

Evercore

"The premier independent advisor"

FOUNDED 1995, New York	EMPLOYEES ~2,000 globally	MODEL Pure advisory — no balance sheet	KNOWN FOR M&A advisory, restructuring, independence
FORMAT First round technical → Superday (3–6)	TECHNICAL DEPTH Very high — pure advisory sets a high bar	BEHAVIORAL WEIGHT High — small firm, every hire counts	COMPETITION Fewer seats than bulge brackets, very selective

WHO THEY ARE

Evercore was founded in 1995 by Roger Altman, former Deputy Treasury Secretary and Lehman executive, on the principle that independent advisory free from lending conflicts produces better client outcomes. The firm ranks top five globally in M&A advisory by deal value, competing directly with Goldman and Morgan Stanley despite a fraction of their size. Evercore is pure advisory: no lending, no trading, no asset management at scale. Clients pay specifically for unencumbered advice, and the track record validates that bet. Senior bankers at Evercore are among the world's most respected deal-makers. Transactions they advise on routinely reshape industries and make major financial news.

WHY PEOPLE WANT TO WORK HERE

Evercore attracts candidates seeking elite advisory work where junior bankers own deals early. Because the firm has no balance sheet to win deals on, every mandate is won on advice quality and banker relationships alone, meaning your desk work has been fought for on merit. You contribute meaningfully from day one, not modeling in a back room. Analysts and associates at Evercore get direct exposure to live deal processes, stronger mentorship than bulge brackets where 50 analysts blur together, and meaningful access to senior bankers who know you by name. Alumni network is tight and actively engaged. Exit opportunities are exceptional: Evercore analysts and associates are among the most sought-after in PE recruiting, hedge funds, and corporate development roles because the deal exposure and analytical rigor create profiles PE firms specifically value.

INTERVIEW PROCESS

Evercore's interview process is the most technically demanding in advisory. First round is technical screening followed by a Superday with three to six interviews. Because the firm competes purely on analytical quality, technical excellence is weighted even more heavily than at bulge brackets where balance sheets and relationships can mask analytical gaps. Technical questions are deep and probing; interviewers push past frameworks to test deep understanding of valuation, deal mechanics, and complex structures. Weak technical answers are fatal here. The behavioral component is equally substantive: Evercore is small and every hire matters, so interviewers assess whether you're someone they want to work with intensively, represent to C-suite clients, and mentor long-term. The personality bar matches the technical bar.

WHAT THEY'RE REALLY EVALUATING

Evercore filters primarily for technical excellence and intellectual horsepower because mandates are won purely on analytical quality and banker relationships with no balance sheet to compete on. Every analyst and associate must produce work a CEO or board will trust for billion-dollar decisions; technical weakness cannot hide. Beyond technical ability, the firm evaluates whether you'll thrive in a small-firm, high-ownership culture where analysts are expected to engage, push back, and take initiative rather than execute in lanes. Passive or purely execution-oriented candidates underperform relative to those showing intellectual engagement and desire to be involved in thinking, not just modeling. Client presence potential matters: Evercore bankers sit across from CEOs and CFOs of the world's largest companies, so the firm assesses whether you carry yourself in a way that will eventually command that room with development.

STANDOUT QUESTIONS

1. Walk me through a leveraged buyout model: what are the key drivers of returns to the sponsor?
2. How would you value a company that is a market leader in a declining industry? What unique challenges does that create?
3. Describe a complex financial concept that you find interesting and explain it to me as if I'm a smart non-finance person.
4. Tell me about an Evercore deal you've researched. Why did it stand out to you and what do you think made Evercore's advice valuable?
5. Why Evercore over Goldman, Morgan Stanley, or a PE fund? What is it about pure advisory that appeals to you?
6. Tell me about the most analytically complex thing you've worked on. What made it hard and what did you learn?

INSIDER TIPS

- Technical preparation needs to go deeper than the standard bulge bracket level. Evercore pushes harder on 'why' and 'what if' follow-ups than most banks. Practice explaining the reasoning behind your answers, not just the answers themselves. Interviewers want to test actual understanding, not memorization.
- Research Evercore's deals specifically and deeply. The firm's recent advisory work is public. Know two or three transactions from the past year, be able to discuss the deal rationale, the structure, and why Evercore was the right advisor. This signals both preparation and interest in advisory work.
- The 'why pure advisory' answer matters more here than 'why Citi' or 'why JP Morgan' matters at those firms. Evercore's model is distinctive and they want to know you understand and embrace it. Articulate specifically why independence from a balance sheet produces better advice, and why that appeals to you personally.
- Don't underestimate the cultural fit bar. Evercore is small enough that one bad hire affects the culture meaningfully. Be warm, curious, and engaged in the conversation. The candidates who get offers are those who feel like people the team would enjoy working with at 2am on a live deal.