



---

**MBA** EMPLOYMENT REPORT

---

2022

“The HEC Paris MBA gave me all the keys to make a huge transformation: industry, job and salary. But most importantly it helped me understand I wanted to work with a purpose, and gave me the keys and courage to achieve this in my work searches, and in my job on a daily basis. I feel the HEC MBA’s spirit runs in most decisions I take not only at work, but also as a citizen and to maintain my work-life balance. Finally, I am still amazed by the strength and reputation of the HEC alumni network. The aura of HEC helped me achieve so much, and I feel like I’m only getting started! I am grateful for my whole journey with the school and I am excited to remain active in the network.”

**Anna Pozniakoff,**

Brand Manager – Diabetology, Eli Lilly  
Paris, France







## 2022 TRENDS & STATISTICS

**2022 was a year of robust hiring.** Job seekers globally kept the upper hand in the employer-employee relationship, and our 2022 graduates have seized opportunities aligned with their diverse career goals. 92 percent of the class of 2022 accepted job offers within three months of graduation. They joined the prestigious ranks of the HEC Paris alumni, made up of more than 70,000 professionals from 150 countries.

**The Class of 2022\***, made up of 56 nationalities (91 percent international), graduated with a global mindset, ready to impact business and society, and to contribute to a more inclusive, prosperous, and sustainable world. 75 percent of our graduates secured positions outside their home countries. In addition, 77 percent switched sectors, 65 percent changed function and 74 changed location. A total of 79 percent changed two of the three elements, while 35 percent made the MBA 'triple jump' and changed all three.

**Our MBAs 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 succeeded in landing dream opportunities in brand new sectors. The program has prepared them to be effective decision makers in an ever-changing global business landscape. They have acquired the skills that are 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. We provided more career-development workshops than ever before, increasing the number of presentations by 43 percent compared to the year prior, with an average student rating of 4.5 out of 5. We set up a new individual coaching framework, and delivered 21 percent more individual coaching sessions with a satisfaction rate of 4.7 out of 5.

**In terms of geography**, 66 percent of our graduates accepted jobs in Europe, 12 percent in Asia and Oceania, 9 percent in Africa & Middle East, 8 percent in North America, and 5 percent in Latin America & the Caribbean. In terms of sectors, Consulting, Finance and Technology remained the preferred sectors of our graduates. Overall, we pride ourselves on the diversity of career outcomes among graduates driven by purpose, who understand that their obligations go beyond the sole bottom line.

**I would like to take this opportunity to acknowledge the tremendous support of our loyal alumni and the relentless engagement of our recruiters.** If you are a prospective student, HEC Talents 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.

