



MBA EMPLOYMENT REPORT

2021



Throughout the MBA journey, career advisors guide participants to help them achieve their career goals, whether they're seeking a transformation to a new sector, function and/or industry, or want to step out as a budding entrepreneur.



2021 TRENDS & STATISTICS

2021 was the year of a clear rebound for the job market. Even if the world economy has kept facing the negative impact of the global COVID pandemic, our 2021 graduates have shown great strength and seized opportunities aligned with their diverse career goals. 93 percent of the class of 2021 accepted job offers within three months of graduation. They joined the ranks of our prestigious alumni network, made up of more than 68,000 professionals from 152 countries across the world.

The Class of 2021*, made up of 50 nationalities (94 percent international), graduated with a global mindset, ready to succeed in today's uncertain world. 69 percent of our graduates secured positions outside their home countries, 79 percent switched sectors and 62 percent changed location. A total of 41 percent changed two of the three elements, while 40 percent made the MBA 'triple jump' and changed all three. We saw an increase in the number of graduates accepting jobs in Europe and North America, as well as a rise in positions in the Technology sector, demonstrating an even more diverse pool of unique employers. 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.

Our MBAs were invited to explore sectors at the beginning of their HEC Paris journey so that they could effectively design the next steps of their professional life. Some pursued the exact path they had in mind prior to embarking on the journey, while others discovered the path through an internship, thereby landing a dream opportunity in a (completely) different sector to the one they had in mind at the start.

The program has prepared them to be effective decision makers in an ever-changing global business landscape. They have acquired the competencies in high demand by worldwide employers, including agility, decisive leadership, and the ability to manage rare events that have disruptive consequences.

Our Career Center team has gone the extra mile to support students during these unprecedented times. The team provided more career-development workshops than ever before, increasing by 19 percent the number of workshops and sessions compared to the previous year, with an average rating of 4.7 out of 5. We implemented new interactive tools and offered students maximum flexibility with the optimal combination of online/physical/hybrid formats.

The HEC Paris MBA continues to be ranked one of the top MBAs in the world. The program is currently #11 Global MBA in the Financial Times, #2 Full Time MBA in The Economist, and #4 Global MBA in QS.

I would like to take this opportunity to acknowledge the tremendous support of our loyal alumni and the relentless engagement of our recruiters that connected this class of 281 students to companies interested in meeting MBA talent (virtually or in person) for recruiting purposes, and the almost 50 different companies that met with students during our career treks. If you are a prospective student, the Career Center will always be by your side, offering guidance and support during your MBA journey. The team is dedicated to sharing their expertise about how to know yourself better, determine the various paths available to you, and how to connect with the right practitioners and hiring managers along the way. We look forward to supporting your career endeavors regardless of your background or social capital because we are convinced that diversity, equity, and inclusion are our best assets to support future generations of global leaders.

