



MBA EMPLOYMENT REPORT

2018



2018 TRENDS & STATISTICS

The talented graduates of the Class of 2018 joined the ranks of the HEC Paris alumni network – a network of more than 60,000 people across 132 countries around the world – prepared to be global business leaders of today and able to take on the business challenges of the future. With 93 percent of the class accepting job offers within three months of graduation, it was another very successful recruitment year.

Armed with a global mindset, after having completed their studies with their 90 percent international classmates, made up of 47 nationalities, 60 percent of the class secured positions outside of their home countries. Our students continue to make significant career transformations, with 73 percent changing sector, 72 percent changing function and 61 percent changing their locations. A total of 74 percent of the class changed two of the three elements, while almost 40 percent made the “triple jump” and changed all three.

The HEC Paris MBA continues to be one of the top European MBAs, remaining highly ranked by The Economist, Financial Times, Forbes, Poets & Quants and Bloomberg Businessweek.

Our Career Center ensures students' career goals align with the needs of the global job market. It encourages students to transform and explore a variety of industries and functions during the MBA. This diversity is reflected in the placement data with 51 percent of students securing roles in a range of industries including Energy/Utilities, Life Sciences, Luxury, Consumer Goods and Automotive. Technology (17 percent placement) and Finance (18 percent placement) remained popular sectors, while Consulting saw big growth with 24 percent of the class securing positions within the sector.

Our dedicated Career Center team would like to take this opportunity to thank our loyal alumni and recruiters, who continue to show confidence in our talent. We are proud of our achievements and we look forward to continuing to prepare future generations of global leaders to solve the business problems of tomorrow.

