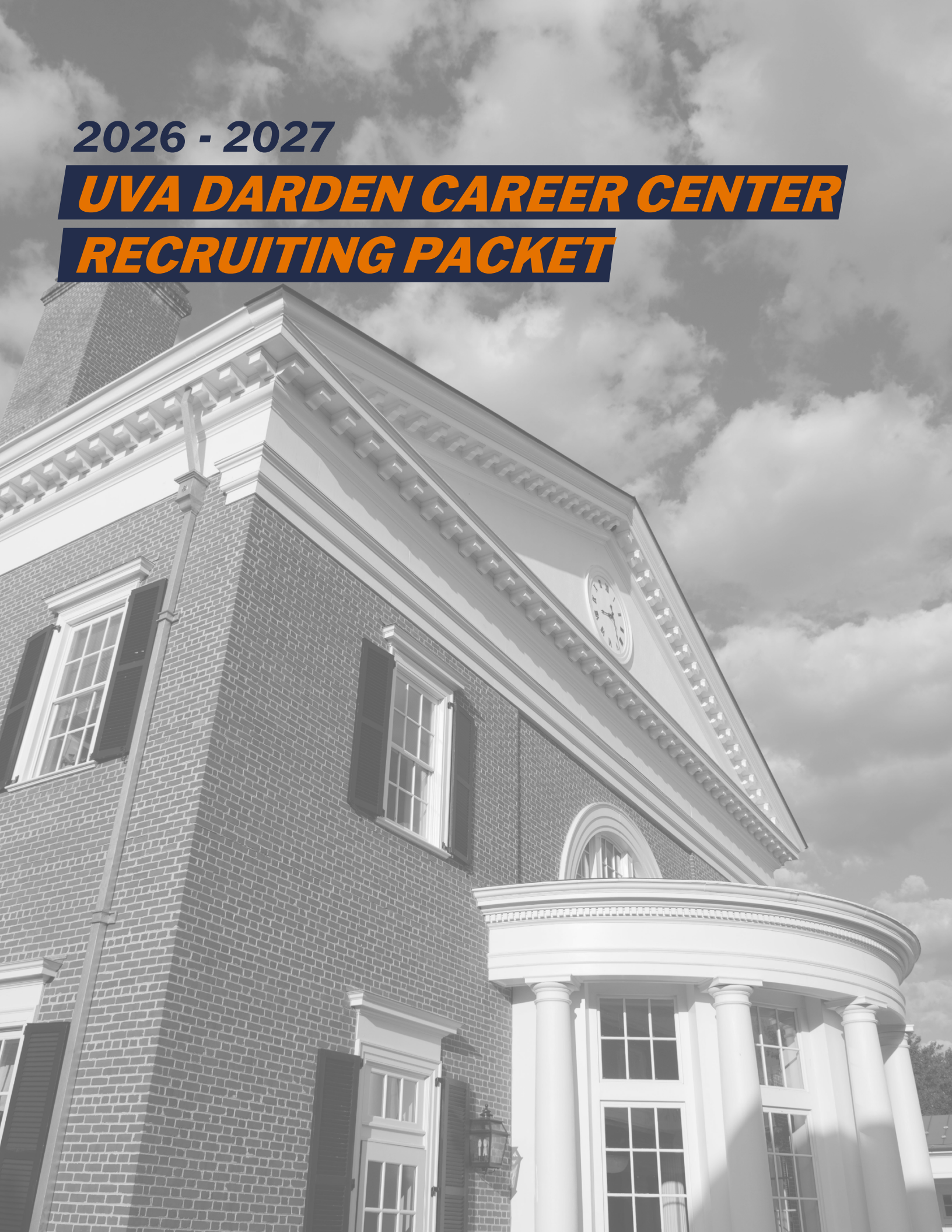

2026 - 2027

UVA DARDEN CAREER CENTER RECRUITING PACKET

Welcome to Recruiting at UVA Darden

Dear Recruiting Partner,

We are thrilled that you are seeking UVA Darden MBA talent in the upcoming 2026-27 recruiting season.

This recruiting packet is intended to provide you with useful information on the recruiting events available, the recruiting timeline, and guidelines that ensure mutually beneficial outcomes.

In partnership with you, we seek to provide students and employers with a level playing field and a fair and equitable recruiting process that allows our students time for evaluating opportunities, and our employers equal and timely access to all of our talented MBA students.

