



MBA EMPLOYMENT REPORT

2020



2020 TRENDS & STATISTICS

One can easily say it was a year like no other.

Like other MBA programs, the HEC Paris MBA's Class of 2020 was affected by COVID's impact on the world economy. But thanks to our strong and well-established network of alumni and recruiters, our dedicated Career Center team, and the talents and determination of our students, our 2020 graduates demonstrated great adaptability, agility and resilience in their career development and job searches. During these unprecedented times, 88.3 percent of the Class of 2020 accepted job offers within six months of graduation. They joined the prestigious ranks of the HEC Paris alumni network, made up of more than 60,000 people from 132 countries across the world.

The Class of 2020*, made up of 55 nationalities (92 percent international), graduated with a global mindset, ready to take on the business challenges of today and tomorrow. Many of our students made significant career transformations, with 66 percent of the class securing positions outside of their home countries. A record-breaking 91 percent of our students changed sector, 69 percent changed function and 66 percent changed location. A total of 65 percent of the class changed two of the three elements, while almost 45 percent made the MBA "triple jump" and changed all three.

Our MBAs adapted to the current crisis by seeking new and unique opportunities, which allowed more graduates than ever to switch sectors. The program has prepared them to be effective decision-makers even in the face of uncertain conditions and a constantly changing environment. They have acquired the competencies in demand now, including agility, strong leadership, and the ability to manage extremely rare events that have potentially disruptive consequences.

Our Career Center team has worked hard to support students during these challenging times. The team provided more career-development workshops than ever before, increasing by 68 percent the number of presentations offered compared to 2019. To help graduates navigate the difficult job market, we offered even more sessions with alumni and recruiters, including a specific workshop on how to manage your job search in times of crisis. We facilitated a discussion with alumni from the Class of 2009, who answered specific questions about how they succeeded when faced with an unstable job market.

We saw an increase in the number of graduates accepting jobs in Africa, as well as a rise in positions in the Public-Government-Not-for-Profit sector. These changes confirm that our program

attracts future leaders driven by purpose, who understand that their obligations go beyond the bottom line and who want to contribute to society's greater good.

The HEC Paris MBA continues to be ranked one of the top MBAs in the world. The program improved its position over the previous year's rankings and is currently #7 Global MBA in the Financial Times, #2 Full Time MBA in The Economist and #5 Global MBA in QS.

I would like to take this opportunity to thank our loyal alumni and recruiters, who continue to show great confidence in our talent. For our incoming students, I would like you to know that the Careers team will be by your side, offering guidance and support during your MBA program. The team is dedicated to sharing their expertise about how to understand yourself better, think about your professional journey, and how to connect with the company that is right for you. We look forward to continuing to work with future generations of global leaders.

** The HEC Paris MBA Class is defined according to the MBA CSEA guidelines*

Raphaëlle Gautier
Executive Director, Corporate
Partnerships & Careers, HEC Paris

