



Sauder School of Business

2014 Employment Report

Hari B. Varshney
Business Career Centre
sauder.ubc.ca/hire



a place of mind
THE UNIVERSITY OF BRITISH COLUMBIA



SAUDER
School of Business

Opening Worlds

Sauder by the Numbers

#1

in North America for the
international mobility of our
alumni following graduation

Financial Times 2014 MBA Ranking

#3

in North America for
international students

Financial Times 2014 MBA Ranking

#24

in the world for
business research

Financial Times 2014 MBA Ranking

in the top 50

MM programs in the world

Financial Times 2014 Masters in
Management Ranking

ranked 19th

for the employability
of our MBA graduates among
'Emerging Global' Business
Schools in North America

2013/14 QS Global 200 Business Schools
Annual Report

in the top 100

MBA programs
in the world

Financial Times 2014 MBA Ranking

Why recruit from Sauder

Our students are among the most sought after in the world. The Sauder School of Business at the University of British Columbia attracts top talent from around the globe for our world-class instruction and personalized career support. It's no wonder leading multinational organizations recruit here.

What makes Sauder unique?

Relevant curriculum. Our programs are designed with the help of global business leaders to ensure our students gain the expertise and experience necessary to drive change.

Work-ready candidates. Beyond achieving excellence in the classroom, Sauder students develop leadership skills through experiential learning opportunities including internships, co-op work terms and business projects.

Diversity. Our student body is one of the most diverse in North America, with more than 3,700 current students and 36,000 alumni in 75 countries.

Personalized recruiting. The Hari B. Varshney Business Career Centre connects Sauder's talented students and alumni with businesses around the world – from local start-ups to multinational corporations. Our online and in-person recruitment services are free, tailored to your company and available year-round.

Our Programs

MBA

The UBC MBA at Sauder's Robert H. Lee Graduate School is designed with the help of leading employers to ensure graduates are poised to impact organizations in today's competitive international business environment.

Our **Full-Time (16-month)** and **Part-Time (28-month)** programs attract top students from all over the world. Here, they enhance their skills through real-world learning projects such as internships, entrepreneurial projects, business clinics and international 'global immersion' projects for multinational corporations.

Master of Management

The UBC Master of Management (MM) is a pre-experience Master's program for students with undergraduate degrees in non-business disciplines.

Our intensive nine-month program equips students with all the fundamentals of business, including managerial accounting, marketing, human resources, operations and business technology. MM students put their business skills to the test during the Community Business Project, working part-time as volunteer business consultants for local non-profits and social enterprises.

BCom

The four-year UBC Bachelor of Commerce program is a rigorous one: only students who showcase academic excellence and a significant roster of extracurricular activities are accepted.

Our BCom students gain practical skills such as critical thinking, creative problem solving, communication, organization and leadership.

They also gain relevant business experience through co-op work terms, summer employment and participation in business competitions and conferences.

Full-Time MBA 2014 Class Profile

REGIONAL BACKGROUND

45%
North
America

1%
Latin
America

10%
Europe

2%
Africa



6%
Middle
East

25%
South
Asia

11%
Asia

CLASS OVERVIEW

Class size:  91

 Male: 65%
 Female: 35%

Average age: 28

Average years of work experience: 5 

 66%
speak 2 or more languages

 64%
international
(born outside Canada)

76% have international work experience

This class started the program in September 2012 and graduated in May 2014.

WORK EXPERIENCE

Pre-MBA industry

18% Professional Services

17% Technology

16% Manufacturing/Construction

13% Financial Services

7% Hospitality & Tourism

6% Healthcare

6% Natural Resources

6% Real Estate

4% Government/Non-Profit

3% Communications

2% Education

2% Other

ACADEMIC EXPERIENCE

Undergraduate major

31% Engineering

22% Business

15% Social Science

12% Science

9% Computer Science

8% Humanities

2% Economics

1% Law

MBA specialization

31% Product & Service Management

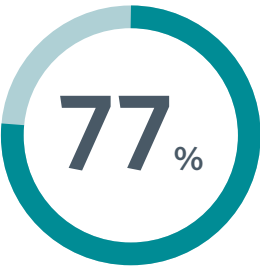
31% Consulting & Strategic Management

27% Finance

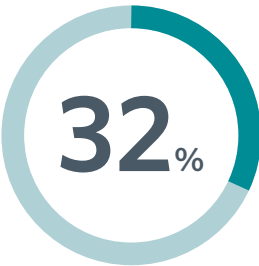
11% Business Innovation & Entrepreneurship

Full-Time MBA 2014 Graduate Employment

EMPLOYMENT OVERVIEW



employed by graduation*



relocated outside of BC



completed summer
internship projects

\$77,211 average
base salary

\$23,208 average
signing bonus

\$90,502 average total
compensation

JOB FOCUS

2014 EMPLOYERS INCLUDE:	FINANCE	CONSULTING	MARKETING & BUSINESS DEVELOPMENT	TECHNOLOGY MANAGEMENT /IT
	23%	17%	16%	16%
GRADUATE JOB TITLES INCLUDE:	RBC Capital Markets, Teck Resources	Vancouver Airport Authority, McKinsey & Company (Calgary)	Labatt, Beachbody (California)	Amazon, Rogers Communication (Toronto)
	Associate - Investment Banking	Planning and Strategy Consultant	Digital Marketing Strategist	Software Development Manager
2014 EMPLOYERS INCLUDE:	OPERATIONS	PROJECT MANAGEMENT	PRODUCT/ SERVICE MANAGEMENT	
	13%	10%	5%	
GRADUATE JOB TITLES INCLUDE:	Best Buy Canada, Schneider Electric	FortisBC, Infinite Scale Design (Utah)	SAP, Microsoft (Tokyo)	
	Operations Director	Commercial Program Specialist	Senior Product Manager	

