

2023

应届生校园招聘



美世(Mercer)

应届生论坛美世(Mercer)版:

<https://bbs.yingjiesheng.com/forum-320-1.html>

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内容声明:

本文由应届生求职网 YingJieSheng.COM (<http://www.yingjiesheng.com>) 收集、整理、编辑, 内容来自于相关企业官方网站及论坛热心同学贡献, 内容属于我们广大的求职同学, 欢迎大家与同学好友分享, 让更多同学得益, 此为编写这套应届生大礼包 2023 的本义。

祝所有同学都能顺利找到合适的工作!

第一章 美世(Mercer)简介

1.1 关于美世

在美世，我们坚信能不断创造更加美好的未来。

我们一起重新定义职场，重新制定退休计划和投资方案，寻求真正能促进员工健康和福祉的方法。为此，我们致力于满足当前和未来需求，理解数据并进行人性化地阐释，并把想法转化为行动，以激发积极的变化。

75 多年来，我们一直为客户提供可信的建议和解决方案，帮助我们的客户、同事和社区打造更健康 and 更可持续的未来。

欢迎来到这个通过经济学和同理心改变人类生活的世界。

欢迎与我们一起创建更美好的未来。

1.2 领导团队

中国区领导团队



Catherine Li （李兆琦）
美世大中华区 CEO

李兆琦女士服务于美世咨询，担任大中华区 CEO 一职。

在美世的 15 年职业生涯中，李兆琦女士先后出任健康与福利业务的多个管理岗位。此外，她在员工健康与福利咨询领域也拥有丰富的经验。

在加入美世之前，李兆琦女士曾先后担任美国一家健康险公司的顾问职位；以及北京一家国企的财务经理职位。

李兆琦在加州大学洛杉矶分校获得 MBA 和 MPH（公共卫生硕士），在北京工商大学获得市场营销硕士和会计学士学位。



Steven Yu（虞炜）

美世中国区副总裁，员工健康与福利业务

虞炜先生现任美世中国区员工健康与福利业务副总裁。

在他 20 多年的职业生涯中，虞炜先生在健康和福利、经纪和人力资源等领域积累了深入的管理和咨询经验，在大客户管理和业务拓展方面表现卓越。

在加入美世之前，虞炜先生服务于韦莱韬悦，担任合伙人及亚太区国际咨询总监一职。在此之前，虞炜先生在美世位于美国普林斯顿的分公司担任高级养老咨询顾问及精算师。



Xuezhi Song (宋学志)
美世中国区副总裁

宋学志先生现任美世中国销售负责人。

宋学志先生在集团管控体系与组织结构、人力资源战略、全球化人力资源管理与转型、薪酬福利体系、战略绩效管理体系、人才选拔与领导力发展以及变革管理等领域具有丰富的咨询经验。服务客户跨越能源、金融、通信、建筑施工、房地产、制造、物流等多个行业。



Daimler Qiao (乔鲁诺)
美世中国区副总裁，人才业务总经理

乔鲁诺先生是美世合伙人兼人才业务总经理，负责跨国公司业务，常驻北京办公室。乔先生在战略转型与企业转型方面，特别是在政府部门和公司战略、市场与销售管理、供应链管理、组织变革和绩效管理等方面拥有丰富的管理经验。

加入美世前，乔先生担任麦肯锡全球副董事合伙人，帮助中国政府机构及大型国有企业完成战略和管理转型。在此之前，他曾担任中国化工环境总公司副总经理，负责水处理和环境工程项目。2010 年以前他还曾担任埃森哲合伙人，在宝洁公司负责供应链管理工作。

乔先生获得西安交大管理学硕士学位。



Fred Wen (温易明)

美世中国副总裁，财富和投资业务总经理

温易明先生在金融服务、投资和咨询方面拥有近 15 年的从业经验。在加入美世之前，他就职于中国平安人寿保险公司，担任执行董事和高级投资组合经理的职务。在此之前，他曾是韦莱韬悦中国投资服务部的高级投资顾问，负责该公司在中国的投资相关业务。