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

**Jean-Amiel Jourdan**  
Senior Executive Director, HEC Talents, HEC Paris



## CLASS PROFILE

MBA CLASS OF 2022

NUMBER  
OF PARTICIPANTS

285

INTERNATIONAL  
PARTICIPANTS

91%

NATIONALITIES

56

AVERAGE  
YEARS WORK  
EXPERIENCE

6

GENDER

35%  
WOMEN

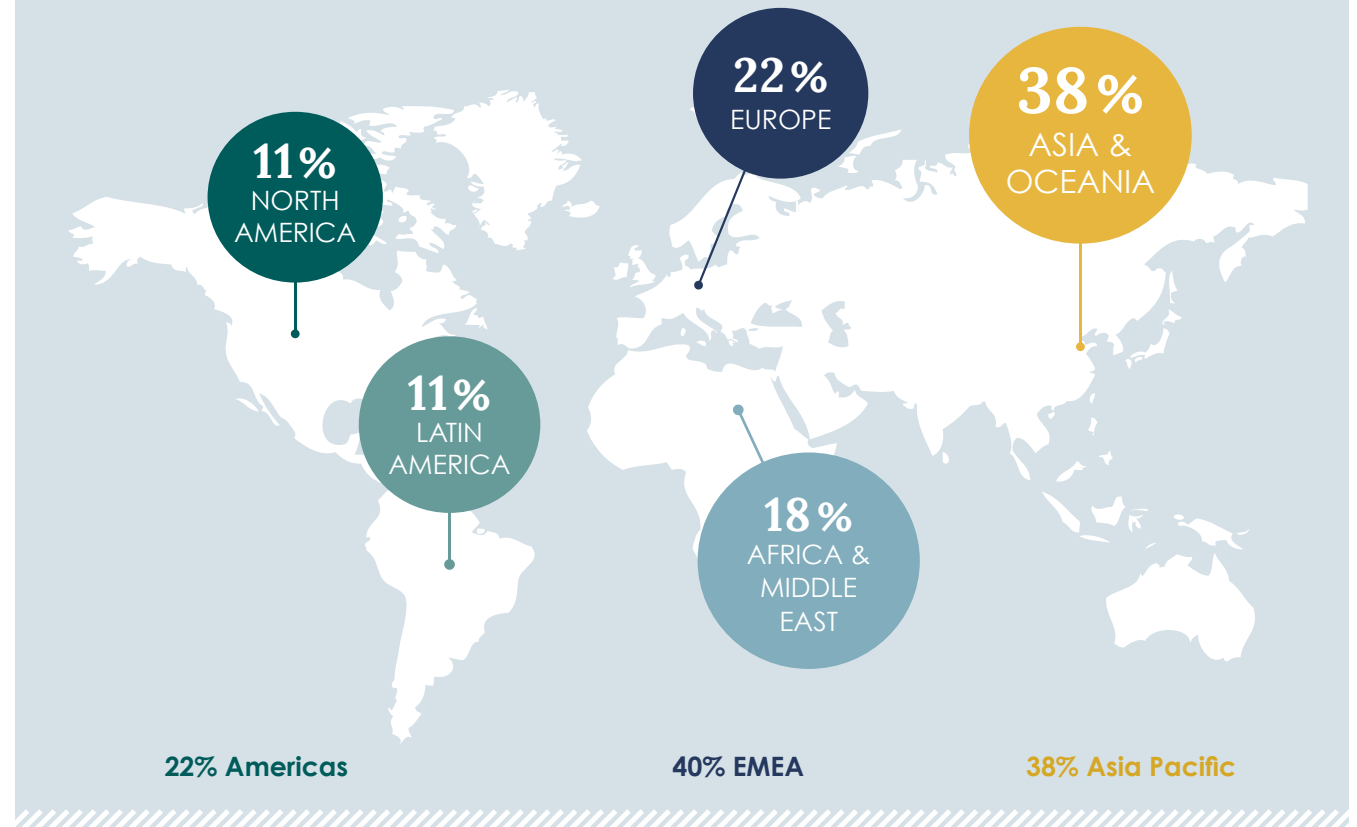
AVERAGE  
AGE

30

GMAT AVG

690

### Geographic Origins (Nationalities)





## CLASS PROFILE

MBA CLASS OF 2024

NUMBER  
OF PARTICIPANTS

243

INTERNATIONAL  
PARTICIPANTS

95%

NATIONALITIES

48

AVERAGE  
YEARS WORK  
EXPERIENCE

6

GENDER

38%  
WOMEN

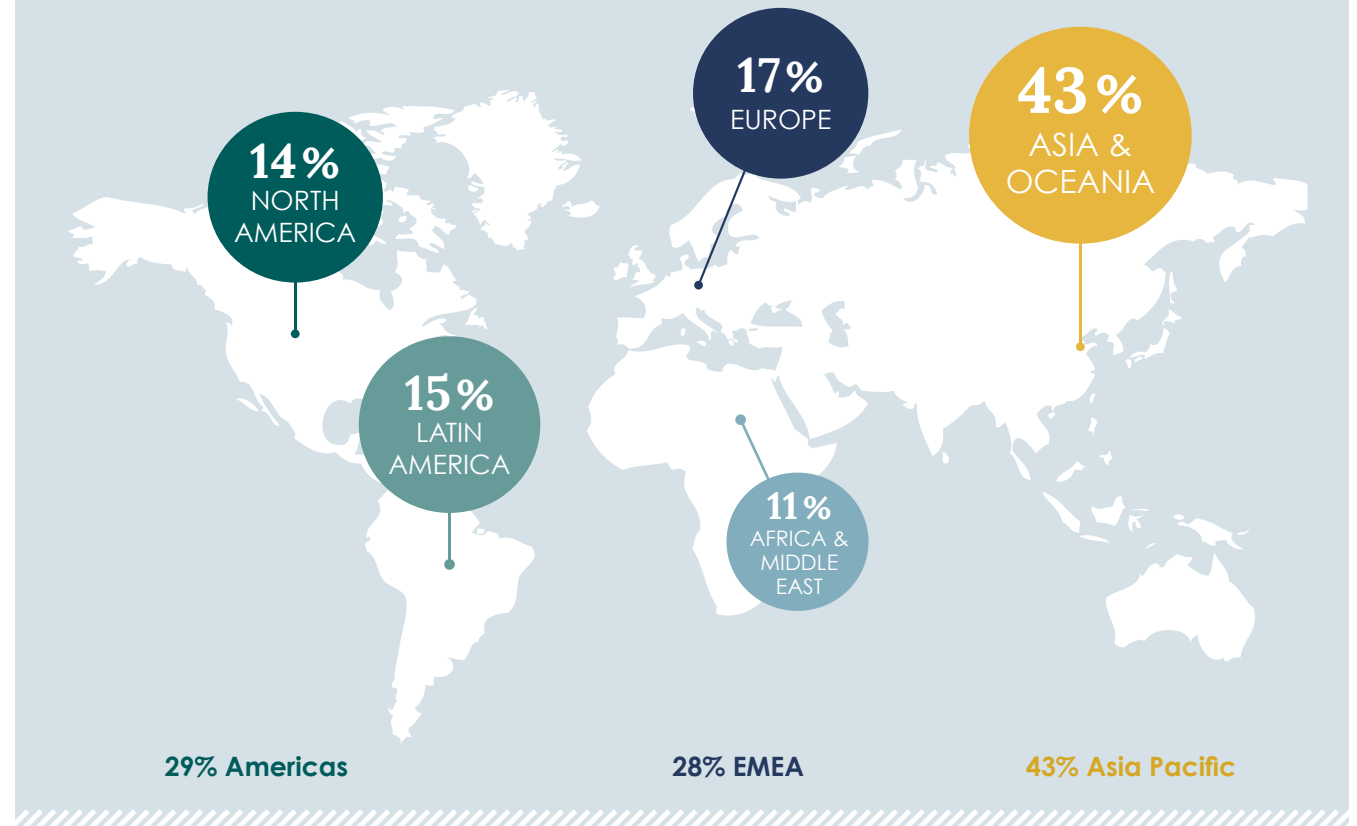
AVERAGE  
AGE

30

GMAT AVG

690

### Geographic Origins (Nationalities)





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



## SALARIES

MBA CLASS OF 2022

### LOCATION

#### AFRICA

Annual Salary (Mean) \$120,000

#### ASIA (including Oceania)

Annual Salary (Mean) \$124,685

Minimum Annual Salary \$85,800

Maximum Annual Salary \$202,500

**Annual Salary (Median) \$124,800**

Performance Bonus (Mean) \$40,000

#### FRANCE

Annual Salary (Mean) \$94,951

Minimum Annual Salary \$44,690

Maximum Annual Salary \$196,200

**Annual Salary (Median) \$93,507**

Performance Bonus (Mean) \$25,912

