

Wellington Careers and Employment Career Essentials—Graduate recruitment

Every year, the University works with a wide range of employers who are looking to hire graduating students and who offer graduate programmes for new employees. Typically these are fixed-term jobs for one or two years, during which time you may be allocated a mentor, work in different areas of the organisation, and attend several professional development training sessions.



When are graduate programmes advertised?

The graduate recruitment season starts in February for both internships and graduate roles and occurs at various times throughout the academic year. Some employers recruit graduating students early in the year to start in February the following year. You can meet your potential future employer, connect with professionals in your field, and find out practical information for applying for jobs at many on-campus

or online events throughout the year.

Check the [Events](#) section on [CareerHub](#) for:

- career expos throughout the academic year,
- employer presentations and information sessions,
- industry and networking events, and
- on-campus interviews and assessments.

CareerHub also allows you to book appointments with one of our career consultants.

These opportunities are highly competitive. You need to be proactive and well prepared for multiple steps, such as psychometric testing, assessment centres, and interviews.

Preparation for graduate recruitment

Apart from attending a range of recruitment-focused events advertised on CareerHub, we also recommend that you get prepared.



- Check the 'graduate recruitment' job category on NZUni Talent. Make the most of networking opportunities by using our [Elevator pitch builder tool](#).
- Create a LinkedIn profile and connect with relevant employers to improve your job search.
- Attend one of our regular job preparation workshops to prepare a tailored CV for the programmes that interest you.
- Prepare for interviews and assessments centres using the resources in the [online career centre](#).

Recruitment processes

Each organisation has a different recruitment process. Here's an example of a graduate recruitment programme recruitment process:

1. online application,
2. cognitive testing,
3. one-way video introduction,
4. written exercise,
5. half-day assessment centre, which culminates in a competency-based interview, and
6. offers made to successful candidates.

This process could take several weeks in total.

Internships

- In contrast to graduate programmes, internships are short and usually for penultimate year students. They are typically one to four months in length and may have a singular focus, like a project.
- Internships can be a pathway into long-term employment in an organisation. It depends on the employer. Check the organisation's website for details.
- Refer to [Career Essentials—Guide to internships](#) and [Career Essentials—Maximising your internship](#), as well as [Internships information in the online Career Centre](#).

