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 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.
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
13% Latin America
11% North America
13% Europe*
6% France
6% Africa
5% Middle East
6% Asia & Oceania
22% Central & South Asia
46% Asia Pacific
**CLASS PROFILE**

**MBA CLASS OF 2023**

**Geographic Origins (Nationalities)**

- **30% Americas**
- **32% EMEA**
- **38% Asia Pacific**

**Gender**
- 33% Women

**Average Age**
- 30

**GMAT AVG**
- 690

**Number of Participants**
- 348

**International Participants**
- 95%

**Nationalities**
- 67

**Average Work Experience**
- 6

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

### Location Salaries

<table>
<thead>
<tr>
<th>Location</th>
<th>Annual Salary (Mean)</th>
<th>Minimum Annual Salary</th>
<th>Maximum Annual Salary</th>
<th>Annual Salary (Median)</th>
<th>Sign-on Bonus (Mean)</th>
<th>Performance Bonus (Mean)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>AFRICA</strong></td>
<td>$114,808</td>
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<td>$92,641</td>
<td>$23,076</td>
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<tr>
<td><strong>ASIA (Including Oceania)</strong></td>
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<td>$28,108</td>
<td>$232,664</td>
<td>$161,522</td>
<td>$28,463</td>
<td>$61,161</td>
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<tr>
<td><strong>FRANCE</strong></td>
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<td>$47,405</td>
<td>$199,102</td>
<td>$133,413</td>
<td>$21,520</td>
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<tr>
<td><strong>LATIN AMERICA</strong></td>
<td>$71,354</td>
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<tr>
<td><strong>MIDDLE EAST/GULF REGION</strong></td>
<td>$192,445</td>
<td>$119,832</td>
<td>$384,300</td>
<td>$161,522</td>
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<td>$264,615</td>
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<td><strong>EUROPE (excluding France)</strong></td>
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<td>$40,294</td>
<td>$280,876</td>
<td>$111,574</td>
<td>$27,654</td>
<td>$33,533</td>
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**OVERALL MEAN SALARY**

- **2019**: $128,206
- **2020**: $118,797
- **2021**: $128,628

**Overall Average Salary Package**

- $128,206
- $118,797
- $128,628

**Median**

- $110,217
- $13,947
- $18,485
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<th>SECTOR</th>
<th>CONSULTING</th>
<th>FINANCE</th>
<th>MANUFACTURING</th>
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<td>Annual Salary (Median)</td>
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</table>
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.

<table>
<thead>
<tr>
<th>Category</th>
<th>PRE-MBA</th>
<th>POST-MBA</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>15%</td>
<td>16%</td>
<td>-1%</td>
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<tr>
<td>Manufaturing</td>
<td>11%</td>
<td>3%</td>
<td>-8%</td>
</tr>
<tr>
<td>Consumer Packaged Goods</td>
<td>9%</td>
<td>3%</td>
<td>-6%</td>
</tr>
<tr>
<td>Media &amp; Entertainment</td>
<td>2%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>Energy &amp; Utilities</td>
<td>6%</td>
<td>3%</td>
<td>-3%</td>
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<tr>
<td>Real Estate</td>
<td>3%</td>
<td>1%</td>
<td>-2%</td>
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<tr>
<td>Financial Services</td>
<td>20%</td>
<td>17%</td>
<td>-3%</td>
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<td>Govt./NGO/Education</td>
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<td>4%</td>
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<td>Healthcare</td>
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<tr>
<td>Technology</td>
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</tr>
<tr>
<td>Transportation &amp; Logistics</td>
<td>1%</td>
<td>1%</td>
<td>0%</td>
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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.

### FUNCTION CHANGE

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<th>Post-MBA</th>
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<td>20%</td>
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<td>19%</td>
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<td>1%</td>
<td>-1%</td>
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### WOMEN’S STATS

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

#### PLACEMENT BY SECTOR

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<th>Sector</th>
<th>Pre-MBA</th>
<th>Post-MBA</th>
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<td>Financial Services</td>
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<td>15%</td>
<td>+4%</td>
</tr>
<tr>
<td>Government/NGO/education</td>
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<td>3%</td>
<td>-3%</td>
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<tr>
<td>Media &amp; Entertainment</td>
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<tr>
<td>Healthcare</td>
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<td>Energy</td>
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<td>0%</td>
</tr>
<tr>
<td>Financial Services</td>
<td>15%</td>
<td>17%</td>
<td>+2%</td>
</tr>
<tr>
<td>Retail &amp; Luxury</td>
<td>15%</td>
<td>19%</td>
<td>+4%</td>
</tr>
<tr>
<td>Technology</td>
<td>32%</td>
<td>22%</td>
<td>-10%</td>
</tr>
</tbody>
</table>