#### LATIN AMERICA

Annual Salary (Mean) \$96,239

#### MIDDLE EAST/GULF REGION

Annual Salary (Mean) \$152,804

Minimum Annual Salary \$93,917

Maximum Annual Salary \$194,400

**Annual Salary (Median) \$156,000**

Performance Bonus (Mean) \$32,170

#### NORTH AMERICA

Annual Salary (Mean) \$160,311

Minimum Annual Salary \$78,146

Maximum Annual Salary \$252,000

**Annual Salary (Median) \$189,000**

Performance Bonus (Mean) \$30,695

#### EUROPE (excluding France)

Annual Salary (Mean) \$114,605

Minimum Annual Salary \$49,600

Maximum Annual Salary \$248,000

**Annual Salary (Median) \$113,357**

Performance Bonus (Mean) \$20,427



## SALARIES

MBA CLASS OF 2022

### SECTOR

#### CONSULTING

Annual Salary (Mean)	\$124,269
Minimum Annual Salary	\$44,690
Maximum Annual Salary	\$200,000
<b>Annual Salary (Median)</b>	<b>\$116,559</b>
Performance Bonus (Mean)	\$15,858

#### CONSUMER PACKAGED GOODS

Annual Salary (Mean)	\$124,610
Minimum Annual Salary	\$56,680
Maximum Annual Salary	\$189,000
<b>Annual Salary (Median)</b>	<b>\$128,150</b>
Performance Bonus (Mean)	N/A

#### ENERGY

Annual Salary (Mean)	\$121,805
Minimum Annual Salary	\$118,810
Maximum Annual Salary	\$124,800
<b>Annual Salary (Median)</b>	<b>\$121,805</b>
Performance Bonus (Mean)	\$10,900

