



Technology Graduate Application Guide

We know many students find interviewing to be stressful and overwhelming, which is why we want to make the process as transparent as possible. This allows you to properly prepare and give each stage your best.

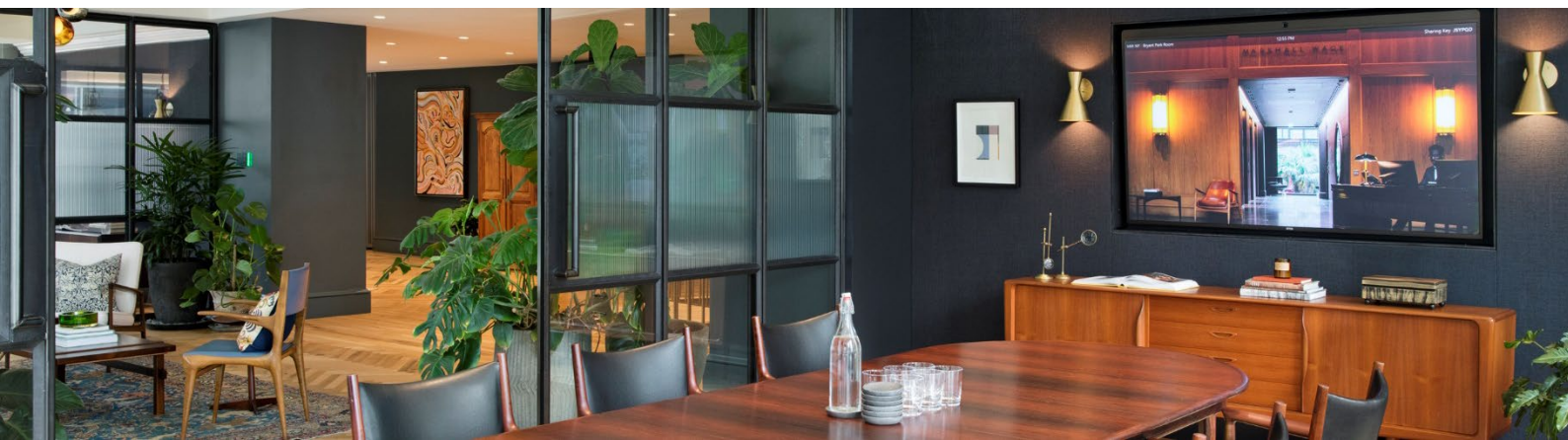
Our aim is to create an engaging process where you are challenged so we can evaluate your skills. We're very intentional with who we hire and intentionally seek out the top candidates to ensure we're best able to continue the best service to our clients.

In the document you will find additional information on the different stages of the interview process, tips on how to best prepare and the skills we're looking for.

Contents

Application.....	2
Interview Stages.....	3
Step One: Codility Assessment	3
Step Two: Screening call.....	4
Step Three: Lab Test	4
Step Four: Project Presentation	5
Stage Five: Interviews	6
Feedback	7
FAQs	8

Marshall Wace is an equal opportunity employer. Individuals seeking employment are considered without regard to race, color, religion, national origin, age, sex, marital status, ancestry, physical or mental disability, veteran status, sexual orientation, or any other category protected by applicable law



Application

To apply, you simply need to fill out our application form online, making sure to submit your most recent resume.

Your resume should include key details like:

- Which University you're attending
- Which course you're studying
- Your start & end dates
- Details of any previous work experience
- Any notable Technology projects you've worked on

You do not need to submit a cover letter but, you are welcome to if you feel it supports your application.



Interview Stages

Step One: Codility Assessment

We'll send you an online programming assessment via Codility. You will be free to use any of the following languages that are supported by Codility: C, C++, C#, Go, Java 8, Java 11, JavaScript, Kotlin, Lua, Objective-C, Pascal, PHP, Perl, Python, Ruby, Scala, Swift 4, Visual Basic.

This test will investigate your general coding aptitude, error handling and sequence processing.