全球领导团队

我们的执行领导团队负责为全球 25,000 名同事制定议程。他们代表了我们当前的业务驱动力，以及未来的业务发展方向。我们相信最好的创意来自于多样化的思想和经验。我们的执行领导团队和我们在全球的数千位同事一样，也拥有各自独特的观点、背景和经验，这有助于我们形成最具创新性和开创性的想法和解决方案。这个多元化的团队团结一心，共同积极推动我们的业务向前发展，同时改变着我们所服务的人群的生活。



Martine Ferland
President and Chief Executive Officer, Mercer
Vice Chair, Marsh McLennan

Martine Ferland is President and Chief Executive Officer of Mercer. She leads Mercer's 25,000 colleagues in providing trusted advice and solutions to build healthier and more sustainable futures for our clients, colleagues and communities. She is passionate about working with clients to solve their toughest challenges of today and tomorrow, and in leading purposefully through sustainable growth to create a better society and provide better outcomes for people.

Martine is often asked to express her views on diversity and inclusion, healthy societies, sustainability, longevity, and workforce transformation through technology, and is one of Mercer's most engaged leaders in charitable outreaches. She serves as a trustee for the New York Academy of Medicine and is active in Mercer's global volunteering program, Mercer Cares, which partners with organizations to create high-impact initiatives in education, disaster preparedness and recovery.

Before being named Mercer's President and CEO in 2019, Martine served as Mercer's Group President and was responsible for leading Regions and Global Business Solutions. Before that, she served as President of Mercer's Europe and Pacific Region, delivering consistent profitable growth and leadership in the institutional investment space, with assets under delegated management passing \$100 billion, and a strengthened market position through strategic acquisitions.

Prior to Mercer, Martine spent 25 years with Willis Towers Watson where she held leadership positions in North America and Asia. Martine earned a bachelor's degree in actuarial science from Laval University, Quebec, and is a Fellow of the Society of Actuaries and the Canadian Institute of Actuaries.



David Anderson
Chief Commercial Officer

David is the Chief Commercial Officer for Mercer, leading and enabling colleagues globally to serve more clients, in more ways, in more places through a growth culture and mindset and exceptional client experiences. In this role, David is responsible for sales management, client management, pricing, commercial analytics and insights, client experience, new solution commercialization and growth acceleration.

Previously, David was the President for Mercer's International Region leading colleagues in 175 cities and 41 countries, serving clients in 140 countries across Africa, Asia, Europe, Latin America, the Middle East, the Pacific and the United Kingdom.

David's career experience includes advising organizations and foreign governments on investment and retirement savings matters and leading businesses in life insurance, financial services and professional services. He has spent more than 20 years of his career leading businesses and geographies at Mercer around the world.

David has qualifications in marketing, insurance, superannuation and management. He is a Certified Insurance Professional, a Certified Practising Marketer, a Fellow of the Association of Superannuation Funds of Australia, a Fellow of the Australian Institute of Management, a Fellow of the Australian and New Zealand Institute of Insurance and Finance, a Fellow of the Australian Marketing Institute and a Member of the Australian Institute of Company Directors.



Hervé Balzano

President, Health, and Mercer Marsh Benefits International Leader

Hervé Balzano is Mercer's President, Health, and Mercer Marsh Benefits International Leader.

He brings over 20 years of international experience in the insurance and employee benefits industry, most recently as global CEO of Credit & Lifestyle Protection at AXA Partners, based in London. Previously, he served as Head of Employee Benefits for AXA's US business, as CEO of pooling network MAXIS GBN, as Senior VP and Head of Sales of AXA France Group Life, as VP and Head of Administration & Claims at AXA

France Group Employee Benefits, and as Head of Control (Life) at AXA Courtage. He began his career as a Senior Corporate Account Executive in the International department of Employee Benefits broker Groupe Henner in Paris and was then selected by AXA to join its roster of young high-potential managers.

