

- 1. What is the difference between OCI and RC?**
 - a. On-Campus Interviews (OCI): Short 20–30 minute screening interviews with an employer to interview applicants for employment starting the following summer or for post-graduate opportunities.
 - b. Resume Collect (RC): The process of collecting applications from law students for a particular employer who has chosen not to come to campus, but to conduct interviews on their own schedule.
- 2. What is a virtual OCI?**
 - a. This means that all employers will be interviewing you through our virtual platform Flo Recruit. You will have the flexibility to conduct interviews at a location that works best for you.
- 3. What is Flo Recruit?**
 - a. The virtual interview platform Campbell Law is using for OCI.
- 4. How much weight is placed on my GPA during the interview selection process?**
 - a. There are some employers, mostly larger law firms, who put more of an emphasis on grades. Always make sure to check the hiring criteria of any job posting; some employers list preferences vs. requirements so do not take yourself out of the running based on GPA alone!
- 5. What application materials are required?**
 - a. This will vary for each employer. All employers will require a legal resume and a variation of the following: cover letter, transcript, writing sample, reference list, etc.
- 6. What is the etiquette when following up with an employer?**
 - a. At the end of your interview, if they have not already stated, ask the employer their timeline for getting back to students
 - b. We recommend you send a thank you letter following an initial on-campus interview, usually by email, to the interviewer(s) if you have a callback interview. While interviewers appreciate thank you emails and they are a standard practice, they do not necessarily respond.
 - c. If you have a genuine interest in the position, feel free to reach back out if you have not heard anything a week or two after your interview.
- 7. What if I need to make changes or update my application materials after I have applied in Symplicity?**
 - a. You will need to withdraw your application, make the necessary changes and re-upload your document(s) to Symplicity. From there, you will be able to re-apply.
 - b. If any changes need to be made, be sure to do so before the Wednesday at noon deadline.
- 8. Is there a certain browser that is best to use for Symplicity and Flo Recruit?**
 - a. Google Chrome
- 9. What are the deadlines to apply for opportunities during the OCI/RC program?**
 - a. Employers who participate sign up on a rolling basis. Stay on top of your Campbell email for updates from the Career Center on each week's participating employers. Applications always open **Fridays at noon** and close **Wednesdays at noon**. These are strict deadlines. Do not wait until the last minute to apply.
 - b. Make sure to read The Career Advisor newsletter each week and regularly check your Campbell email for updates from the Career Center each week.
- 10. How will I know if I have been selected for an interview?**

ON-CAMPUS INTERVIEWS/RESUME COLLECT PROGRAM
FAQs

- a. If you have been selected for an interview, you will receive an email from Symplicity to indicate that you have been selected. You must log-in and choose an interview time.
- b. All applicants will receive an email from the Career Center with a reminder to check your Symplicity account.

11. How will I receive my virtual interview link?

- a. You will receive an email from Flo Recruit at least 24 hours before your scheduled interview time with a link to your virtual interview.

12. What if I cannot make my interview?

- a. If you become ill, let the Career Center know ASAP. We will work with you so you can conduct your interview remotely, or to reschedule the interview. Remember, you have committed to making yourself available for your scheduled interview, ***unless*** you have already accepted another summer employment opportunity. If that is the case, you are required to inform the Career Center ASAP so we can adjust the OCI schedule.