CLASS PROFILE

HEC PARIS MBA CLASS OF 2020

NUMBER
OF PARTICIPANTS



274

GENDER



33%
WOMEN

INTERNATIONAL
PARTICIPANTS



92%

AVERAGE
AGE



30

NATIONALITIES



55

GMAT AVG



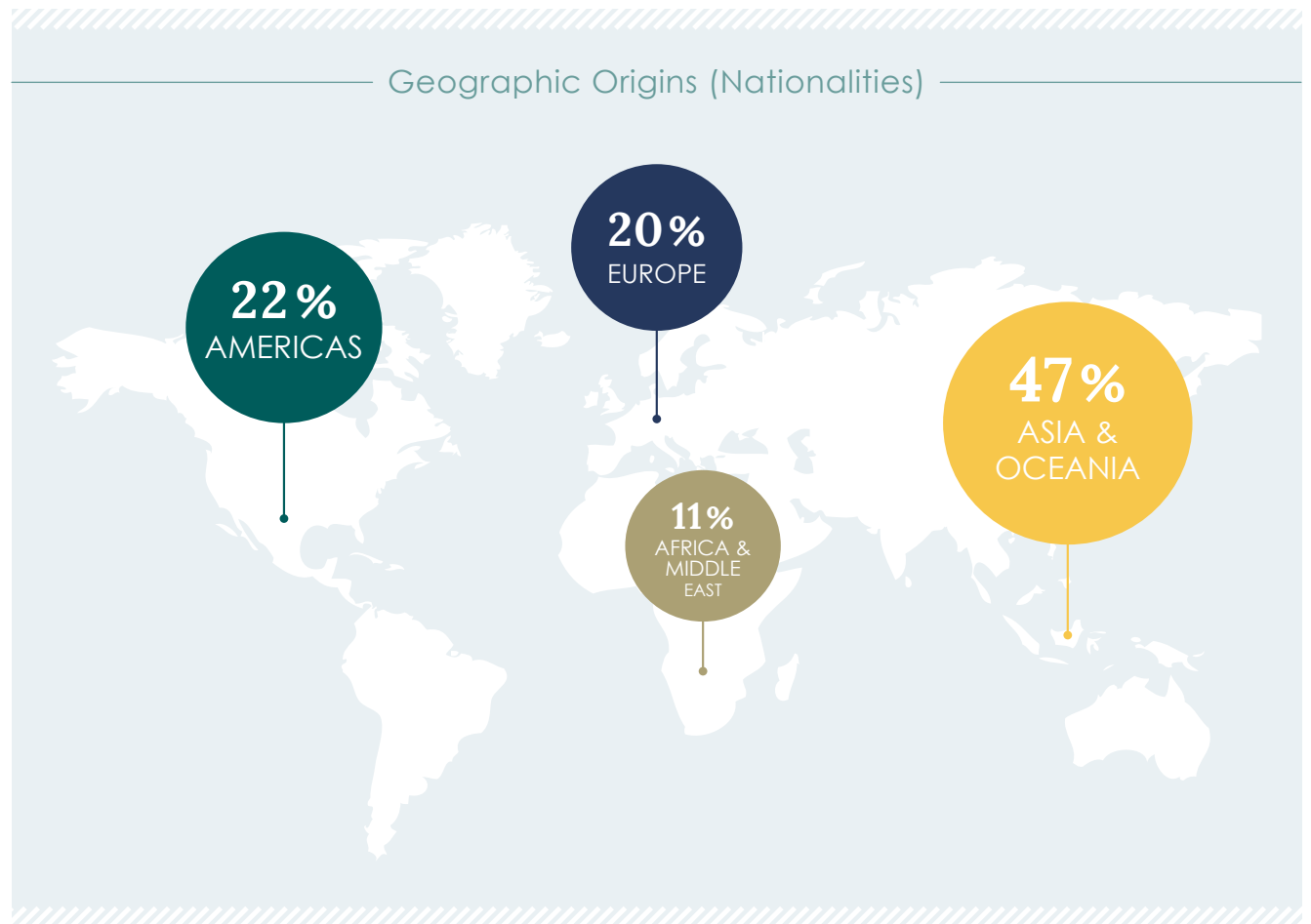
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AVERAGE
WORK
EXPERIENCE



6

Geographic Origins (Nationalities)