Jean-Amiel Jourdan

Senior Executive Director, Career Center, HEC Paris

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



CLASS PROFILE

MBA CLASS OF 2021

NUMBER
OF PARTICIPANTS



281

INTERNATIONAL
PARTICIPANTS



94 %

NATIONALITIES



50

AVERAGE
WORK
EXPERIENCE



6

GENDER



34 %
WOMEN

AVERAGE
AGE



30

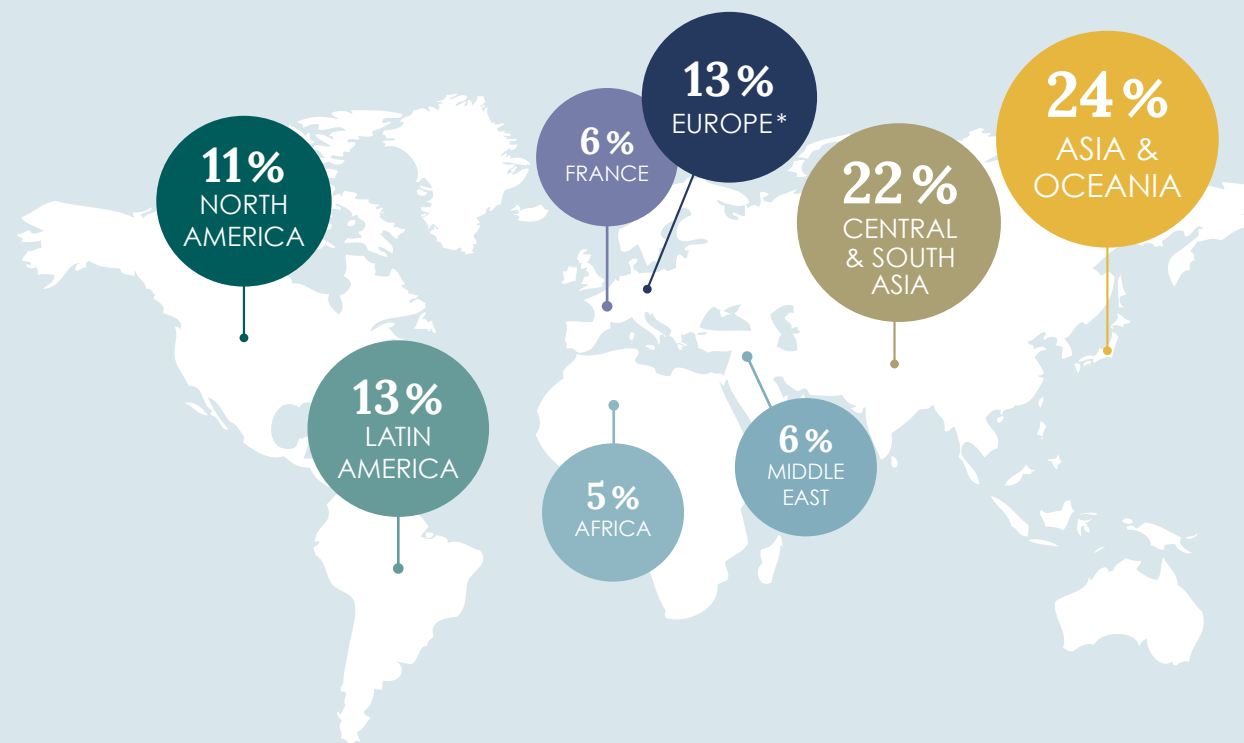
GMAT AVG



690

Geographic Origins (Nationalities)