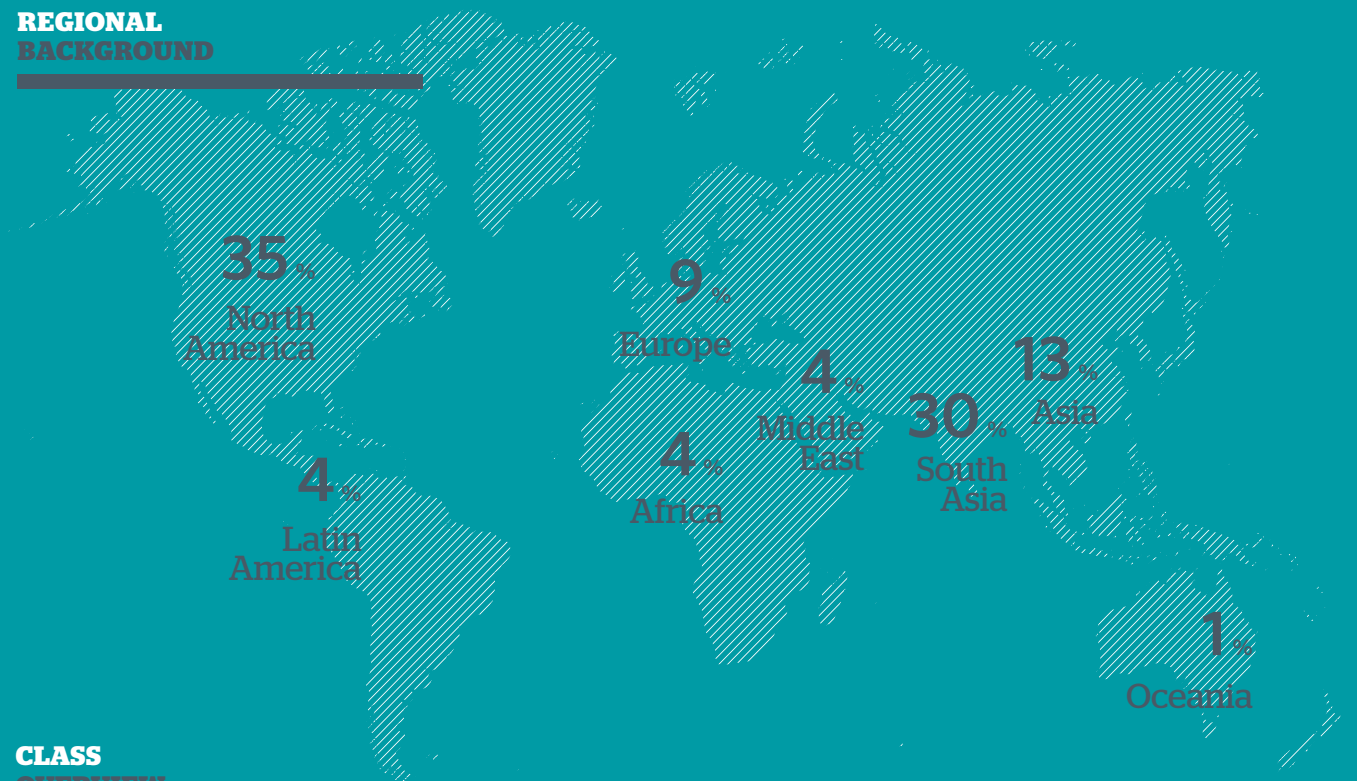
INDUSTRY

17%	Financial Services	12%	Natural Resources	3%	Real Estate
15%	Technology	6.5%	Healthcare	10%	Other (Advertising, Education, Government, Non-profit, Tourism)
13%	Consumer Products & Services	6.5%	Transportation & Logistics		
12%	Consulting	5%	Manufacturing		