CLASS PROFILE

HEC PARIS MBA CLASS OF 2022

NUMBER
OF PARTICIPANTS

285

INTERNATIONAL
PARTICIPANTS

92 %

NATIONALITIES

56

AVERAGE
WORK
EXPERIENCE

6

GENDER

35 %
WOMEN

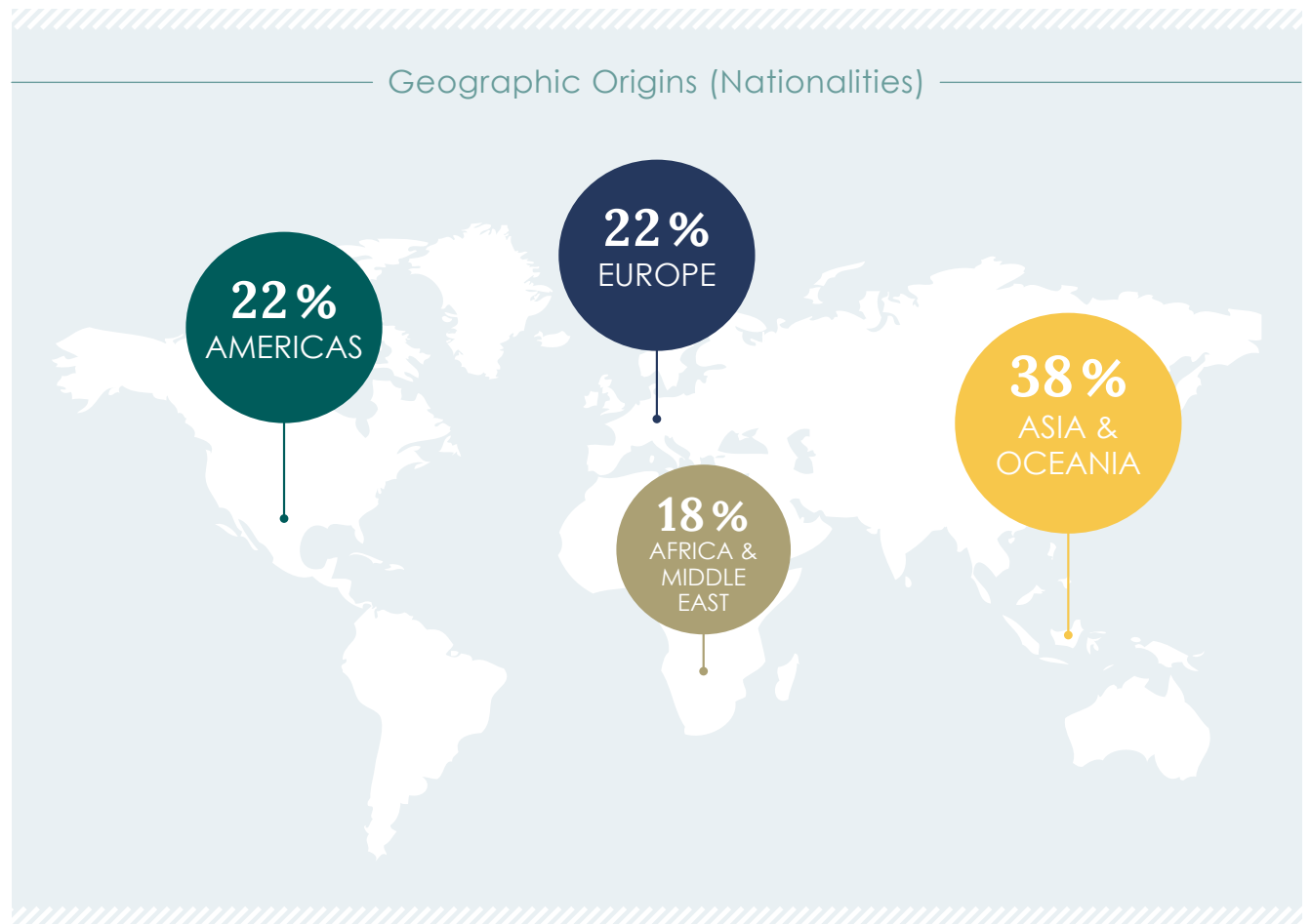
AVERAGE
AGE

30

GMAT AVG

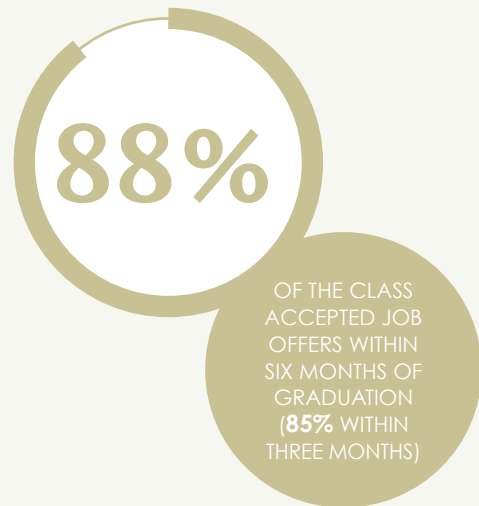
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Geographic Origins (Nationalities)



SALARIES

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



SECTOR

CONSULTING

Annual Salary (Mean)	\$103,853
Minimum Annual Salary	\$48,607
Maximum Annual Salary	\$201,545
Annual Salary (Median)	\$87,138
Sign-on Bonus (Mean)	\$25,301
Performance Bonus (Mean)	\$25,254

FINANCE

Annual Salary (Mean)	\$94,264
Minimum Annual Salary	\$42,680
Maximum Annual Salary	\$260,000
Annual Salary (Median)	\$80,618
Sign-on Bonus (Mean)	\$27,623
Performance Bonus (Mean)	\$36,593

TECHNOLOGY

Annual Salary (Mean)	\$104,392
Minimum Annual Salary	\$35,566
Maximum Annual Salary	\$222,292
Annual Salary (Median)	\$100,772
Sign-on Bonus (Mean)	\$22,692
Performance Bonus (Mean)	\$33,296