*Excluding France



24% Americas

30% EMEA

46% Asia Pacific



CLASS PROFILE

MBA CLASS OF 2023

NUMBER
OF PARTICIPANTS

348

INTERNATIONAL
PARTICIPANTS

95%

NATIONALITIES

67

AVERAGE
WORK
EXPERIENCE

6

GENDER

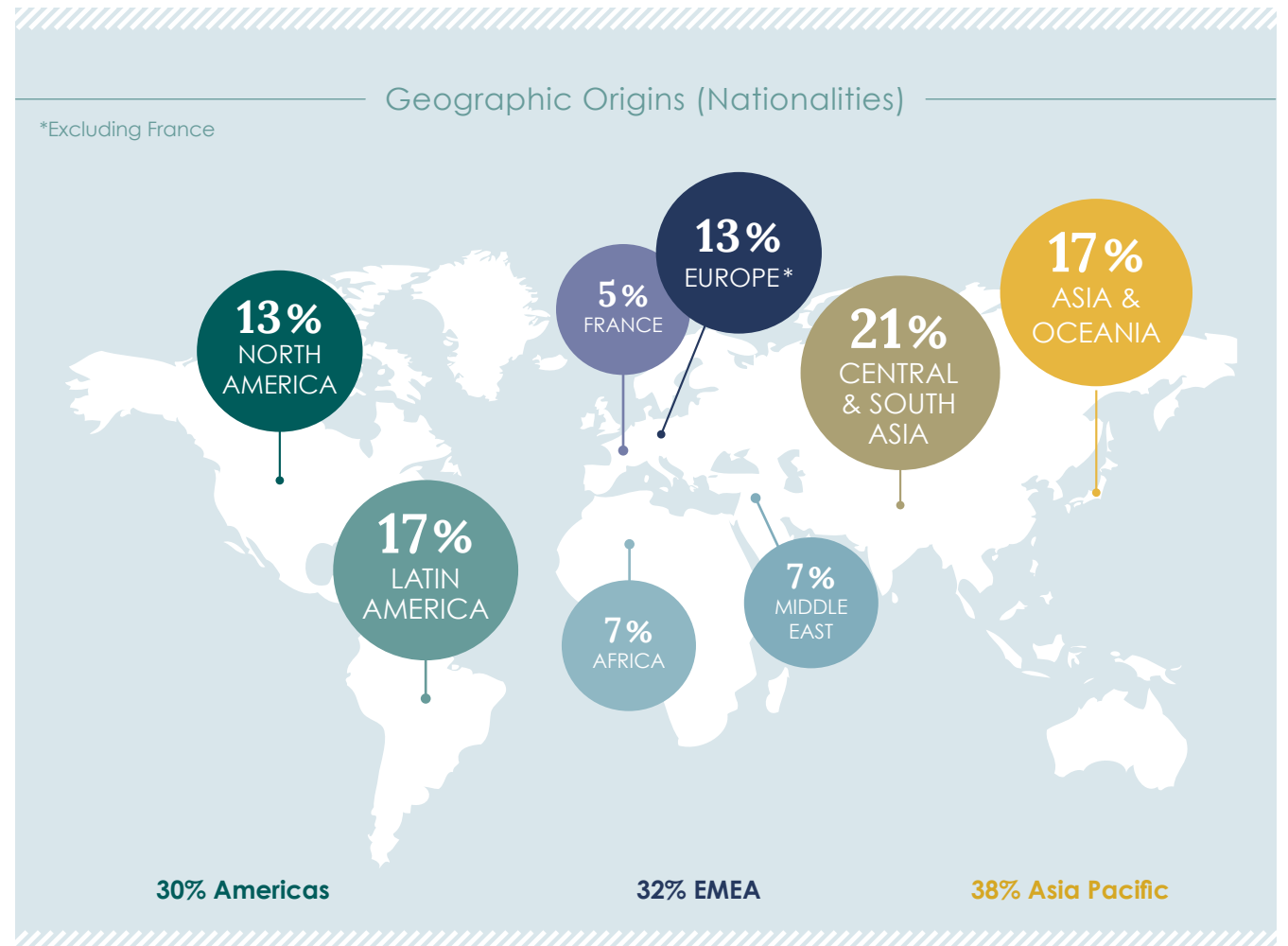
33%
WOMEN

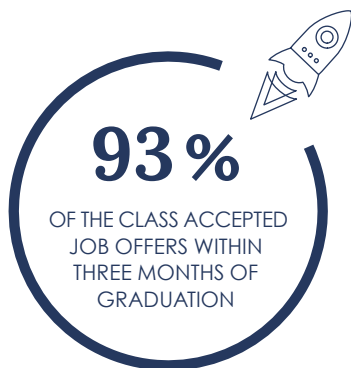
AVERAGE
AGE

30

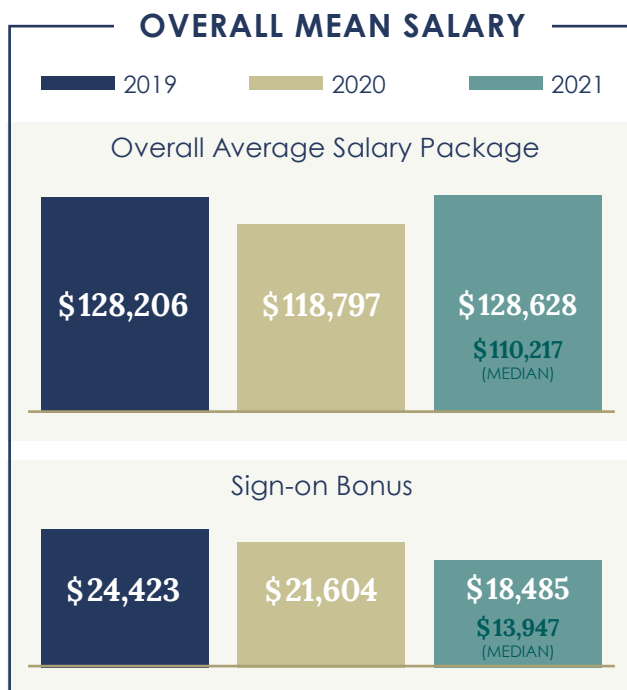
GMAT AVG

690





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



SALARIES

MBA CLASS OF 2021

LOCATION

AFRICA

Annual Salary (Mean) \$114,808

ASIA (including Oceania)

Annual Salary (Mean) \$104,045

Minimum Annual Salary \$28,108

Maximum Annual Salary \$232,664

Annual Salary (Median) \$92,641

Sign-on Bonus (Mean) \$23,076

Performance Bonus (Mean) \$67,452

FRANCE

Annual Salary (Mean) \$98,519

Minimum Annual Salary \$47,405

Maximum Annual Salary \$199,102

Annual Salary (Median) \$88,885

Sign-on Bonus (Mean) \$19,753

Performance Bonus (Mean) \$17,945

LATIN AMERICA

Annual Salary (Mean) \$71,354

MIDDLE EAST/GULF REGION

Annual Salary (Mean) \$192,445

Minimum Annual Salary \$119,832

Maximum Annual Salary \$384,300

Annual Salary (Median) \$161,522

Sign-on Bonus (Mean) \$28,463

Performance Bonus (Mean) \$61,161

NORTH AMERICA

Annual Salary (Mean) \$160,342

Minimum Annual Salary \$78,760

Maximum Annual Salary \$264,615

Annual Salary (Median) \$133,413

Sign-on Bonus (Mean) \$21,520

Performance Bonus (Mean) \$62,930

EUROPE (excluding France)

Annual Salary (Mean) \$126,653

Minimum Annual Salary \$40,294

Maximum Annual Salary \$280,876

Annual Salary (Median) \$111,574

Sign-on Bonus (Mean) \$27,654

Performance Bonus (Mean) \$33,533



SALARIES

MBA CLASS OF 2021

SECTOR

CONSULTING

Annual Salary (Mean)	\$130,387
Minimum Annual Salary	\$66,395
Maximum Annual Salary	\$384,300
Annual Salary (Median)	\$103,703
Sign-on Bonus (Mean)	\$18,866
Performance Bonus (Mean)	\$50,487

CONSUMER PACKAGED GOODS

Annual Salary (Mean)	\$101,748
Minimum Annual Salary	\$68,145
Maximum Annual Salary	\$131,105
Annual Salary (Median)	\$103,624
Sign-on Bonus (Mean)	\$12,580
Performance Bonus (Mean)	\$11,925

ENERGY

Annual Salary (Mean)	\$118,911
Minimum Annual Salary	\$56,886
Maximum Annual Salary	\$270,210
Annual Salary (Median)	\$84,950
Sign-on Bonus (Mean)	N/A
Performance Bonus (Mean)	\$17,777

FINANCE

Annual Salary (Mean)	\$117,255
Minimum Annual Salary	\$59,434
Maximum Annual Salary	\$212,137
Annual Salary (Median)	\$98,084
Sign-on Bonus (Mean)	\$27,470
Performance Bonus (Mean)	\$36,469