Raphaëlle Gautier

Executive Director -
Corporate Partnerships & Careers, HEC Paris



CLASS PROFILE

HEC PARIS MBA CLASS OF 2018

NUMBER OF PARTICIPANTS
232

NATIONALITIES
47

INTERNATIONAL PARTICIPANTS
90%

AVERAGE AGE
30

GENDER
29% WOMEN

GMAT AVG
690

AVERAGE WORK EXPERIENCE
6 YEARS



CURRENT CLASS PROFILE

HEC PARIS MBA CLASS OF 2020

NUMBER OF PARTICIPANTS
274

NATIONALITIES
56

INTERNATIONAL PARTICIPANTS
92%

AVERAGE AGE
30

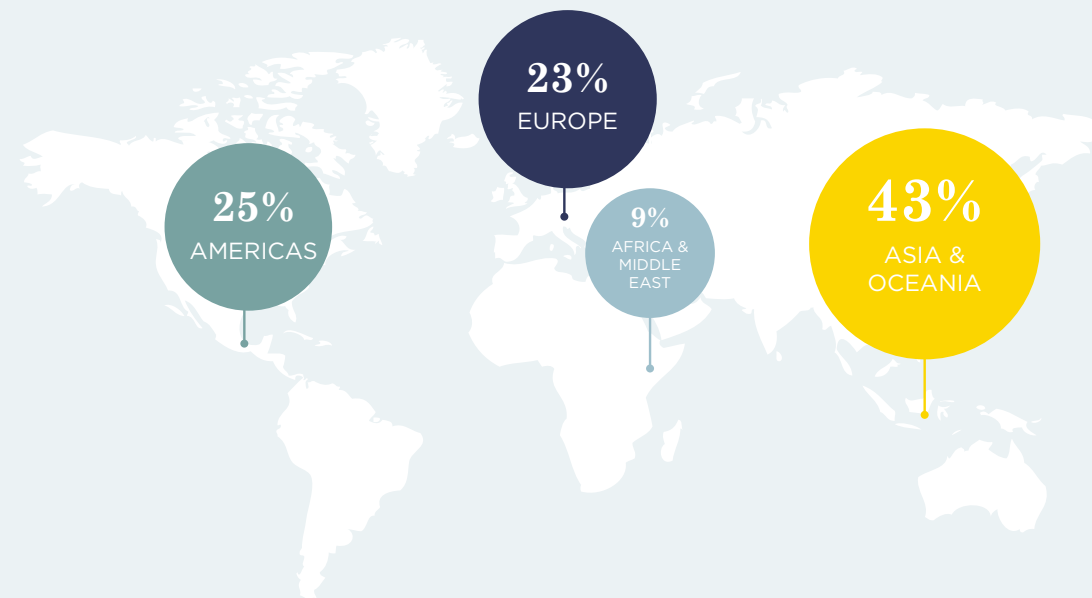
GENDER
33% WOMEN

GMAT AVG
690

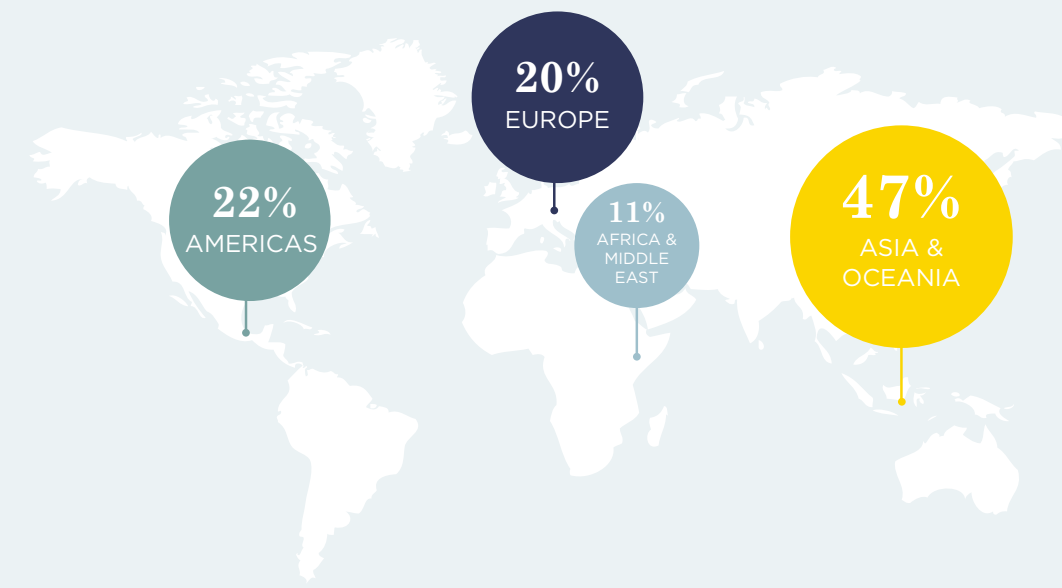
AVERAGE WORK EXPERIENCE
6 YEARS



GEOGRAPHIC ORIGINS (NATIONALITIES)

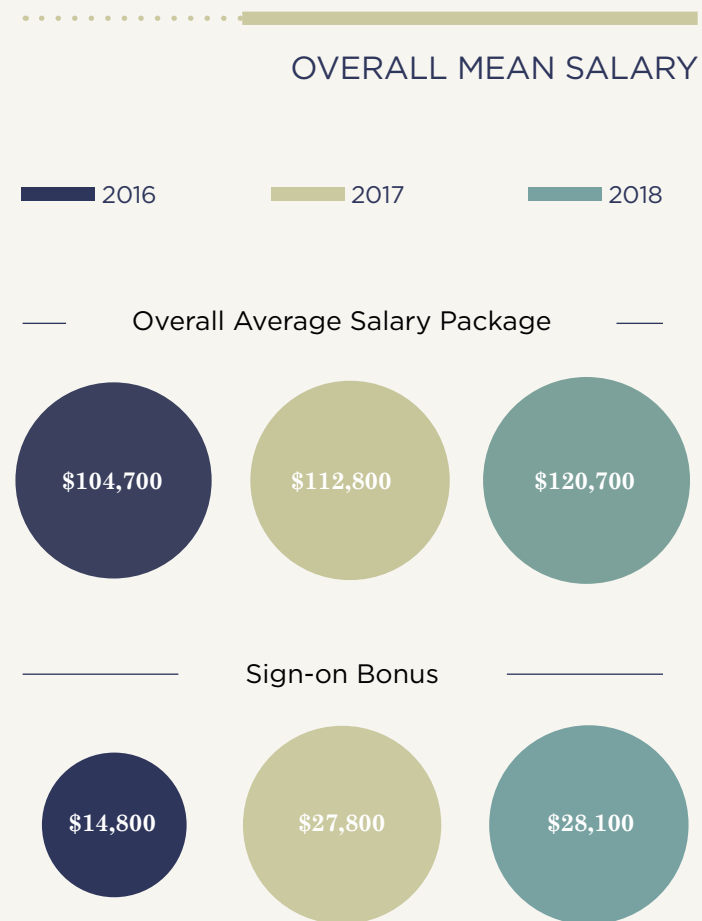


GEOGRAPHIC ORIGINS (NATIONALITIES)



SALARIES

On average, MBA graduates from HEC Paris doubled their pre-MBA salaries.