HEALTHCARE

Annual Salary (Mean)	\$94,979
Minimum Annual Salary	\$35,073
Maximum Annual Salary	\$165,978
Annual Salary (Median)	\$88,977
Sign-on Bonus (Mean)	\$18,910
Performance Bonus (Mean)	\$11,577

CONSUMER PACKAGED GOODS

Annual Salary (Mean)	\$139,965
Minimum Annual Salary	\$80,618
Maximum Annual Salary	\$218,626
Annual Salary (Median)	\$120,652
Sign-on Bonus (Mean)	\$6,251
Performance Bonus (Mean)	\$29,220

ENERGY

Annual Salary (Mean)	\$94,844
Minimum Annual Salary	\$77,061
Maximum Annual Salary	\$112,628
Annual Salary (Median)	\$94,844
Sign-on Bonus (Mean)	N/A
Performance Bonus (Mean)	N/A

RETAIL

Annual Salary (Mean)	\$91,767
Minimum Annual Salary	\$59,278
Maximum Annual Salary	\$122,112
Annual Salary (Median)	\$90,102
Sign-on Bonus (Mean)	\$13,439
Performance Bonus (Mean)	\$75,950

MANUFACTURING

Annual Salary (Mean)	\$130,869
Minimum Annual Salary	\$71,133
Maximum Annual Salary	\$289,750
Annual Salary (Median)	\$118,556
Sign-on Bonus (Mean)	\$13,711
Performance Bonus (Mean)	\$13,880

OVERALL MEAN SALARY

2018 2019 2020

Overall Average Salary Package



Sign-on Bonus



\$118,797
ANNUAL SALARY
PACKAGE (MEAN)

\$21,604
SIGN-ON BONUS
(MEAN)

\$110,007
ANNUAL SALARY
PACKAGE (MEDIAN)

\$20,255
SIGN-ON BONUS
(MEDIAN)

LOCATION

FRANCE

Annual Salary (Mean)	\$96,162
Minimum Annual Salary	\$42,680
Maximum Annual Salary	\$201,545
Annual Salary (Median)	\$85,360
Sign-on Bonus (Mean)	\$20,729
Performance Bonus (Mean)	\$31,830

WESTERN EUROPE (including France)

Annual Salary (Mean)	\$99,323
Minimum Annual Salary	\$42,680
Maximum Annual Salary	\$222,292
Annual Salary (Median)	\$97,928
Sign-on Bonus (Mean)	\$18,477
Performance Bonus (Mean)	\$30,114

NORTH AMERICA

Annual Salary (Mean)	\$154,077
Minimum Annual Salary	\$104,500
Maximum Annual Salary	\$260,000
Annual Salary (Median)	\$139,600
Sign-on Bonus (Mean)	\$23,882
Performance Bonus (Mean)	\$31,000

ASIA (including Oceania)

Annual Salary (Mean)	\$104,116
Minimum Annual Salary	\$35,073
Maximum Annual Salary	\$289,750
Annual Salary (Median)	\$81,296
Sign-on Bonus (Mean)	\$19,988
Performance Bonus (Mean)	\$26,741

MIDDLE EAST/GULF REGION

Annual Salary (Mean)	\$108,236
Minimum Annual Salary	\$48,000
Maximum Annual Salary	\$163,000
Annual Salary (Median)	\$119,414
Sign-on Bonus (Mean)	\$47,358
Performance Bonus (Mean)	\$10,721

SOUTH AMERICA

Annual Salary (Mean)	\$59,145
Minimum Annual Salary	\$47,731
Maximum Annual Salary	\$82,311
Annual Salary (Median)	\$57,655
Sign-on Bonus (Mean)	\$24,361
Performance Bonus (Mean)	\$22,289

AFRICA

Annual Salary (Mean)	\$95,692
Minimum Annual Salary	\$53,754
Maximum Annual Salary	\$142,267
Annual Salary (Median)	\$76,740
Sign-on Bonus (Mean)	\$6,182
Performance Bonus (Mean)	N/A