#### HIRING COMPANIES INCLUDED

- Château-Pichon
- Lilly
- ING
- PwC
- Amazon
- Richemont
- Johnson & Johnson
- L’Oréal
- McKinsey & Company
- Microsoft
- Morgan Stanley
- Zalando
- Facebook
- Nike
- Mondelez
- BCG
- Goldman Sachs
- KPMG
“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
### 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

- **32%** Graduate-facilitated opportunities
  - 14% Other
  - 13% Internship Conversion
  - 31% Networking/Personal Contacts
  - 42% Online Postings

- **58%** MBA On-Campus Recruitment & On-Campus Interviews

### TOP RECRUITERS

- Amazon
- HelloFresh
- Microsoft
- L'Oréal
- ABInBev
- Richemont
- Credit Suisse
- Hilti
- Schneider Electric
- Bain & Company
- IFC
- Société Générale
- McKinsey & Company
- KPMG
- PwC
- Johnson & Johnson
- Uber
- Mondelez
- Nike
- Zalando
EMPLOYMENT RATES

93% EMPLOYED AT THREE MONTHS

PLACEMENT BY SECTOR

16% CONSULTING
3% CONSUMER PACKAGED GOODS
3% ENERGY & UTILITIES
17% FINANCIAL SERVICES
4% GOVT./NGO/EDUCATION
5% HEALTHCARE
3% MANUFACTURING
2% MEDIA & ENTERTAINMENT
9% RETAIL & LUXURY
36% TECHNOLOGY
1% TRANSPORTATION & LOGISTICS

PLACEMENT BY FUNCTION

4% BUSINESS DEVELOPMENT
21% CONSULTING
2% DATA ANALYST
17% FINANCIAL SERVICES
14% GENERAL MANAGEMENT
3% INFORMATION TECHNOLOGY
21% MARKETING/SALES
15% OPERATIONS & LOGISTICS
3% OTHER
“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
MOBILITY

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

**REGION ANALYSIS**

**MBA CLASS OF 2021**

**MOBILITY**

- **69%** Of graduates secured employment outside of their home countries.

**Job Location**

- **9%** North America
- **2%** Latin America*
- **23%** France
- **6%** Africa & Middle East
- **42%** Europe**
- **18%** Asia & Oceania

*And Caribbean **Excluding France
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
Arcall
Alaix Partners
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
Beertelsmann
Biogen
Blu Group
Blue Future Partners
BNP Paribas*
Bouygues*
Bronner Group LLC
BTOV Partners
Bulgari
Burberry

C
Camper
CDC Group
Celonis
CHAI
Challouf Group
Chanel
Chatou de Pommard
Cheil Worldwide
Chernovator
Christian Louboutin
CICC
CMA CGM*
CoachHub
Convertero
Coral Capital
Cosmo Management
Creditcorp
Credit Suisse
Creapay

D
Danaher
Daneone
Dataiku
DC Advisory
DeadShare
Delivery Hero
deloitte*
Deutsche Telekom AG
DHL Consulting
Diligence
Doctolib
DuPont

E
Eiffage
Ekimetrics
El Lilly & Company
Energy Bankers A Paris
Essilor
Ey*

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

G
Galit
GE
GEA Group AG
Genpact
Glade Healthcare
Globalpraxis
Goldman Sachs
Google
Green Giraffe
Grupo Plan
GSK
GTID

H
Hardware Club Venture
Capital
Hello Fresh
Henkel
Hermès International
Heroinde
HES Energy
High Street Essentials
Hill
Homa Games
Huawei
Hurb
Hybridclouds
Hyphen

I
I2I Logic
IFC / World Bank
Impulsum
Inform

J
Janssen
Johnson & Johnson
Jones Lang Lasalle
JP Morgan
Kea & Partners
Keane*
Kellogg’s
Kering*
KK Fund
KPMG*
KraftHeinz

L
Laerdal Medical
LarrainVial Asset Management
Lazard
Lingaraja
LMI Holdings
L’Oréal*
Lovys
Lucid Motors
LVHM*

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

N
Namchow Food Group
Natixis*
Natura Bissé
Nestlé
Nike
Nina
Nisnas
Nomad Homes
Nomura
Numark
Norinchukin Zenkyoren
Novastone Capital Advisors

O
Ocean Eyes
OECD
OECD/NEA
Olam Group
P3 Consulting
PACS
Palantir Technologies
Philips
Porsche Consulting
Princpl
Privly FZ LLE
Ptolemus
Publicis Sapient
Pwc*

Q
Qualitics
Quants
Quipment
Raisin
Re—inc
Reliance Brands Limited
Repasi
Resolve Biosciences
Revitalise
Richmont
Ri Tinto

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

T
Talantable
Tatix
Tecan
TGCC
The Barton Consulting Group*
The Street Society
Tier Mobility
Tilting Point
Tink GMBH
Total
Traveloka
Tuscan Ventures

*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)