Guide to Fall Public Sector OCI 2025
(Virtual On-Campus Interview Program)

Every fall, public interest organizations, government offices, and public interest law firms visit Columbia to interview 2Ls/3Ls for summer/postgraduate jobs. Students apply in advance; from these applications, employers select students to interview on their OCI date(s). This year, interviews will take place online.

Public Sector OCI Timeline (All times ET)

July 2 at 12 p.m.	View participating employers and their OCI dates on Symplicity. (Additional employers may be added.)
July 14 at 12 p.m.- August 4 at 3 p.m.	Apply on Symplicity with a resume and, for most employers, a cover letter.
August 16 at 12 p.m.	Check Symplicity for your application results; students selected interview will see their assigned interview time.
Cancellation Period	You may cancel an interview on Symplicity until noon the day before the interview (or, for Monday interviews, noon the Friday before).
August 20-September 30	OCI interviews take place online on the employers' assigned dates.

Application Instructions (starting July 14 at 12 p.m.)

1. In Symplicity, select "OCI."

2. Scroll to "Sessions" and choose "2025 Virtual Public Sector OCI."

3. You will see a list of employers and their OCI dates. Review descriptions of interest. When you are ready to apply, upload your materials to your "Documents," then return to OCI to select the appropriate resume and, if requested, cover letter. If applicable, complete the "Preferred Location" field.

4. Rank each employer you applied to by order of preference using the drop-down. *This data will be used for scheduling purposes only. It will NOT be shared with employer.* Now you are finished!

You may edit your applications as many times as you'd like during the application period. Employers will not view materials until August 4 at 3 p.m.

Frequently Asked Questions

Symplicity says that I need to complete my summer employment survey before I can apply. How do I do that?

- Log into [Symplicity](#).
- Go to the "My Account" tab in the left-hand sidebar.
- Select "Evaluations," then "Add New."

When do I need to apply by?
The student application deadline is August 4 at 3 p.m.

What materials do I need to apply?
You will need your resume and, in most cases, a cover letter for each employer. Some employers may ask you to also submit materials on their website; please read carefully.

If you are selected to interview, you will be asked to share an unofficial copy of your transcript on the day of the interview. Some employers may request additional materials, such as a writing sample. You will receive instructions on how to share these materials prior to the interview date.

When and where do the actual interviews take place?
Each employer has been assigned a date between August 20 and September 30. You can see the dates on Symplicity. Interviews will take place online, most via a platform called Flo Recruit. A small number of employers will use a different platform, such as Microsoft Teams. If you are selected to interview, you will receive more information.

When will I find out if I got selected to interview and, if I did, what time the interview will take place?
Most employer decisions will be viewable on Symplicity by noon on August 16. (Occasionally employers request more time to make their selections.) Students who are selected to interview will see their time slot.

Can I schedule the interview around my classes/job?
Each employer has an assigned OCI date; interviews must take place on that date. When you are submitting your applications, however, you may use the "Class Schedules/Conflicts" tab to block off periods of time during which you are not available. *You should make yourself as available as possible since interview slots are limited.*

What if I get an OCI interview but then accept another offer before the interview date?
You can cancel on Symplicity until noon the day before the interview, or for Monday interviews, noon the previous Friday. If you accept a job offer after the cancellation deadline has passed, please email Rebecca Hinde at rh2523@columbia.edu immediately.

What happens after I interview?
Employers will notify you if they would like to advance you to the next step in their interview process.

I need help with my materials/interview skills/deciding which employers to apply to…
Advisers in the [Office of Public Interest/Public Service Law and Careers](#) can review materials, do mock interviews, and more. Reach out!

Additional Questions?

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