He holds a Master's degree in International Economics & Finance from Paris University at Sorbonne; a Master in Banking, Finance & Insurance from Paris University at Nanterre; and a Master of Business Administration from Conservatoire National des Arts et Métiers (CNAM) in Paris.



Ilya Bonic

President, Global Business Solutions and Career

Ilya Bonic is President of Mercer's Global Business Solutions group and Career business, based in New York. He has over 20 years of experience in Human Resource consulting and has worked with leading multi-national companies to build HR information resources and tools that allow them to make more informed decisions on strategic people issues.

Ilya's experience includes multiple regional and global leadership roles. In combination, these provide for an extensive international background that encompasses all aspects of Mercer's Career business services. Ilya joined Mercer in Australia in 1997 and soon after relocated to Singapore where he delivered on Asia Pacific regional responsibilities. Following five years in Asia, he moved to Europe and was based in Geneva for 9 years before relocating to the US in 2015. In his various roles within the business, Ilya has had responsibility for all markets from which Mercer delivers client consulting services. With his international background and through his client and business leadership roles, Ilya has been well placed to comment on current issues and emerging trends for Human Resources.

Ilya is the co-executive sponsor of the Women@Mercer business resource group and, in this role, he invests special effort in engaging Mercer's male leaders in the journey towards greater diversity. Ilya regularly presents at various industry forums and is consistently invited by clients to provide their Human Resource teams, line managers and executives with insights into the HR issues, risks and opportunities that face them in managing in the competitive marketplace.

Ilya holds a Master's degree in Applied Psychology from the University of New South Wales, Australia.



Mark Elliott
Chief Financial Officer

Mark is the Chief Financial Officer (CFO) for Mercer and a member of Marsh McLennan's Finance Leadership Team, where he co-sponsors the Women in Finance initiative and

the LEAD (Leadership Exploration and Development) Financial Planning & Analysis Program.

From 2016–2021, he was the CFO of Guy Carpenter (GC). Prior to GC, Mark worked for Marsh in several finance roles, including head of North America Financial Planning & Analysis and CFO of Marsh’ s US and Canada Division.

Before Marsh, Mark spent seven years at KPMG’ s New York and South Africa Transaction Advisory Practices, where he advised financial institutions in South Africa, the UK and the US on finance transformation and capital markets transactions.

He is a Chartered Accountant (CA) and Certified Financial Analyst (CFA) charter holder.



Tom Geraghty
President, Europe Region

Tom is the President for Mercer’ s Europe Region and Chairman, Marsh McLennan Ireland. He joined Mercer in 2000 and has held a number of positions, including leadership of both Mercer’ s European Investment and Retirement businesses as well as acting CEO of Mercer’ s Ireland business and interim CEO of Mercer’ s UK business. Tom also serves on the boards of Mercer entities as a Director in Denmark, France, Ireland, Italy, the Netherlands, Spain and Switzerland.

In October 2017, he was appointed President of the Marsh & McLennan Companies Innovation Centre and has been involved with the Centre since its inception and currently serves on its board, as both Director and Chairman.

Prior to Mercer, Tom was a Vice President within Bank of New York Mellon. He has a BA and Masters in Business from Dublin City University, Ireland.



Achim Lüder
Chief People Officer

Achim Lüder is a Senior Partner and Mercer's Chief People Officer, responsible for building a diverse workforce and inclusive environment where Mercer's 25,000 colleagues across the globe are empowered to thrive in both their professional and personal development.

Achim has held a number of senior leadership positions during his more than 15 years at Mercer, including CEO, Mercer Germany; Leader, Central and Eastern Europe; CFO, Mercer EMEA; and Chief Operating Officer, EMEA Retirement business.

He started his professional career in 1994 as an Auditor for KPMG in Munich. He also worked as a CFO at a start-up company, providing internet technology solutions for

private insurance products. Prior to joining Mercer, he was the sales director for a Frankfurt-based venture capital firm.

Achim graduated with a master's degree in business administration from the University of Tuebingen, Germany. He is a Certified Public Accountant (Wirtschaftsprüfer) and a Certified Tax Advisor (Steuerberater). Achim is based in Frankfurt, Germany.