#### FINANCE

Annual Salary (Mean)	\$112,731
Minimum Annual Salary	\$55,234
Maximum Annual Salary	\$248,000
<b>Annual Salary (Median)</b>	<b>\$85,020</b>
Performance Bonus (Mean)	\$27,356

#### GOVERNMENT/NON-PROFIT

Annual Salary (Mean)	\$141,405
Minimum Annual Salary	\$100,600
Maximum Annual Salary	\$171,720
<b>Annual Salary (Median)</b>	<b>\$146,650</b>
Performance Bonus (Mean)	\$62,860

#### HEALTHCARE

Annual Salary (Mean)	\$115,776
Minimum Annual Salary	\$55,588
Maximum Annual Salary	\$181,475
<b>Annual Salary (Median)</b>	<b>\$113,020</b>
Performance Bonus (Mean)	\$18,425

#### MANUFACTURING

Annual Salary (Mean)	\$121,662
Minimum Annual Salary	\$80,660
Maximum Annual Salary	\$252,000
<b>Annual Salary (Median)</b>	<b>\$94,503</b>
Performance Bonus (Mean)	\$48,798

#### RETAIL

Annual Salary (Mean)	\$112,980
Minimum Annual Salary	\$44,690
Maximum Annual Salary	\$196,200
<b>Annual Salary (Median)</b>	<b>\$119,000</b>
Performance Bonus (Mean)	\$26,600

#### TECHNOLOGY

Annual Salary (Mean)	\$109,327
Minimum Annual Salary	\$44,690
Maximum Annual Salary	\$208,213
<b>Annual Salary (Median)</b>	<b>\$109,000</b>
Performance Bonus (Mean)	\$23,897

#### TRANSPORTATION AND LOGISTIC SERVICES

Annual Salary (Mean)	\$90,953
Minimum Annual Salary	\$74,856
Maximum Annual Salary	\$109,102
<b>Annual Salary (Median)</b>	<b>\$91,216</b>
Performance Bonus (Mean)	\$13,312



## CAREER TRANSFORMATION

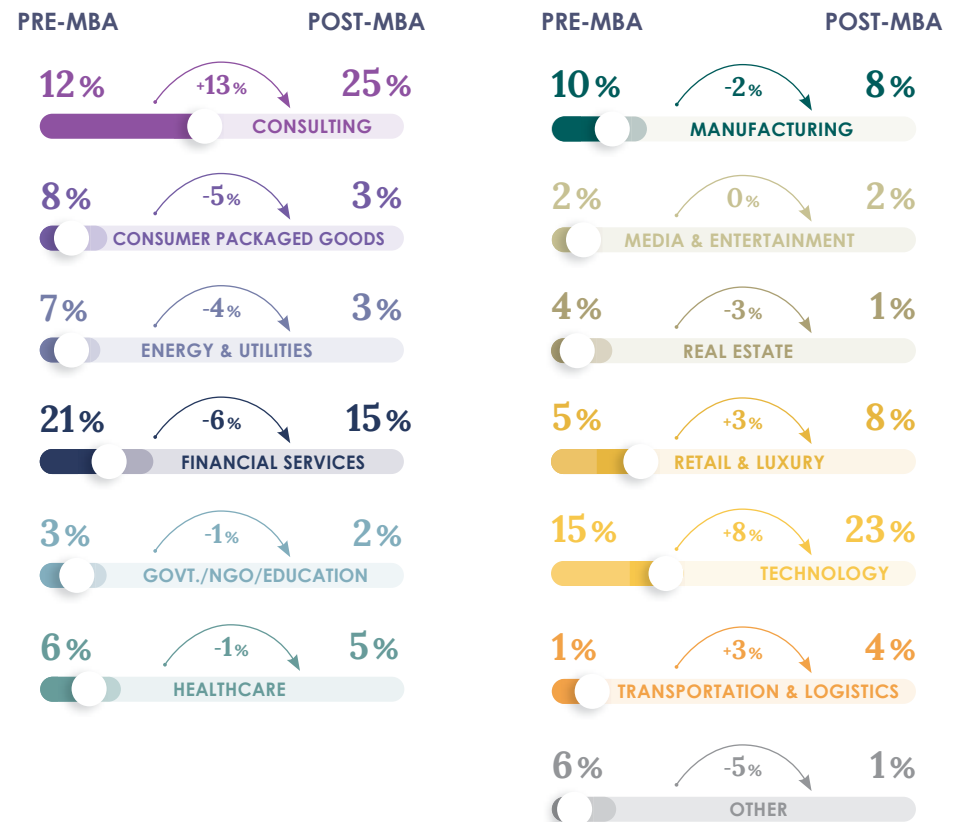
MBA CLASS OF 2022

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 77 percent changing sector, 65 percent changing function and 74 percent changing their location. In the Class of 2022, 79 percent changed at least two of these three career elements, while 35 percent made the “triple jump.” International mobility continued to be a strong trend in our post-graduation placements, with 75 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 Consulting Sector.