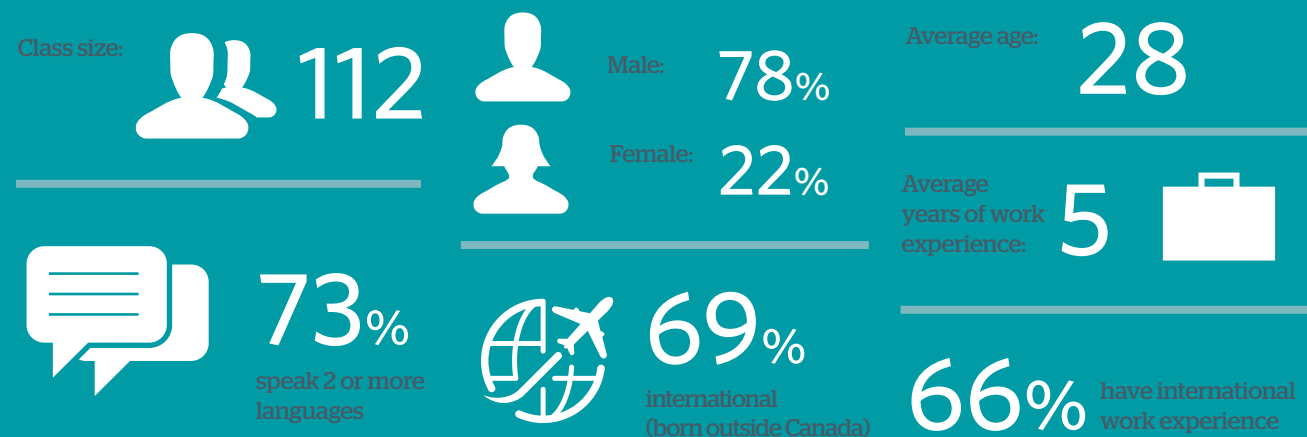
*Employment status is based on a 98% reporting rate.

Full-Time MBA 2015 Class Profile

REGIONAL BACKGROUND



CLASS OVERVIEW



This class started the program in September 2013 and will graduate in May 2015.

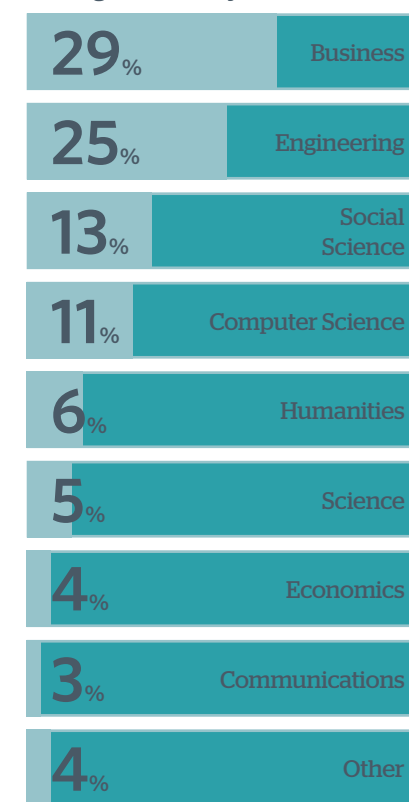
WORK EXPERIENCE

Pre-MBA industry

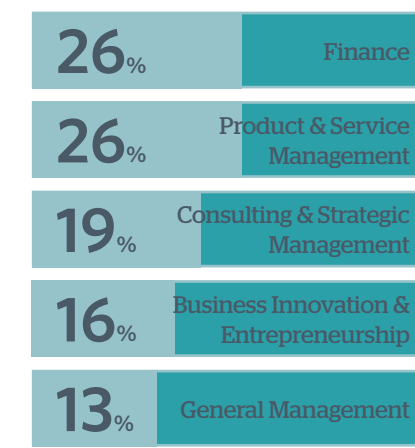


ACADEMIC EXPERIENCE

Undergraduate major



MBA specialization

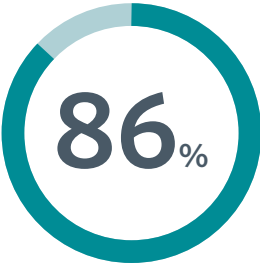


Full-Time MBA 2015 Summer Internships

INTERNSHIP OVERVIEW



of students completed
internship projects



facilitated by the school



companies hired more
than 1 student

AT A GLANCE

May - August

13 weeks average length
of internship

\$3,500 average
monthly salary

INDUSTRY

27%	Financial Services	7%	Transportation & Logistics	3%	Sustainability/Social Enterprise/Non-Profit
16%	Technology	5%	Natural Resources	3%	Consumer Products & Services
14%	Healthcare/Pharma/Biotech	5%	Education/Research	3%	Hospitality & Tourism
10%	Professional Services	4%	Government	3%	Other

Internship focus

MARKETING & BUSINESS DEVELOPMENT

35%

\$1,800 - \$5,500
monthly salary range

2014 employers include:
Rocky Mountaineer, Vancouver Airport Authority

KATRINA WARREN

Marketing Intern, BCAA

- Presented key direct marketing recommendations to CMO.
- Developed sponsorship program with the Seattle Seahawks.
- Secured approval for new product feature.



FINANCE

32%

\$2,500 - \$8,000
monthly salary range

2014 employers include:
CIBC World Markets, Goldcorp

KYLE PETERDY

Summer Associate, Royal Bank of Canada

- Conducted financial statement analysis, credit writing, risk mitigation, client discovery and prospecting.
- Developed presentations to generate referral business.
- Completed portion of Commercial Account Manager training program.



CONSULTING

14%

\$3,000 - \$5,000
monthly salary range

2014 employers include:
Vancouver Coastal Health, FortisBC

GAURAV KUMAR

Management Consulting Intern, KPMG (Toronto)

- Worked on five different client projects and four RFPs.
- Consulted on clients' shared services and outsourcing models, improving vendor selection processes, providing business casing for contact center consolidation, and introducing an IT outsourcing Playbook.



