

HEC  
PARIS

MBA PROGRAM



EMPLOYMENT REPORT **2023**

“The HEC MBA played an important role in bringing clarity to my diverse set of previous experiences. Engaging with classmates, professors, and industry professionals significantly influenced my personal growth and shaped my thought process. During my MBA, I had the chance to do an exchange in Singapore. Living in Singapore provided a genuine exposure to a different way of life, enriching my understanding and appreciation for diverse cultures and lifestyles. HEC was a great journey that still influences me in positive ways.”

**Katerina Argyrou,**  
Consultant, Bain & Company  
London, UK





## 2023 TRENDS & STATISTICS

Our Class of 2023\* MBA graduates joined the prestigious ranks of HEC Paris alumni, made up of nearly 72,000 professionals from 150 countries, in a robust year. They maintained a high level of employment despite the relative uncertainty of job markets – 91 percent of our graduates have accepted job offers within three months of graduation and the average salary package reached \$123,911 (an increase of 7% compared to 2022).

Of note, 68 percent of our graduates secured positions outside their home countries, 67 percent switched sectors, 64 percent changed function, and 61 percent changed location. A total of 69 percent changed two of the three elements, while 34 percent made the acclaimed MBA 'triple jump' and changed all three.

Our MBA participants were invited to explore sectors early on during their HEC Paris journey so that they effectively designed the next steps of their professional life. Some pursued the exact path they had in mind prior to embarking on the journey, while many discovered alternate options via internships and landed dream opportunities in brand new sectors. The program has prepared them to be effective decision makers in a global business landscape. They have acquired competencies in high demand by worldwide employers, including agility, decisive leadership, and the ability to manage rare events that have disruptive consequences.

HEC Talents, our Career Center, offered an impactful career curriculum, tailored to the specific needs of this cohort. In addition to frontloading activities aimed at identifying specific interests of each new cohort, we provided career development workshops and individual coaching sessions. We continually optimized the content, format, session length, or speakers of our workshops based on feedback and refined the schedule of career activities to make it even more aligned with participant needs and recruitment cycles.

The HEC Paris MBA continues to be ranked one of the top MBA programs in the world. The program is currently ranked #12 in the world in the Financial Times Global MBA Ranking 2024 and #5 in the QS Global MBA Ranking 2024.

I would like to wholeheartedly thank the relentless commitment of a growing base of recruiters and acknowledge the everlasting support of the alumni. If you are a prospective student, HEC Talents will offer expertise, guidance, and support during your MBA journey.

We look forward to supporting your career endeavors.

**Jean-Amiel Jourdan**

Senior Executive Director, HEC Talents, HEC Paris

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



## CLASS PROFILE

MBA CLASS OF 2023

NUMBER OF PARTICIPANTS 

348

GENDER 

33%  
WOMEN

AVERAGE AGE 

30

INTERNATIONAL PARTICIPANTS 

95%

NATIONALITIES 

67

AVERAGE WORK EXPERIENCE 

6

GMAT AVG 

690

### GEOGRAPHIC ORIGINS (NATIONALITIES)

13%  
NORTH  
AMERICA

18%  
EUROPE

38%  
ASIA &  
OCEANIA

17%  
LATIN  
AMERICA

14%  
AFRICA  
& MIDDLE  
EAST

30% Americas

32% EMEA

38% Asia Pacific



# CLASS PROFILE

MBA CLASS OF 2025

NUMBER OF PARTICIPANTS 

**235**

GENDER 

**40%**  
WOMEN

AVERAGE AGE 

**30**

INTERNATIONAL PARTICIPANTS 

**95%**

  
NATIONALITIES

**49**

AVERAGE WORK EXPERIENCE 

**6**

GMAT AVG 

**690**

## GEOGRAPHIC ORIGINS (NATIONALITIES)

**8%**  
NORTH AMERICA

**16%**  
EUROPE

**56%**  
ASIA & OCEANIA

**11%**  
LATIN AMERICA

**9%**  
AFRICA & MIDDLE EAST

19% Americas

25% EMEA

56% Asia Pacific





# SALARIES

MBA CLASS OF 2023



**91%**

OF THE CLASS ACCEPTED  
JOB OFFERS WITHIN  
THREE MONTHS OF  
GRADUATION

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

## OVERALL MEAN SALARY

2022

2023

Overall Average Salary Package

\$115,827

\$110,540 (MEDIAN)