Renée McGowan
AMEA CEO

Renée 是美世在亚洲、中东和非洲 (AMEA) 的区域总裁，常驻香港。在这个充满活力又快速增长的地区，她负责管理美世遍及 18 个市场的业务。Renee 也是美世日本的董事长，美世在中国和香港地区董事会执行董事，以及威达信公司在香港的企业负责人。

在美世的职业生涯中，Renée 曾担任多个重要的领导职务，包括个人财富业务的全球负责人和太平洋地区的首席客户及营销官。作为一名全球高管，Renée 曾在香港、伦敦、墨尔本、纽约、新加坡和悉尼领导业务。

作为个人金融包容性和安全性的积极倡导者，Renée 领导推动了美世在 2017-18 年与世界经济论坛在退休和投资体系改革项目上的合作。她还经常在重要的国际论坛上发言以及为国际媒体撰稿，包括世界经济论坛、《纽约时报》、《南华早报》和 CNBC。

Renée 被 Employee Benefit Adviser 评为美国 2018 年最佳福利咨询女性之一，并连续两年被 CMO 杂志（澳大利亚）评为澳洲十大首席营销官 (CMO50)。Renée 还因在海外提供人道主义服务而被澳大利亚政府授予人道主义海外服务勋章。



Rian Miller
Vice President and General Counsel

Rian Miller is Mercer's General Counsel. She leads the Legal & Compliance team.

Before joining Mercer, Rian worked at Towers Watson and its predecessor firms. Rian has broad expertise in the legal and business issues impacting the retirement, health and benefits, talent and investments businesses.

Rian joined Towers Perrin in 1997 working principally on employment matters. In 2000, she was promoted to Towers Perrin's Managing Counsel for Litigation and, in 2007, added the responsibility of Chief Ethics and Compliance Officer. After the 2009 merger of Towers Perrin and Watson Wyatt, Rian was appointed Managing Counsel for Risk and Litigation for the combined Towers Watson. Before joining Towers Perrin, Rian was an associate at Pepper Hamilton in Philadelphia.

In 2013, Rian was named by Women, Influence & Power in Law as one of the top women GCs in America. One year later, Inside Counsel named her one of the R3-100 - women who will be ready in less than three years to become the GC of a Fortune 500 company.

Rian has been a featured speaker at a number of programs on the role of corporate counsel as well as programs on ERISA. She is a recognized expert in the field of professional malpractice in the actuarial profession.

Rian is admitted to the bar in Pennsylvania and New Jersey.

Education

Rian graduated magna cum laude from Temple University School of Law. She earned masters' degrees from Indiana University School of Music and Indiana University School of Library and Information Science.



Rich Nuzum
President, Wealth

Rich Nuzum is President of Mercer's Wealth business.

Rich's specialty is in strategy setting for large investors. During the past 25 years Rich has provided investment advice to clients in more than 20 countries, including more than a dozen of the world's 100 largest institutional investors. Rich has also consulted on social security and long-term savings reform in several countries and one US state.

Previously, Rich was the President and Global Business Leader for Mercer's investment management business, global Chief Investment Officer for Mercer's investment management business, and held a variety of other leadership roles while based in Tokyo, Singapore and later New York.

Rich has repeatedly been named to CIO Magazine's annual list of the world's most influential investment consultants, and received CIO Magazine's 2017 Industry Innovation Award as "Consultant of the Year."

Rich holds an MBA with High Honors in Analytic Finance and Accounting from the University of Chicago, and a BA with Honors in Mathematical Sciences and Mathematical Economic Analysis from Rice University. Rich also did graduate work in international economics at Tokyo University. Rich is a Chartered Financial Analyst and a member of the CFA Institute.



Benoit Hudon

Mercer UK President & CEO (subject to FCA approval) and a director of Mercer Limited (UK)

Benoit Hudon is Mercer UK President & CEO (subject to FCA approval) and a director of Mercer Limited (UK).

