

Recruiting at HMC and Caltech: Insider Tips

We hope this information provides you with helpful tips for engaging and recruiting students.

The candidate pool includes **Caltech** and **HMC** undergrads, grads, postdocs, and recent alumni from over 30 majors/areas of study plus those from the Claremont colleges including Claremont McKenna College, Pitzer College, Pomona College, Scripps College, Claremont Graduate University, and Keck Graduate Institute.

Pro Tip: think beyond your immediate hiring needs. Talk with a wide variety of students, postdocs, and alums to begin developing a robust talent pipeline.

Caltech and HMC pride themselves on their rigorous curriculum where students work alongside their intellectual equals in an academic environment that emphasizes interdisciplinary teamwork, critical thinking, mutual support, and a deep understanding of core concepts and principles across fields.

Pro Tip: rather than differentiate students using single attributes like GPA, focus on relevant experience, interests, and transferable skills. Every Caltech and HMC graduate is well trained in their ability to identify, analyze, and solve challenging problems.

Recently, two Harvey Mudd students were awarded highly competitive scholarships to join the 2022-23 elite [Astronaut Scholars](#). Another HMC student was awarded the Barry Goldwater Scholarship, the most prestigious national award for undergrad STEM researchers.

Over the past few years teams of Caltech students have won prestigious awards like the [Data Open Competition](#) and the [AI West Coast Terminal Live](#), beating out teams of upperclassman, graduate students, and postdocs across the country. Caltech and HMC students are selected for their potential. They learn fast and quickly catch more experienced peers.

Pro Tip: don't count first and second year students out. Use the **Brazen SmartQueue to prioritize who you talk to rather than creating hard filters.**

Students' first impressions = Brazen Booth. Make sure your company name and what you do are clear. Our students are high achieving and take their future seriously. Messaging can be fun but should err on the side of professional. Gimmicks don't tend to work. Include open jobs and internships, company overview, videos or presentations, and other marketing materials to attract students to your booth,

Pro Tip: students are eager to engage and in high demand. Please have a representative at your booth at all times. If you cannot do this, please edit your "lobby tile" to include any time you will be away.