TOTAL

\$120,700
ANNUAL SALARY PACKAGE (MEAN)

\$112,200
ANNUAL SALARY PACKAGE (MEDIAN)

\$28,100
SIGN-ON BONUS (MEAN)

\$29,500
SIGN-ON BONUS (MEDIAN)

SECTOR

CONSULTING

Annual Salary (Mean)	\$114,900
Annual Salary (Median)	\$112,200
Sign-on Bonus (Mean)	\$26,800
Performance Bonus (Mean)	\$18,600

FINANCE

Annual Salary (Mean)	\$125,305
Annual Salary (Median)	\$118,000
Sign-on Bonus (Mean)	\$35,498
Performance Bonus (Mean)	\$42,489

TECHNOLOGY

Annual Salary (Mean)	\$145,600
Annual Salary (Median)	\$131,000
Sign-on Bonus (Mean)	\$37,000
Performance Bonus (Mean)	\$71,900

HEALTHCARE

Annual Salary (Mean)	\$113,700
Annual Salary (Median)	\$115,600
Sign-on Bonus (Mean)	\$11,900
Performance Bonus (Mean)	\$27,700

CONSUMER PACKAGED GOODS

Annual Salary (Mean)	\$94,000
Annual Salary (Median)	\$95,100
Sign-on Bonus (Mean)	\$30,000
Performance Bonus (Mean)	\$5,800

ENERGY

Annual Salary (Mean)	\$109,200
Annual Salary (Median)	\$109,300
Sign-on Bonus (Mean)	\$15,300
Performance Bonus (Mean)	\$20,000

RETAIL

Annual Salary (Mean)	\$122,300
Annual Salary (Median)	\$126,000

MANUFACTURING

Annual Salary (Mean)	\$122,098
Annual Salary (Median)	\$109,016
Sign-on Bonus (Mean)	\$9,967
Performance Bonus (Mean)	\$46,929

LOCATION

France

Annual Salary (Mean)	\$101,200
Annual Salary (Median)	\$106,000
Sign-on Bonus (Mean)	\$18,700
Performance Bonus (Mean)	\$14,300

Western Europe (including France)

Annual Salary (Mean)	\$129,100
Annual Salary (Median)	\$114,700
Sign-on Bonus (Mean)	\$37,300
Performance Bonus (Mean)	\$38,300

North America

Annual Salary (Mean)	\$140,700
Annual Salary (Median)	\$139,300
Sign-on Bonus (Mean)	\$18,000
Performance Bonus (Mean)	\$32,800

Asia (including Oceania):

Annual Salary (Mean)	\$111,900
Annual Salary (Median)	\$107,800
Sign-on Bonus (Mean)	\$22,700
Performance Bonus (Mean)	\$50,600

Middle East/Gulf Region

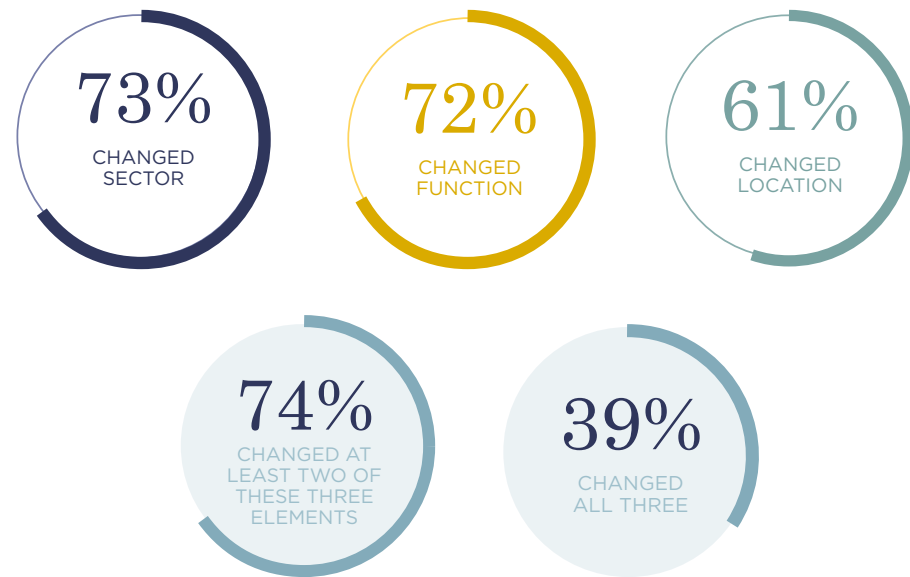
Annual Salary (Mean)	\$129,400
Annual Salary (Median)	\$118,900
Sign-on Bonus (Mean)	\$26,500
Performance Bonus (Mean)	\$28,900