OTHER*

19%

\$2,000 - \$5,800
monthly salary range

2014 employers include:
Seaspan, Inter Urban Delivery Service

*(Project Management, Operations, Technology Management, Human Resources)

VIJAY AGGARWAL

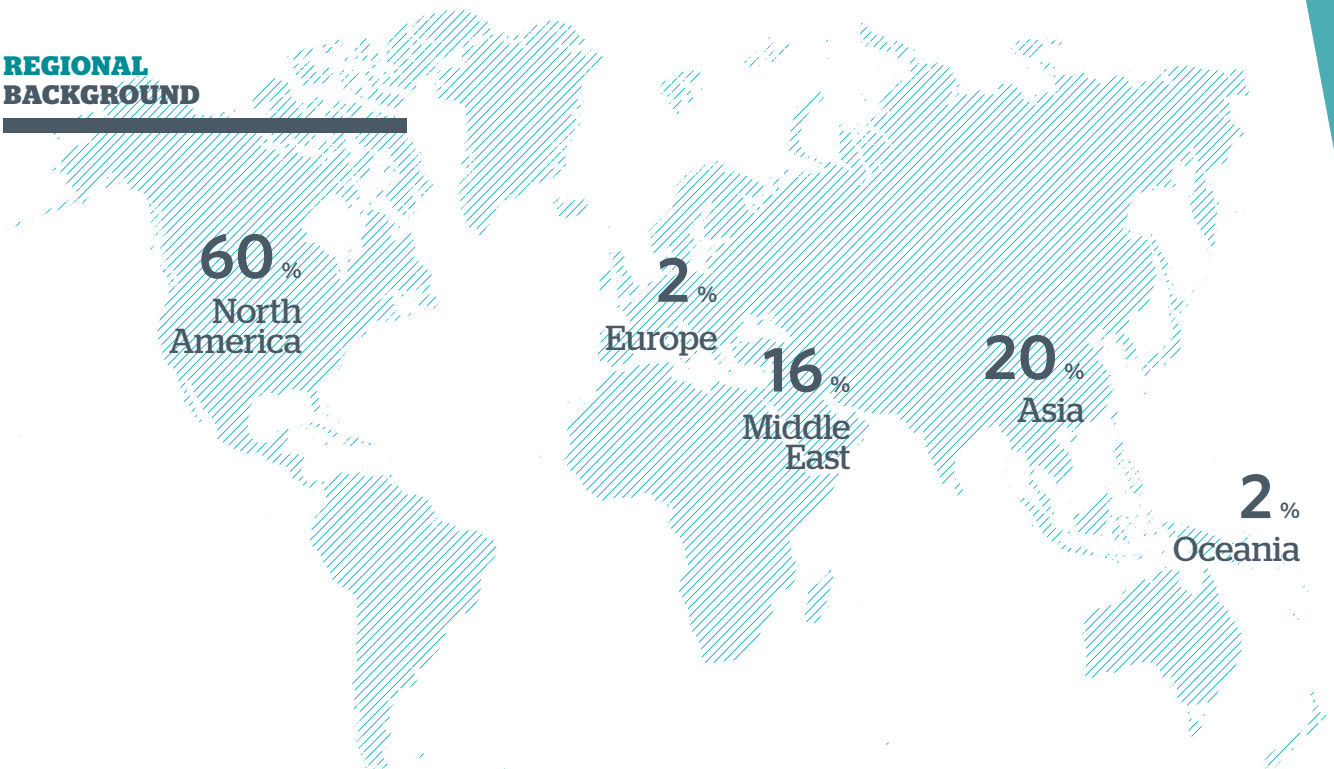
Project Manager, DRIVE Business Intelligence

- Worked with CEO and senior staff on strategy and product design.
- Established project documentation process, including progress tracking tools.
- Analyzed the market, competitors and solution partners.

