

Full-time FAQ

How do I contact University Recruiting?

Our University Recruiting department is active on many campuses. Feel free to meet us during your university's fair or information session, either to drop off a resume or check on your status. If we do not actively recruit on your campus, please explore the open positions we offer and apply directly. Our department reviews all resumes and will follow up with qualified applicants.

How much experience is required?

While experience in the financial industry is beneficial, SIG is more interested in applicants with a strong skill set, strong interpersonal and communication skills, and who have the drive to succeed in a dynamic environment.

Does SIG have formal training programs for all full-time university-level hires?

Education is the cornerstone of SIG's growth. We pride ourselves on supplying employees with the tools necessary for success as well as an understanding on how to best utilize those tools. At the moment, formalized development programs exist in trading, technology, operations/accounting, and market intelligence. In other departments, such as quantitative research and banking, we offer strong mentorship and practical training that is supplemented with classroom training when necessary.

How do I know which position is right for me?

As the markets continue to evolve, we're seeing many positions beginning to blur and are finding that the most successful hires are those with both strong analytical and technical foundations who could fill multiple roles. In most cases, our initial interview gathers information that gives us a good indication of what track would best suit the candidate.

How do I apply for a full-time position at SIG?

SIG participates in a number of career fairs and on-campus interviews throughout the academic year. Candidates interested in SIG should utilize these opportunities to apply for any position in which they're interested within SIG.

What should I wear to the interview?

Our dress code is casual and the work environment is informal. For an interview, business casual attire is appropriate. No suit, jacket, or tie is required.

Why should I choose SIG?

SIG maintains a distinctive small-firm culture despite our tremendous growth. The dress is casual and the work environment is friendly and familiar. At SIG, advancement is based on how well individuals contribute to the overall organization—employees succeed based on their own drive, creativity, and skill.

Our exceptional environment allows employees to excel without being bogged down by red tape, job descriptions, or other "corporate" constraints. This unrestrained atmosphere attracts some of the smartest, most competitive, and most creative people to our workplace.

Do I qualify for SIG programs?

While for most departments we do not limit our search to a particular course of study, background, or experience, there is a distinct skill set that thrives in SIG's environment.

- Candidates will need to have displayed strong academic performance.
- They should possess exceptional quantitative, analytical, risk management and interpersonal skills, have the ability to work independently and as part of a team, and be able to learn quickly.

- Candidates should be able to exhibit strong proficiency in MS Word, Excel, and PowerPoint.
- Technology candidates should have a strong technical background in computer science, math, engineering, or science.

Through our interviewing process, we verify that candidates are able to apply their skills in a fast-paced and dynamic environment. We recruit from all backgrounds and degree levels.

Co-op/Intern FAQ

How can I contact University Recruiting?

Our University Recruiting department is active on many campuses. Feel free to meet us during your university's fair or information session, either to drop off a resume or check on your status. If we do not actively recruit on your campus, please explore the open positions we offer and apply directly. Our department reviews all resumes and will follow up with qualified applicants.

What's the difference between a co-op and an internship?

SIG offers two options for students pursuing their college degrees: co-ops and summer internships. Both offer students the opportunity to gain valuable experience by working alongside seasoned traders or technologists. Co-ops alternate their time in the classroom with for-credit periods of full-time employment. While most co-op cycles occur from September to March or from March to September, there are opportunities for students to pursue co-ops that correspond with their schools' academic schedule.

SIG's summer internship program provides a unique opportunity for university students entering their final year or term and who have an interest in financial markets, corporate finance, or technology to gain practical experience in their area of concentration. Our internship program places candidates directly into the environment for a period of ten weeks during their summer break.

How does the interview process work?

Unless an on-campus interview has taken place, the initial screen is usually a phone conversation. This initial contact provides the candidate with as much information as possible about SIG and its programs and determines whether the candidate meets SIG's basic requirements. A portion of the interview is dedicated to assessing analytical reasoning and decision-making skills.

The on-site interview, which is usually the final round, gives candidates the opportunity to see the environment and culture first hand, and to interact with traders and/or technologists. Emphasis is placed on analytical reasoning skills for trading positions and programming skills for technology positions. As always, we pay close attention to the candidate's ability to maintain composure under pressure. By the end of this process, our team of interviewers completes its profile of the candidate and makes its decision.

