



Financial Career Insight Series: Investment Banking Spring Weeks

Appendix A: List of Spring Weeks by Financial Sector

Investment Banking Spring Weeks are a unique opportunity to take your first step towards your financial career. The experience gives you a comprehensive introduction to the Investment Banking industry through case studies, presentations, networking, technical training and work shadowing. They generally take place during the Easter break in your first spring term. They therefore require applications in September and October in your first year at university! Note: Only first-year students can apply unless you are on a 4-year course where second-year students can also apply.

Spring Weeks are crucially important because, if you perform well, you may be fast-tracked to a Summer Analyst position (Summer Internship) the following year. There is broadly a 50% chance of getting fast-tracked like this but this varies from bank to bank. This means that a successful student can secure an Investment Banking 2nd year Summer Internship two weeks after Easter in his first year at university; what a great position to be in!

Let's make no mistake about it, getting into Investment Banking is extremely competitive but positions are open to all determined and motivated students adopted a 'can do' targeted approach. Applying to Spring Weeks is part of such a 'targeted approach'. Spring Weeks are not as well-known as pen-ultimate year Internships amongst students and therefore don't attract quite the waves of applications that Internships and Graduate Programmes do, but it is still fiercely competitive of course.

If you don't secure a Spring Week place and don't get fast-tracked, the experience will definitely assist you further down the line when you are applying in your second and third years. Securing a place on a Spring Week not only requires the highest quality application but often requires at least a small element of fortune e.g. you end up getting interviewed by someone you really 'connect with'; perhaps the interviewer is an Alumni from your university or perhaps you both enjoy the same sport or have other common interests. For this reason, it is important to submit multiple (15-25) applications without forfeiting the quality of any single application. In short, spread your applications as wide as possible. Apply as early as you can to get an idea of the process and tests and ensure you have the majority of your applications completed by the end of October with September applications preferred – some schemes will open in July and August! Watch out for application deadlines, some are significantly earlier than others and it is generally best to ignore stated December or January deadlines on the company's website: If the firm has 100 Spring Week places



and they are all allocated by the middle of November it does not matter what the website's deadline states.

How to Apply

As stated, you should apply to as many as possible but not at the expense of the quality of your applications. Some will require substantially more effort than others. Copying and pasting is a recipe for rejection. Do not rush your application. The average application, including tests, can vary from just a couple of hours up to four or five although you will get more efficient as you proceed. Clearly multiple applications require quite a commitment and good time management is required. You'll have more time before you actually arrive at university!

On your application you will be required to cover.

- Your basic contact details
- Educational information
- Work experience (this can be both related and unrelated to finance)
- Voluntary work
- Application questions. Be prepared for
 - “What is your primary motivation for pursuing a career in Investment Banking?”
 - “Why have you applied to Bank XYZ in particular?”
 - “What skills do you believe are required to be successful in your chosen career?”
 - “Give examples of when you have demonstrated such skills”
- Competency Based Interview questions such as
 - “Describe a time when you have demonstrated great leadership skills”
 - “Describe a time when you have demonstrated your ability to be a great team player”. (Such questions are also very common when it comes to face-to-face interview).

There are a number of variations to these questions. Refer to the Opening City Doors posts below for greater coverage of the topic including suggested ways to respond:

[Investment Banking Interview Questions – Part 1](#)

[Investment Banking Interview Questions – Part 2](#)

Some banks will not use these questions. However, expect to average anything from 1 to 5 of these types of questions per application. The average length of an answer should be 150 to 300 words but normally the maximum word length is stated.

- CV and Cover Letter

The Cover Letter should take the following paragraph format:

- Short Introduction
- Why you? – covering achievements etc...



- Why them? – your motivation for applying to the firm
- Why that programme? – what will you gain from the programme and how might that benefit the bank in the future e.g. “I hope it will be a stepping-stone to starting a career at the firm”

See [Financial Market Covering Letters](#) for further guidance.

Should you be invited to proceed to the next stage of the selection process you will be invited to take psychometric tests. It is a crucial part of the application process.

There are three main test providers: SHL, Kenexa and TalentQ with SHL being the most common.

SHL: SHL tests are timed overall with four or five options to choose from. You cannot go back and change your answer. Banks such as UBS, JPM, RBC and HSBC have been known to have used such tests.

