In order to conduct on-campus recruiting, opportunities offered must align with the following McCombs School of Business Recruiting Requirements:

**Compensation**
- Positions must be salaried roles within organizations.
- Roles that have a base salary in addition to some form of commission structure are appropriate as long as the positions offer the salary component for at least one year of employment.

**Position Type**
- Recruiting for both full-time and internship job opportunities are supported through on-campus recruiting.
- Roles must be professional in nature, requiring the possession or pursuit of a business degree.
- For internships, employers may recruit students for 40 hour per week roles that are at least eight weeks in length. Please keep in mind that the average internship length is ten weeks.
- Part-time or temporary (<1 year) full-time roles are not allowed.

**Timing of Start Dates**
- On-campus recruiting is designed to help students find internships or full-time positions that align with The University of Texas at Austin, McCombs School of Business academic time frames.
- Please keep in mind that MPA (Master in Professional Accounting) internship roles that do not align with UT-Austin academic breaks but that align with the MPA academic program & recruiting calendar can be posted.

Acknowledgement to the [McCombs Career Services Recruiting Guidelines](#) and [UT's Equal Employment Opportunity Policy](#) are required in order to participate in on-campus recruiting.

**Note:** The McCombs School of Business On-Campus Recruiting (OCR) system and McCombs Job Board recruiting tools are not available to third-party recruiters.