What should I wear to the interview?

Our dress code is casual and the work environment is friendly and informal. For an interview, business casual attire is appropriate. No suit, jacket, or tie is required.

How much experience is required to obtain an internship/co-op at SIG?

While experience in the financial industry is beneficial to all candidates, SIG is looking for applicants with a strong skill set (whether analytical or programming), interpersonal skills, and the drive to succeed in a fast-paced environment.

Does SIG offer formal training programs for co-ops/interns?

Interns and co-ops are invited to take part in a formal education program structured specifically for them. The classes are taught by SIG's education department, and are meant as a rudimentary foundation to our approach to markets and decision making.

How do I know which position is right for me?

Co-op and internship placements are dependent on a candidate's skills and interests. Students interested in finance could apply for positions including but not limited to trade desk support, research sales, operations, accounting, risk management, human resources, purchasing, market intelligence, editorial, strategic development, or investment banking. All positions are based on availability. Students in technology may apply to positions in security and risk management, client services, server systems, data center operations, graphic design, electronic trade support, application development, or database development. Prior to interviewing at SIG, it is beneficial to explore the different opportunities that are offered. While interviewers may consider candidates for more than one role, it is useful to have a position in mind. Our team of recruiters is well-trained to identify the position that best matches your skill set.

How do I apply for an internship/co-op position?

SIG participates in a number of career fairs, information sessions, and on-campus interviews throughout the academic year. Candidates interested in SIG should use these opportunities to speak to a recruiter about internship and co-op opportunities, as well as to drop off their resumes.

If SIG doesn't actively recruit on my university campus, am I still able to apply for a co-op/intern position?

Yes. We accept applications through our website. Candidates should create a profile and submit a resume at [/careers/campus applicants/submit resume](#).

Are co-op/intern positions open to students other than undergrads?

Yes. SIG actively recruits and presently employs candidates from all degree levels— bachelors, masters, and PhD—from an array of disciplines for both our co-op and internship programs.

Does my major matter?

No. Rather than focusing on a particular course of study or background, SIG seeks individuals with exceptional analytical, technical, and communication and interpersonal skills for our positions. Candidates who are able to apply these skills in a fast-paced and dynamic environment, and who have the confidence to act autonomously, thrive at SIG.

Will my co-op/internship lead to a full-time job offer upon graduation?

Based on the impact they have during their time at SIG, many co-ops and interns have gone on to receive full time job offers within those departments upon the completion of their degrees.

Why should I choose SIG?

SIG maintains a distinctive small-firm culture despite our tremendous growth. The dress is casual and the work environment is friendly and collegial. At SIG, advancement is based on how well individuals contribute to the overall organization—employees succeed based on their own drive, creativity, and skill. Our exceptional environment allows employees to excel without being bogged down by red tape, job descriptions, or other corporate constraints. This unrestrained atmosphere attracts some of the smartest, most competitive, and most creative people to our workplace.

Does my background qualify me for SIG programs?

While for most departments we do not limit our search to a particular course of study, background, or experience, there is a distinct skill set that thrives in SIG's environment.

- Candidates will need to have displayed strong academic performance.
- They should possess exceptional quantitative, analytical, risk management and interpersonal skills, have the ability to work independently and as part of a team, and be able to learn quickly.

- Candidates should be able to exhibit strong proficiency in MS Word, Excel, and PowerPoint.
- Technology candidates should have a strong technical background in computer science, math, engineering, or science.

Please visit our specific job postings to see the qualifications for each. Through our interviewing process, we verify that candidates are able to apply their skills in a fast-paced and dynamic environment. All degree levels are welcome.

What benefits does SIG offer?

While benefits are subject to change from time to time and some services may not be available in all offices, the following is an illustrative list of benefits we offer:

- Free breakfast and lunch provided daily.
- Free gym on site.
- Part-time opportunities available at the conclusion of the co-op and intern cycle.
- Free on-site parking.
- Casual dress code.
- Education classes and social events.