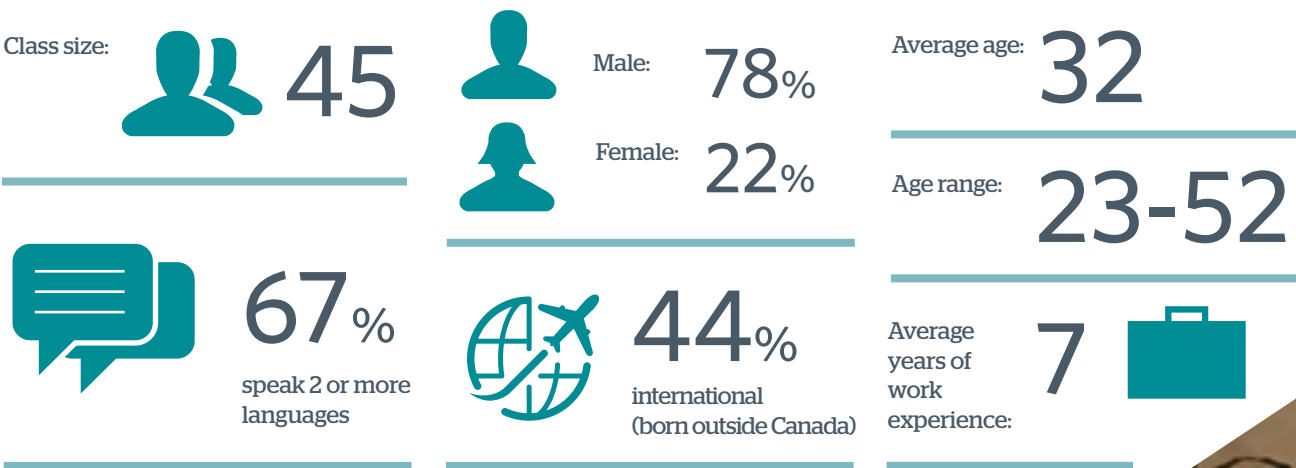


Part-Time MBA 2014 Class Profile

REGIONAL BACKGROUND

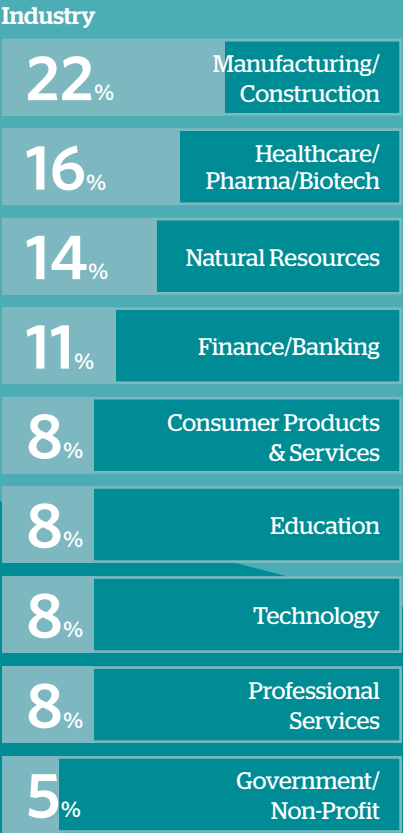


CLASS OVERVIEW

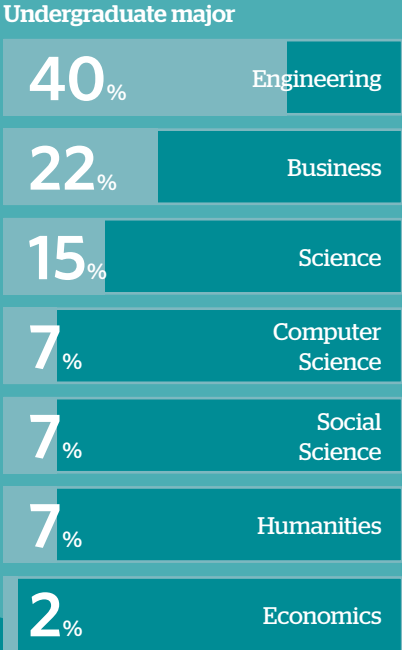


This class started the program in January 2012 and graduated in May 2014.

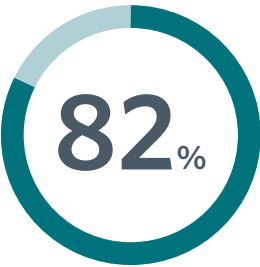
WORK EXPERIENCE



ACADEMIC EXPERIENCE



Part Time MBA 2014 Graduate Employment



enhanced their career
through promotion or
career change

CAREER CHANGES

Project Manager
at an Engineering
Consulting Firm



**Regional Business
Analyst** at a Global
Logistics Provider

US Sales Manager
at a Biotechnology
Company



**VP, Global Sales
Operations**
at a Waterpark
Manufacturer

PROMOTIONS

**Manager of Application
Services/Business Solutions**
at an Online Retailer



Director of Information Technology

**Director of Operations
and Merchandising**
at a Food Distributor



General Manager

Finance Analyst
at a Pharmaceutical
Manufacturer



Finance Manager

Assistant Branch Manager
at a Financial Institution



Operations Manager

RECENT EMPLOYERS:

Amazon
BC Hydro
BMO Commercial Banking
Clio
Coastal Contacts Inc.
Deloitte
Ernst & Young

Enbridge
FortisBC
Fraser Health Authority
Freybe Gourmet Foods
HSBC
Lululemon
McKinsey & Company

NewGold
Royal Bank of Canada
SAP
TELUS
Traction on Demand
Vancity
WorkSafeBC

INDUSTRY

16%	Consumer Products & Services	11%	Technology	5%	Education
16%	Manufacturing/ Construction	11%	Natural Resources	5%	Transportation & Logistics
11%	Financial Services	8%	Hospitality & Tourism		
11%	Healthcare/ Pharma/Biotech	6%	Professional Services		

MM 2014

Class Profile

REGIONAL BACKGROUND

33%
North America

10%
Europe

4%
Africa


13%
Middle East


11%
South Asia

29%
Asia

CLASS OVERVIEW

Class size:  52

 Male: 42%

 Female: 58%

Average age: 23

 79%
speak 2 or more languages

 71%
international
(born outside Canada)

 100%
of students participated in team
volunteer consulting projects

ACADEMIC EXPERIENCE

Undergraduate major

37% Social Science

17% Humanities

15% Science

15% Engineering

6% Economics

6% Computer Science

4% Business

MM 2014

Community Business Project

PROJECT OVERVIEW

December - May	Volunteer	each student commits to a minimum of 4 hours/week
3-4 students per team with faculty support	14 Projects	for non-profits, charities, social enterprises, start-ups and corporate-affiliated social ventures

2014 PROJECTS

INTRODUCING SUSTAINABLY FARMED KENYAN TEA INTO INTERNATIONAL MARKETS

JusTea, a non-profit organization that helps Kenyan farmers become sustainable tea producers, wanted to expand the sale of its premium tea into international markets. Tasked with identifying these new target markets, Sauder students developed a sales database and established relationships with potential buyers and like-minded businesses.