Kenexa: Kenexa tests are also timed overall with four or five options to choose from. In these tests you can go back at any time and change your answer. Banks such as BAML, Credit Suisse, Deutsche Bank and Morgan Stanley have been known to have used such tests.

TalentQ: TalentQ tests are timed per question with a large list of options and progressively get harder/easier depending on your performance to benchmark you. You can't go back and change your answer. These tests are substantially more stressful than SHL or Kenexa, but they are less common also. Banks such as RBS and Citi have been known to have used such tests.

What type of questions should you expect?

Investment Banks always include numerical and logical reasoning:

- You will be given data in various formats and expected to draw logical conclusions, make basic calculations and manipulate the data as well as make inferences. You may be given questions whereby there is not enough information to arrive at an answer but there will be an option for this in those cases.

Some form of Reasoning Test is also likely but others such as Verbal, and Situational Judgement are less common in Investment Banking screening of applications.

It is highly recommended that you practise psychometric tests ahead of the real thing. There is no possibility of progression if the tests don't go well. Practise is possible via:

- JobTestPrep
- Graduate Monkey
- Assessment Day (I'd probably go for this one!)
- Your career's service

The tests are not cheap (circa £40 for a 3-month license) but it is time to start thinking about the return on your investment should a successful Spring Week application lead to an Investment Banking career. Also note:



- Penultimate year Internship applications also involve the above tests.
- Tier 1 Investment Management firms also use such tests; again SHL is the most common.
- There are some free, if limited, practise tests available on the SHL, Kenexa and TalentQ websites.

Telephone Interviews

Upon successful completion of the psychometric tests you may be then invited to a first interview. This is likely to be a telephone interview rather than face-to-face. This is the most efficient way for Investment Banks to handle this process.

This interview is likely to be with a Human Resource person rather than someone from the business side of the bank so questions will be more about you and your motivations than getting asked about financial markets.

For information on what to expect, and how to perform well, in telephone interviews refer to the [relevant blog](#) on Opening City Doors.

Video Interviews

Prior to a telephone interview you may additionally need to complete a video interview. You will be invited to do these online and complete with a time period, perhaps 7 days. A common format is that you will be faced with 10 or so questions one at a time. The question will appear on your screen, you will have 30 seconds to think about your answer and 90 /120 seconds to then give your answer.

*Tip 1: Say what you feel about the topic and then back up what you say with a **detailed example** of how you have demonstrated this skill in the past.*

Always give examples with energy and detail on every interview answer – the example does not have to be finance or work related and often it is more interesting if it isn't!

Tip 2: There is a real knack to video interviews – try and secure practise through the university's careers services. The more you do...the better you will get!

Should you pass the telephone/video interview stage you will likely be invited to a second, and final, face-to-face interview at the Investment Bank or Investment Management firm.

This is where the format is going to differ somewhat from bank to bank. It is likely that you will have a couple of interviews, or indeed, a full Assessment Centre morning. Some banks might use principally Human Resource personnel and some might use individuals from the business side of the bank itself; perhaps a junior banker with a few years' experience. A combination of an HR interview followed by a 'business interview' is also quite common. The different types of questions you may be asked are all described above or via associated links and require significant preparation. However, once you have prepared for 1 or 2 interviews this starts to give you an 'application and interview core' which you can then use to help you prepare for future interviews noting that your preparation must be tailored for each bank.



Applying for Investment Banking Spring Weeks or Internships requires robustness. It is a highly competitive business and you will inevitably receive a good number of rejections as part of your application campaign. No matter how many rejections you receive it only takes one offer for you to start fulfilling your dreams. This is the mind-set that you need to adopt.

Furthermore, all your applications (and potential interviews) this year will help you in your crucial 2nd year internship applications next year!

Quick Tips:

- Spring Weeks require multiple applications by the end of October (September ideal!) during your 1st year of university if on a 3-year course. 2nd year students can apply if on a 4 year course.
- It is the Tier 1 financial institutions that offer Spring Weeks. Applications to Tier 2 and Tier 3 firms can be made later in your university life.
- Get your CV in good shape – one page please! See Financial Market CVs document.
- Students who learn how to make strong applications at this stage have a real chance to differentiate themselves and the work supports any future applications they make in the following year.
- Be familiar with all Financial Career Insight Series documents including the Master Resources Guide.