South America

Annual Salary (Mean)	\$150,700
Annual Salary (Median)	\$148,500

CAREER TRANSFORMATION

FOR THE CLASS OF 2018

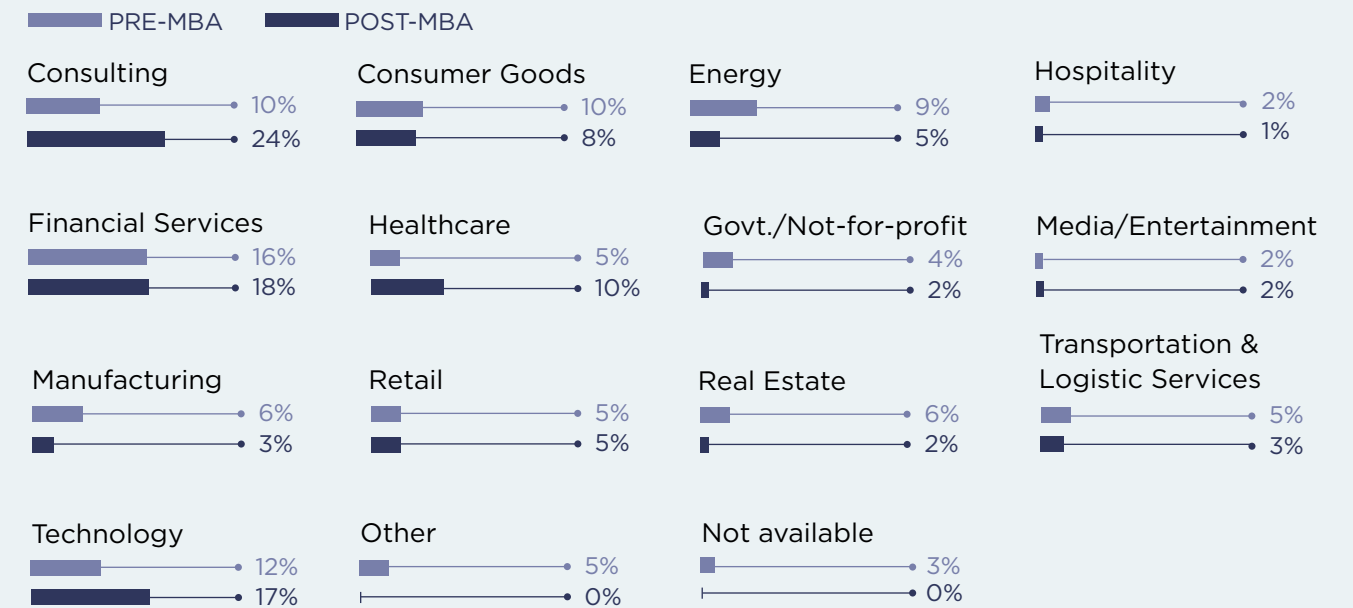


CAREER TRANSFORMATION

At the HEC Paris MBA, we pave the way for students to transform their careers. The majority of our students made a career transformation, with 73 percent changing sector, 72 percent changing function and 61 percent changing their location. Nearly three-quarters of the class changed two of the three elements, while 39 percent successfully made the “triple jump.” International mobility continued to be a strong trend in our post-graduation placements, with 60 percent of the class securing employment outside of their home countries.

