

China Recruitment Peak Season Calendar School Notice

China Recruitment Peak Season Calendar

Target audience: Students at overseas universities seeking employment in mainland China

Position categories: Internships and graduate positions (campus recruitment)

Purpose: To help university careers teams plan year-round communications, events and application reminders

Note: The calendar reflects common recruitment cycles in China. Timelines may vary by employer, industry and location. Students should always refer to each employer's latest official announcement.

1. Overview of Annual Recruitment Peaks

Position Type	Main Recruitment Peak	Additional Recruitment Period	Typical Start Period
Summer internships	March - May	Early openings in January–February; supplementary recruitment in May–June	June - August or July - September
Winter internships	September - November	Early openings in August; supplementary recruitment in December	November - February
Off-cycle internships	Open year-round	Relatively active in March–June and September–November	Usually as soon as possible after an offer is made
Graduate positions — autumn recruitment	August - October	Early recruitment rounds in May–July; supplementary recruitment in November–December	After graduation in the following year
Graduate positions — spring recruitment	March - May	Early openings in February; supplementary recruitment in May–June	After graduation in the same year

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Three Key Points for Students

1. **Start monitoring graduate opportunities one year before graduation.** Students graduating the following year should normally begin tracking early autumn recruitment rounds from May to July and apply actively from August to October.
2. **Do not wait until summer to apply for a summer internship.** Most applications and interviews take place between March and May, and some employers open even earlier.
3. **Apply early.** Many employers review applications on a rolling basis and may fill some positions before the advertised deadline.

2. January – December Recruitment Calendar

Month	Internship Opportunities	Graduate Opportunities	Recommended Communication from the University
January	Winter internships are underway; some summer internship programmes begin promotion	Students prepare for spring recruitment and update their Chinese and English résumés and application materials	Publish the annual recruitment calendar; remind students to prepare résumés, transcripts and project examples
February	Early summer internship rounds gradually open	Spring recruitment begins to gain momentum, with some employers opening applications early	Send a “Spring Recruitment and Summer Internship Launch” notice
March	The peak summer internship application period begins , with more assessments and interviews	The spring recruitment peak begins , with concentrated employer presentations and career fairs	Share weekly vacancy updates; offer résumé, assessment and interview support
April	Peak period for summer internship applications and interviews	Spring recruitment remains at its peak	Remind students to apply to several employers in parallel rather than wait for one outcome
May	Concentrated summer internship interviews, offers and supplementary recruitment	Later stage of spring recruitment; early autumn recruitment for the next graduating cohort gradually begins	Communicate separately with current and next-year graduating cohorts to avoid confusion
June	Summer internships begin; a small number of supplementary and off-	Supplementary recruitment for current graduates; more early autumn recruitment	Publish an “Autumn Recruitment Preparation Checklist” and ask the next graduating cohort to finalise their résumés

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	cycle opportunities may remain available	opportunities for the next cohort	
July	Summer internships are underway, and some employers begin conversion assessments	Early autumn recruitment becomes active; technology, internet and manufacturing employers may begin earlier	Remind students that internship work and autumn applications can be managed concurrently
August	Summer internships enter their final stage, including conversion assessments; winter internships begin promotion	Main autumn recruitment rounds gradually open	Issue a priority autumn recruitment notice; advise students to check employer websites and recruitment platforms weekly
September	The peak winter internship application period begins	Main autumn recruitment peak, with intensive online applications, assessments, written tests and interviews	Increase the frequency of communications; remind students to monitor emails and messages and plan around time-zone differences
October	Winter internship recruitment remains active	Autumn recruitment remains at its peak; some public employment and campus recruitment events are concentrated in this month	Send an autumn recruitment progress reminder; provide guidance on interviews and comparing offers
November	Winter internship offers are issued and placements begin; off-cycle internships remain available	Autumn recruitment interviews, offers and supplementary recruitment	Remind students without an offer to continue monitoring supplementary vacancies and not stop applying too early
December	Winter internships are underway; preparation begins for the next summer internship cycle	Autumn recruitment draws to a close; preparation begins for the next spring recruitment cycle	Send a "Preparing for a Second Opportunity in Spring Recruitment" notice and encourage students to create a holiday application plan

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3. Brief Guidance for Students by Position Type

3.1 Internship Opportunities

- **Summer internships:** Begin preparing in January–February, apply actively from March to May, and complete the internship between June and August.
- **Winter internships:** Begin preparing in August, apply actively from September to November, and complete the internship between November and the following February.
- **Off-cycle internships:** Opportunities may be available throughout the year. Employers often expect students to start promptly and may specify minimum weekly attendance and internship duration requirements.
- **Conversion opportunities:** Some summer internship programmes are linked to early autumn recruitment. Strong performers may receive a graduate offer or fast-track access to the autumn recruitment process. Arrangements vary by employer.

3.2 Graduate Opportunities

- **Autumn internships:** This is the most important recruitment season for graduate positions. Early rounds may appear between May and July, the main employer application period is usually August–October, and November–December mainly involves interviews, offers and supplementary recruitment.
- **Spring recruitment:** This generally takes place from March to May. Opportunities may include newly created vacancies, positions left unfilled after autumn recruitment, and roles at small and medium-sized enterprises, state-owned enterprises and public institutions.
- **Eligibility:** Employers do not use one universal graduation-date range when defining a fresh graduate. Students at overseas universities should check the graduation dates, degree verification, start-date and work-authorisation requirements in each vacancy announcement.
- **Other recruitment routes:** Civil service, public institution, teaching, healthcare and some state-owned enterprise roles may follow separate examination or recruitment calendars. Students should monitor the relevant official announcements.

4. Recommended Annual University Communications

Recommended Timing	Communication Topic	Main Audience
Mid-January	Annual China recruitment calendar and summer internship preparation	All students interested in developing their careers in China
Late February	Launch of spring recruitment and summer internship applications	Current and next-year graduating cohorts
Late May	Early autumn recruitment reminder and résumé finalisation	Next-year graduating cohort
Mid-July	Autumn recruitment launch reminder	Next-year graduating cohort
Late August	Main autumn recruitment peak and winter internship applications	Next-year graduating cohort and earlier-year students
Late November	Autumn supplementary recruitment and preparation for the next spring recruitment cycle	Graduating students who have not yet secured a position

Recommended frequency: Communicate once a week during peak recruitment periods and once a month outside peak periods. Priority vacancies may be shared simultaneously by email, student groups and the university careers platform.

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5. Short Notices That Can Sent Directly to Students

Summer Internship Reminder

Recruitment for summer internships in mainland China is usually concentrated between March and May; students should not wait until the summer break to apply. Please prepare your résumé in advance and continue monitoring employers' official recruitment websites. Some internship programmes offer conversion opportunities and may be linked to early autumn recruitment for the next graduating cohort.

Autumn Recruitment Reminder

Graduate recruitment in mainland China may begin with early rounds between May and July, followed by the main application period from August to October. Students planning to graduate the following year and seek employment in China should complete their résumé and interview preparation in advance and submit applications early.

Spring Recruitment Reminder

March to May is an important spring recruitment window in mainland China and provides another opportunity for graduating students who have not yet secured employment. Vacancies and recruitment timelines are often more dispersed than in autumn, so students are encouraged to broaden their applications and complete assessments and interviews promptly.