursday, September 7 th	12:00-12:30pm EST	http://go.bofa.com/ApplyandAsk3
Webcast: Apply and Ask Questions: Episode 4	Thursday, September 21 st	12:00-12:30pm EST	http://go.bofa.com/ApplyandAsk4

Do you have more questions? Send them to US_campus@bankofamerica.com and one of our recruiters will respond!