GOVERNMENT/NON-PROFIT

Annual Salary (Mean)	\$86,751
Minimum Annual Salary	\$82,959
Maximum Annual Salary	\$94,811
Annual Salary (Median)	\$83,907
Sign-on Bonus (Mean)	N/A
Performance Bonus (Mean)	N/A

HEALTHCARE

Annual Salary (Mean)	\$135,148
Minimum Annual Salary	\$78,760
Maximum Annual Salary	\$225,175
Annual Salary (Median)	\$97,908
Sign-on Bonus (Mean)	\$35,554
Performance Bonus (Mean)	\$21,976

MANUFACTURING

Annual Salary (Mean)	\$130,621
Minimum Annual Salary	\$87,700
Maximum Annual Salary	\$157,326
Annual Salary (Median)	\$132,735
Sign-on Bonus (Mean)	\$8,023
Performance Bonus (Mean)	\$107,410

RETAIL

Annual Salary (Mean)	\$89,572
Minimum Annual Salary	\$47,405
Maximum Annual Salary	\$178,899
Annual Salary (Median)	\$75,848
Sign-on Bonus (Mean)	N/A
Performance Bonus (Mean)	N/A

TECHNOLOGY

Annual Salary (Mean)	\$136,884
Minimum Annual Salary	\$28,108
Maximum Annual Salary	\$280,876
Annual Salary (Median)	\$126,553
Sign-on Bonus (Mean)	\$12,417
Performance Bonus (Mean)	\$40,439

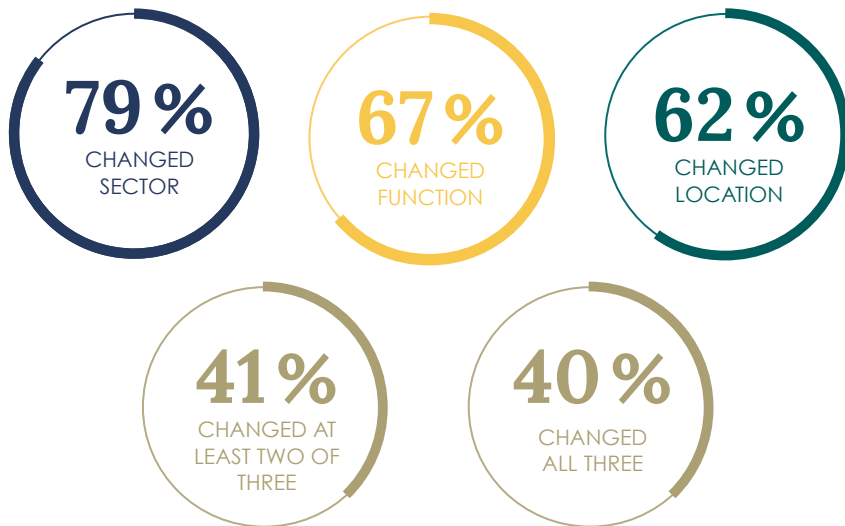


CAREER TRANSFORMATION

MBA CLASS OF 2021

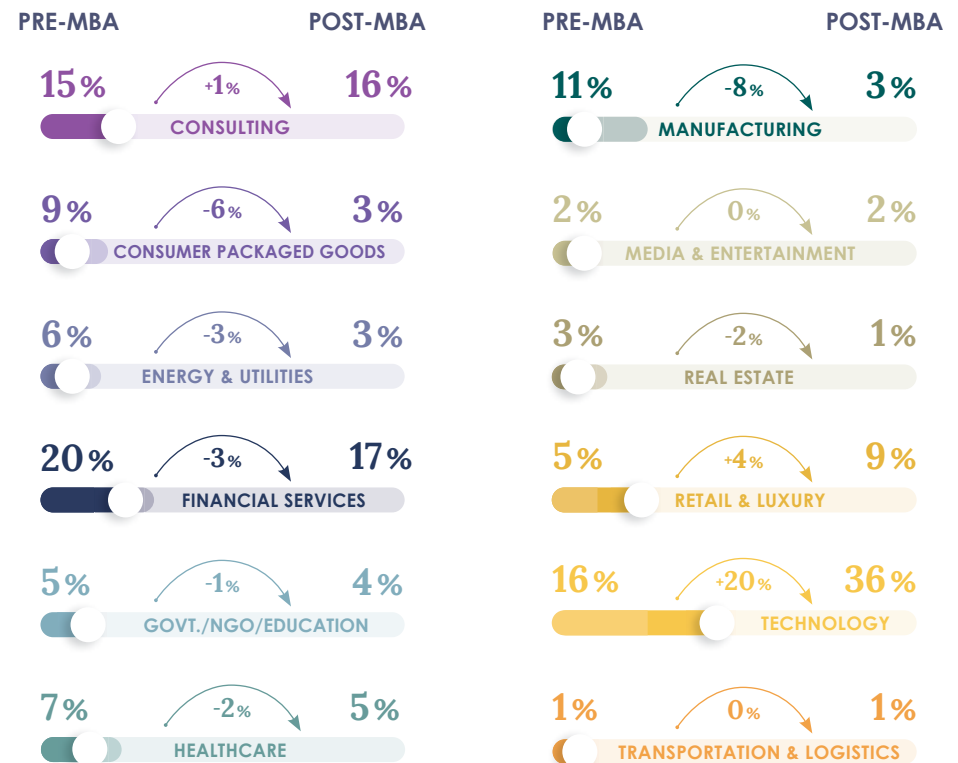
At the HEC Paris MBA, we pave the way for students to transform their careers. The majority of our students made a career transformation, with 79 percent changing sector, 67 percent changing function and 62 percent changing their location.