These guidelines apply to any company that utilizes Darden's recruiting platform Darden Career Link [DCL], Career Center services, or partners with a student club to promote, market, or showcase their job opportunities to students through events or interviews — whether held on Darden Grounds or virtually.

Darden's MBA degree is offered in three formats — all of which confer the same prestigious degree, a Master of Business Administration from the University of Virginia. In addition to Darden's renowned Full-Time, residential MBA program, we also have world-class Executive MBA (EMBA) and Part-Time MBA (PTMBA) program formats. Recruiting with Darden, you will also gain access to students pursuing an M.S. in Business Analytics and all UVA Darden alumni.

We appreciate your commitment to hiring talent at Darden and willingness to partner with the School's faculty student and Career Center.

Our event reservation request window will open in Darden Career Link (DCL), our recruiting management platform, on **Wednesday, 20 May at 12:00 pm EDT.** Starting in this recruiting season, Darden Career Link will be powered by 12twenty. We look forward to sharing additional information and resources related to this transition before the reservation request window opens.

- Reservation requests will be evaluated starting **Wednesday, 3 June at 8:00 am EDT**. Reservation requests received after that time will be evaluated on a first-come, first-served basis.
- Event and interview confirmations will be sent in June.
- When submitting interview and event requests, we **require** that you have a 1st, 2nd and 3rd choice, as event dates are not guaranteed. Please ensure your three choices are dates are across multiple weeks throughout the recruiting timeline.

Event and Interview Options

Company Briefing (Virtual or In-person)

A **40-minute, large format event** that often consists of 20 minutes of presentation and 20 minutes Q&A. Breakout sessions are recommended if the event is virtual; however, this is merely a framework. You have flexibility to use the event time as you wish and be creative. In-person events can be coordinated in Charlottesville and/or in Arlington at UVA Darden DC Metro, Sands Family Grounds.

Office Hours (Virtual or In-person)

Also referred to as "Coffee Chats", these are 15-, 20-, or 30-minute informal, small-scale sessions for two or three students. Students register in advance and the sign-up list is available to you in advance.

Receptions (In-person)

If you intend to **host receptions on- or off-Grounds**, please do so between **6 p.m. and 10 p.m**. We are happy to provide you with recommended venue information to assist with early stages of planning.

Part-Time MBA Dinner & Company Conversations

Connect with Part-Time MBA (PTMBA) students through evening engagements hosted at Darden's DC Metro location, Sands Family Grounds, which is home to 180 PTMBA students. These events provide **a dedicated, in-person setting for employers to build relationships with PTMBA students** in a welcoming and conversational environment. Employers may host a session or program in conjunction with a PTMBA dinner, designing the evening to align with their recruiting objectives. Formats may include a company overview, panel Q/A, facilitated discussion, or casual networking. This flexible structure allows organizations to showcase their culture, share insights, and engage directly with PTMBA talent. The cost of dinner will not be incurred by the company.

Dates available are below. Additional options may be available. Please reach out to Emily Funk FunkE@darden.virginia.edu if interested.

- 27 July
- 30 July
- 31 August
- 3 September
- 14 September
- 17 September
- 15 October
- 26 October

Darden DC Connections

Darden DC Connections is **a networking reception held at UVA Darden DC Metro** offering employers the opportunity to meet with our students in our convenient Rosslyn, VA location. Primarily targeted at Executive MBA and Part-Time MBA students, this evening event is also open to students from the Full-Time MBA program who choose to travel from Charlottesville. The event will be held on Friday, 18 September 2026.

Career Symposium: Recruiting Spotlight & Alumni Networking Reception

New The Darden Career Symposium is a two-day immersive recruiting event dedicated to student-employer engagement and career exploration. Held on **Wednesday 21 October – Thursday 22 October 2026**, students and employers will convene for a range of activities including company briefings, coffee chats, and interviews for full-time opportunities. The event includes a networking reception on Wednesday evening.

We encourage employers across industries and organization sizes to take advantage of this dedicated recruiting window to build relationships and engage with Darden talent. The timing is **especially advantageous for organizations hiring into corporate, rotational and general management roles**, offering a more focused environment for meaningful engagement with students. Participation is free of charge.