\$123,911

\$109,260 (MEDIAN)

Sign-on Bonus

\$18,687

\$24,321

\$27,315  
(MEDIAN)

# LOCATION

## AFRICA

Annual Salary (Mean)	\$90,964
Minimum Annual Salary	\$84,996
Maximum Annual Salary	\$96,624
<b>Annual Salary (Median)</b>	<b>\$91,118</b>
Sign-on Bonus (Mean)	\$N/A
Performance Bonus (Median)	\$6,442

## ASIA (including Oceania)

Annual Salary (Mean)	\$97,830
Minimum Annual Salary	\$42,458
Maximum Annual Salary	\$279,975
<b>Annual Salary (Median)</b>	<b>\$92,710</b>
Sign-on Bonus (Mean)	\$28,894
Performance Bonus (Median)	\$20,991

## FRANCE

Annual Salary (Mean)	\$109,424
Minimum Annual Salary	\$54,630
Maximum Annual Salary	\$218,520
<b>Annual Salary (Median)</b>	<b>\$97,241</b>
Sign-on Bonus (Mean)	\$21,655
Performance Bonus (Mean)	\$21,852

## LATIN AMERICA

Annual Salary (Mean)	\$107,161
Minimum Annual Salary	\$42,195
Maximum Annual Salary	\$188,873
<b>Annual Salary (Median)</b>	<b>\$106,000</b>
Sign-on Bonus (Mean)	\$N/A
Performance Bonus (Median)	\$20,000

## MIDDLE EAST/GULF REGION

Annual Salary (Mean)	\$165,975
Minimum Annual Salary	\$61,120
Maximum Annual Salary	\$320,000
<b>Annual Salary (Median)</b>	<b>\$162,000</b>
Sign-on Bonus (Mean)	\$30,356
Performance Bonus (Median)	\$36,167

## NORTH AMERICA

Annual Salary (Mean)	\$163,613
Minimum Annual Salary	\$85,662
Maximum Annual Salary	\$300,000
<b>Annual Salary (Median)</b>	<b>\$143,500</b>
Sign-on Bonus (Mean)	\$26,246
Performance Bonus (Median)	\$31,250

## EUROPE (excluding France)

Annual Salary (Mean)	\$120,009
Minimum Annual Salary	\$43,704
Maximum Annual Salary	\$328,611
<b>Annual Salary (Median)</b>	<b>\$105,274</b>
Sign-on Bonus (Mean)	\$21,949
Performance Bonus (Median)	\$25,836

“HEC Paris played a pivotal role in shaping my career trajectory. I chose HEC Paris because of its academic rigor, the opportunity to live in the heart of Europe while collaborating with talented peers from diverse backgrounds, and its ROI. I specialized in finance and gained the knowledge to complete a career switch from being an engineer in Oil and Gas into a finance manager at a Tech company. Moreover, the invaluable experiences in The Executive Committee (TEC) and opportunity to serve in the student council helped me





sharpen my leadership skills and allowed me to further contribute to the vibrant HEC community. HEC Paris not only equipped me with the academic foundation necessary for my career transition but also provided an immersive and enriching experience that extended beyond the classroom highlighted by the meaningful connections made along the way. I am profoundly grateful for the transformative journey at HEC Paris, its impact on my career, and the lessons and experiences that transcend the classroom and business.”