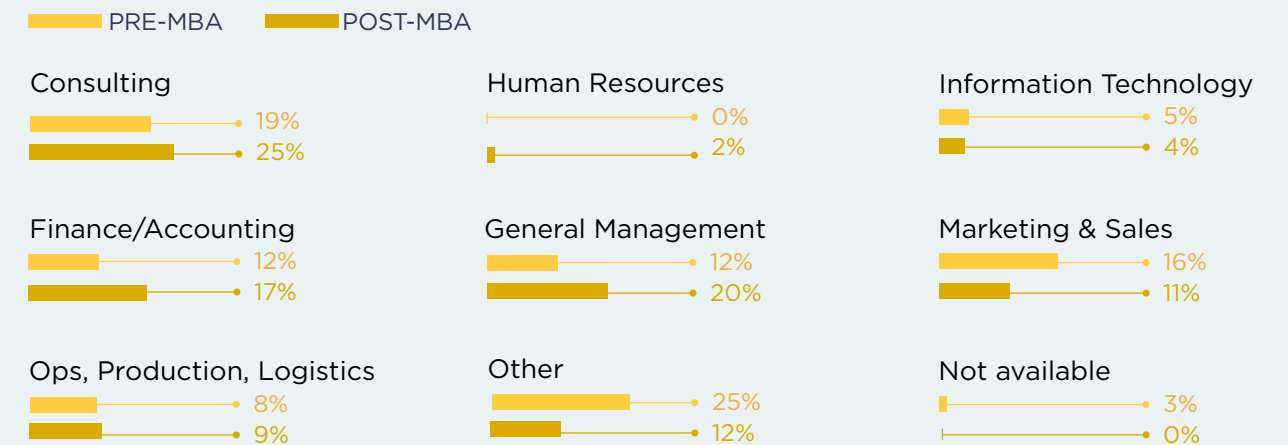
SECTOR CHANGE

Overall, a large number of HEC Paris MBA participants moved into the Consulting, Technology and Healthcare sectors.



FUNCTION CHANGE

We saw a large number of students from the Class of 2018 take on Consulting positions, while many also took on leadership roles in General Management functions.

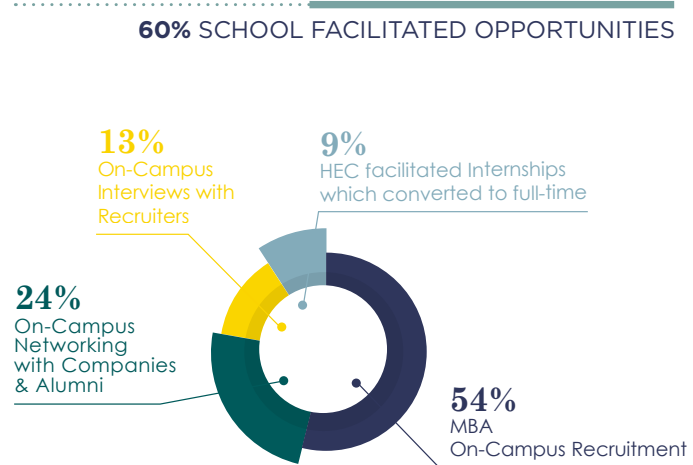


RECRUITER ACTIVITY

TOP RECRUITERS



SOURCE OF OPPORTUNITY



40% GRADUATE FACILITATED OPPORTUNITIES



“The HEC Paris MBA gave me the tools to dare to work in a different language, in a foreign country and in a new industry. My experience at HEC was key in helping me find the right fit for my career. This program gave me the flexibility to have an ideal return to work, with an internship during the program and a full time position right after it.”

Viviana Arias Roda, MBA '18
HR Manager, Human Resources Leadership Development Program, Johnson and Johnson



CAREER CHOICES FOR THE CLASS OF 2018

Rate

Employed at three months 93%

Sector

Consulting	24%
Financial Services	18%
Technology	17%
Healthcare	10%
Consumer Packaged Goods	8%
Energy	5%
Retail	5%
Transportation & Logistic Services	3%
Manufacturing	3%
Real Estate	2%
Media/Entertainment	2%
Government	1%
Hospitality	1%
Not for Profit	1%

Function

Consulting	25%
General Management	20%
Finance/Accounting	17%
Marketing and Sales	11%
Human Resources	2%
Information Technology	4%
Operations/Production/Logistics	9%
Other	12%

Location

Region

France	28%
Europe (Excluding France)	32%
Asia (including Australia)	22%
North America	8%
Latin America & Caribbean	5%
Middle East	5%

International Mobility

Working outside their home country as percentage of total Class	60%
Working outside France as percentage of total Class	72%

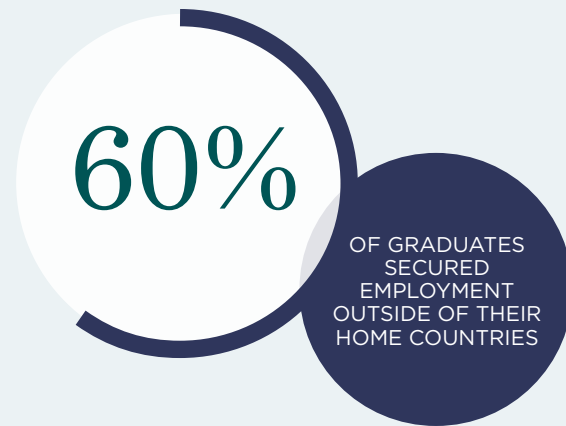


“What made the HEC Paris MBA stand out was the classroom experience – intimate, thought provoking, and rich in debate. Students hail from a diverse set of backgrounds, industries, and geographies, and those differences challenge your assumptions and opinions. Being adaptable is essential in the modern workplace and I carry this training forward from the MBA program.”

