

2023-2024 March Hiring Resource Package



A Note from the 2023-2024 QUIC Executive

Every student should have the opportunity to enter the Finance March hiring process on equal footing, which is why we created the QUIC Resource Package for March Hiring Interviews.

We appreciate the time candidates take to apply and, in an effort to improve transparency, have detailed what can be expected from the QUIC interview process in this package. We invite you to review this repository of advice that current and former QUIC members found useful in preparing for their own QUIC interviews.

For more information on the Queen's University Investment Counsel, please visit our website. Should you have any further questions about the hiring process, please do not hesitate to contact us at the email below. Thank you for your interest in QUIC.

Sincerely,

Michelle Chou, Sanuree Pathiranawasam,
Alton Loveys

QUIC 2023-2024 Executive
executive2024@quiconline.com

Introduction

HIRING PROCESS

QUIC is currently in the process of hiring new members for the 2022-2023 year. We will be hiring analysts from COMM '26 and COMM '25 and Senior Portfolio Managers from COMM '24.

The process will consist of a written application and two rounds of interviews. All candidates will participate in a first-round interview, which will be followed by a second-round interview for selected candidates.

The first-round interview will consist of a 1–2-minute summary of a stock pitch, as well as a mix of market, technical, and behavioral questions.

The second-round interview will include a more in-depth discussion of the stock pitch; at this stage, select candidates will submit a 2-page, single-spaced investment memo outlining their investment theses. Further details related to the stock pitch will be included in the application.

To learn more about QUIC please visit our website at the following [link](#).

Key Dates

March 12th, 11:59PM - Applications released on ComSoc Shop

March 19th, 11:59 PM - Applications due via ComSoc Shop

March 21st to 24th - First round interviews (20 minutes)

March 25th - Second round interviews (30 minutes)

March 26th - QUIC 2023-2024 roster announced

WHAT WE LOOK FOR

We are seeking candidates who are well-rounded, driven, and have a genuine interest in developing their financial knowledge and skill set. Prior finance experience is not necessary; however, some understanding of financial concepts and market news is expected.

In interviews, candidates should demonstrate the following:

Curiosity – Our team members love to learn and strive to develop themselves intellectually. QUIC provides many opportunities for learning and look for candidates that are excited to take advantage of them.

Passion for Investing – Analysts and Portfolio Managers are constantly challenged to learn about new industries and business models and therefore, must have a natural willingness to learn.

Thoughtfulness – Analysts and Portfolio Managers are expected to take a comprehensive approach to analysis and learning and think about situations from unique and multiple angles.

Leadership – QUIC is proud to have developed a tradition of student leadership and mentorship. Upper-year members on QUIC take significant time to give back to QUIC and its members, and QUIC aims to hire people who will grow to do the same.

Integrity & Drive – Warren Buffett says, “In looking for people to hire, you look for three qualities: integrity, intelligence and energy. And if they don't have the first, the other two will kill you.”

Sample Interview Questions

Note: These questions are only examples and will not necessarily be the ones asked in the interviews.

BEHAVIOURAL

Why would you like to join QUIC?

- Reflect on the major developmental milestones in your life (as opposed to reciting your resume)
- Showcase interests, jobs, and activity involvement
- Tie your response back into why you are interested in QUIC and interviewing today

Where do you see yourself in 5 years?

- Reflect on career goals and interests
- Highlight what you are interested in, the reasoning that has led to these interests, and how it aligns with QUIC
- Display humility and understanding that interests change, and you cannot guarantee this answer

What is your favourite book?

- Show us you are intellectually curious about the world and utilize an opportunity to display more about your interests
- We are looking to identify that candidates are willing to spend the time to broaden their knowledge base whether regarding investing or another topic

Tell me about your biggest wins and losses.

- Reflect on major positive and negative events that have occurred in your life, and display humility in your explanation of both
- Identify wins and losses, where the learning outcomes resulted in growth that aligns with your reasoning to want to join QUIC

Tip: Show that you can think logically and critically about various qualitative business factors.

BUSINESS STRATEGY/MARKET

Would you rather own a railroad or a trucking company?

- Think through how each of these businesses generate revenues and profits, including their cost structures, and consider how each business would perform on a quality accounting ratio
- Identify market dynamics and trends, competitive advantages, and regulations to justify your answer

Tell me about a recent trend you have been following in the market.

- Identify a unique market trend you have been following which you personally find interesting
- Ensure you have a comprehensive understanding of the trend and are prepared to answer follow-ups and relate the trend to public markets

What is your favourite company? If you were CEO, what changes would you make in the first 100 days of your tenure?

- Identify a company whose business model you have high conviction in, this can be your stock pitch, however in a question like this you can ignore valuation and just focus on business quality
- Define what changes you would want to see and highlight challenges management has faced

How would you invest a sum of money?