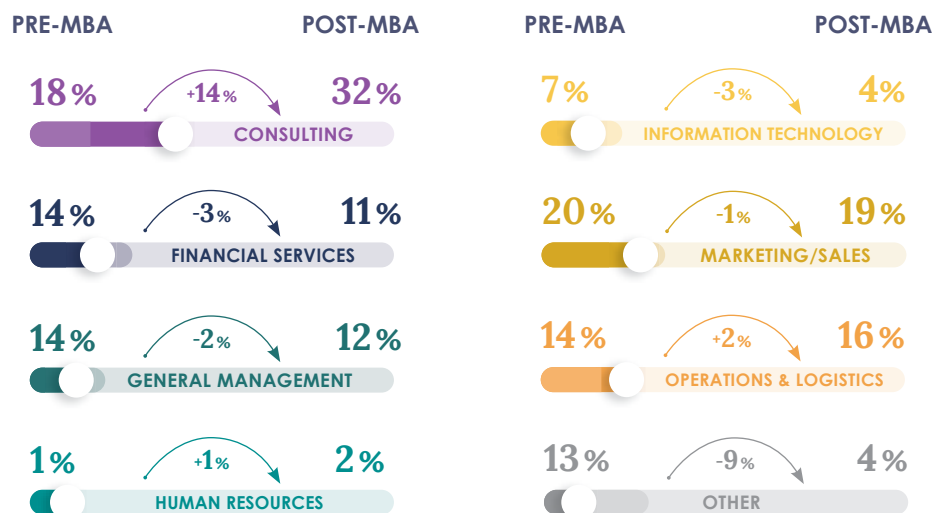


## CAREER TRANSFORMATION

MBA CLASS OF 2022

### FUNCTION CHANGE

The largest area of growth for the Class of 2022 was a high percentage of students moving into Consulting functions.

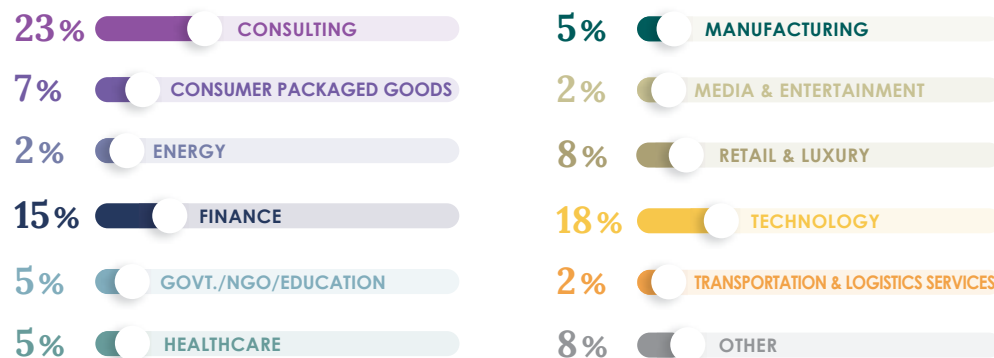


### WOMEN'S STATS

Overall mean salary package for women \$119,000

Overall median salary package for women \$121,240

#### PLACEMENT BY SECTOR



#### HIRING COMPANIES INCLUDED





“As an engineer, obtaining a formal top-tier business education was a key reason for me to pursue an MBA. I chose HEC because of its prestigious reputation, location, and program structure. Now, a year after I completed the program, I can confidently say that my main objective has been reached. The diverse skill set, background and culture of my classmates and professors has provided me with an unparalleled learning experience, introducing me to new methods and subjects that I can apply to my work and personal life. The program's structure and campus life have also facilitated the development of a strong professional network. Overall, HEC provided me with an exceptional educational experience.”