**Oscar Martinez,**  
Finance Manager,  
Amazon Web Services  
Washington DC, USA





## SALARIES

MBA CLASS OF 2023

### SECTOR

#### CONSULTING

Annual Salary (Mean)	\$133,597
Minimum Annual Salary	\$42,195
Maximum Annual Salary	\$300,885
<b>Annual Salary (Median)</b>	<b>\$123,464</b>
Sign-on Bonus (Mean)	\$24,803
Performance Bonus (Median)	\$26,937

#### CONSUMER PACKAGED GOODS

Annual Salary (Mean)	\$112,745
Minimum Annual Salary	\$92,871
Maximum Annual Salary	\$148,594
<b>Annual Salary (Median)</b>	<b>\$104,757</b>
Sign-on Bonus (Mean)	N/A
Performance Bonus (Median)	\$14,728

#### ENERGY

Annual Salary (Mean)	\$92,508
Minimum Annual Salary	\$45,889
Maximum Annual Salary	\$160,344
<b>Annual Salary (Median)</b>	<b>\$87,822</b>
Sign-on Bonus (Mean)	N/A
Performance Bonus (Median)	\$8,741

#### FINANCE

Annual Salary (Mean)	\$141,398
Minimum Annual Salary	\$49,077
Maximum Annual Salary	\$328,611
<b>Annual Salary (Median)</b>	<b>\$123,041</b>
Sign-on Bonus (Mean)	\$30,262
Performance Bonus (Median)	\$32,500

#### GOVERNMENT/NON-PROFIT

Annual Salary (Mean)	\$94,000
Minimum Annual Salary	\$94,000
Maximum Annual Salary	\$94,000
<b>Annual Salary (Median)</b>	<b>\$94,000</b>
Sign-on Bonus (Mean)	N/A
Performance Bonus (Median)	N/A



## SALARIES

MBA CLASS OF 2023

### SECTOR

#### HEALTHCARE

Annual Salary (Mean)	\$144,308
Minimum Annual Salary	\$92,264
Maximum Annual Salary	\$187,491
<b>Annual Salary (Median)</b>	<b>\$174,601</b>
Sign-on Bonus (Mean)	N/A
Performance Bonus (Median)	\$20,609

#### MANUFACTURING

Annual Salary (Mean)	\$102,461
Minimum Annual Salary	\$66,471
Maximum Annual Salary	\$183,557
<b>Annual Salary (Median)</b>	<b>\$87,408</b>
Sign-on Bonus (Mean)	\$10,562
Performance Bonus (Median)	\$7,067

#### RETAIL

Annual Salary (Mean)	\$104,972
Minimum Annual Salary	\$81,508
Maximum Annual Salary	\$131,112
<b>Annual Salary (Median)</b>	<b>\$103,633</b>
Sign-on Bonus (Mean)	\$39,060
Performance Bonus (Median)	\$17,482

#### TECHNOLOGY

Annual Salary (Mean)	\$116,468
Minimum Annual Salary	\$60,093
Maximum Annual Salary	\$300,000
<b>Annual Salary (Median)</b>	<b>\$103,333</b>
Sign-on Bonus (Mean)	\$23,847
Performance Bonus (Median)	\$48,758

#### TRANSPORTATION AND LOGISTICS SERVICES

Annual Salary (Mean)	\$74,736
Minimum Annual Salary	\$48,979
Maximum Annual Salary	\$97,241
<b>Annual Salary (Median)</b>	<b>\$73,468</b>
Sign-on Bonus (Mean)	N/A
Performance Bonus (Median)	\$6,997



## CAREER TRANSFORMATION

MBA CLASS OF 2023

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 67 percent changing sector, 64 percent changing function and 61 percent changing their location. In the Class of 2023, 69 percent changed at least two of these three career elements, while 34 percent made the “triple jump.” International mobility continued to be a strong trend in our post-graduation placements, with 68 percent of the class securing employment outside of their home country.