Siddharth Gurnani, MBA '18
HR Manager, American Express

REGION ANALYSIS

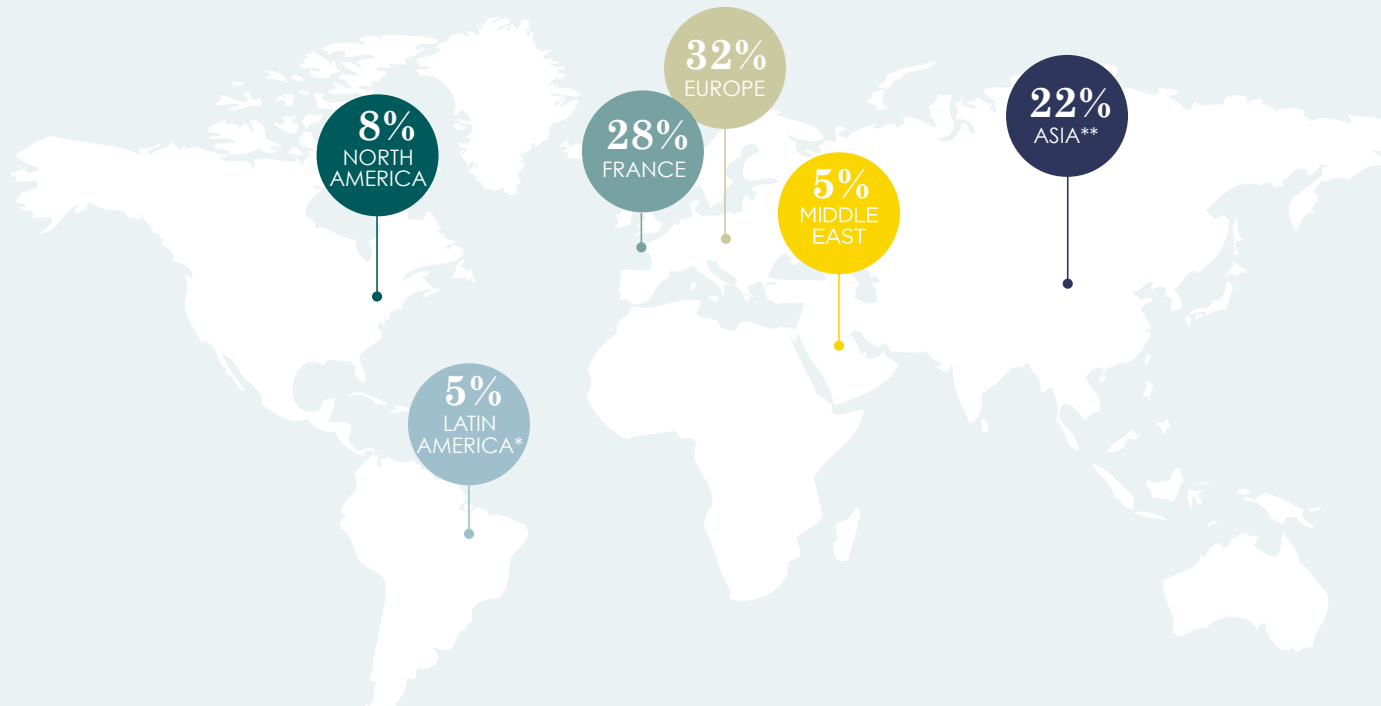
MOBILITY



REGIONS

The percentages of non-French finding jobs in France, and non-Europeans finding jobs in Europe were 74 percent and 50 percent of the placement rates in these regions.

JOB LOCATION



*And Caribbean **Including Australia



“The HEC Paris MBA allowed me not only to acquire or deepen the core skills essential for transitioning into the field of consulting in operational efficiency, but also to discover various industries through the many events and meetings taking place on campus (forums, club events, certificates, etc.). Additionally, being a truly international MBA provides the soft skills needed to work smoothly in a global environment while understanding cultural differences.”

Flore Poughon, MBA '18
Advisory & Transformation senior advisor, BNP Paribas - CIB

COMPANIES WHO RECRUITED FROM
THE CLASS OF 2018

HEC PARIS MBA 2018

The following list includes companies that offered at least one full-time position, as well as those that had internship positions accepted.