In the Class of 2021, 41 percent changed at least two of these three career elements, while 40 percent made the “triple jump.” International mobility continued to be a strong trend in our post-graduation placements, with 69 percent of the class securing employment outside of their home country.



SECTOR CHANGE

Overall, a larger number of HEC Paris MBA participants moved into the Technology Sector.



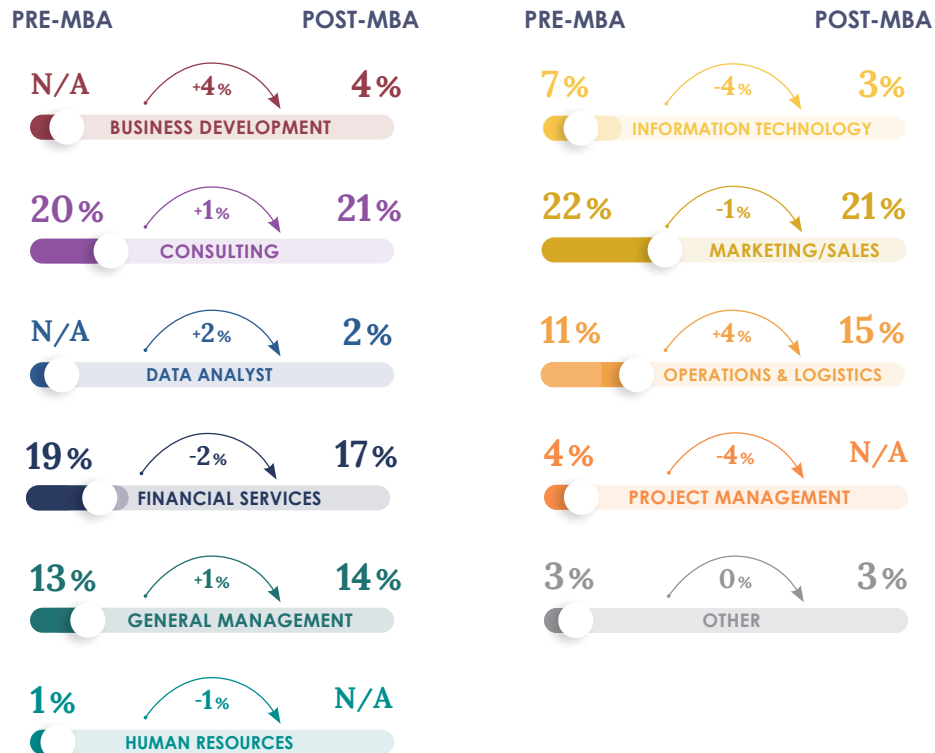


CAREER TRANSFORMATION

MBA CLASS OF 2021

FUNCTION CHANGE

We saw a large number of students from the Class of 2021 take on Consulting and Marketing positions, while many also secured positions in Finance.

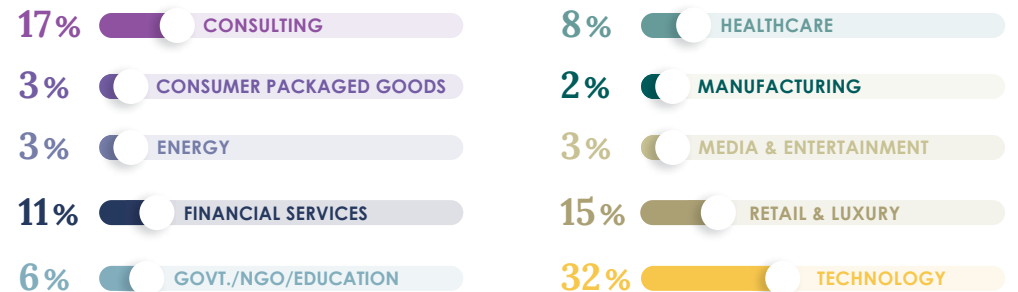


WOMEN'S STATS

The highest salary in the Class of 2021 was earned by a woman.




PLACEMENT BY SECTOR



HIRING COMPANIES INCLUDED



A portrait of Christina Poole, a young Black woman with voluminous, curly black hair, smiling warmly at the camera. She is wearing a black lace-trimmed top. The background is a soft-focus bokeh of warm, golden-yellow and light blue lights.

“I pursued an MBA at HEC because I wanted to become a true global citizen, while also refocusing my career on the marketing function. I grew both personally and professionally during my time at HEC by having the opportunity to make friends from all corners of the world, learn a new language, and intern on the Digital team for a multinational conglomerate. After graduating, I leveraged my international experience to accept a role at Nike on the worldwide Marketing team.”