**67%**

CHANGED  
SECTOR

**64%**

CHANGED  
FUNCTION

**61%**

CHANGED  
LOCATION

**69%**

CHANGED AT  
LEAST TWO OF  
THREE

**34%**

CHANGED  
ALL THREE



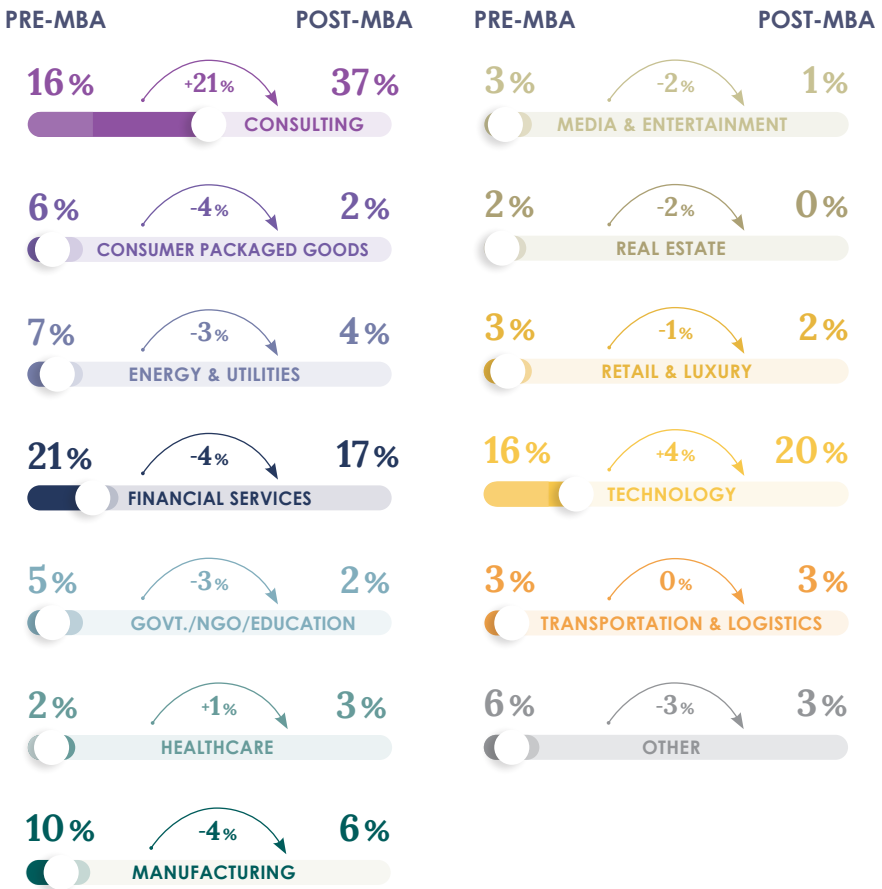


# CAREER TRANSFORMATION

MBA CLASS OF 2023

## SECTOR CHANGE

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







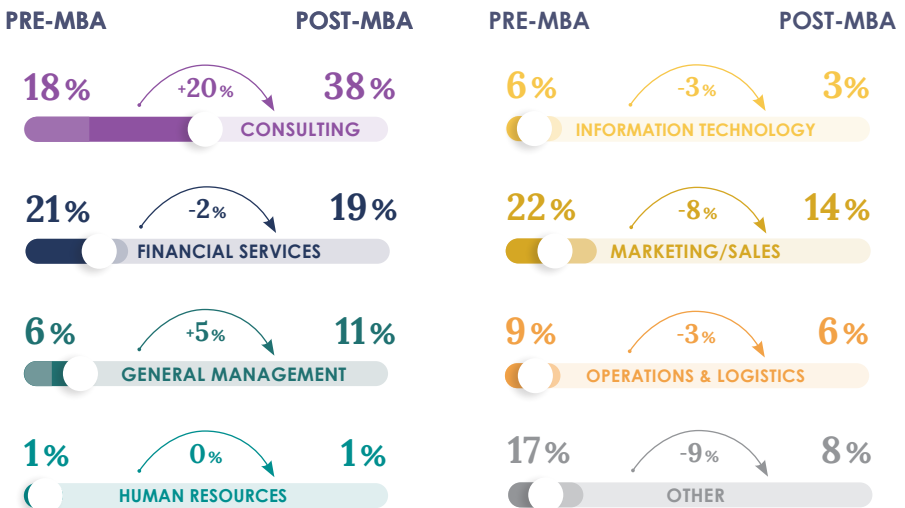
# CAREER TRANSFORMATION

MBA CLASS OF 2023



## FUNCTION CHANGE

We saw a large number of students from the Class of 2023 take on Consulting and General Management positions, while many also secured positions in Marketing & Sales.





