



2026 NAPE Full-time Analyst-Associate Program

Join a team that creates lasting impact

Apply now for the North America Private Equity 2026 Analyst-Associate program

Our full-time, Analyst-Associate program is a 3-4 year opportunity that commences the summer following graduation. Candidates will graduate in Winter 2025 or Spring 2026 and have an excellent academic track record and strong quantitative, leadership and communication skills.

Throughout the Analyst-Associate program, you will:

- Receive significant exposure to a wide breadth of industries, multiple types of investments and significant deal experience
- Become a value-added investor by strategically assessing and evaluating investment opportunities
- Work collaboratively with seniors leaders across our teams
- Accelerate your professional growth through comprehensive training, a small class size, individualized guidance and mentorship

Submit your application [here](#).

Applications will be reviewed on a rolling basis, with interviews starting in late July. Please reach out to our team if you are experiencing any timing pressures and we will expedite review of your application.

Please submit your application no later than June 15 if you would like to be considered to attend recruiting events in New York City this summer . If you submit your application after that date, you will still be considered in our interview process.

Reach out to [Emily Cardenas](#) with questions.

Bain Capital is an equal opportunity employer. We do not discriminate in hiring or employment against any individual on the basis of race, color, sex, national origin, ancestry, religion, physical or mental disability, age, veteran status, sexual orientation, gender identity, marital status, pregnancy or any other factor protected by antidiscrimination laws.



North America Private Equity: FAQs and Interview Prep Resources

Is there a deadline to submit my application for the North America Private Equity program, and when do interviews begin?

While we do not give a deadline to submit your application, we **recommend that you apply as soon as possible**. Interviews will begin in late July; and will proceed on a rolling basis until we have filled our class. We anticipate our process to be wrapped up by mid-to-late August.

What does the application entail?

To be considered for interviews, candidates will need to submit both a Workday Application as well as complete the Predictive Index Assessments. The assessment is broken-up into **two sections** – an untimed Behavioral Assessment and a timed 12-minute Cognitive Assessment. Once you complete the Behavioral Assessment, Predictive Index will email you a separate link to complete the timed Cognitive Assessment. Be sure to check your spam folder if you do not immediately receive this link. Reach out to [Sam Parlato](#) if you are experiencing any issues.

Can you provide any resources to help me prepare for interviews?

We recommend watching the below mock interview recordings. These provide a detailed overview of our interview process, structure, and best practices during case interviews:

- [2021 Mock Interview](#)
- [2022 Mock Interview](#)
- [2023 Mock Interview](#)
- [2024 Mock Interview](#)

What happens if I have an exploding offer or are experiencing timing pressures?

If you are experiencing any timing pressures, including an exploding offer; a return-offer, etc. – please reach out to [Emily Cardenas](#). We will expedite review of your application.

Are you hosting any networking events ahead of interviews?

Our North America Private Equity, Tech Opportunities, and Real Estate teams are hosting two events in New York City. If you are based in NYC this summer and have indicated on your Workday application that you would like to be considered, we will reach out roughly 1 week in advance with further information. Apply no later than June 15 to be considered to attend.

- Tuesday, June 24: 6:00pm Cocktail hour
- Wednesday, June 25: 7:00am Breakfast

In addition to the North America Private Equity full-time program, are there other full-time opportunities that Bain Capital offers?

Yes, please see below for additional full-time programs and points of contact for each of these opportunities:

- Credit – [Katie Shaw](#)
- Global Special Situations – [Dani DeVirgilio](#)
- Real Estate – [Ashley Castle](#)
- Tech Opportunities – [Madeline Krasniak](#)

Note that our Crypto, Double Impact, Life Sciences, and Ventures teams do not currently support Analyst programs.

Am I able to apply for more than one full-time program that Bain Capital offers?

Yes! We encourage you to apply for as many full-time roles as you are interested in.

Do you provide visa sponsorship? What if I am on STEM OPT?

At this time, we are not able to provide visa sponsorship or consider candidates that are on STEM OPT for our Analyst roles. However, we hope to stay in touch for future roles.

Please check out our [Workday](#) site to view all current job postings.