**Massimiliano Drezza,**

Technical Account Manager, Google Cloud  
Paris, France



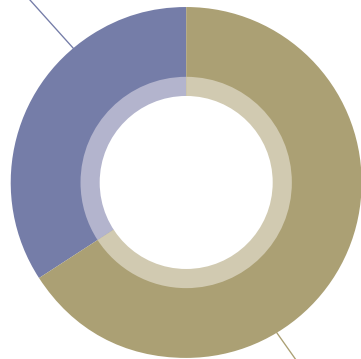
## RECRUITER ACTIVITY

MBA CLASS OF 2022

## SOURCE OF OPPORTUNITY

34%

Graduate-Facilitated Opportunities



66%

School-Facilitated Opportunities

## TOP RECRUITERS

amazon

BAIN & COMPANY

BCG

Deloitte.

Deutsche Telekom

DHL CONSULTING

EY

Infosys

Globalpraxis

Google

HILTI

KEARNEY

KPMG

McKinsey & Company

Microsoft

PETRONAS

Roland Berger

SIMON • KUCHER & PARTNERS  
Strategy & Marketing Consultants

Uber

wipro



## CAREER CHOICES

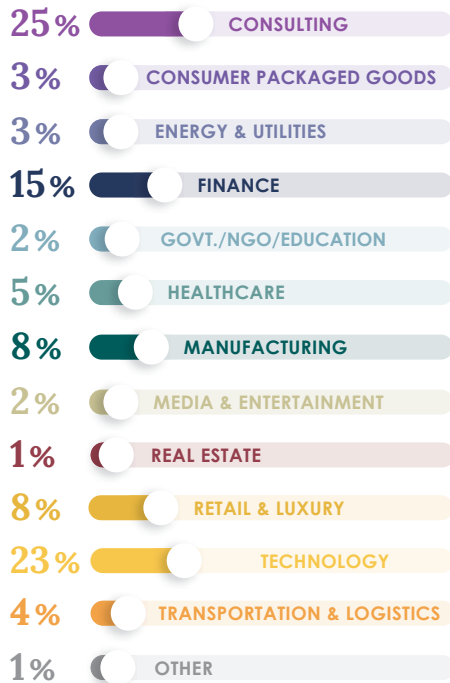
MBA CLASS OF 2022

### EMPLOYMENT RATES

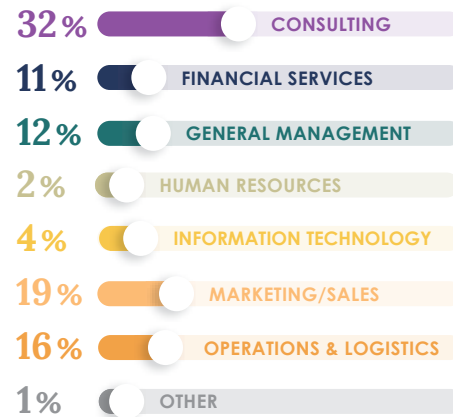
92%

EMPLOYED THREE MONTHS AFTER GRADUATION

#### PLACEMENT BY SECTOR



#### PLACEMENT BY FUNCTION





“HEC Paris was a life-changing experience. While the courses equipped me with the strategic and financial skills, it was deciding to specialize in Advanced Management and taking part in the Executive Committee that really made an impact in my career. The valuable exchanges I had with peers, mentors, and professors enriched my view on effective leadership which sets me apart in my current role. Furthermore, through the MBA, I became part of a global community that spans across different industries increasing both my professional and personal network.”

**Lalaine Inumerables,**  
Vice President, J.P. Morgan  
New York, New York, USA







“The HEC Paris MBA was truly a catalyst for my personal and professional growth. By leading the Entrepreneurship Club, co-founding the EPV Circle incubator, and studying Digital Innovation and Entrepreneurial Finance, I could sharpen my skills and expand my perspectives. Thanks to the great mutual support of my talented classmates and the guidance of the career center, I could achieve my professional MBA goals. Today in my new role I can utilize these entrepreneurial skills to support companies in building and scaling digital businesses.”