# CAREER TRANSFORMATION

MBA CLASS OF 2023

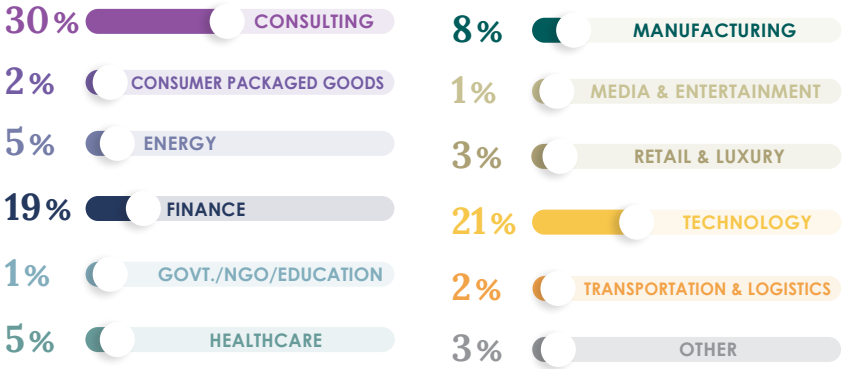
## WOMEN'S STATS

### WOMEN-FOCUSED CAREER EVENTS

Women-focused career events are held throughout the year. Last year we had a Women in Finance conference on campus that included panel discussions and a networking session with professionals in the finance industry. Panels included women alumnae, who work in M&A, Private Equity, Capital Markets, and Asset Management.

In addition, a Women in Tech Roundtable was held online, providing a unique opportunity to hear and discuss strategic career and business insights among a variety of talented company representatives across sectors. The discussion focused on how businesses and business units are taking the correct steps to integrate more women into the field. Companies included Cartier International, Capgemini, Orange, IBM, Microsoft, and Better World.

