

FAQs - EMEA

Application Process

When do applications for our 2019 campus programmes open and when are they due?

Applications open: 01 August 2018

Application deadline (Analyst, Summer Analyst & Placement Programme): 11 November 2018

Application deadline (Spring Insight): 13 January 2019

How many applications can I submit?

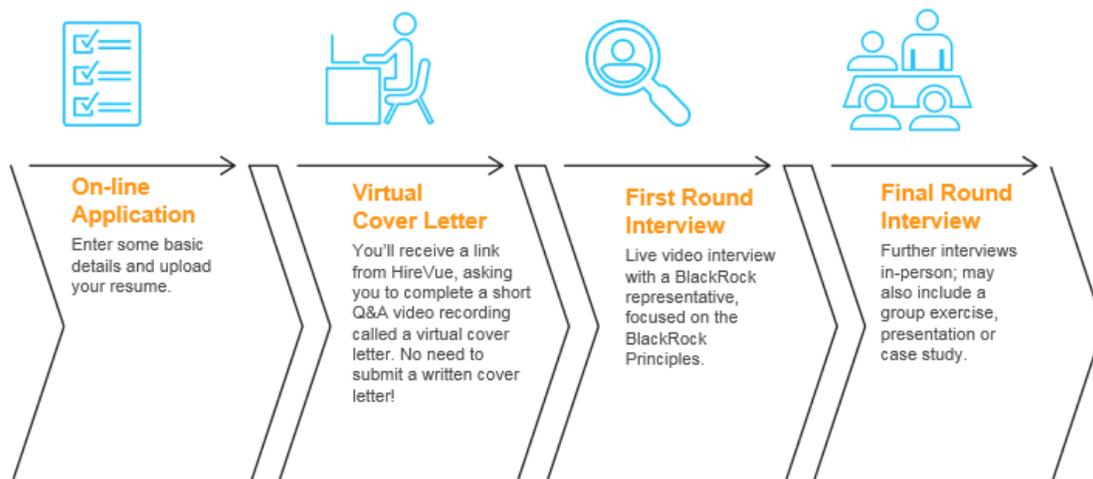
You can apply to 1 programme (e.g. Analyst Programme or Summer Analyst Programme), and up to two business divisions within that programme. Please note that both applications must be submitted at the same time.

Can I apply to multiple regions?

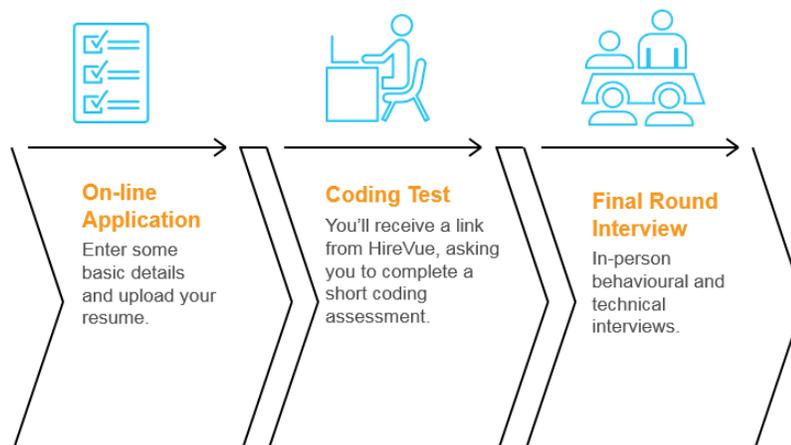
You can only submit an application to one region (Americas, EMEA or APAC), however you can note an alternative region in which you would be interested.

What is the application and recruitment process?

Our Standard Process:



Our Software Engineering Process:



Programmes & Eligibility

Analyst Programme

Am I eligible for the Analyst Programme?

You are eligible for the Analyst Programme if you are in your final year of study obtaining a undergraduate or Master's degree with less than 18 months relevant, full-time work experience.

When does the Analyst Programme begin?

This programme starts at the end of July each year with a two-week global orientation in New York. After the orientation, analysts will join their teams in the local offices and receive regional and business specific training throughout the programme.

Summer Analyst Programme

Am I eligible for the Summer Analyst Programme?

You are eligible for the Summer Analyst Programme if you are in your penultimate year of study obtaining a undergraduate or Master's degree with less than 18 months of relevant, full-time work experience.

When does the Summer Analyst Programme take place?

This programme is a 8 week internship that takes place between June-August of each year and is a pipeline for our Analyst programme for the following year.

Placement Programme

Am I eligible for the Placement Programme?

You are eligible for the Placement Programme if you are on an sandwich course that requires you to undertake a 6 month or 12 month industrial placement and have less than 18 months relevant, full-time work experience.

When would you join on the Placement Programme?

The start dates for interns on this programme are dependant on the degree requirements. Typically, industrial placements start in April or June.

Spring Insight Programme

Am I eligible for the Spring Insight Programme?

You are eligible for the Spring Insight Programme if you are in your first year of study on a three-year degree or second year of study on a four-year degree, obtaining a undergraduate or Master's degree with less than 18 months relevant, full-time work experience.

When does the Spring Insight Programme take place?