Innovate@Darden

In partnership with the Batten Institute and the LaCross Institute for Ethical AI, Darden will host a full day of programming centered on careers in technology and industry innovation on **Friday 23 October 2026**. Innovate@Darden is designed to **bring together employers and students interested in technology-focused roles** including both technology companies and tech-related functions within broader organizations. More details will be forthcoming. Contact Sarah Rhodes at RhodesS@darden.virginia.edu with inquiries

Student Club Events

Employers may choose to partner directly with a student organization to host a targeted recruiting event. To ensure strong attendance and minimize scheduling conflicts, **employers should first coordinate with the Recruiting Operations team before confirming event details**. The Recruiting Operations team can then facilitate introductions to the appropriate student clubs.

When planning events outside of standard Darden recruiting offerings (e.g., club partnerships, second-year ambassador programs, or office-specific receptions and networking events), coordination with the Recruiting Operations team is required to ensure alignment with the broader recruiting calendar and student commitments.

First Round Interviews (Virtual or In-person)

We recommend that you use the Darden Career Link (DCL) system to schedule interviews for a dedicated Darden interview day. Students will automatically be placed in interview slots based on their availability. See the associated Interview Due Date Calendars on the following pages.

Interview Alternates

It is best to provide multiple, ranked alternate invitations for each interview schedule. If your pre-selected candidates do not accept your invitation, their slots will be filled by your selected alternates. **We strongly encourage a robust list of alternate candidates.**

Second Round Interviews

Organizations hosting second rounds (at Darden, off-site, or virtually) are responsible for conducting their own scheduling and logistics beyond the first round. All companies must provide at least one alternate second round date for students. **Second round interviews cannot conflict with classes** due to the rigorous academic standards upheld at Darden.

Resume Books

The Darden Career Center provides employers with access to resume books at no cost where employers are able to search, view and download curated resumes.

**Refer to the Policies and Calendar for important information regarding scheduling and targeting your recruiting efforts.*

Recruiting Policies

Academic Commitments

The academic calendar is the main driver of recruiting dates and availability.

- **Darden students may not miss class or academic commitments for any recruiting-related activities**. For planning purposes, view schedule restrictions below and in the calendars.
- Employers cannot require a student, as a condition of employment candidacy, to interview at a time that conflicts with that student's academic schedule.
- First Year students are expected to meet with their Learning Teams Sunday through Wednesday afternoons. Participation in Learning Teams is an academic commitment that is critical to student success in Darden's Case Method learning environment.

Schedule Restrictions

Event dates are not guaranteed and will be scheduled on a first-come, first-serve basis. It is our goal to maximize student attendance. We will focus on coordinating across industries, functions, and target audiences. Event timing is highly constrained and cannot be customized within the event request process.

Employers should plan within the approved windows below, as events outside of these times will not be confirmed or promoted.

- **Targeting First Year, internship-seeking MBA students?** Students have core classes Monday-Thursday from 8:00 a.m. – 1:10 p.m. and Academic Learning Teams Sunday-Wednesday from 4:00 p.m. – 6:00 p.m. Recruiting events may only take place outside of these times.
- **Targeting full-time seeking students?** Briefings can be scheduled between 1:30 p.m. and 8:00 p.m. Late afternoon (4:00 p.m. – 6:00 p.m.) is the most effective window for engaging a broader audience, including EMBA and PTMBA students.

Recruiting Activities

Minimal event conflict is in the best interest of students and employers. **If an employer is working directly with a student club, it is best practice to proactively contact the Recruiting Operations team with any questions,** and/or to gain holistic insights on the recruiting calendar/scheduling.

Employers are not approved to host company events during August pre-matriculation, final exams, or on other specific dates. View key dates on the following pages.

Employer Interviews

Interviews for full-time hiring begin on 22 September 2026. Interviews for internship hiring begin on 4 January 2027. Your Recruiting Operations partner will work with you to determine a date that is most appropriate for your on-Grounds or virtual interviews. We highly encourage you to identify a minimum of two (2) alternate candidates for every 10 invited candidates.

Recruiters should give students sufficient notice (and maintain flexibility where possible) for second round interviews or other events held out of town. Students may have other obligations, including other interviews, which cannot be rescheduled on short notice without penalty to the student.

Severe Inclement Weather

As soon as we know the school is closed, or on a modified schedule, the Recruiting Operations team will reach out and work with our recruiting partners to make alternate arrangements, which may include rescheduling, switching to a virtual format, or remaining as scheduled.