DEVELOPING A FUNDRAISING STRATEGY TO HELP PRESERVE BC'S WILDERNESS

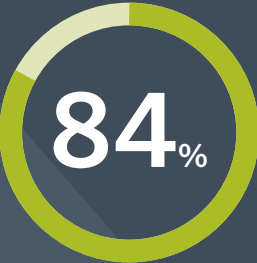
With thousands of BC-based non-profits competing for limited funding, the Canadian Parks and Wilderness Society of British Columbia needed to review its corporate fundraising strategy. UBC MM students analyzed the organization and its position in the market, explored grant options and recommended specific companies the non-profit could target for sponsorship.



MM

Graduate Employment*

EMPLOYMENT OVERVIEW



employed within 3 months of graduation

\$20,000 - \$63,000 salary range**

2013 employers include:

Amazon
Best Buy Canada
Bank of Montreal
DDB Canada
Hootsuite
HSBC Bank Canada
Provincial Health Services Authority
PwC
RBC Dominion Securities
Robert Half International
Stemcell Technologies
Target Canada
Vision Critical

Graduate job titles include:

Account Manager
Business Development Associate
Financial Advisor
Business Analyst
Market Research Analyst
Premium Banker
Research Facilitator
Staffing Manager

INDUSTRY

18%	Marketing / Advertising	11%	Healthcare / Biotechnology	5%	Natural Resources
13.5%	Finance	8%	Consumer Products / Retail	5%	Manufacturing
13.5%	Technology	5%	Human Resources	3%	Real Estate
13%	Government / Non-profit	5%	Professional Services		

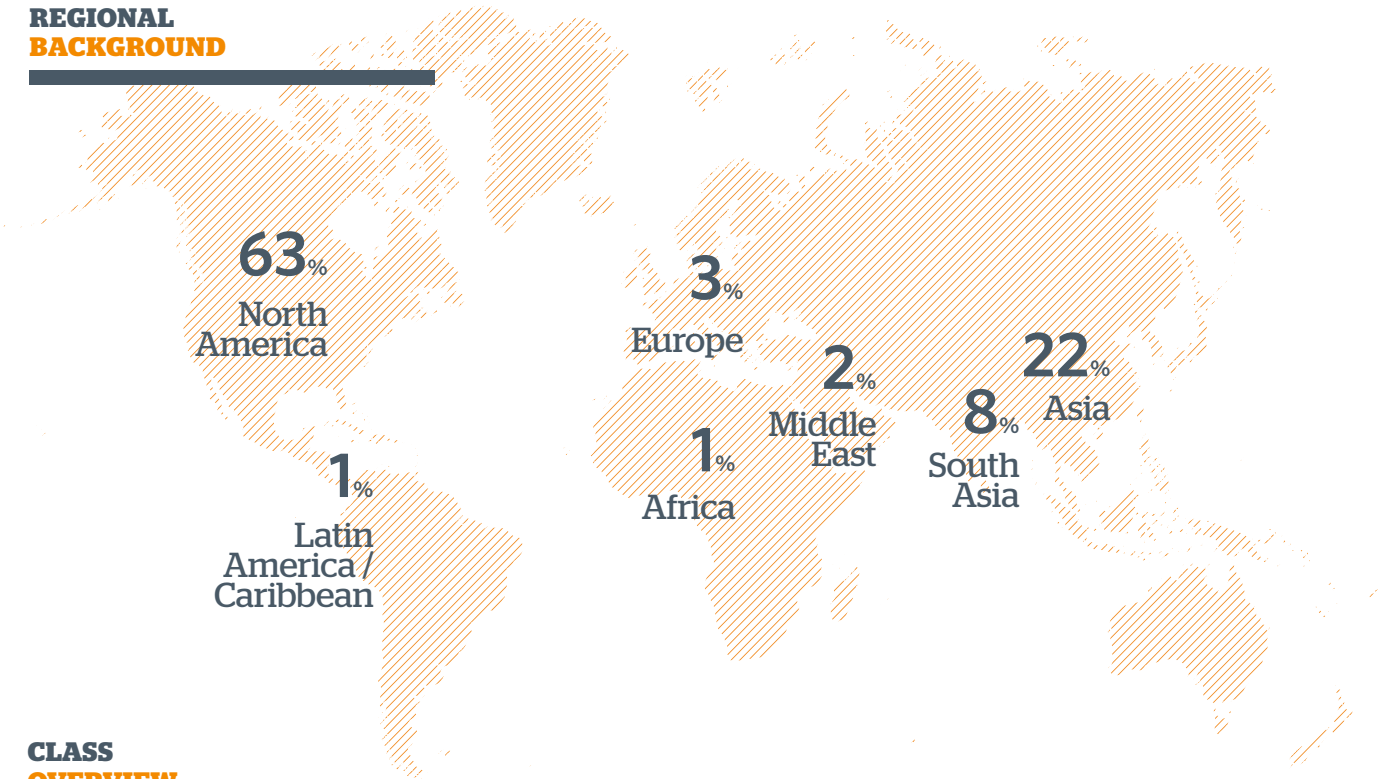
*The employment data here reflects the MM Class of 2013. Graduate employment data for the MM Class of 2014 is not yet available. It will be published online in spring 2015.