Our Spring Insight Programme takes place during the month of April each year. The exact dates are dependant on the location you apply for and will be confirmed with the candidates beforehand.

General Eligibility

What Programme am I eligible for if I have already graduated and/or if I have more than 18 months of work experience?

If you have already graduated and/or have more than 18 months of work experience, please visit our [Experienced Professionals](#) website. You can apply for our Analyst roles which are not part of the campus programme.

What Programme am I eligible for if I am currently studying towards a PhD or MBA degree?

Unfortunately PhD and MBA students are not eligible for our campus programmes. We encourage you to apply for one of our positions under the [Experienced Professionals](#) portal.

Virtual Cover Letter and Coding Test

What is the virtual cover letter? (N/A for Software Engineering applicants)

The virtual cover letter is a short Q&A video recording that you must submit as part of the application process. We will provide you with 2 questions and you will record your answers. You will have 3 minutes to prepare and 90 seconds to answer each question - the entire process takes less than 10 minutes. You must complete both questions in 1 sitting **within 3 days** of submitting the online application in order to be considered. We review this virtual cover letter instead of a written cover letter.

What is the coding test? (Software Engineering applicants only)

The coding test is a coding assessment that you must complete as part of the software engineering application. It consists of 4 coding problems as well as 1 brief Q&A video recording, and is due **within 4 days** of submitting the online application. You are required to complete part of the test in C++ or Java and have the option to code in C++, Java, C, or Python for the remainder of the test. You can complete the coding problems over the course of the 4 days, and it should take 1-2 hours to complete. The Q&A video recording must be completed in one sitting - you will have 3 minutes to prepare and 90 seconds to record your answer.

How can I complete the virtual cover letter or coding test?

Immediately after you submit your online application, you will receive an email with a link to complete this next step. Please check your junk mail folders if you do not initially receive it. You will also be able to access the virtual cover letter or coding test directly from your application portal.

If I apply for two roles, will I be required to complete a virtual cover letter for both positions?

Yes, you will be required to complete a virtual cover letter for each position you have selected in your application

What language should I use when completing the virtual cover letter if I apply for a role in a non-English speaking country?

You will be required to complete a portion of the virtual cover letter in the local language of the office you are applying for (e.g. for a position in Frankfurt, you should answer one question in German).

Can I retake the virtual cover letter or coding test once I have submitted it?

Unfortunately you cannot retake the virtual cover letter or coding test once submitted.

If I don't complete the virtual cover letter or coding test within the deadline, will BlackRock still consider my application?

Once you submit your application, you must complete the virtual cover letter within 3 days or, for software engineering roles, the coding test within 4 days. Your application is incomplete if you do not submit your virtual cover letter / coding test within the deadline and will automatically be rejected.

I am having technical issues with my cover letter / coding test – who should I contact?

Please reach out to support@hirevue.com with any technical difficulties.

BlackRock Founders Scholarship

What is the BlackRock Founders Scholarship?

In the UK, the BlackRock Founders Scholarship is aimed at penultimate year undergraduate students who have demonstrated leadership in creating and sustaining diverse, inclusive communities. In addition to a summer internship, candidates may also receive a merit award of £5,000.

Who is eligible for the BlackRock Founders Scholarship?

The BlackRock Founders Scholarship is for undergraduate students in their penultimate year who are UK residents and have completed their secondary school studies in the UK.

In addition to this, you should also be able to identify with **at least two** of the following statements:

- You are, or have you been, a parent or a registered carer during your school or University studies
- You were eligible for free school meals at any point between 11 and 16 years old
- You regularly undertook paid work during the ages of 16-18, during term time
- You grew up in a household where no parent or guardian had attended university
- You came to the UK as a refugee/asylum seeker

How do I apply for the BlackRock Founders Scholarship?

- Submit an application for the Summer Analyst Programme
- Confirm on the application form that you are eligible for the BlackRock Founders Scholarship
- Complete the virtual cover letter or coding test for your application
- Complete the contextual recruitment survey that is sent to you via email (once your cover letter / coding test is submitted)
- Participate in interviews for the Summer Analyst Programme

If successful in securing a place on the Summer Analyst Programme, you will be invited to submit a written essay to be considered for our £5,000 merit award.

Application System Questions

Can I update my CV or other information in my application once I have submitted it?

You can update your contact details by logging in to your application portal; we cannot update any other details or documents in your application once it is submitted.

How can I see where I am in the application process?

You can log in to your application portal where you will see any updates. You will also receive email communications if your application has been progressed to the next stage or rejected.

When can I expect to be interviewed for one of the programmes?

The interview process across our EMEA programmes typically takes place between November – March of each year.

Will I receive feedback on my application if unsuccessful?

Unfortunately BlackRock is unable to provide feedback on your application.

If I withdraw one of my applications can I re-apply to a different division?

No, a withdrawn application still counts towards your application limit, and once you have withdrawn you cannot re-apply this season.

Can I re-apply next year if my application has been rejected this year?

Yes, we encourage you to re-apply next year, provided that you still meet the criteria for the campus programme you are considering.

I am having technical issues accessing my application portal – who should I contact?

You can reach out to candidate@support.oleeo.co.uk