NJIT Career Development Services works in the best interests of our students, graduates, and employers. We strive to educate students on best practices in being prepared to enter the workforce and to understand employers' needs in obtaining acceptances within the time frames standard to your industry's recruiting schedule.

We respectfully ask all employers, especially those participating in On-Campus Interviews, to report their job offers to Career Development Services, under the Hiring Outcomes tab in your CDSlink account. By reporting your offers, you assist NJIT in our accreditation data and rankings, and help us to enforce policy prohibiting students from continuing their job search after they have accepted your offer.

NJIT's policy is consistent with the National Association of Colleges and Employers (NACE) Guidelines.

SEMESTER	TYPE OF WRITTEN OFFER	START DATE	ACCEPTANCE DEADLINE
FALL	Full-time Employment Offer to Summer Intern (Co-op/Intern conversion to FT)	Upcoming Summer	November 1, or a minimum of two weeks
	• Full-Time Offer • Internship/Co-op Offer	Upcoming Summer	Until December 1, or a minimum of two weeks
	Full-time Employment Offer to Fall Intern (Co-op/Intern conversion to FT)	Upcoming Spring	Minimum of two weeks from offer date
	• Full-Time Employment Offer • Internship/Co-op Offer	Upcoming Spring	Minimum of two weeks from written offer date
SPRING	Full-time Employment Offer to Fall Intern (Co-op/Intern conversion to FT)	Upcoming Summer	Minimum of two weeks from written offer date
	Full-Time Employment Offer	Upcoming Summer	Minimum of two weeks from written offer date

NJIT's Career Development Services requests that companies utilizing our services adhere to the above time frames for offers and discourages the policy commonly known as "exploding offers."

In some cases, students may ask for extensions beyond these suggested guidelines. We hope employers can accommodate these requests to enable students to complete their recruiting process.