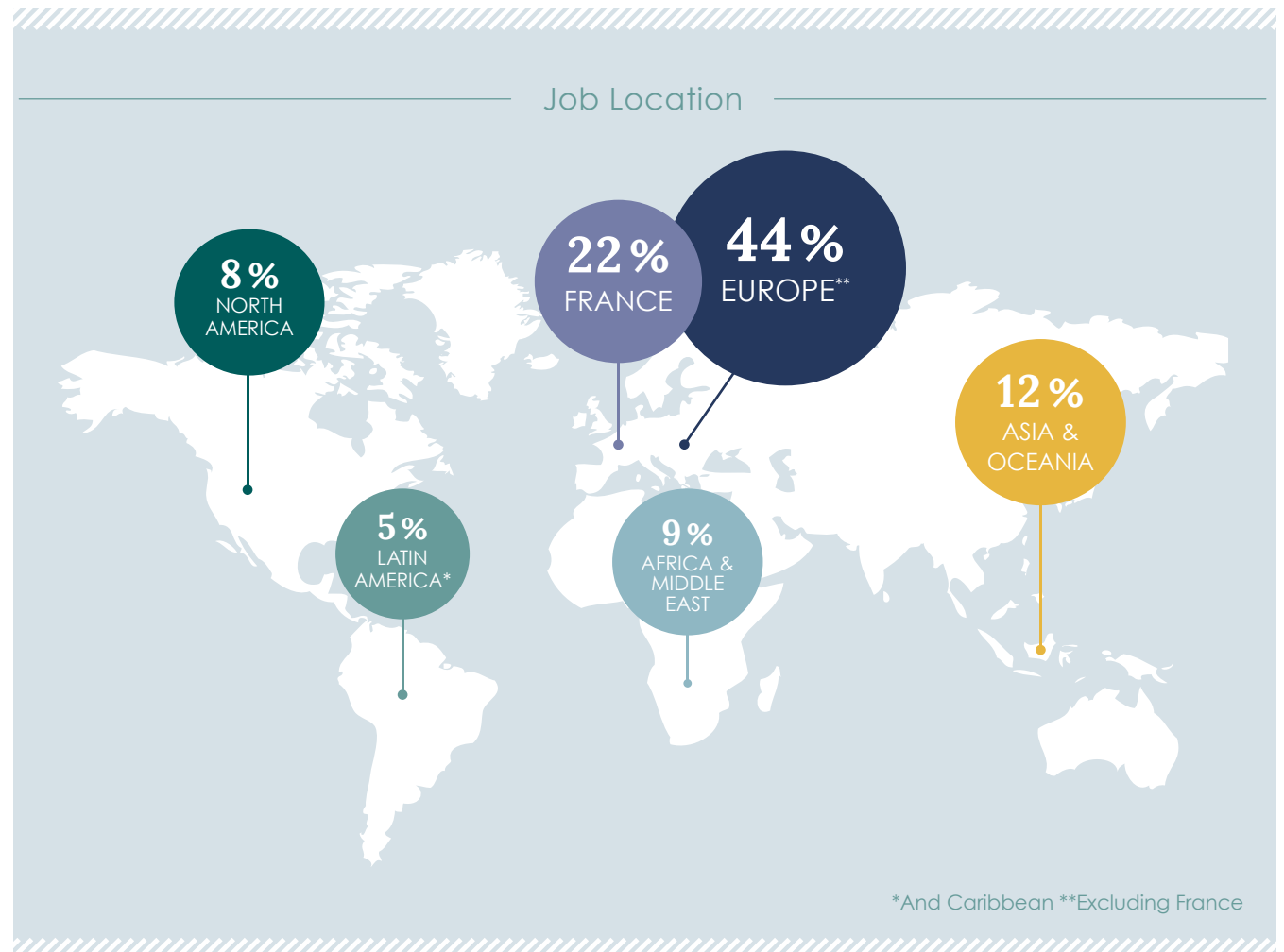
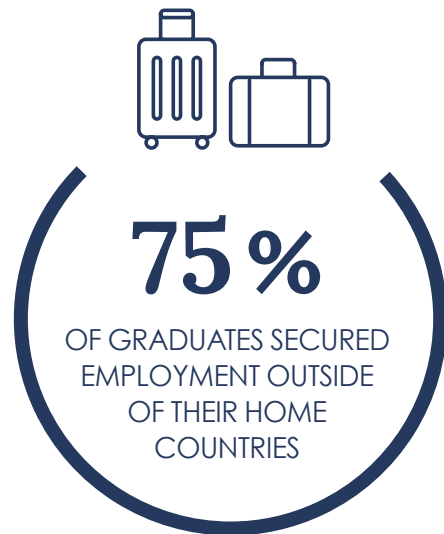
**Armin Rachwalik,**  
Associate Consultant, McKinsey & Company  
Hamburg, Germany



## REGION ANALYSIS

MBA CLASS OF 2022

### MOBILITY



## COMPANIES WHO RECRUITED FROM THE CLASS OF 2022

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

### B

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

### C

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

### D

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

### E, F

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

### G

Ganesha Ecosphere Limited  
GE  
General Mills  
GIE AXA  
Global Partners  
Global Ventures  
GlobalPraxis  
Google