Your invite will be individual and sent directly by Codility. You can begin the Codility assessment at any time of your choosing but, it should be completed within 7 days. Please to check junk mail folders if you do not see the Codility email in your inbox. If you still cannot find it, please contact your recruiter.

Please note that, our tests are private and confidential. By participating in our test, you are agreeing that you will hold the information as private and confidential and will not share the details outside of our organization. This is important to ensure equity in our process and we thank you in advance for your compliance.

If you did not inform us that you required adjustments in your application but, do require them please email us before starting your test. Once you have opened the test and seen the questions, we will not be able to send you an adjusted version. This is to ensure fairness across candidates.

Preparation tips:

There are many online resources that will help you to prepare for an online test of this nature, including some created by Codility itself, found on their website.

Step Two: Screening call

If you perform well in the Codility assessment, you will be invited to a 20-minute screening video-call with one of our recruitment team.

They will be looking to understand the following:

- Your interest in the programme
- Your interest in technology
- Your interest in Marshall Wace
- Your core technical & soft-skills

To prepare for this call, you should consider the above and make sure you're in a quiet place with suitable access (stable internet connection, camera etc). If you do not have access to suitable technology, let us know and we can see what adaptations can be made.

Step Three: Lab Test

This is an hour and a half long interview split into two sections.

For the first hour you are asked to log into a virtual machine and work your way through a series of technical and non-technical questions. Some of these will require you to review code, others will ask you to support on some queries that have come in. The entire environment is there for you to play with and you're encouraged to explore it as you see fit.

At the end of the first hour, you will then join a 30-minute Zoom call with one or two of our graduates. They will go through your answers with you and ask questions around your working.

In this stage we will be looking to understand your technical skills, communication skills and autonomy.

Preparation Tips

- Ensure you have strong internet connection.
- Be familiar with the laptop/ PC that you are using.
- Carefully read through the instruction guide that will be sent to you with the invite.





Step Four: Project Presentation

For this hour-long interview, we ask that you prepare a presentation. The basis of this presentation should be around some code that you have previously written.

You'll be presenting over a screen share to members of the technology team at Marshall Wace. Feel free to present your project however you want but, note that part of the interview will need to cover reading actual code.

The initial presentation should be long enough to explain your project but should leave plenty of time in the hour for the interviewers to read your code and to discuss the project with you. There is no recommended time for the presentation section, you should use your initiative on when you feel the project is well enough explained to move onto questioning.

Project Guidance:

What you choose to present is up to you and it is wide-ranging in scope, but here are some examples that could give you some ideas:

- A website or game you have built;
- Code that you wrote as part of university coursework that demonstrates your ability;
- A script that you have written to solve a problem that you had.

The aim of this interview is to understand your programming ability, technical depth, passion for technology and what skills you would bring to the firm.

Please be aware, if you choose to present a group project you were a part of, we will be looking to understand your individual contributions. We will also want to see a good level of understanding of what your partners did and how their sections work.

If we do not feel that the project you've chosen to present gives us enough opportunity to examine your technical depth, we will pivot the interview to a more typical technical interview. This is to give you the best chance to show what you know. If this happens, your interviewer will let you know and ask you a technical question to work through.

Preparation Tips:

- We recommend that you create a few slides to help you structure your presentation but, this is not a requirement.
- If you are using slides, be sure to engage your interview and not just read directly from them.
- Know your project inside and out – we're looking to understand your level of technical depth on what you're choosing to present. The conversation may focus on any component of your project (for example, if you are using lots of open-source libraries be prepared to explain how they work and why you used them in lieu of other options - especially, if there is an ML component.)
- Be aware that research-based projects will often be fairly theoretical and therefore may not give us the best understanding of your programming ability.

Stage Five: Interviews

We have four types of interview involved in the Graduate process. You may not complete all four interview types if we do not feel that an earlier stage has gone well. This is to save both the interviewers and your time.

Technical (onsite and virtual)

Our Technical interviews are one hour long and led by two members of our Technology team. They focus on your technical ability. You'll typically be asked one or two programming questions that you'll be asked to work through, while explaining your working. We're looking to understand how you think and approach problems, as well as your ability to answer the questions themselves.