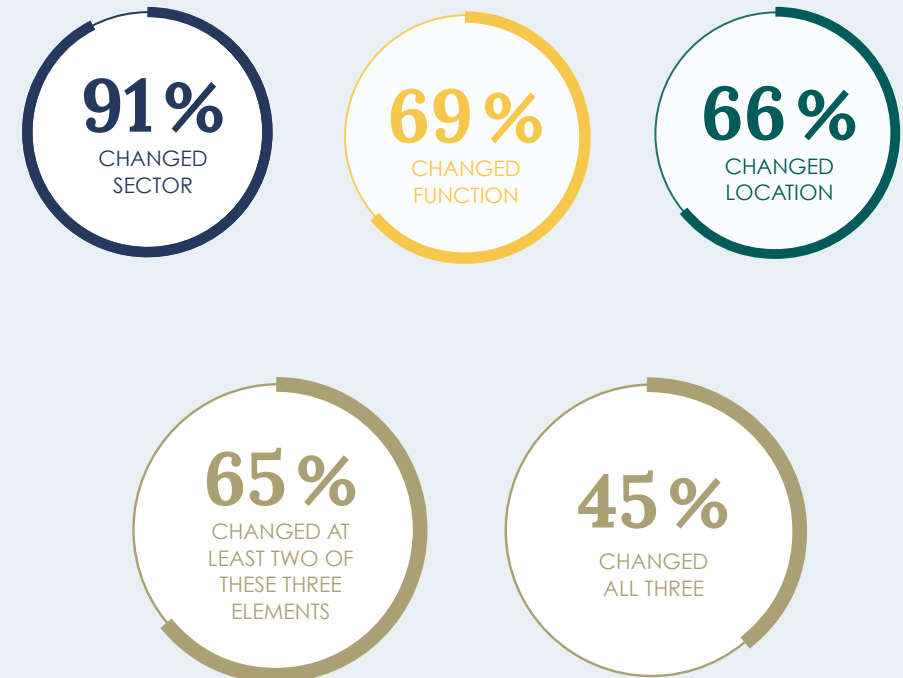
CAREER TRANSFORMATION

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 91 percent changing sector, 69 percent changing function and 66 percent changing their location.

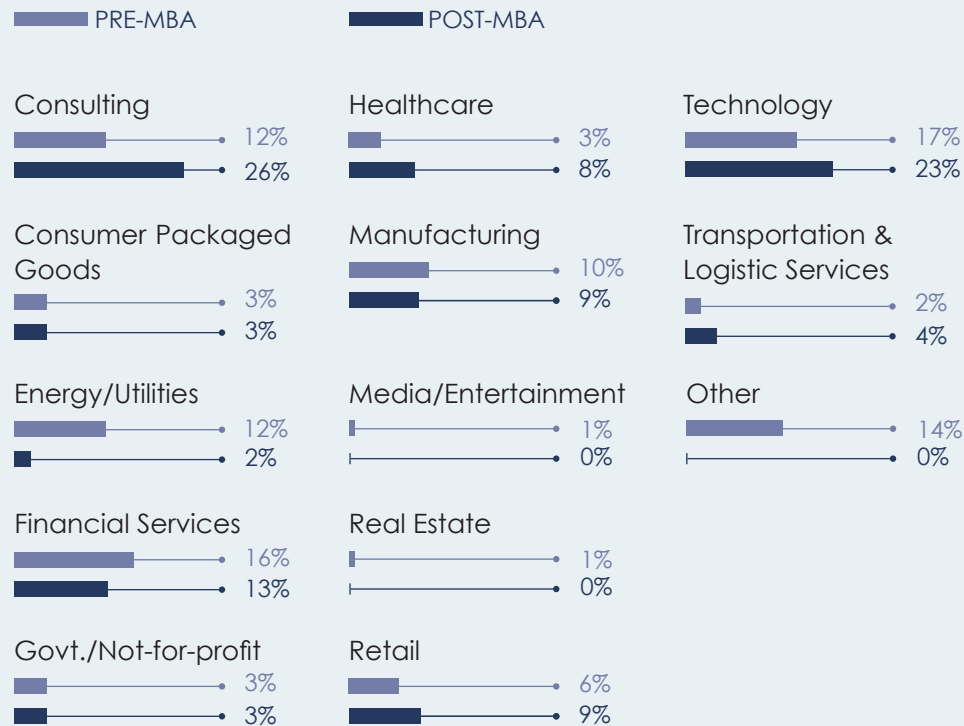
The majority of the class – 65 percent – changed two of the three elements, while 45 percent successfully made the “triple jump.” International mobility continued to be a strong trend in our post-graduation placements, with 66 percent of the class securing employment outside of their home countries.

FOR THE CLASS OF 2020



SECTOR CHANGE

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



FUNCTION CHANGE

We saw the largest proportion of students from the Class of 2020 take on Consulting positions, while many also accepted leadership roles in Finance/Accounting and Marketing/Sales.