### H

Hach Lange GmbH  
Hartmann  
Healnergy  
HEC Paris in Qatar  
HelloFresh  
Heuritech

Hightekers  
Hilti  
Hitachi Ventures  
Hoffmann La Roche (Roche)

### I

IBM  
ICRC  
Infosys  
Infosys Foundation  
Innosight  
Integrae SIM  
Inxto Partners  
Ipsen  
iSPORTiStICS

### J,K

Jellysmack  
Johnson & Johnson  
JP Morgan Chase  
Kaufland e-commerce  
services GmbH  
Kearney  
Kia France  
KPMG\*

### L

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

### M, N

McCann Synergy  
McKinsey & Company\*  
Meitetsu Law  
Merck  
Meta  
Microsoft  
Mitsubishi Corporation  
Mondelez  
N26 GmbH  
NFL  
Novo Nordisk  
NVIDIA

### O,P,Q

O&B Consulting  
Olam Foods Ingredients (OFI)  
Oppenheimer Partners  
Panerai - Richemont  
PETRONAS  
Plural Strategy

Polemix  
Potloc  
Prada  
PTOLEMUS CONSULTING  
GROUP  
Publicis Sapient

### R, S

Record SPA  
Roche Diagnostics  
Roland Berger  
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  
Transporean GmbH  
TVM Capital Healthcare

### U, V

u40 Travel&fun  
Uber  
Veolia  
Vestiaire Collective  
VIDEOJET  
Visa Inc.

### W, X, Y, Z

Wayfair  
WhatsApp  
Wipro  
YCP Solidance  
Zalando

\*Corporate partners of HEC Paris





“HEC was the only school I applied to, and at the time, I didn’t realize what this MBA journey could bring to me both professionally and personally. I started the MBA during the covid confinement period, but thanks to the school, I still had a great time. Not only I did I manage to explore and learn a lot from different academic courses, company presentations, and alumni networks, but most importantly, I gained many friends from all over the world. My exchange experience at Georgetown University gave me an even broader perspective. Then, my internship at Infosys converted to a full-time job, and I switched from consumer goods to the IT industry. Today, I’m still learning and growing with a group of wonderful people.”

**Heloise Na Zhu,**  
Engagement Manager, Insurance Europe, Infosys  
Paris, France



“The value of the HEC Paris MBA goes far beyond numbers and statistics. The program gave me the tools, a great network, and the much-needed confidence to represent myself in the best possible manner. The 3-step career philosophy, ‘Know yourself, know the market, match yourself to the market’, places as much emphasis on getting to know oneself as it does on career development, and I truly believe it helped me reflect and assess my place in the larger scheme of things. As someone who had worked in a specialized industry in a niche function for a while, I owe a lot to HEC Paris for helping me pivot to a General Management career path while staying in Europe.”

**Arvind Rajan,**

Global Product Manager, General Manager Development Program, Danaher  
Düsseldorf, Germany





## RECRUITING EVENTS 2023 – 2024

The majority of recruiting events in 2023 – 2024 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 [mbacareers@hec.fr](mailto:mbacareers@hec.fr).

### MBA-SPECIFIC

**MBA Career Week:** A week-long event focusing on full-time MBA recruitment for the MBA Class of 2024 (September 2023).

**MBA Internship Day:** MBA-specific event focusing on internship recruitment for MBA Class of 2025 (January 2024).

**MBA Retail & Luxury Fair:** Inter-school career fair for students specifically interested in Retail and Luxury (February 2024).

**Stand-Alone Individual Presentations:** Company presentations can occur anytime from September to November 2023 and from January to April 2024.

**MBA May Career Fair:** MBA-specific event focusing on just-in-time recruiting for 2024 (internship and fulltime) plus commencing pipeline for 2025 (May 2024).

### HEC-WIDE

**HEC Finance and Consulting Fairs:** For companies recruiting for finance and consulting positions across all programs at HEC (September and October 2023).

**Regional-focused Career Fairs:** "World of Opportunities" event focused on certain regions, including Africa, Asia, Germany, Middle East, among others (October 2023).

**HEC Carrefours Career Fair:** The flagship career fair for full-time and internship positions across all programs at HEC (January 2024).

**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 2023 - March 2024).

### 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 [mbacareers@hec.fr](mailto: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)



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

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