Additional Resources relating to this topic:

[Investment Banking Interview Questions – Part 1](#)

[Investment Banking Interview Questions – Part 2](#)

[Your Financial Market Graduate Covering Letter](#)

[Graduate Telephone Interviews](#)

[Your Financial Market Graduate CV](#)



Appendix A: List of Spring Weeks by Sector

INVESTMENT BANKS

Bank of America	Spring Insight Program 2026
Barclays	Discovery Programme 2026
Citi	Black Heritage Insight Programme 2026
Citi	2026, Spring Insight, 1st Year Programme
Deutsche Bank	Spring Into Banking Programme 2026
Goldman Sachs	Get Set for GS: 2026 Spring Insight Programme
J.P. Morgan	Spring Insight Programme
Morgan Stanley	2026 ISG & MSIM Spring Insight Programme
UBS	2026 Tomorrow's Talent & Spring Insight Program

Evercore	Advisory Spring Week (2026)
Lazard	2026 Spring Insight Programme
PJT Partners	2026 Insight Programme
Perella Weinberg Partners	2026 Europe Advisory Diversity Prep Programme
Rothschild & Co.	2026 Global Advisory Spring Insight Programme

BDO Global	Black Heritage Insight Programme
BNP Paribas	2026 Spring Insight Programme
Crédit Agricole	Summer Internship Programme 2026
GP Bullhound	Future Stars - Work Experience & Insight Programme
HSBC	Head Start Programme
HSBC	2026 Spring Insight Programme
Houlihan Lokey	2026 Spring Insight Week - Corporate Finance
Houlihan Lokey	Women in Banking Insight Days
Houlihan Lokey	2026 Black Heritage Investment Banking Insight
Houlihan Lokey	Summer Research Internship 2026
Jefferies	2026 Spring Week Programme
Macquarie Group	2026 Spring Insight Programme
NatWest Markets	Insight Experience
Nomura	Explore Nomura / Women's Immersion Programme
Piper Sandler	2026 Spring Week Programme
RBC Capital Markets	2026 RBC Pathways
RBC Capital Markets	2026 Spring Insight Programme
Santander	Spring Insight Week
Scotiabank	2026 THRIVE Summer Internship Programme
Scotiabank	Women in Finance Development Programme
Standard Chartered	2026 Spring Insight Programme
TD Securities	Spring Insight Day



Wells Fargo	CIB Spring Week 2025/26
Winterflood Securities	Winterflood Work Experience Programme 2026

ASSET MANAGEMENT

BlackRock	2026 Spring Insight Event
Ares Management	Spring Insight Week Programme
Aviva Investors	Spring Connections Programme
Bain Capital Credit	Bain Capital Credit Spring Insight Day 2026
Barings	See The Possibilities 2026
Bernstein	2026 Bernstein Spring Insight Programme
Blackstone	2026 Future Women Leaders Program
Blackstone	2026 Spring Insight Program
Brevan Howard	Brevan Howard Insight Day
British Land	BL Insight Programme 2026
CD&R	Private Equity Spring Intern 2026
Caledonia Investments	2026 Summer Internship
Capula Investment Management	Trading & Research Summer Internship 2027
Citadel	Discover Citadel
Fidelity	Summer 2027 Equity Research Associate Intern
Fidelity International	2026 Spring Insight Programme
Fidelity International	Spring Insight Programme 2026 (Women)
First Wealth	Summer Internship
Future Planet Capital	Venture Capital Micro-Internship
Legal & General	Spring Start 2026
Millennium Management	Meet Millennium
PIMCO	PIMCO Prep 2026
Pacific Asset Management	Summer Internships 2026
Phoenix Group	Summer Internship Programme
Point72	2026 Point72 Academy Spring Insight Programme
Point72	2027 Academy Investment Summer Internship
Savills	2026 Insight Programme
Schroders	2026 Spring Insight Programme
Slate Asset Management	Spring Insight Day

Note 1: Many Investment Banks have Asset Management arms although Spring Week AM opportunities are less common

Note 2: Financial employers do not allow first-year students to apply for summer internships as students need to be in their pen-ultimate year to do so. Exceptions may include HSBC & Bloomberg