Depending on time, you may also be asked about some details on your CV. For example, details of any projects listed, your degree course and what you like about it and, what excites you about technology.

Senior

This one-hour interview will be conducted by two senior members of our Technology team. Typically, they will ask competency-based questions to gain an understanding of your behaviors and cultural fit to Marshall Wace.

They may also cover some additional technical questions around both your CV and technological interests.

Human Capital

This interview will be taken by one of our Human Capital team. They will be looking to gain an understanding of your background, your interest in the programme and the business.

They will also answer any remaining questions you have about the programme.

Final Interview with Senior Management

If you are successful through all of the other stages you will have a final interview with either our Chief Technology Officer, Head of Recruitment or Head of Information Security.

This interview will typically last 45-60 minutes and will cover a wide range of topics including your passion for Technology, suitability to the programme and team fit.

You do not have to prepare anything additional for this interview.



Preparation tips:

- Be prepared to explain how you're reaching your technical solutions.
- Don't be afraid to ask questions or re-clarify any questions you didn't understand.
- Use examples to back up your answers during the competency-based questioning – consider using the STAR method.
- Have some questions prepared for the interviewers for things you'd be interested to find out more about.
- Take your time to think about your answers.

The administration of these interviews will depend on your location, proximity to the office, and the availability of local interviewers. We will communicate the plan for your interviews individually.

UK Candidates:

You will be invited to a one-day on-site **assessment day to complete three interviews on-site**. You will also have the chance to meet a recent graduate over lunch or a coffee (depending on your interview time).

US Candidates:

If you are in New York, we will also try to administer a one-day on-site assessment day as above.

If you are outside of New York, we will firstly conduct an additional virtual Technical interview over Zoom. The details of which are the same as the onsite technical information on the previous page. If this goes well, we will then invite you to the office to complete the three standard interviews and, meet some of the team.

Singapore/ Hong Kong Candidates:

We will firstly conduct an additional virtual Technical interview over Zoom as many of our interviewers are based internationally. If this goes well, we will then invite you to the office to complete the three standard interviews and, meet some of the team.



Feedback

We will aim to give you feedback within one working week of your interview or test via email.

If you have any questions or would like more information, please get in touch with your recruiter and they will endeavour to reply as soon as possible.

If there are any delays, we will do our best to keep you informed.

FAQs

- **I've been rejected this season, can I reapply?**

No, in the interest of fairness across candidates we will not accept requests to reapply in the same recruitment season (i.e for roles starting in 2025). This includes if you failed the Codility test or screening call.

- **I was rejected last season, can I reapply?**

Yes, we welcome re-applications from those who didn't make it through the process last year.

- **I've been in process before, can I skip any stages?**

We will review these requests on a case-by-case basis depending on the feedback available and which stages you previously completed. Where possible, we like everyone to complete all the stages to ensure fairness across candidates.

- **Can I interview on the weekends or evenings?**

We will not arrange weekend interviews. Our employee's wellbeing is important to us, and we don't expect them to be conducting interviews over the weekends.

Typically, we will try to schedule virtual interviews between 8am and 6pm GMT as many of our interviewers are based in the UK. For on-site interviews we will aim to conduct these between 8:30am and 5pm local time.

- **Can I apply for multiple offices?**

We ask that you apply for the office you would most like to work in. The process we follow and the quality we look for is the same across all offices so, applying to multiple locations will not benefit your application.

- **Can I arrange a call/ coffee to discuss my application before submitting it?**

No, we receive a very high number of applications for each international office and are a lean team. If we conducted discussion meetings with every candidate ahead of getting them into process, we'd have no time to process the applications themselves.

- **Can my travel be expensed?**

We will reimburse reasonable travel for onsite intern interviews. To do so we will request you complete a form that will be sent to you and attach receipts. We will not be able to reimburse without receipts.

- **What should I wear to interview?**

We recommend Business-Smart attire. Many employees wear shirts or blouses with trousers/ skirts or dresses.