Benoit is also the Mercer UK Wealth Leader. Prior to that, Benoit held various leadership positions, including Global Defined Benefit Leader, Europe & Pacific Wealth Leader, Mercer Canada Retirement Leader and Mercer Canada Retirement Innovation Leader.

He has provided risk and Human Resources management consulting services for over 25 years and serves on a number of boards. Throughout his career, he has contributed extensively to the development of pension risk management models and consulting solutions.

Benoit holds a Bachelor's degree in Actuarial Sciences from Université Laval and is a Fellow of both the Society of Actuaries and the Canadian Institute of Actuaries.



Pat Tomlinson
President, US & Canada

Pat Tomlinson is President, US & Canada, leading more than 5,000 colleagues who serve approximately 10,000 domestic and multinational clients across Mercer, creating secure and rewarding futures for those clients and their employees.

Pat joined Mercer in 2014 to lead the Career business in North America and, from 2018 to 2020, was Mercer's East Market CEO, guiding our Health, Wealth and Career businesses to meet ever-changing client needs. Prior to joining Mercer, he spent 17 years with Aon and served as an officer in the US Army.

Pat is a graduate of the United States Military Academy at West Point, with a bachelor of science in sociology.



Bala Viswanathan
Chief Operating Officer

Bala is Mercer's Chief Operating Officer, and he brings 20+ years of experience in strategic business transformation and leadership to the company. He is passionate about building client-focused organizations that deliver high client satisfaction and operational efficiency through technology and innovation.

As the former CEO of the Jardine Lloyd Thompson (JLT) Employee Benefits (EB) business, Bala was responsible for strategy, governance and ongoing business performance. Under his leadership, the EB business at JLT consistently had market-leading organic growth and increased margins.

Prior to JLT, he worked with Prudential in India and was responsible for the establishment and ongoing management of the offshore shared service centre. Previously, he also held strategy, finance and operations roles at Standard Chartered and AXA.

Bala holds a bachelor's degree in commerce and a master's degree in business administration and is a qualified Six Sigma Black Belt.

He spent the early part of his career in Chennai and later in Mumbai, before moving to London in 2014. In his free time, Bala enjoys spending time with his family, playing squash, running, reading and watching Formula 1.

如果你想了解更多美世(Mercer)的概况, 你可以访问美世(Mercer)官方网站:

<https://www.mercer.com>

第二章 美世(Mercer)笔试资料

2.1 summer intern associate analyst 笔试

本文原发于应届生 BBS，发布时间：2018 年 6 月 2 日

地址：<https://bbs.yingjiesheng.com/thread-2153534-1-1.html>

首先申的是 summer intern associate analyst （总感觉 mercer 现在有很多 summer intern 的岗？之前和小灶做的那个 然后再加上这个。。有点搞不清了）

然后正题：笔试之前刷了 2 天英文 shl ceb 以为会是这些（关于 mercer 笔试的信息真的很少啊）但是登入页面之后发现是 iqt（？一脸问号）跟另外一个 lz 说的一样 应该是外包的智鼎？然后花了 1h 百度了一圈，我表示 ummmm 无力在挣扎了，我就直接上了

测试纯中文

先是 30min 28 道题包括：数字推理，感觉是加减等算法发现规律 总体 ok；图形推理（正常网测题型，难度适中）；verbal reasoning（给的材料记得是量不大的，可能重要的还是逻辑？）；逻辑题，哇这个最厉害了 我看到了一脸懵逼 给了两个词语 然后问 4 个选项里 最相似的是哪个 umm...

