

ROTTERDAM SCHOOL OF MANAGEMENT ERASMUS UNIVERSITY

INTERNATIONAL FULL-TIME MBA

EMPLOYMENT REPORT 2014

Published February 2015

The business school that thinks
and lives in the future



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A WORD FROM THE DIRECTOR

I'm pleased to present the results of the RSM MBA Career Development Centre (CDC), with an overview of Fulltime MBA recruitment and placement over the past year.

Our focus is to provide career services to Fulltime MBA, Executive MBA, and other postgraduate and post-experience programmes. By continuously building and nurturing corporate and alumni relationships, RSM aims to improve the range and quality of our services to all stakeholders, developing and encouraging career development of both RSM students and alumni.

In a recent address, Dean Steef van de Velde outlined a 'one-school' mind set, intended to create a culture of lifelong belonging and affiliation for RSM

students, alumni, and corporate partners. The RSM Career Development Centre plays a central role in this initiative. After merging with the RSM Alumni and Corporate Relations teams, we are poised to make best use of stakeholder synergies to bring the best career value to our MBA students.

It is a privilege as well as a challenge to be working with such an incredibly diverse group of students; the achievements reflected in this report pay testament to our enthusiasm for the role.

If you have any questions regarding the Centre or this document, please do not hesitate to get in touch with me through mbacareers@rsm.nl.

Yours Sincerely,



Joep Elemans

Director Career Development Centre,
Alumni Relations, and Corporate
Relations



CAREER DEVELOPMENT CENTRE

The six professionals of the Career Development Centre - experienced, qualified career coaches - provide customized services to MBA students. Each team member focuses on a specific functional area, providing each student with the most relevant and personalised guidance.

The career development journey begins with personal reflection on interests and motivations, before moving on to developing knowledge of the job market, professions, and industries. Once roles and industries have been targeted, candidates are offered application and interview preparation as well as personalized networking assistance.



[Joep Elemans](#)

Director



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Assistant Director



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Career Coach



[Alina van Duijn](#)

Career Coach



[Justin Sheehan](#)

Career Coach



[Joyce Ji](#)

Career Officer

Activities offered by the CDC:

- Alumni Interaction
- Annual Career Events:
 - US Career Fair in New York
 - International Career Event in Rotterdam
 - Asian Careers Fair in London
- Annual RSM Events
 - Leadership Summit
 - Sustainability Forum
 - Living Management Consultancy Project
- Career Panels
- Case Competitions
- Company Presentations, Visits, Inhouse days and workshops
- CV, Cover Letter, and Interview Training Sessions
- Individual and Group Career Coaching Sessions
- ‘MentorMe” Mentorship Programme
- Networking Drinks
- Personal Development Workshops

HIGHLIGHTS OF 2014

In 2014, 80 percent of the 140 full-time graduating class changed their careers or made significant career progress within their industry upon completing their MBA.

Of the total full-time MBA graduates, 11,9 percent were sponsored or started their own business, indicating that RSM's full-time MBA programme is not only for those with aspirations for a career change, but also a great opportunity to gain business skills to further grow within a previous employer or to start a business.

The annual mean base salary of the full-time MBA class of 2014 graduates accepting a job by the date of graduation or within three months after graduation has been relatively consistent in recent years, ranging from US\$86,163 to US\$92,515. This year's annual mean base salary is US\$88.124. In the most recent years, we have noticed an increase in ability to negotiate salary, although we see the trend that companies are less likely to

pay sign-on bonuses. In recent years, the sign-on bonus have decreased from US\$15.662 to US\$11.473. However, this year's sign-on bonuses increased compared to 2013 from US\$11.676 to US\$12.566.

Furthermore, we see that additional compensation is becoming a more influential part of the total salary compensation. The value of the average non-base-salary guaranteed compensation has increased compared to 2013 from US\$12.919 to US\$14.882.

With regards to international diversity, 94 percent of the 2014 class have an international (non-Dutch) nationality. Of our graduates, 43,3 percent secured employment in the Netherlands after the MBA programme; 71,1 percent in a country within Europe, whereas others pursued their careers in Asia and emerging markets.

Overall we see a long-term constant and positive development in terms of employment rate and total salary compensation. Considering the high

quality of our graduates, the MBA programme, and the offered career services, we expect that this will further

develop to the benefit of future RSM MBA graduates.