### PLACEMENT BY SECTOR



### HIRING COMPANIES INCLUDED (2 women hires or more)



KEARNEY

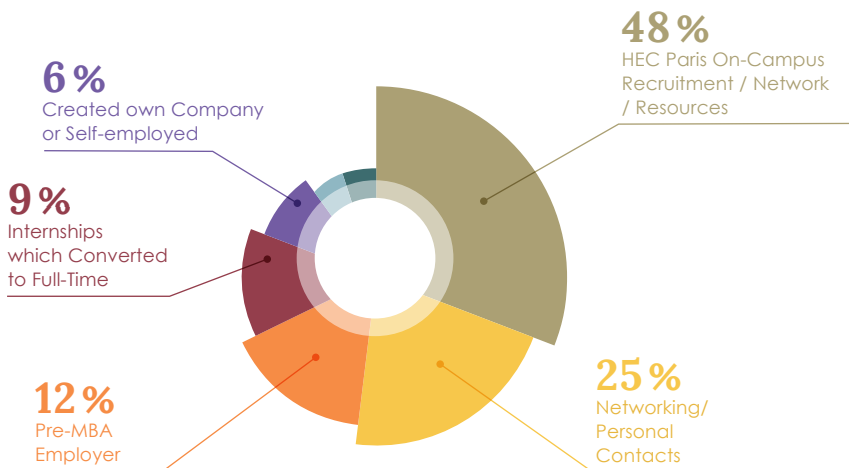




# RECRUITER ACTIVITY

MBA CLASS OF 2023

## SOURCE OF OPPORTUNITY



### TOP RECRUITERS (2 hires or more)

amazon

SIEMENS

CIP

JP HOLDINGS 日本郵政

BAIN & COMPANY

accenture

CREDIT SUISSE

KONSERT STRATEGY & IP

McKinsey & Company

EY

ERICSSON

MUFG

BCG

mandiri

F T I CONSULTING

PIMCO

KEARNEY

Roche

Globalpraxis

Roland Berger

strategy& Part of the PwC network

Schneider Electric

HELLO FRESH

ZS

wipro

amadeus

Infosys BPM

L'ORÉAL

ARCHERY STRATEGY CONSULTING

J.P.Morgan

“

I remember looking at this report three years ago, promising myself that the triple jump would be my next move. As a rational optimist, I knew I could shift and accelerate my career dynamically, leveraging HEC resources. After three years, here I am in a completely different location, a new industry, and an exciting function. HEC will open doors for you and equip you with all the necessary tools to excel in your career. Lifelong friendships are the cherry on top! So, if you want to expand your horizons and land your dream career, buckle up, take a leap of faith, and enjoy the ride with your excellent peers at HEC. If I had to go back in time and do it all over again, I would still choose HEC.”

**Kento Matsuo,**  
Business Transformation  
Leader - Global  
Operations,  
Ericsson  
Stockholm,  
Sweden





“The HEC Paris MBA gave me the platform to make my pre-MBA ambitions into a reality. I switched my industry, location, and function and ended up exactly where I wanted to be: Tech, Europe, and a strategic function. Random strangers from around the world I met for the first time when starting the program have transformed into lifelong friendships. The alumni network is broad and deep and are willing to lend a hand in helping make that next step. The journey was full of challenges but as you step up to overcome them, you begin to thrive.”