Christina Poole,

Rotational Leadership Associate,
Marketing Vanguard Program at Nike,
Beaverton, Oregon, USA



RECRUITER ACTIVITY

MBA CLASS OF 2021

SOURCE OF OPPORTUNITY

68% SCHOOL-FACILITATED OPPORTUNITIES

8%

HEC-Facilitated Internships
which Converted to Full-Time

15%

HEC Paris Job Postings

19%

HEC Paris Network/
Resources/Referrals

58%

MBA On-Campus
Recruitment &
On-Campus
Interviews

32% GRADUATE-FACILITATED OPPORTUNITIES

14%

Other

13%

Internship Conversion

31%

Networking/
Personal Contacts

42%

Online Postings

TOP RECRUITERS

amazon

HELLO FRESH

Microsoft

L'ORÉAL

ABInBev

RICHEMONT

CREDIT SUISSE

HILTI

Schneider Electric

BAIN & COMPANY

IFC

SOCIETE GENERALE

McKinsey & Company

KPMG

pwc

zalando

Johnson & Johnson

Uber

Monitor Deloitte.

NIKE



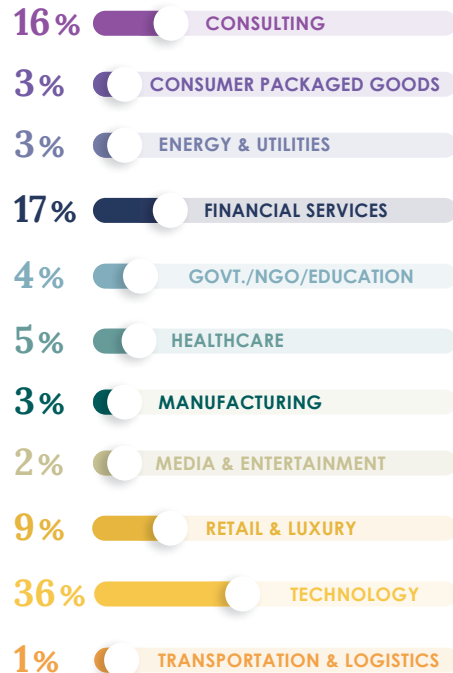
CAREER CHOICES

MBA CLASS OF 2021

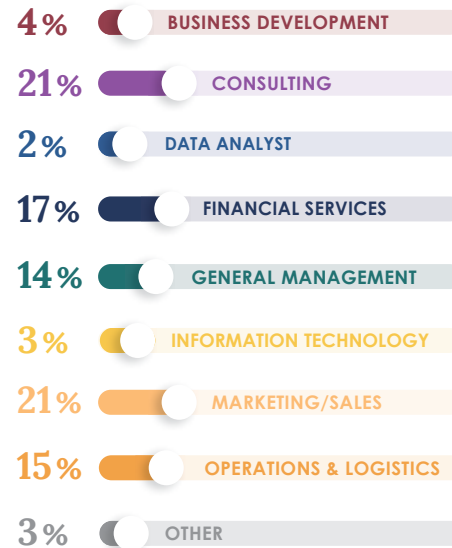
EMPLOYMENT RATES

93% EMPLOYED AT THREE MONTHS

PLACEMENT BY SECTOR



PLACEMENT BY FUNCTION



“I started the MBA with a clear career goal that HEC Paris massively helped me realise. One of the most valuable elements was the program’s strong focus on building and nurturing a lifelong professional network. This was very evident throughout the MBA program, with its curriculum built around behavioral classes, its very active student clubs, and lots of opportunities to meet and interact with global leaders. In addition, HEC’s alumni are an incredible resource for mentorship and career guidance.”

Pasquale Marino,
Managing Consultant,
Business Development
at Mastercard Data & Services,
London, England





“The most valuable part of any MBA is the journey to ‘know yourself.’ It enables you to transform your career based on your vision, broaden your viewpoint by engaging with your peers, and reject tempting but unsuitable choices. What I explored during the HEC Paris MBA—all those projects, certificates and courses—taught me to be able to self-guide and move forward strategically. Once the HEC Paris MBA mindset starts, it will never end.”

Estelle-Chiao Chiu,
Project Manager,
Central Integrity Operation at Meta,
Dublin, Ireland