A

A.T. Kearney
ANA Holdings Inc.
AVEVA
AXA
Abbott
ABN AMRO
Accenture*
Actility SA
Adidas
Admiral
Adobe
Advanced Blockchain
Alibaba Group
AlixPartners
Alvarez & Marsal
Amadeus
Amazon
American Express
Anglo American
Archery Strategy Consulting
Aresoft Information Technology
Arkwright consulting
Armani
Artefact
Ashoka
AstraZeneca
Atelier Choux
Atos*
AVentures Capital
Away
AXA*
AXYS Consultants

B

Bain & Company*
Bank Audi
Bank of America Merrill Lynch
Bank of Singapore
Baron Philippe de Rothschild
BASF
Berne Selection
BNP Paribas*
BrightSky Ventures
Brooks
BV Advisory

C

Canaccord Genuity Group Inc.
Care.com
Cartier International
Celimene
Chanel
Choice Capital
Chung-I Business Co.
Citi
C.J. Segerstrom & Sons /
South Coast Plaza
CDB Capital Co.
CMA CGM*

Covivio
Coca-cola
Conti Advanced Business Learning
Coty
Credit Suisse
Crown Holdings, Inc.
CVA

D

Daanuu
Dassault Systèmes
Data Soluce
Dataswati
DeepMind
Deloitte
DENK PHARMA GmbH & Co. KG
Deutsche Bank
DHL Consulting
Didi Chuxing
Diacio SA
Digitevent
DIJK Innovations
Disney
DOCOMO Digital
DS Avocats
DuPont Sustainable Solutions
DWS Group

E

eBay
Eco-Adapt
EIG
Elephants & Ventures
Eli Lilly and Company
Enviva Partners, LP
E.ON
Equanum
Essilor
Estée Lauder
EY*

F

Facebook
Falabella
Farfetch
First Capital Securities Co.
Flyscribe
Fontterra
Forex Capital Markets
Fosun International

G

GE Medical Systems
GE Power
Givaudan
Globalpraxis
Google
Gradian Health Systems
Gruppo Concorde spa
GTA

H

HCA Healthcare UK
Hartree Partners, LP
Head-On Computer Systems Ltd.
Henkel
Hilti Group
HVS Global Hospitality Services

I

IAG
Iconen
IDEMIA
IFC
Imerys
IN Consulting
Infosys
ING Group
Invex Banco
Ipsen
IQVIA
iReMMO
IS Groupe

J

Jkuat Nissin Foods
Johnson & Johnson
JR Capital
Juva Santé

K

Kantar Consulting
KPMG*
Kyriba

L

Laboratoires Dermatologiques d'Uriage
Launchmetrics
Laureate Education
L Capital
L.E.K. Consulting
LINAGORA
L'Oréal*
Loro Piana
LVMH*

M

Maiden Home
Mazars*
McKinsey & Company*
Merck
Mews Partners
Michelin*
Milestone Beverages
Ming Liu Group
Mingle Cultural Development
MIVIK (BIMA)
Modong Culture & Media
Moët Hennessy
Monitor Deloitte
Morgan Stanley

N

Natixis*
Nature's Flowers
Navabi GmbH
Neptune Energy
Nike
Nouvelles Donnes
NOVAMINDS
Novartis

O

Observia
OECD
Orange*
Oscar Health
Osha Liang LLP
OYO

P, Q

Pace University
Pala Investments
Partners Group
Partners in Performance
Partnership Fund
Pathao
PepsiCo
Pernod Ricard
Philips
Priceline.com
Private Equity Real Estate
Procter & Gamble
PTOLEMUS Consulting Group
Puma Energy*
PwC*

R

Renault-Nissan-Mitsubishi*
Rent-A-Car
Road Pictures
Roland Berger
R&F Properties
RTL Group

S

Safran
Sanofi
SCG Advisory
Schaeffler Bio-Hybrid
Schneider Electric*
SFR
Shanghai Chicmax Cosmetic Company
Shanghai Auto Space Investment Consultant Co.
Shinhan Bank
Siemens Healthineers
Simon-Kucher & Partners
Skintifique
Smart
Société Générale*
Société des plastiques nobles (SPN)
Sodexo*
S.T. Dupont

Swatch Group
Synpulse Management Consulting
Systra

T

Tecnifibre
Tefen Management Consulting
Telefónica
TNP
The Flyways, Inc.
The NPD Group
The Norinchukin Bank
TIMAC AGRO International
toBE marketing
Total
Toyota
Tracr
Tradelab
Truffle Capital
Tuttnauer

