FAQ ABOUT AC RECRUITING IN SEOUL OFFICE

General Application

What are the application methods and required documents?

Submit your application through Bain's official website with an **English resume that includes your overall GPA.**

Can I apply regardless of my current year school?

Yes, **applications are open to juniors, seniors, and those with less than 3 years of full-time work experience after graduation**. We welcome candidates from any academic background, regardless of military status.

How are the hiring cycle and start dates for Associate Consultants (AC) in Seoul decided?

The AC hiring cycle in Seoul takes place **twice a year, during the summer and winter season.**

Successful candidates join on **official start dates scheduled for each half of the year.** (e.g., 2025 Winter cycle offerees → Join 2H, 2026)

What is the AC recruiting process in Seoul like?

Overall process: **Application → Digital assessments → Case interview (1st to 3rd rounds) → Offer**

Progression to the next round depends on the candidate's performance in the previous round.

Interviews are conducted in three rounds, all of which are case-based. The 1st round interview is usually conducted virtually, while the 2nd and 3rd rounds are typically held in person. The format and schedule of each round will be confirmed and communicated after discussion with the candidates.

When and how can I check the results of the application screening?

Results will be communicated via email no later than 3 weeks after the application deadline, regardless of acceptance or rejection.

However, if you have selected offices other than Seoul as your office preference, the application review timeline of the respective office may result in a longer wait for the notification.

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Is there a reapplication restriction period if I am not successful in my AC application?

There is **no restriction period for reapplying** after an unsuccessful AC application.

However, if you attempt to reapply within a year of your previous application, you may encounter a system error. In such cases, please contact us at Recruiting.Seoul@bain.com, and we will be happy to assist you with your reapplication.

Can I apply for both AC and ACT position simultaneously? Is there a reapplication restriction period for AC application if I am rejected from ACT process?

AC (full-time) and ACT (internship) are separate positions with different criteria and interview processes. Rejection from one position does not affect your eligibility to apply for the other.

However, Bain Seoul office follows the “One Bain, One Process” principle, so **you cannot apply for both positions at the same time**.

If I have work experience, should I apply under the same guidelines and timeline as the AC recruitment?

Candidates with less than 3 years of work experience should follow the standard AC recruitment process.

For those with **3 or more years of experience, please contact the Seoul recruiting team** (Recruiting.Seoul@Bain.com) for tailored guidance.

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Digital Assessment

Why does Bain use digital assessments?

At Bain, we continue to look for ways to improve our screening process. In addition to evaluating applicants through their resumes, **Bain has introduced this digital assessment tool across the firm to better understand and evaluate applicants' capabilities based on the expectations for the AC role.**

What happens after passing the application screening?

Candidates who pass the application screening will receive a separate email with instructions for the next stage, the digital assessment.

Afterward, **you will receive another email containing a personalized link to complete the assessment via TestGorilla. You must complete the assessment within the specified deadline.**

The assessment will take approximately **52 minutes** to complete.

Where can I find information about TestGorilla?

To familiarize yourself with the assessment and understand system/browser requirements, you can learn more here: Candidate guides – TestGorilla Candidates

What does the assessment measure?

The assessments evaluate **case study skills, critical thinking, numerical reasoning, and working with data**.

What should I do to prepare?

There is no study or practice required in advance.

Ensure a distraction-free environment and a stable internet connection. We recommend completing the assessment in one sitting using a laptop or desktop.

Will I be able to see my results?

No. Individual results are not shared with candidates.

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Digital Assessment

Can I use a calculator during the assessment?

Yes, calculators, pens, and paper are allowed. However, using **AI tools or other prohibited aids may result in disqualification.**

Are there any important guidelines to follow during the assessment?

You must keep your **VIDEO ON at all times** and ensure that your **full face is clearly visible on camera**. Adjusting the camera to obscure your face, or using dual monitors, AI tools, or any other prohibited aids is strictly forbidden.

The entire assessment will be recorded and monitored (including mouse movements), and any violations may result in disqualification.

In the assessment, it is not possible to go back to a previous page, so answers should be selected carefully before moving to the next page.

What happens if I don't complete my assessment?

If you miss the specified deadline or fail to complete the assessment, your application will be disqualified, and you will not be eligible for an interview.

What should I do if I have not received an email with the assessment link?

Check your spam folder for an email from assessments@testgorillar.com.
If you cannot find it, contact Seoul recruiting team.
(Recruiting.Seoul@Bain.com)

What if I encounter technical issues during the assessment?

Use the widget in TestGorilla's platform to report the issue or email.
(help@testgorilla.com)