接下来 30min 性格题 就按照自己想法做，记得一般性格题不会有时间限制，不知道为什么这里给了 30mins 限制，但是我还是提早交了 hhhhhh

好的 没有了 就这样 然后是今天接到的 openday invitation，接到的时候 好开心 因为笔试完害怕 GG，自从上次宝洁的 OT 刷了题库后去做，只有两题没碰过但 OT 却挂了之后，我就怕难道好公司都要全对的？但是 却接到了电话 开心 嘻嘻

好的 这就是笔试了 为面试积累人品 （拖着一个 offer 没答应在全心全意的等美世 hh）

2.2 刚做完 SH Summer Intern OT，赞一波人品

本文原发于应届生 BBS，发布时间：2018 年 5 月 29 日

地址：<http://bbs.yingjiesheng.com/thread-2153051-1-1.html>

27 号收到的 ot，然后是 51job 发的链接？？？估计应该是外包了。然后用的智鼎在线的题库，共 1 小时。30min 数字推理 逻辑 图形，还有快速 pick 信息的能力，就类似于行测，好像一共是 30 还是 28 题。然后就是传说中的 107 道性格测试了。总的来说题目量还行比 dtt、pwc 还有 kp 好很多了。不过第一部分确实有点难度，刚上来两个数字推理就懵了。后面还稍微稳住了点。

对了，两部分分开的 30+30min，所以性格测试多出的时间无法给第一部分。然后每个部分都可以回撤回答上一题，还可以标注，感觉人性。攒波人品 大家加油～

2.3 mercer 笔测

本文原发于应届生 BBS，发布时间：2017 年 11 月 6 日

地址：<http://bbs.yingjiesheng.com/thread-2125919-1-1.html>

30 分钟数学语言逻辑能力测试，30 分钟性格测试。性格测试就不说了，根据自己喜好选吧，从三个选项中选择一个最符合自己的、再选择一个最不符合自己的，一共 107 题，做完觉



得无比头晕。。。好多选项来来回回重复，做到后面都忘记自己一开始选择什么了，所以一定得根据自己性格来选，否则很容易出现不一致的情况。

第一部分能力测试，感觉和之前做过的 kraft&heinz 的题型很像，时间略紧张，有数字推理、文字推理、图形推理、逻辑推理、图表题，lz 数字推理题做的很差，很多都不知道怎么选，建议大家多练练吧。

加油



第三章 美世(Mercer)面试资料

3.1 美世咨询 2022 暑期

本文原发于应届生 BBS，发布时间：2021 年 6 月 16 日

地址：<https://bbs.yingjiesheng.com/thread-2326337-1-1.html>

rt，有盆友收到了线下面试吗？想一起交流下～不知道他们的初试+复试是什么形式？

1. 初面：每个人笔试做个 case 并以英文 PPT 呈现；然后每个组 3-4 人，去群面，首先 pre PPT 内容，之后面试官对每个人提问。
2. 复试：2v1，我的那场，两个面试官是初面三个面试官之二

3.2 GZ 美世日常实习生面试经验帖

本文原发于应届生 BBS，发布时间：2019 年 9 月 29 日

地址：<https://bbs.yingjiesheng.com/thread-2219028-1-1.html>

已经挂了...不过来记录一下给各位参考一下。

美世的效率还是很高的。周一投递简历周二下午通知周五面试。安排的是下午两点半的面试。但是之前在论坛看到的 excel 和 ppt 的测试我并没有被安排做，只是和一个很温和的小哥聊了半小时，其中有十分钟做了下 market sizing 的问题。也问了一下工作时间的問題。而且在知道我要参加秋招之后有问我怎么平衡秋招和实习。

然后就让我回去等晚上通知。然而晚上并没有通知，就默认我挂了吧...第一次面试咨询，惨败。一定还是要好好准备的。但我现在有些累了，准备去面下一家了，攒攒人品。大家也要加油。

3.3 【hk】美世面试

本文原发于应届生 BBS，发布时间：2019 年 3 月 8 日

地址：<https://bbs.yingjiesheng.com/thread-2195323-1-1.html>

想问大家有没有具体出 offer 速度的参考？上周做了 office interview，见了两轮 manager（有一轮表现不是很好）但是面试官真的超 nice，后面感谢邮件里还回复我说 speak soon，我以为我还有戏，结果等了一周问 hr 却一直没有回复，担心自己是不是凉了。。真的很喜欢美世，整个大学投过五六次简历了，走到这一步很珍惜很珍惜，希望大家能给一点意见谢谢！