**Nathan Bailey,**

Manager, Performance Management & Strategy,  
Delivery Hero  
Berlin, Germany



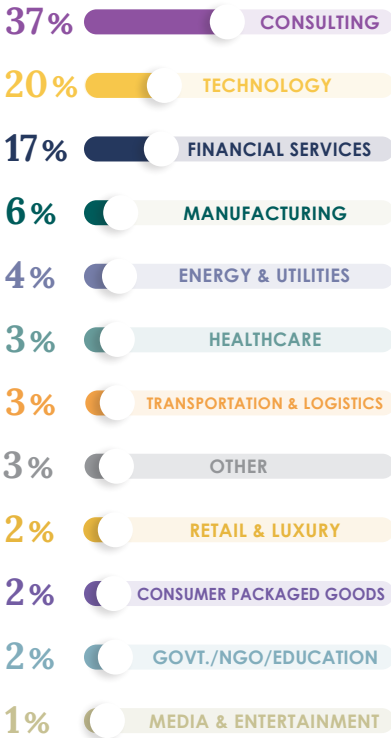




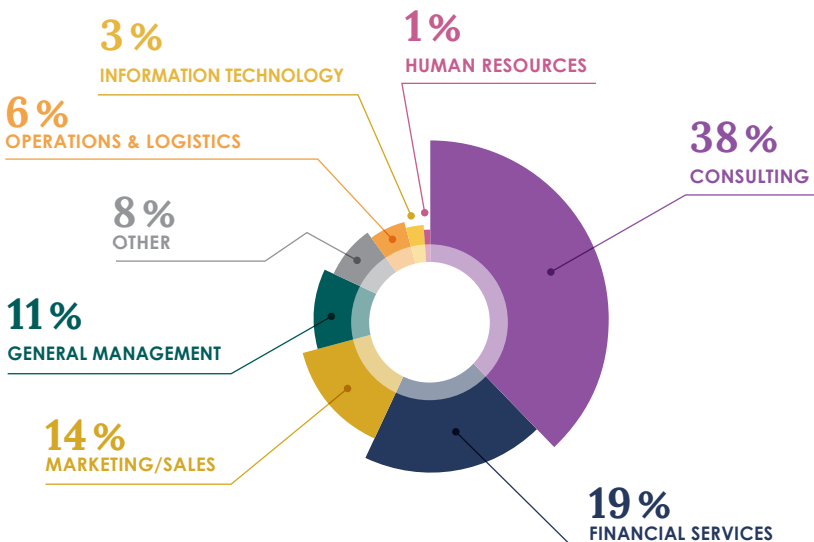
# CAREER CHOICES

MBA CLASS OF 2023

## PLACEMENT BY SECTOR



## PLACEMENT BY FUNCTION





# REGION ANALYSIS

MBA CLASS OF 2023

## MOBILITY



**68%**

OF GRADUATES SECURED  
EMPLOYMENT OUTSIDE  
OF THEIR HOME  
COUNTRIES

## JOB LOCATION

\*And Caribbean \*\*Excluding France

**9%**  
NORTH  
AMERICA

**8%**  
LATIN  
AMERICA\*

**23%**  
FRANCE

**36%**  
EUROPE\*\*

**11%**  
ASIA &  
OCEANIA

**13%**  
AFRICA  
& MIDDLE  
EAST

17% Americas

72% EMEA

11% Asia Pacific

“The HEC Paris MBA turned out to be a life-changing experience for me. Not only did I make the triple jump but also, I went through a major personal transformation. I experienced much more than I could have imagined. The journey was at times difficult and unpredictable, I discovered a lot during the process and, in the end, it set me on an absolutely new trajectory beyond all expectations.”

**Vitaly Shakirov,**  
Consultant,  
Bain & Company  
Paris, France





## GLOSSARY

MBA CLASS OF 2023

### COMPANIES WHO RECRUITED FROM THE CLASS OF 2023

*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

ABB AG  
Accenture\*  
ACTRANS GmbH  
Adyen  
Agrofibra  
Allianz  
Allianz Consulting  
Alte  
Amazon\*\*  
Amplifon  
Ancala Partners LLP  
Apple Inc.  
Arauco

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#### B

Bain & Company\*  
Balenciaga\*  
Bank of America\*  
Bank of China  
BAT  
BBVA  
Berlin Brands Group  
BETC\*  
Beyond Technologies  
Bitstamp  
Blue Future Partners  
Bluebird Immobilier  
Boston Consulting Group\*

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#### C

Cairneagle  
Capgemini Consulting\*  
Careem  
Cartier\*  
CCS Fundraising  
CGNC  
Chami & Co  
Chloé\*  
Circle\*  
CITIC  
Close Brothers  
Cogna  
Compado  
Consultys  
Corporate Value Associates  
Credit Suisse  
Creditas

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#### D

Danaher  
DC Advisory  
Deliveroo  
Delivery Hero SE  
Deloitte\*\*  
Deutsche Telekom  
DHL Consulting  
Diageo  
Digitas Dubai (Publicis Groupe)  
dSPACE

#### E

E.on  
Emerson  
Emma - The Sleep Company  
Euridice Capital  
European Investment Fund  
Evergreen Group of Companies  
EY\*

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#### F

Fives Maintenance  
Frog\*  
FTI Consulting

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#### G

Ganisha Ecosphere Limited  
GE  
General Mills  
GIE AXA\*  
Global Partners  
Global Ventures  
GlobalPraxis  
Google

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#### H

Hach Lange GmbH  
Hartmann  
Healnergy  
HEC Paris in Qatar  
HelloFresh  
Heuritech  
Hightekers  
Hilti\*\*  
Hitachi Ventures  
Hoffmann la Roche (Roche)

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#### I

IBM\*\*  
ICRC  
Infosys  
Infosys Foundation  
Innosight  
Integrae SIM  
Inxto Partners  
Ipsen  
iSPORTISTICS

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#### J

Jellysmack  
Johnson & Johnson  
JPMorgan Chase



## K

Kaufland e-commerce services GmbH  
Kearney\*\*  
Kia France  
KPMG\*

## L

L.E.K. Consulting  
Lilly France  
Livo  
LN-CC  
Lucid Motors  
LVMH\*

## M

McCann Synergy  
McKinsey & Company\*  
Meitetsu Law  
Merck  
Meta  
Microsoft  
Mitsubishi Corporation  
Mondelez

## N

N26 GmbH  
NFL  
Novo Nordisk  
NVIDIA

## O

O&B Consulting  
Olam Foods Ingredients (OFI)  
Oppenheimer Partners

## P

Panerai – Richemont\*  
PETRONAS  
Plural Strategy  
Polemix  
Potloc  
Prada  
PTOLEMUS CONSULTING GROUP  
Publicis Sapient

