

Marshall Wace 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.

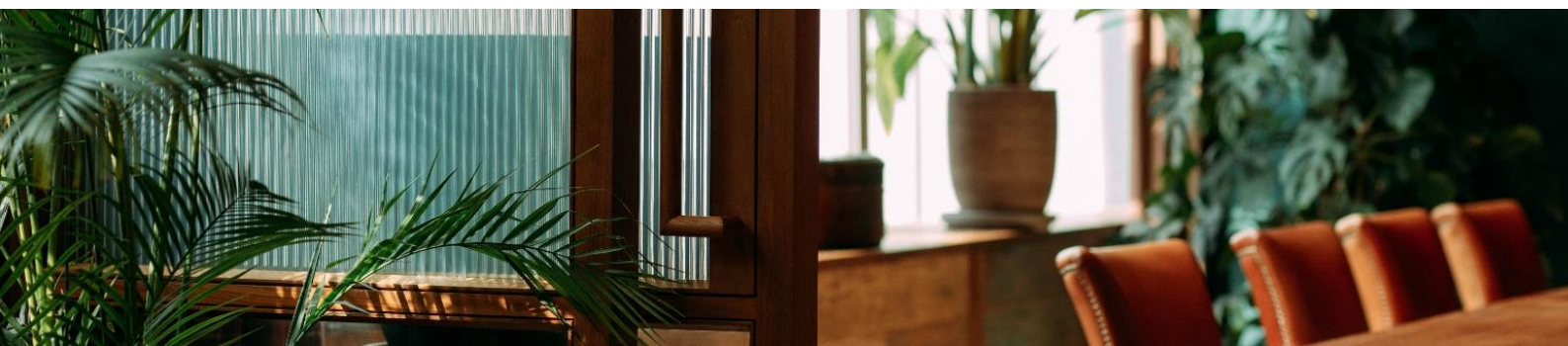
Our aim is to create an engaging process where you are challenged so we can evaluate your skills. We're very intentional with who we hire and intentionally seek out the top candidates to ensure we're best able to continue the best service to our clients.

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.

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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

You 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

There will also be a series of questions to answer, including a written answer on the most exciting tech project you have worked on. This will be reviewed by a human and form a part of a later interview if you are successful.

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, 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 30-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 (e.g. a 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 a 90-minute 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 about code you've previously written. You'll present via screen share to Marshall Wace technology team members, who will ask probing questions about your project and code to assess your understanding and passion.

You're welcome to present your project however you prefer, but we must see actual code. The initial presentation should be long enough to explain your project but should leave plenty of time 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. Examples include a website or game you've built, university coursework code that demonstrates your ability, or a script you've written to solve a problem. The aim is to understand your programming ability, technical depth, passion for technology, and what skills you would bring to Marshall Wace.

We recommend that you:

- Choose a project with genuine technical depth - Avoid tutorials you've simply followed or basic implementations. Our most successful candidates present projects that demonstrate substantial technical challenges they've overcome.



- Select a project you truly own – Be prepared to explain every technical decision, including architecture choices, technology selection, and implementation details. Candidates who can articulate why they made specific technical choices consistently perform better.
- Demonstrate problem-solving abilities – Clearly articulate the problem you were solving, challenges encountered, and how you overcame them. Our interviewers value seeing your thought process.
- Show code quality awareness – Be prepared to discuss testing strategies, error handling, security considerations, and adherence to design patterns and best practices.

For group projects, we'll look to understand your individual contributions and expect a good understanding of your partners' work including how their sections function.



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 interviewer and not just read directly from them.
- Have your code ready to show and be prepared to walk through any of it in isolation.
- 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 theoretical and therefore may not give us the best understanding of your programming ability.

The most successful candidates demonstrate genuine technical depth, clear ownership of their work, strong problem-solving abilities, and excellent communication skills. They present projects that reflect their true capabilities and respond thoughtfully to questions, showing both technical competence and intellectual curiosity.

Stage Five: Virtual Technical

This is a one-hour virtual interview that takes place on Zoom with two members of the Technology team. You will be asked a technical question that will explore your knowledge of key programming concepts. Typically, this will be a technical question that develops in complexity over the course of the interview. Concepts explored typically include data structures, algorithms, data processing and complexity analysis.

Typically, we do not use a live-programming environment, instead we're looking to understand how you could go about solving the question. We will likely ask about your solution's efficiency, potential improvements, and alternative approaches. The interviewers are assessing both your technical knowledge and your ability to communicate complex ideas clearly.

We may also ask some questions about projects or skills mentioned on your CV, focusing on your specific contributions, challenges you faced, and how you applied technical concepts in real-world scenarios.

Preparation tips:

- Review the fundamentals of software engineering and data structures

- Practice explaining your problem-solving approach verbally
- Understand the technical aspects of all projects listed on your CV
- Set up your environment (camera, microphone) in a quiet, well-lit space
- Have pen and paper ready to sketch out ideas if needed

Stage Six: On-site Interviews

You will have up to four interviews during the on-sites. We may cancel your interviews early if we do not feel that an earlier stage has gone well. This is to save both the interviewers and your time.

We will coordinate these days with you directly given any travel requirements and availability of interviewers.

Technical

The Technical interview always comes first. This is one-hour long and led by two members of our Technology team. It will focus on your technical ability. You'll typically be asked one or two programming questions that you'll be asked to solve, 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 30-minute 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.

You will also typically have a coffee break or lunch with a recent graduate – depending on the location and timing of your interview. This is to give you a chance to find out more what it's like to join Marshall Wace.

Leadership Interview

If you perform well in all of the above stages, you will meet one of the Leaders of Technology – for example the CTO or Head of Technology. This will focus on your motivations and passion for technology.

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.

Feedback

We will always 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. Please be aware it is a small team running a large, global process so emails may not be responded to immediately.

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 2026). 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. However, being progressed in previous years does not guarantee that you will be in the current 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 only apply to one office. 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 but will delay its review.

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

No, as we receive a very high number of applications for each international office and are a lean team. If we conducted calls with every candidate ahead of starting their process, we'd have no time to process the applications.

- **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.