然后也记录一下今年跟香港 office 的缘分，我是大概一月中在领英上面被 hr approach 问有没有意向考虑美世的机会，我秒回之后等了大约一周收到了 hr 的电话约面试，但是当时

人在内地，所以约了视频面试。当时具体什么岗位什么 team 都不清楚，jd 也没有就直接去见 team 的 principal 和一个 consultant。当天聊了之后，过了一周邀请我春节过后去 office 做一个 excel 和 ppt 的测试。

测试题目其实不难，但是一些部分写公式还是有些 tricky（感觉题目每年都在变化，出题人也是 team 内部的 consultant 所以可能不值得借鉴很多），然后再跟 team 内的其他人见了一下回答了一些很 behavioral 相关的问题。我以为之后就可以安心等结果了，突然收到邮件在下一周安排又多了一场面试，跟另一个 team 的 manager，当时其实不太确定这轮面试的意义，不知道怎么准备，加上行程紧急变化安排得不妥当，所以慌慌忙忙去见他也没有表现的很好。但是整个公司的文化，以及接触到的每个人感觉都特别舒服。

分享一下自己的春招历程也是祈福吧，上周算了个卦还说会成功，只是消息来的迟。。。不知道怎么样算是迟到的消息，但是真的，很喜欢美世啊 QAQ

3.4 SZmercer W0Intern 面经

本文原发于应届生 BBS，发布时间：2018 年 5 月 28 日
地址：<http://bbs.yingjiesheng.com/thread-2152926-1-1.html>

首先前台登记完就把我领到小会议室要笔试，用英语回答，你是怎么去 stay organized? 以及举一个你工作中遇到过和很难相处的人相处的例子。全英 30min
然后就是结构化面试，lz 在这里回忆了一下，希望能帮助到后续的同学（因为自己不会粤语所以铁定 gg 了）

你在以往生活中有没有做过 Bad decision，怎么影响你生活，并且怎么你怎么去弥补它的？

你有没有做过你觉得最正确的决定，并且是怎么持续影响你日后的一系列生活的？

你有没有遇到过大家都很难一致去意见的局面，并且你是怎么做的，最后的结果是怎样？

你是怎么去快速适应新环境的？

给一个你快速学习的例子？

还有三道 excel 的题目，一道用 if 函数和 vlookup 函数就可以搞定，重要的是看懂题目.. 还有两道 vba 代码一写就 ok

最后一定要会粤语 才能进 因为 team 里一半都是 hk 的同事~（所以我 gg 啦 但是还是和小姐姐愉快的走完了面试流程）

很喜欢美世咨询的氛围，即使这次没有应聘上实习生，以后也会投递校招的，因为面试我的小姐姐们还有 hr、前台小姐姐人真的很好！！也很喜欢里面的氛围（比之前的某地产公司氛围要好）

我还面了 IS team 的实习生，虽然小姐姐也明确要求要男生，但是跟我说如果我的 excel 做的足够好会考虑一下我的（虽然我觉得我做的还可以，但没有到足够好的地步...），所以在知道结果前 lz 就不透露 is team 的面试题了嘻嘻:)

以及如果我描述的太详细了请 hr 小姐姐联系我我会修改帖子内容! qwq! (づ￣3￣)づ
づ ♡~ 或者直接让论坛管理员删掉敏感信息就好 qwq! (づ￣3￣)づ ♡~

最后真的好希望能入职 mercer 呀~~!! qwq!!

评论区补充:

本文原发于应届生 BBS，发布时间：2018 年 5 月 29 日

地址:

<http://bbs.yingjiesheng.com/forum.php?mod=redirect&goto=findpost&ptid=2152926&pid=16635355&fromuid=9855493>

刚刚收到 IS team 的录取通知 开心到飞起哈哈(´・ω・`)比心!!!! 真的心诚则灵啊啊!!

(WO team 因为粤语是必须要求所以我被拒啦)

然后之前面的一个地产咨询公司也打电话说要我试下其他实习生岗位?? lucky day 啊 但是后来 lz 还是选择了美世 因为我真的很喜欢面试我的小姐姐啊!!