**Salary range does not include bonus, commission or other monetary benefits.

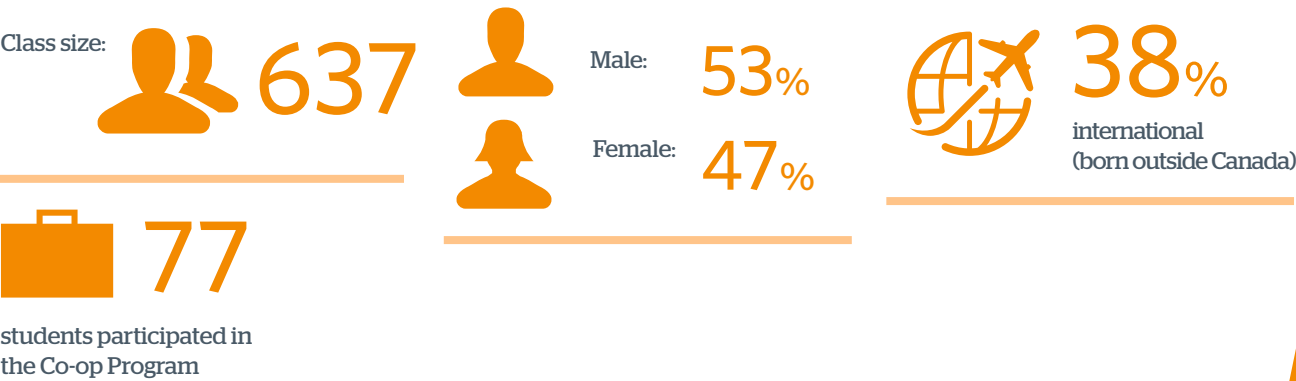
BCom 2014

Class Profile

REGIONAL BACKGROUND



CLASS OVERVIEW



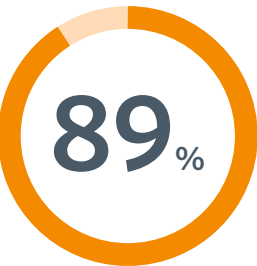
ACADEMIC SPECIALIZATION



BCom 2014

Graduate Employment

EMPLOYMENT OVERVIEW



employed within 3 months of graduation



relocated outside of BC



of BComs who participated in Co-op were employed within 3 months of graduation

\$45,000 average base salary

\$14,000 - \$120,000 salary range*

INDUSTRY

22%	Accounting	8%	Real Estate / Development	2%	Wholesale / Manufacturing
18%	Finance / Banking	6%	Government / Non-Profit	1%	Human Resources / Recruitment
10%	Consulting / Professional Services	5%	Marketing / Advertising	4%	Other
9%	Consumer Products	5%	Natural Resources		
8%	Technology	2%	Transportation / Logistics		

JOB FOCUS

	ACCOUNTING	MARKETING & SALES	FINANCE	CONSULTING
	28%	23%	19%	8%
SALARY RANGE	\$16,800 - \$70,000	\$16,000 - \$70,000	\$27,000 - \$80,000	\$14,000 - \$75,000
2014 EMPLOYERS INCLUDE:	Teck Resources, PwC	Cossette Communications, L'Oréal Canada	PepsiCo Canada, CIBC	McKinsey & Company, AT Kearney
GRADUATE JOB TITLES INCLUDE:	Staff Accountant	Account Coordinator	Investment Banking Analyst	Business Analyst

	REAL ESTATE	HUMAN RESOURCES	TRANSPORTATION & LOGISTICS	BUSINESS TECHNOLOGY
	6%	5%	4%	3%
SALARY RANGE	\$37,000 - \$120,000	\$40,000 - \$70,000	\$25,300 - \$69,000	\$42,000 - \$63,000
2014 EMPLOYERS INCLUDE:	Grosvenor, Colliers	Shell Canada, Goldcorp	SHOEme.ca, Imperial Oil	Deloitte, SAP
GRADUATE JOB TITLES INCLUDE:	Finance Analyst	Compensation Analyst	Procurement Specialist	Business Technology Analyst

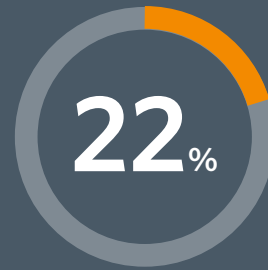
4% Other: General Business, Media Production, Public Policy and Entrepreneurship.

*Salary ranges do not include bonus, commission or other monetary benefits.