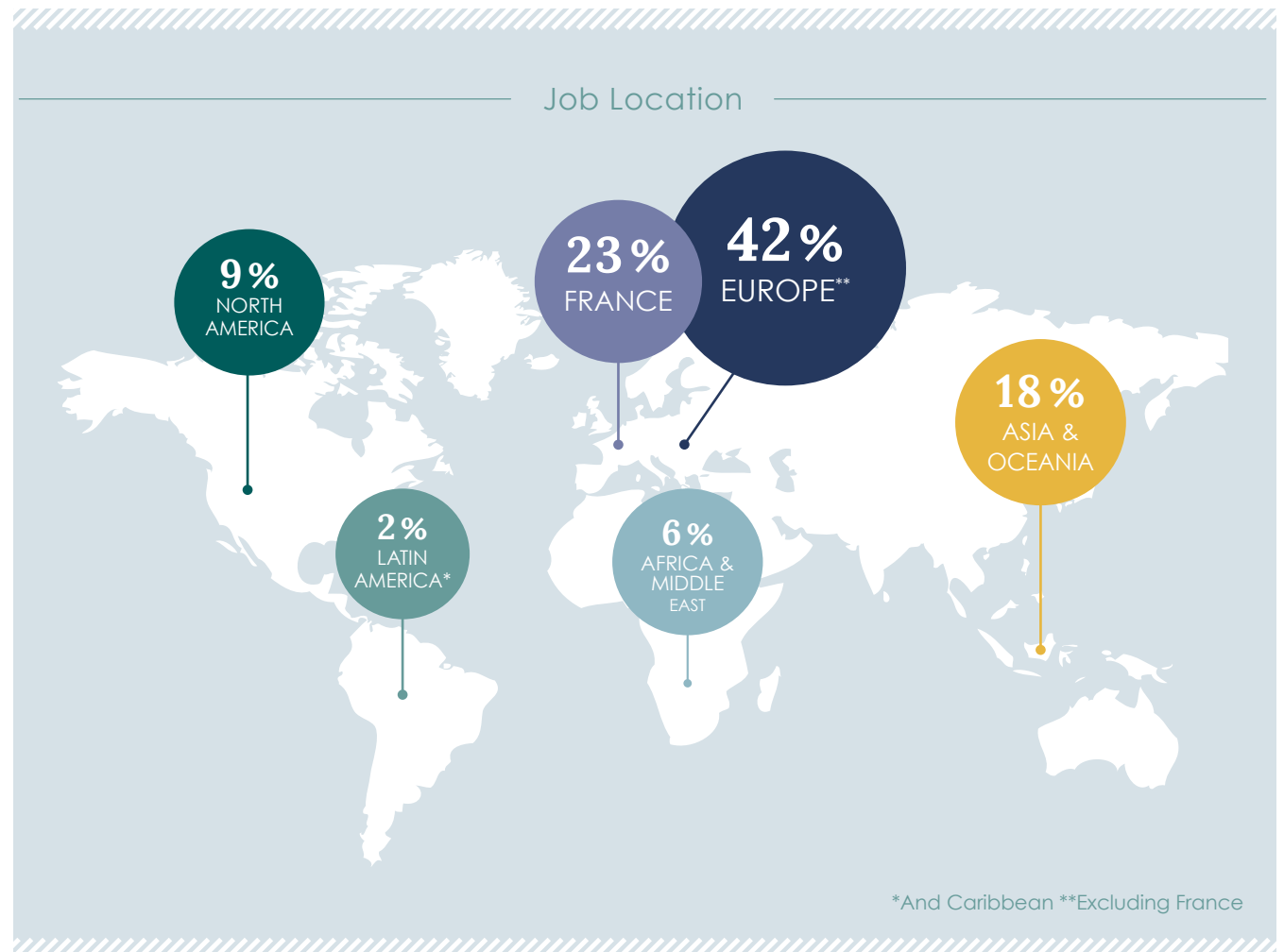
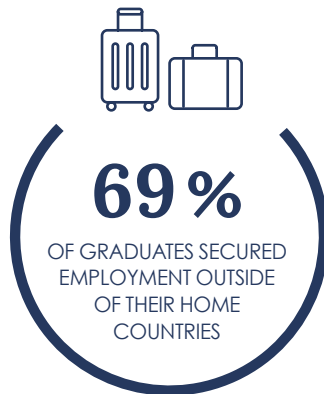


REGION ANALYSIS

MBA CLASS OF 2021

MOBILITY

The percentages of non-Europeans finding jobs in Western Europe was 57% of the placement rates in this region.



COMPANIES WHO RECRUITED FROM THE CLASS OF 2021

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

A

A.P.Moller - Maersk
A2 Consulting
Ariane Capital
AB InBev
Actis Private Equity
Adeo
Adidas
Adikteev
Admiral Group
Agya Ventures
Aircall
AlixPartners
Alvarez & Marsal
Amarena
Amazon
American Express
Analysys Mason
Angin
Aon
ArchiMed
Arcure
Arcus Capital Finance
Artefact
Auto1 Group

B

Back Market
Bain & Company*
Balenciaga
BASF
Bayer
Beam Suntory
Beckman Coulter
Berlins Brands Group
Bertelsmann
Biogen
Blu5 Group
Blue Future Partners
BNP Paribas*
Bouygues*
Bronner Group LLC
BTOV Partners
Bulgari
Burberry

C

Camper
CDC Group
Celonis
CHAI
Chaloub Group
Chanel
Chateau de Pommard
Cheil Worldwide
Chemovator
Christian Louboutin
CICC
CMA CGM*
CoachHub
Converto
Coral Capital
Coros Management
Credicorp
Credit Suisse
Creopay

D

Danaher
Danone
Dataiku
DC Advisory
DealShare
Delivery Hero
Deloitte*
Deutsche Telekom AG
DHL Consulting
Diligence
Doctolib
DuPont

E

Eiffage
Ekimetrics
Eli Lilly & Company
Energy Bankers A Paris
Essilor
EY*

F

Flash Coffee
Flexport
Fluxys
Fondation Energies
pour le Monde
Foodpanda
FT Technologies

G

Galitt
GE
GEA Group AG
Genpact
Gilde Healthcare
Globalpraxis
Goldman Sachs
Googole
Green Giraffe
Grupo Plan
GSK
GTD