- Think about markets and companies in which you have strong conviction, and use market trends and shifts to inform weightings of your positions in these names

Sample Interview Questions

Tip: Show that you can break down complex numerical/accounting problems into smaller, more easily solvable ones. Often with these questions, the process is just as important as arriving to the correct answer. Display your extended thinking by considering multiple cases for your answer (i.e., where might this answer not be the case?).

TECHNICAL/ACCOUNTING

If revenue increases by 10%, does EBITDA increase at faster or slower rate?

- EBITDA would increase at a faster rate due to a company's cost structure

How does depreciation affect the financial statements?

- Depreciation affects the income statement as an expense
- Depreciation is added back on the cash flow statement to account for a non-cash expense
- Depreciation lowers the value of PP&E on the balance sheet and the cash value is up from the cash flow statement. Retained earnings additionally decreases and the balance sheet balances

Would you rather have volume or price increase by 1%?

- You would prefer price to increase as a volume increase would incur variable costs
- This may not be the case if variable costs = 0

Would you expect a companies cost of equity or debt to be higher?

- Companies will typically have a higher cost of equity, as it is lower in the capital structure and therefore more risky and less protected in a company's downside

What is the Weighted Average Cost of Capital (WACC) conceptually?

- WACC is the return that investors are expecting to earn, at the minimum, when they invest in a respective company

Could a company conceptually have a negative enterprise value?

- Yes, conceptually if a company has an extremely large cash balance or a very low market-capitalization a company could have a negative enterprise value

Would comparable company multiples or precedent transaction multiples yield a higher valuation?

- Precedent transaction multiples would yield a higher implied valuation as comparable company multiples use current market data and the trading price for a singular share. Precedent transaction multiples display the multiple paid for an entire company. Therefore, the purchaser of the company would typically have to pay a premium on top of the company's previous share price in order to receive the required shareholder votes in favour of the acquisition

Why would a company with a high P/E ratio still be considered an attractively valued stock?

- Consider the question in various components
- Either the companies' earnings are lower in the short-term (i.e., company is struggling due to recession, companies' earnings are expected to grow rapidly, etc.) or there is value that is that not captured by current earnings (i.e., cash, real estate, etc.)

The Stock Pitch

TACKLING THE PITCH

At a high level, great pitches will:

1. Prompt criticism, feedback, and constructive questioning
2. Thoroughly analyze and understand the fundamentals of the business
3. Be aware of the strengths and weaknesses of the "market"

The key components of a stock pitch include:

Company Overview

The goal here is to explain how the company makes money and outline its business model. Keep wording simple and avoid jargon.

Industry Overview

Analysis of the factors which drive the industry, its barriers to entry (if applicable), the industry's future outlook, and the firm's fit within the industry.

Investment Theses

Theses are the main argument which highlights why the company is a strong investment. Common investment theses include (1) economic moat, (2) strong management team, and (3) runway for growth.

Valuation

The valuation determines the value of the business, regardless of what it is currently trading at. Two common valuation methodologies include the Discounted Cash Flow Analysis (DCF) and Comparable Company Analysis (Comps).

More information surrounding how to tackle the stock pitch can be found [here](#).

Note: Please do not hesitate to reach out to any QUIC members for more recommendations. We are always happy to discuss some of our favourite reads. We recommend the highlighted books as initial reads.

SOME OF OUR FAVOURITE BOOKS

Investments

- The Little Book that Builds Wealth (Pat Dorsey)*
- The Most Important Thing (Howard Marks)*
- Margin of Safety (Seth Klarman)
- Warren Buffett's Letters to Shareholders

Business Strategy

- Competition Demystified (Bruce Greenwald)
- Competitive Strategy (Michael Porter)
- Good to Great (Jim Collins)
- The Outsiders (William N. Thorndike Jr.)

Business History

- The Corporation (Joel Bakan)
- Barbarians at the Gate (Bryan Burrough)

Other Favourites

- Hillbilly Elegy (J.D. Vance)
- Principles (Ray Dalio)
- Predictably Irrational (Daniel Ariely)
- Becoming (Michelle Obama)
- Invisible Women (Caroline Criado-Perez)



Queen's students are eligible to access Capital IQ and Mergent online. Utilizing this will save a lot of time when pulling financial data, equity research, and analyzing other information for stock pitches. Instructions for accessing the Databases can be found [here](#).

About Us

QUIC is Canada's premier student-run asset management organization, with \$2.1M in AUM. Our tradition of student leadership, mentorship, and hard work has created a solid foundation to support our continued growth.

Queen's University Investment Counsel
143 Union Street
Kingston, ON
K7L 3N6

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