Early Recruiting

Darden recognizes that some companies participate in fellowship programs that involve early opportunities for internship interviews and offers. We support these early opportunities subject to the following conditions:

- Candidates are given at least ten business days to consider such offers. Best practice is to **keep offers open until 5 February 2027** to give students time to make an informed decision.

Hiring International MBA Students

International MBA students make up more than a third of the Full-Time MBA student population and represent some of the best and brightest management talent from around the world.

International students on F-1 status are authorized to work in the U.S. for summer internships by using Curricular Practical Training (CPT) and for one year of full-time employment after graduation by using Optional Practical Training (OPT). The Darden MBA is an accredited STEM-certified degree meaning that students may work for up to three years in the U.S., provided the position for which they are hired relates to their STEM degree.

If you have not done so in the past, we urge you to get to know our talented pool of international students and consider them for employment within your organization for both U.S. and overseas opportunities. You can connect with them through internationally focused student clubs, on-Grounds events, and other activities.

For more information on work eligibility, please contact Denise Karaoli at KaraoliD@darden.virginia.edu.

NOTE: When recruiting at Darden or creating a job posting, providing information on work authorization requirements ensures students understand any constraints placed on positions.

Investment Banking Policies and Guidelines

Firms recruiting for investment banking should refer to the Investment Banking Recruiting Policies and Guidelines.

Offer Guidelines

Darden's offer guidelines and deadlines aim to meet the needs of both recruiters and students and benefit all parties.

All students must receive an offer in WRITING. The beginning of the offer period will coincide with the date of the written offer.

Full-Time (Post-MBA) Offers

If the full-time offer is extended as the result of a summer internship:

The job offer must remain open until **6 November 2026**, or three weeks from the date the written offer is received, whichever is later.

If the full-time offer is extended before 1 January 2027:

The job offer must remain open until **6 November 2026**, or three weeks from the date the written offer is received, whichever is later.

If the full-time offer is extended after 1 January 2027:

The job offer must remain open for a **minimum of two weeks** from the date the written offer is received.

Internship Offers

Regardless of format (virtual or in-person) and location (at Darden or company offices), no initial employer interviews or internship offers should occur prior to **4 January 2027**.

The internship offer must remain open until **5 February 2027,** or three weeks from the date the written offer is received, whichever is later.

If an internship offer is extended on 1 March 2027 or later:

The internship offer must remain open for a **minimum of two weeks** from the date the written offer is received.

Due to academic commitments, internships must begin no earlier than 10 May and must end by 13 August 2027.

Exploding Offers and Withdrawing Offers

Employers are not to apply undue pressure or unreasonable expectations related to accepting offers. Examples include exploding offers, requiring verbal accepts, and changes to offer terms.

Investment Banking

Please refer to the Investment Banking Recruiting Policies and Guidelines.

Key Dates

10-14 August	First Year Launch Week (Orientation)
17 August	Q1 Core classes start on Grounds
17 August	**Full-Time recruiting begins**
8 September	**Internship recruiting begins**
18 September	**Darden DC Connections Networking Event**
21 September	Yom Kippur
22 September	**Full-time interviews begin**
1 – 19 October	Q1 ends, exams & fall break
19 October	Q2 starts
21 October	**Career Symposium Networking Reception**
21-22 October	**Darden Career Symposium**
23 October	**Innovate@ Darden Event**
3 November	Election Day--no classes in session
25 – 27 November	Thanksgiving break
9 – 15 December	Q2 ends & exams
16 December – 8 January	Winter break
4 January	**Internship interviews begin**
11 January	Q3 begins
18 January	MLK Holiday (no classes)
25 February – 4 March	Q3 classes end & exams
5 – 14 March	Spring break
15 March	Q4 begins
29 April – 4 May	Q4 classes end & exams
10 May	**Internships may begin**
21-23 May	Final Exercises weekend (Graduation)
13 August	**Internships must end**

* View calendar for detail.

Interview Due Dates

Full-Time Job Interviews

These dates are intended for full-time interviews facilitated by the Darden Recruiting Operations team, whether in-person or virtual. Due dates are planned around the academic calendar.