H

Hardware Club Venture
Capital
Hello Fresh
Henkel
Hermès International
HeroSquared
HES Energy
High Street Essentials
Hilti
Homa Games
Huawei
Hurb
Hybridclosys
Hyphen

I

i2i Logic
IFC / World Bank
Impulsum
Infarm

Infosys

ING
Innovaccer
Innovafeed
Insignia Ventures
Investiere
Investisseurs & Partenaires
Ipanema Consulting
Ipsen

J,K

Janssen
Johnson & Johnson
Jones Lang Lasalle
JP Morgan
Kea & Partners
Kearney*
Kellogg's
Kering*
KK Fund
KPMG*
KraftHeinz

L

Laerdal Medical
LarrainVial Asset
Management
Lazard
Linagora
LMI Holdings
L'Oréal*
Lovys
Lucid Motors
LVMH*

M

Maersk Management
Consulting
Maexinvent
Main Street
Mastercard
McKinsey & Company*
Medtronic
Merck

Meta

MetLife
Michelin*
Microsoft
MilliDrop
Milton Group
Mirakl
Moelis & Company
Monitor Deloitte
Monzo Bank
Morgan Stanley
MSCI
MyAgro

N

N26
Namchow Food Group
Natixis*
Natura Bissé
Nestlé
Nike
Nina
Nissan
Nomad Homes
Nomura
Noon
Norinchukin Zenkyoren
Novastone Capital Advisors

O,P

Ocean Eyes
OECD
OECD/NEA
Olam Group
P3 Consulting
PACS
Palantir Technologies
Philips
Porsche Consulting
Princip
Privity FZ LLE
Ptolemus
Publicis Sapient
PwC*

Q,R

Qualtrics
Quantis
Quipment
Raisin
Ravi Group
Re—inc
Reliance Brands Limited
Repossi
Resolve Biosciences
Revitalise
Richemont
Rio Tinto

S

Safran
Saft
Schneider Electric*
Shiok Meats
Siemens Avanta
Simon-Kucher & Partners
Sinay
Singular
Siwel TV
Société Générale*
Stella Maris Equity
Strategy&
Summit Funding

T

Talkable
Taxfix
Tecan
TGCC
The Boston Consulting
Group*
The Street Society
Tier Mobility
Tilting Point
Tink GMBH
Total
Traveloka
Tuscan Ventures

U

U.S. Bank
Uber
Umlaut
Unilever
Urigo

V

Valentino
Vattenfall Energy Trading
Veeva Systems
Vestiaire Collective
ViBE Communication
Vinted

W

Western Digital
Whiteshield Partners
Winebnb
Wipro
Wise
WKDA & Fundpartner
Solutions Europe
Wood Mackenzie

X,Y,Z

Yamed Capital
Yoopies
Yugen Earthside
Zalando
ZS Consulting

*Corporate partners of HEC Paris



“The HEC MBA gave me everything I had hoped for. I wanted the opportunity to work abroad, and I wanted to transition away from my career in biology and academia. The MBA coursework, a summer internship with a French wound care company, the learning and networking opportunities from the MBA clubs, and the HEC alumni network together allowed me to successfully change my geography, sector, and function.”

Katherine Silkaitis,
Associate Consultant,
McKinsey and Company,
Doha, Qatar

“HEC Paris was my first choice among business schools because it is extremely international and diverse, with a close-knit community of students. Its MBA program provided me with the soft and hard skills necessary to make a ‘triple jump,’ which was my goal from the first time I saw the HEC Paris MBA’s brochure at an admission event.”

Abhisekh Shah,

Venture Capital Investment Professional,
Blue Future Partners,
Munich, Germany



RECRUITING EVENTS 2022 – 2023

All recruiting events in 2022 – 2023 will be offered in hybrid format – companies can choose to come on campus in-person, or conduct their presentations/networking sessions online.

MBA-SPECIFIC

MBA Career Week: A week-long event focusing on full-time MBA recruitment for 2023 (September 2022).

MBA Internship Day: MBA-specific event focusing on internship recruitment for 2023 (January 2023).

MBA May Career Fair: MBA-specific event focusing on just-in-time recruiting for 2023 (internship and full-time) plus commencing pipeline for 2024 (May 2023).

MBA Retail & Luxury Fair: Inter-school career fair for students specifically interested in Retail and Luxury (March 2023).

Stand-Alone Individual Presentations: Company presentations can occur anytime from September to November 2022 and from January to April 2023.

HEC-WIDE

HEC Finance and Consulting Fairs: For companies recruiting for finance and consulting positions across all programs at HEC (September and October 2022).

HEC Carrefours Career Fair: The flagship career fair for full-time and internship positions across all programs at HEC (January 2023).

Sector-focused Career Fairs: Events held for companies recruiting or interested in networking with students specifically interested in their sectors, such as Digital and Technology or Life Sciences & Impact (November 2022 - March 2023).

Regional-focused Career Fairs: Events held focused on certain regions, including Germany, China, Luxembourg and Africa, among others (November 2022 – March 2023).

OTHER OPTIONS

Career Treks: Regional and/or sector-focused visits by students to companies. Twice yearly, in October and April.

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. 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:

SEPTEMBER INTAKE

- Summer internships: From mid-April to end 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)

JANUARY INTAKE

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



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