咳咳 说一下 IS team 面试内容吧~~可能是论坛里最详细的面经了(老天爷啊你看我三篇面经都这么详细拜托你秋招也对我一点吧拜托了)

is team 的面试内容(详细内容已删除, 祝大家好运)

今天收到 hr 通知超开心! 不枉我上一份实习被 excel 折磨的死去活来 TAT 加班到深夜 周末也在加班!! TAT 还被助理姐姐嘲过我的 excel 做得不漂亮, 现在真的很感谢当时助理姐姐对我的严格!!

最后祝大家都能如愿以偿拿到自己心仪 offer, 然后也希望秋招对我一点靴靴!! (不求满手 offer 只求一个我非常满意的 offer o(╥_╥)o)

评论区交流:

-可以问一些 lz 是哪个学校吗, 感觉有机会去面试就证明 lz 已经很优秀了呀

-本科是一本双非 用的香港 top3 研究生 offer 的 title 去投的 mercer 对学历要求还是有的。。

毕竟 consulting - 如果我没有香港的研究生 offer 我估计也没有什么面试机会。。

3.5 广州美世业务拓展实习生面经

本文原发于应届生 BBS，发布时间：2018 年 3 月 22 日

地址：<http://bbs.yingjiesheng.com/thread-2146018-1-1.html>

LZ 是前两个星期投递广州美世业务拓展实习生岗位的。将近一个星期的等待消磨了耐心的时候，快要死心的时候，前一个星期的周三下午，收到了 HR 小哥哥的电话，通知我下星期去面试，心里是暗耐不住的开心。于是上应届生论坛寻找帮助。这个帖子的帮助很大，

<http://bbs.yingjiesheng.com/thread-2109182-1-1.html> LZ 就是从这里才得以准备的。我也讲下自己的面筋过程。因为不熟悉面试地点，提前一个小时到达公司楼下。在访客登记的时候，发现排在我前面的穿着正装的女生刚好也是去面试美世，于是便跟她一起。这个小姐姐就叫为 A 吧，A 在下文的面试中还有有提到的地方。

在公司签到之后，进入会议室，一共五个人，几乎都是华工，华农的，LZ 作为一个二本的学生，好像不太占优势啊，但是调节自己的心态也是很重要的。

群面两个小时+，面试开始是对自己左手边的同学做个大概 1min 的英文介绍，有两分钟的讨论时间。建议是先准备好一个英文介绍模版，到时候把收集到的信息往里面套就好。

而后就是进行群面，面试的内容是对特定的受众人群在一定的经费标准设置合理的课程。一共二十分钟，讨论结束后进行十分钟的展示。后面就是长达一个小时 QA 环节，这个环节的攻击力太强，一定要做好心里准备。非战斗人员进行撤离。QA 环节会问到很细的内容，而这个内容可能在讨论环节没有涉及，这时候一定要做个冲锋战士，不论有没有想到，不管是不是合理的，一定要积极发言。LZ 就是吃了这个哑巴亏，没有积极发言，导致面试官对我的印象不深，吃了很大的亏。所以，一定要积极发言，即使在讨论环节没怎么参与讨论或是表现不出色，一定要在 QA 环节表现。这是血淋淋的教训啊。

QA 之后，就是要回答比较尖锐的问题了，一是你认为谁是组里最差的人，二是谁是组里最好的，三你最想和谁组队，分别讲述原因。第一个问题确实比较尖锐，我当时选择了 A 同学（不过，面试后我也跟 A 道歉了，A 也不介意，后来我们也聊得很开~），还有一位也选择了 A，其余三位选择了另一位男生。但这个男生似乎对自己的表现很满意，所以导致后面讲述选择的原因时，A 一直在辩解，导致组内的氛围也是不太愉快的。

anyway, LZ 没有收到进一步面试的通知，这是意料之中了，但希望这个帖子能帮助到你们。加油~

附录：更多求职精华资料推荐

强烈推荐：应届生求职全程指南（第十七版，2023 校园招聘冲刺）

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