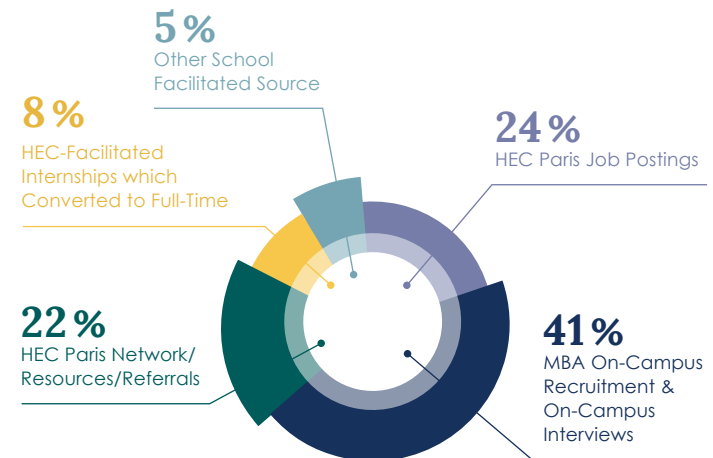
RECRUITER ACTIVITY

TOP RECRUITERS



SOURCE OF OPPORTUNITY CLASS OF 2020

66 % School-Facilitated Opportunities



34 % Graduate-Facilitated Opportunities





“I was already on a robust development path in a diverse and international environment prior to joining the HEC Paris MBA, but those 16 months in the MBA program put it on steroids. Thanks to all the companies coming to campus and the brand value of HEC, I ended up doing something I hadn’t even thought of, in a company I barely knew existed, in a country that I love. All the while becoming a father for the first time.”

David Mozart,

Project Leader, Region Europe North, MICHELIN GROUP
Frankfurt, Germany

CAREER CHOICES FOR THE CLASS OF 2020

RATE

Employed at three months **85%**

SECTOR

Consulting	26%
Technology	23%
Financial Services	13%
Manufacturing	9%
Retail (Including Luxury)	9%
Healthcare (Including Products and Services)	8%
Transportation and Logistics Services	4%
Consumer Packaged Goods	3%
Government/Non-Profit	3%
Energy/Utilities	2%

FUNCTION

Consulting	31%
Marketing/Sales	24%
General Management	20%
Finance/Accounting	14%
Operations/Logistics	6%
Information Technology	2%
Human Resources	2%
Other	1%

LOCATION

Region

France	32%
Europe (Without France)	29%
Asia (Including Oceania)	20%
North America	6%
Middle East	6%
Latin America and the Caribbean	5%
Africa	2%

International Mobility

Working outside their home country as percentage of total Class	66%
Working outside France as percentage of total Class	68%



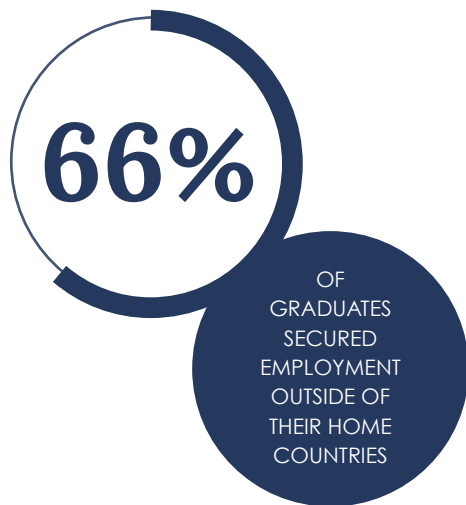
“There is never a dull moment in the HEC Paris MBA. Between classes, workshops, career events, networking sessions, and social activities on campus, the mélange of MBA activities helped me explore different industries and gave me a platform to realistically assess my fit in different roles in those industries. Most importantly, it gave me a chance to truly reflect on what it is I wanted out of a career and drove home the importance of value-based career goals. It also provided me with the tools and resources to be able to articulate those goals for myself. I landed multiple offers across different industries and chose one that was a great fit in terms of a career boost, my personal values, and my long-term career goals.”