BCom 2014

Co-op Employment*

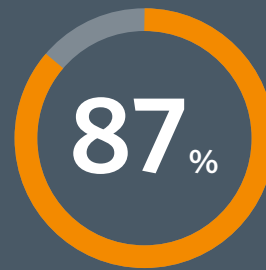
CO-OP OVERVIEW



of students relocated
outside of BC



of employers
recommend the Sauder
Co-op Program**



of employers rank their
student as 8/10 or above,
with 30% of employers
ranking students 10/10

AT A GLANCE

**January,
May or
September** start dates

4 or 8 month work terms

**3rd and 4th
Year BComs**

\$3,000 average
monthly salary

*Data covers September 2013,
January and May 2014 work terms.

**Based on a 99% reporting rate.

Co-op focus

ACCOUNTING

25%

\$1,950 - \$4,300
monthly salary range

**2013-14 employers
include:** Suncor, PwC

GALINA KORCHANOVA
Smythe Ratcliffe

- Completed compilations, review and audit engagements for publicly listed and privately held companies.
- Prepared corporate, personal and other compliance income tax returns.



Co-op focus

ALEXANDRA JULIAN TO
HSBC

- Focused on business risk, continuity management and regulation compliance, including Canada-wide related party transactions, control description analysis and internal control testing.
- Organized international peer review with teams from three different countries.

FINANCE

24%

\$1,750 - \$7,000
monthly salary range

**2013-14 employers
include:** Boeing
Canada - Aeroinfo,
CMLS Financial



CELINE GROOTES
Heineken (Amsterdam)

- Managed Facebook ads for 53 countries in the Africa and Middle East area.
- Worked with multiple international agencies to execute and monitor digital marketing campaigns.

MARKETING

20%

\$1,560 - \$3,800
monthly salary range

**2013-14 employers
include:** A&W, Telus



Co-op focus

BUSINESS TECHNOLOGY

12%

\$2,400 - \$4,000
monthly salary range

2013-14 employers include: Vancouver Airport Authority, Vision Critical

JUSTIN LEW

Deloitte Consulting

- Developed a business intelligence strategy to help a client leverage data for decision making.
- Wrote a white paper about the competition between US and Canadian e-commerce retailers that will be presented at a conference.



Co-op focus

TRANSPORTATION & LOGISTICS

8%

\$1,900 - \$4,060
monthly salary range

2013-14 employers include: Kuehne + Nagel, Global Container Terminals

JONATHAN HARRISON

Tesla Motors (California)

- Worked with suppliers around the world.
- Tracked shipments, wrote purchase orders and monitored suppliers' schedules.
- Worked on cost reductions, usage reports and managing goods received.



HUMAN RESOURCES

8%

\$2,300 - \$4,400
monthly salary range

2013-14 employers include: Imperial Oil, Goldcorp

MAGGIE KONG

PepsiCo Canada

- Led a Western Canada recruiting campaign.
- Managed budget, recruited on campus, and recommended top picks to leadership.
- Provided HR support to over 300 employees.



TOURAJ MANSHADI

Kent-Macpherson Appraisals

- Gathered and analysed market data from realtors, brokers and industry professionals.
- Prepared valuation reports for commercial and special-use properties.
- Completed reserve fund study for multi-family residential properties.



REAL ESTATE

3%

\$2,600 - \$3,250
monthly salary range

2013-14 employers include: Ivanhoe Cambridge, Public Works and Government Services Canada



HOW TO RECRUIT?

Connect with Sauder’s talented students and alumni. The Hari B. Varshney Business Career Centre offers countless opportunities throughout the year to engage with students and hire graduates. All our services are free of charge and can be tailored to suit your unique recruiting needs.



Hire

- Post a job**
Reach a deep pool of qualified candidates. Promote your job opportunities on our online jobs board.
- Interview on-campus**
We'll provide interview facilities, schedule interviews and take care of all the details, at no charge.
- Learn more at**
sauder.ubc.ca/postajob



Engage

- Company information session**
Showcase your company’s culture, vision and career opportunities to current students.
- Recruiting receptions**
Meet students at one of our many networking receptions or arrange your own with the help of our events staff.
- Industry Insights panel sessions**
Offer students a sense of the opportunities and areas for growth within your sector.
- Company site visit (Trek)**
Host a group of students at your company headquarters or manufacturing facilities – in Vancouver, Calgary, Toronto, Hong Kong and Shanghai.
- Guest speaker opportunities**
Get involved. We are regularly looking for guest speakers and volunteers for our Industry Insight panels, mock interviews, salary negotiation workshops and more.
- Contact us to learn more.**



Mentor

- From brand management to consulting to finance, we facilitate several sector-focused mentor programs that connect students with experienced business professionals.
- Contact us to learn more.**

RECRUITING CALENDAR

	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	Aug
MBA (FULL-TIME)				Hire graduates					Hire interns			
MBA (PART-TIME)					Breakfast Reception		Leaders Reception					Trek Calgary
MASTER OF MANAGEMENT												
BCom	Hire graduates				Hire graduates				Hire graduates	Hire summer students		
ALUMNI												

Hari B. Varshney Business Career Centre

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FSC
BUG