U

Uber
UBS
UNESCO
Unifin
Unilever
Urgo Group

V/W

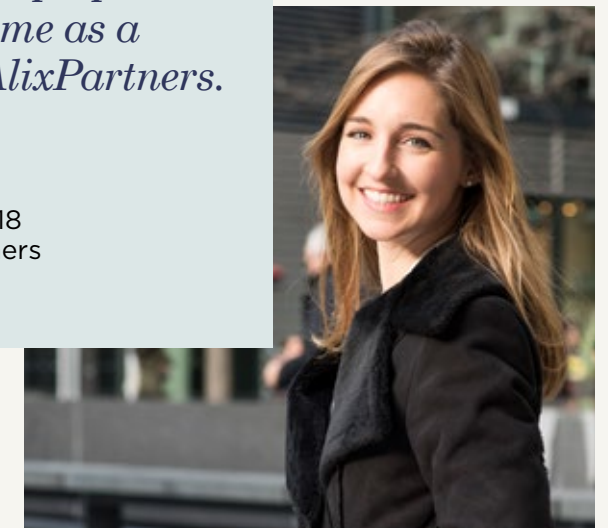
Vente Privee/Veepee
Verizon Media (Oath)
Virtuos China Ltd.
VMLY&R
Volitalia
Willis Towers Watson
Wood Mackenzie

X/Y/Z

Yee Coffee
Yolkshire
YOOX Net-a-Porter Group
Yseop
Yves Saint Laurent
Zalando
Zuoyoutang Technology
Zurich Insurance Group
Zhuomo
Zoobashop

“The MBA gave me access to a very special, interesting and diverse group of people: the HEC alumni network. Being inspired by and learning from them has helped me in my first-year post-grad and, I’m sure, will continue to do so for my entire career. The other thing that has almost surprised me is just how relevant the casework and course material is to top issues affecting business today. Analyzing and breaking-down problems in the classroom prepared me to do the same as a consultant at AlixPartners. Invaluable.”

Melinda Aulie, MBA '18
Consultant, AlixPartners



*Corporate partners of HEC Paris

RECRUITING AND NETWORKING EVENTS

HEC Paris MBA Career Week: A week-long, on-campus event for companies recruiting specifically for MBA full-time positions (September).

HEC International Finance and Consulting Forums: On-campus networking and job-placement events for companies recruiting for the Financial Services and Consulting sectors (October and November).

HEC Carrefours Career Fair: Started in 1985, the Carrefours Career Fair is the flagship career fair for students from all programs across HEC (January).

HEC MBA Internship Day: MBA-specific event for companies recruiting internship positions (January/February).

Sector-focused Career Fairs: Events held for companies recruiting or wanting to network with students specifically interested in their sectors, including Technology, Life Sciences and Impact, among others (November-March).

Region-focused Career Fairs: Events held focused on certain regions, including Germany, China, Luxembourg and Africa, among others (November-March).

MBA Retail & Luxury Fair: Event held for students specifically interested in Retail and Luxury (March).

Stand-alone individual presentations: Company presentations can occur anytime from throughout the year.

Career treks: Regional, national and international treks organized throughout the program to give students an insider's view of companies within a specific sector.

Club activities: HEC Paris MBA professional clubs aim to strengthen the relationship between the HEC Paris MBA community and specific sectors. They organize roundtable discussions, evening guest speakers, networking dinners with HEC Paris alumni, and so on.

Job/internship postings: Job opportunities can be posted on our careers portal, free of charge. For more information, email mbacareers@hec.fr.

TIMING AND AVAILABILITY

When can you recruit?

In principle, recruitment is open year-round, with emphasis on the MBA recruiting cycles (September to December for full-time placements and January to April for internships). This is the optimal period, as all participants are on campus, and it fits with most companies' recruitment schedules.

The HEC Paris MBA lasts 16 months. There are two intakes, in September and January.

Availability of September intake:

- Internships:
 - Summer internships from May to September
 - Winter internships from January to April (of the following year)
- Full-time Positions:
 - Available from January (of the following year)
 - Graduation in June

Availability of January intake:

- Internships:
 - Summer internships from July to September
 - Winter internships from January to April (of the following year)
- Full-time Positions:
 - Available from April (of the following year)
 - Graduation in June



“The MBA gave me all the tools I’ve needed—to excel at banking, to launch a VC syndicate, and to found two companies.”

Jonathan Paulson, MBA '18
Entrepreneur and Associate
Investment Banking, Deutsche Bank



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