Anu Ramanan,
Manager, Strategic Projects,
ELI LILLY AND COMPANY
Frankfurt, Germany



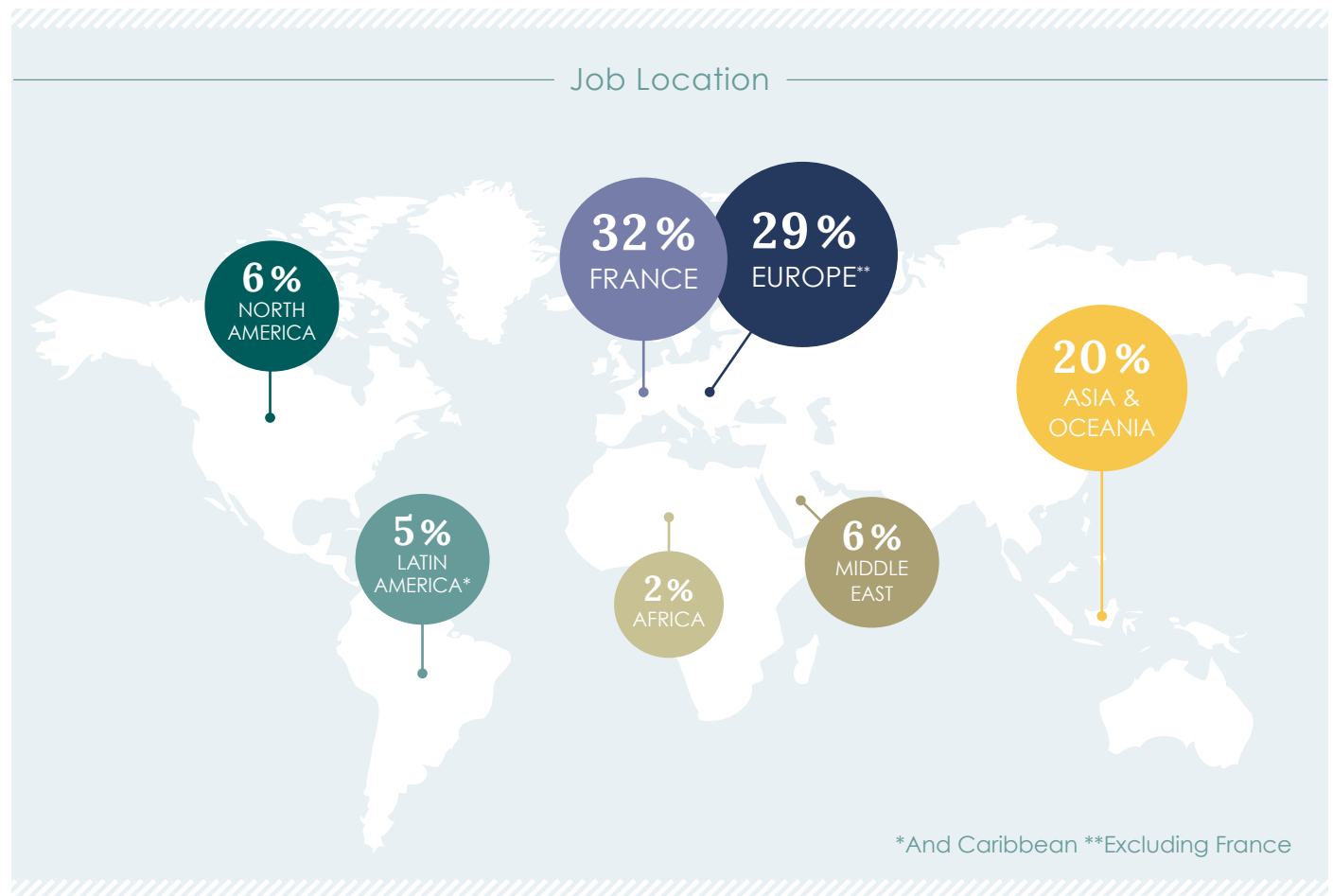
REGION ANALYSIS

MOBILITY



REGIONS

The percentages of non-French finding jobs in France, and non-Europeans finding jobs in Western Europe were 29 percent and 45 percent of the placement rates in these regions.



A portrait of Anjul Mittal, a woman with dark hair pulled back, wearing a grey blazer over a white top. She is smiling slightly and looking towards the camera. The background is a blurred indoor setting.

“HEC Paris played a critical role in my journey from automotive strategy consulting in India to tech product management in Europe. Beyond the academically rigorous curriculum and the excellent professors, my colleagues from a range of backgrounds really illuminated my perspective. I continue to use the lessons from the MBA in my day-to-day work.”