Interview Week	WEEK 1*	WEEK 2	WEEK 3 **	WEEK 4
Student Application Deadline *(at 11:59 p.m.)*	8 September	14 September	21 September	28 September
Employer Invite List Due *(at 3:00 p.m.)*	10 September	17 September	24 September	1 October
Student Accept Deadline *(at 3:00 p.m.)*	14 September	21 September	28 September	8 October
Schedule Available to Employer *(at 3:00 p.m.)*	17 September	24 September	1 October	15 October
Interview Dates	**22-24 September**	**28 September – 1 October**	**12-16 October**	**19-23 October**

* No interviews will be held on Yom Kippur, 21 September.
** Week 3 interviews will be virtual only.

Internship Interviews

Interviews held during Week 1 and on Fridays can begin at 8:00 a.m. Interviews held Monday-Thursday during Weeks 2-4 must begin after 1:45 p.m. to accommodate the academic schedule.

Interview Week	WEEK 1	WEEK 2	WEEK 3	WEEK 4
Student Resume Deadline *(at 11:59 p.m.)*	23 November	7 December	4 January	11 January
Employer Invite List Due *(at 3:00 p.m.)*	4 December	16 December	7 January	14 January
Student Accept Deadline *(at 3:00 p.m.)*	7 December	5 January	11 January	19 January
Schedule Available to Employer *(at 3:00 p.m.)*	30 December	7 January	14 January	21 January
Interview Dates	**4-8 January**	**11-15 January**	**19-22 January**	**25-29 January**

* Week 5 interview dates are available by request.

Contact Us

Questions or concerns about these guidelines?

Darden's Recruiting Operations Team would be happy to help. Please email **recruiting@darden.virginia.edu** with any questions or concerns.

RECRUIT DARDEN TALENT

RECRUITING@ DARDEN.VIRGINIA.EDU

POST YOUR OPEN ROLES

August 2026

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
3	4	5	6	7
10	11	12	13	14
17 **Full-Time (FT) Recruiting Begins** Back to school BBQ **No evening receptions**	18	19	20	21
24	25	26	27	28
31				

CALENDAR KEY	
Limited recruiting	Full-Time Only Recruiting
No recruiting	All Recruiting Open
Interviews	Interviews (Virtual Only)

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September 2026

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
31	01	02	03	04
07	08	09	10	11
Labor Day: Classes are in session (Sept 7, 2026)	Internship Recruiting Begins			
14	15	16	17	18
				Darden DC Connections @ Sands Family Grounds
21	22	23	24	25
Yom Kippur Minimal recruiting available due to holiday.	Full-Time Interviews Begin			
28	29	30	01	02
			Q1 Classes End	Q1 Exams

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October 2026

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
28	29	30	01	02
			Q1 Classes End	Q1 Exams
05	06	07	08	09
		Q1 Exams End	Fall Break	
12	13	14	15	16
Full-Time Interviews cont. (Virtual Only this week) Career Programming/Treks **Recruiting Available by request (Virtual only)**	Career Programming/Treks **Recruiting Available by request (Virtual only)**	Career Programming/Treks **Recruiting Available by request (Virtual only)**	Career Programming/Treks **No recruiting**	Career Programming/Treks **No recruiting**
19	20	21	22	23
Q2 Begins **No Recruiting**	First Year Academic Commitment **No Recruiting**	First Year Academic Commitment **Special Career Networking Event**	Full Day Careers **Special Career Event**	Full Day Careers **Darden x Batten Event (more to come)**
26	27	28	29	30

UVA DARDEN
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November 2026

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
02	03	04	05	06
	Election Day			
09	10	11	12	13
16	17	18	19	20
			First Year Academic Commitment **Evening Reception Only**	
23	24	25	26	27
		Thanksgiving Break		Thanksgiving Break
30	01	**Notes:**		

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December 2026

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
30	01	02	03	04
			First Year Academic Committment **Evening Receptions Only**	
07	08	09	10	11
		Q2 Classes End	Q2 Exams	
14	15	16	17	18
	Q2 Exams End	Winter Break		
21	22	23	24	25
28	29	30	31	01

UVA DARDEN
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January 2027

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
28	29	30	31	01
				Winter Break Ends
04	05	06	07	08
Internship Interviews Begin				
11	12	13	14	15
Q3 Begins				
Interviews must take place after 1:45 p.m.				Full-day interviews allowed.
18	19	20	21	22
MLK Day	Interviews must take place after 1:45 p.m.			Full-day interviews allowed.
25	26	27	28	29
Interviews must take place after 1:45 p.m.				

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February 2027

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
01	02	03	04	05
08	09	10	11	12
15	16	17	18	19
22	23	24	25	26

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