## R

Record SPA  
Roche Diagnostics  
Roland Berger\*\*

## S

Samsung electronics  
SAP  
SB Energy  
Schneider Electric\*  
Sherpa Capital  
Shizen Capital  
Simon Kucher & Partners  
Snowflake  
Socios.com  
Solvay  
Speedinvest  
St. James Place Wealth Management  
Standard chartered  
Stealth Mode  
Stockholm School of Economics in Riga  
Strategy&  
Swicorp

## T

The Alexander Group  
The Michelin Guide  
The Ottawa hospital  
Toshiba  
Tractable  
Transporeon GmbH  
TVM Capital Healthcare

## U

u40 Travel&fun  
Uber

## V

Veolia  
Vestiaire Collective  
VIDEOJET  
Visa Inc

## W

Wayfair  
WhatsApp  
Wipro

## Y

YCP Solidance

## Z

Zalando  
ZS Associates

\*Corporate partners of HEC Paris

\*\* Corporate member of the Club Campus



# RECRUITING EVENTS 2024-2025

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*The majority of recruiting events in 2024 – 2025 will be offered in hybrid format – companies can choose to come on campus in-person, or conduct their presentations/networking sessions online. The HEC Talents team values our corporate partners and are dedicated to providing partners with the talent they are looking for today. For more information on our employer engagement opportunities, please contact us at [hectalents-employerengagement@hec.fr](mailto:hectalents-employerengagement@hec.fr).*

## MBA-SPECIFIC

**MBA Connections - September Edition:** A week-long event focusing on full-time MBA recruitment for the MBA Class of 2025 (September 2024).

**MBA Connections - January Edition:** MBA-specific event focusing on internship recruitment for MBA Class of 2026 (January 2025).

**MBA Retail & Luxury Fair:** Inter-school career fair for students specifically interested in Retail and Luxury (February 2025).

**MBA Connections - Corporate Stand-Alone Presentations:** Company presentations can occur anytime from September to November 2024 and from January to April 2025.

**MBA Connections - May Edition:** MBA-specific event focusing on just-in-time recruiting for 2025 (internship and fulltime) plus commencing pipeline for 2026 (May 2025).

## HEC-WIDE

**HEC Finance and Consulting Fairs:** For companies recruiting for finance and consulting positions across all programs at HEC (September and November 2024).

**Regional-focused Career Fairs:** "World of Opportunities" event focused on certain regions, including Africa, Asia, Germany, Middle East, among others (October 2024).

**HEC Carrefours Career Fair:** The flagship career fair for full-time and internship positions across all programs at HEC (January 2025).

**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 Impact (November 2024 - February 2025).

## OTHER OPTIONS

**Career Treks:** Regional and/or sector-focused visits by students to companies in 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 [hectalents-employerengagement@hec.fr](mailto:hectalents-employerengagement@hec.fr).

“Embarking on an MBA at HEC Paris, I was keen to stretch beyond my engineering roots. This journey wasn't just about academic excellence; it was a launchpad for real-world impact. Having an impact has always been at the forefront of my career, initially in the renewable energy sector and now in reshaping the healthcare system, aiming to create a better place for everyone. Reflecting on this journey, it's the blend of persistence, learning, and the collective energy of those I've met along the way that fuels my drive towards making a tangible impact in the world.”

**Ivan Kouoham,**  
Strategy Insights &  
Planning Consultant,  
ZS Associates  
London, UK



“The HEC Paris MBA was a wonderful experience. I was able to grow personally and professionally through a variety of experiences including being on the e-boards of the Retail & Luxury and LGBTQ+ Clubs, specializing in Strategic Marketing, continuing as a competitive athlete, and exchanging with colleagues from all over the world. Thanks to an expanded skillset, community support, and the flexibility to define my own path, I was able to make a triple jump to continue my life in France.”

**Lynn Chui,**

Business Intelligence Team Lead,

L'Oréal

Paris, France





## TIMING AND AVAILABILITY

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*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 May to September
- 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 July to September
- End-of-studies internships: From January to April of their graduating year
- Full-time positions: From January of their graduating year (12 months after the start of the program)

# HEC

PARIS

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