Anjul Mittal,

Senior Product Manager, AMAZON
Luxembourg City, Luxembourg

COMPANIES WHO RECRUITED FROM THE CLASS OF 2020

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



**Corporate partners of HEC Paris*

A

Accenture*
Adidas
AlixPartners
Alvarez and Marsal
Amazon*
Amundi Asset Management*
Apple
Armée Française
Arvella
Astellas Pharma
ATOS*
Audi
Aura
AXA*
Axinan

B

Bain & Company*
BASF
BFA Global
Blue Orchard Finance
Blue Origin
Boston Consulting Group*
Boston Scientific
Branch metrics
British American Tobacco

C

Celine – LVMH*
Chanel*
Citibank
CMA CGM*
Comptoir des Cottonniers
Customs Department of Bangladesh

D

Dalberg Global Advisors
DEGIRO
Delivery Hero
Deloitte*
Didi
DiDi Chunxing
Dupont Sustainable Solutions

E

Eli Lilly and Company
Elyps SA
ENGIE
Essilor
Estee Lauder
EY*

F

F. Hoffmann-La Roche AG
Facebook
Fair Money
Fairphone
Fintonia Group
Foodpanda

G

Genentech
Genpact
GF Holding Corporation
Limited
Globalfoundries
Google
Green Giraffe

H

H.I.G. Capital
Hardware Club
Hilti*

I

IQVIA
Iteka Corporate Finance

J

Johnson & Johnson
Jolt Capital

K

Keller
Kitchen Valley
Knauf Batiment

L

L.E.K. Consulting
LafargeHolcim
LawGeex
Lloyds Register
L'Oréal*

M

MADMASK
McKinsey & Company*
Medtronic
Michelin*
MindTickle
Mitsubishi Corporation
Mizuho Financial Group
Murex

N

Nimoy cognitive Computing
Novartis

O

Orange Square Company

P

P3 Group
Panasonic
Petronas
Pomerleau Capital Inc.
Preema International
PwC*

Q,R

Quilvest Capital Partners
R2 Capital Partners
Rakuten Tokyo
RB
Refoveo
Renault Nissan Mitsubishi
Alliance*
Reveol
Rockwell Automation

S

SAAM
Sea Money
Seedstars Africa
SFR Medical
Shadline
Shell Foundation
Shipper
Shopee
SIMON-KUCHER & PARTNERS
Strategy&-PwC*
Synpulse USA

T

TCL Communication
The Stock Exchange of Thailand
Tweag

U

Uber
UNICEF
Unilever

V,W

Valrhona
Vertone
Vestiaire Collective
WARIPAY
Whiteshield Partners

X,Y,Z

Xepelin
Zalando

RECRUITING EVENTS

HEC Paris MBA Career Week: A week-long, on-campus event focusing on full-time MBA recruitment (September).

HEC International Finance and Consulting Fairs: On-campus networking and job-placement events for companies recruiting finance and consulting positions across all programs at HEC (October and November).

HEC Carrefours Career Fair: Started in 1985, this is the flagship career fair for full-time and internship positions across all programs at HEC (January).

HEC Paris MBA Internship Day: MBA-specific event focusing on internship recruitment (January/February).

Sector-Focused Career Fairs: Events held for companies recruiting or interested in networking with students specifically interested in their sectors, including Digital and Technology, Health 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 September to November and from January to April.

Career Treks: Regional, national and international, sector- or region-focused treks organized throughout the program.

Club Activities: HEC Paris MBA professional clubs aim to strengthen the relationship between the HEC Paris MBA community and specific sectors. They organize panel discussions, evening guest speakers, company visits, 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

The HEC Paris MBA lasts 16 months and there are two intakes, in September and January. Students are available for internships and full-time positions, as follows:

Availability of September intake:

- Summer internships: From mid-April to end of August
- End-of studies internships: From January to April of their graduating year
- Full-time positions: From January of their graduating year (15 months after the start of the program)

Availability of January intake:

- Summer internships: From July to mid-September
- End-of-studies internships: From January to April of the following year
- Full-time positions: From April of their graduating year (15 months after the start of the program)



“Throughout the HEC Paris MBA the learning experience is enhanced not only through the curriculum, but also through shared experiences with classmates from across the globe. This made me adept at problem solving with different viewpoints, while realizing that my own differences are ultimately my biggest strengths.”

Clare Cartwright,
Head of 360 Marketing, Global,
VESTIAIRE COLLECTIVE
Paris, France



www.mba.hec.edu
admissionmba@hec.fr
mbacareers@hec.fr
Tel: +33 (0) 1 39 67 73 83

1 rue de la Libération
78351 Jouy-en-Josas
France