RSM FULL-TIME MBA CLASS OF 2014

Number of Participants	140
Female	33%
Male	67%
International Students	94%



Age Distribution	
≤ 25 years	3%
25 to 30 years	57%
30+ years	40%
Average age	29

Work Experience	
≤ 3 years	3%
3 to 6 years	51%
> 6 years	46%
Average work experience	6 years



Academic Background	
Economics & Business	41%
Engineering	36%
Humanities	10%
Law	2%
Science / Medicine	2%
Other	9%



Geographic Distribution

Western Europe	22%
Central & Eastern Europe	7%
Africa & Middle East	3%
North America	9%
Latin America	12%
Asia	19%
South Asia	22%
Oceania	6%



Nationalities: 40

Argentina	1	India	31	Russia	5
Australia	1	Indonesia	6	Singapore	1
Bolivia	1	Ireland	1	Slovenia	1
Brazil	3	Italy	3	South Africa	4
Bulgaria	1	Japan	2	South Korea	7
Canada	4	Kenya	1	Spain	1
Chile	1	Mexico	1	Sweden	1
China	8	Netherlands	9	Taiwan	9
Columbia	5	New Zealand	2	Turkey	2
Croatia	1	Nigeria	1	Ukraine	1
Czech Republic	1	Pakistan	1	United Kingdom	4
France	4	Peru	6	United States	10
Germany	8	Poland	1		
Greece	4	Portugal	1		

EMPLOYMENT STATISTICS

Over the past 40 years, Rotterdam School of Management, Erasmus University has firmly established its reputation as one of Europe’s leading business schools. RSM is ranked amongst Europe’s top 10 business schools for education and amongst the top three for research.

Based in the international port city of Rotterdam - a vital nexus of business, logistics and trade - RSM provides groundbreaking research and education,

furthering excellence in all aspects of management. RSM’s primary focus is on developing business leaders with international careers who carry innovative ideas into a sustainable future.

Below is an overview of employment statistics over the past three years. These statistics provide the foundation for the information submitted to the MBA rankings of The Financial Times, Businessweek, and The Economist. .

EMPLOYMENT

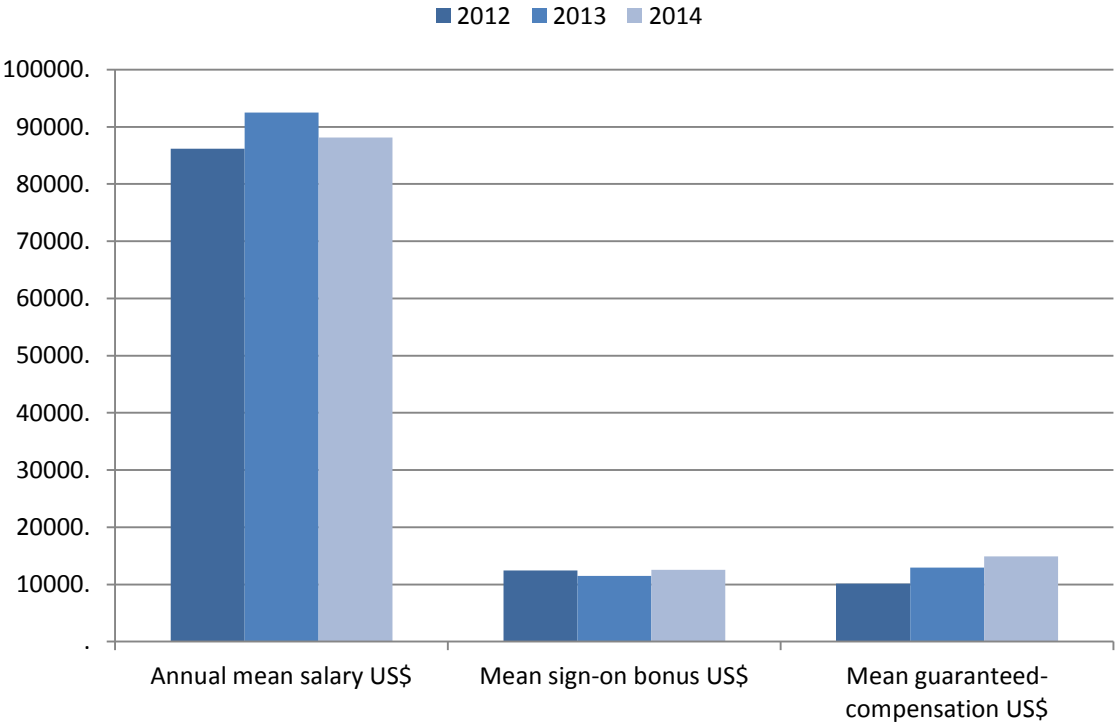
Job Offers	2012	2013	2014
Pre-graduation	65%	64%	63%
Post-graduation (< 3 months)	19%	19%	17%

Job Accepted	2012	2013	2014
Pre-graduation	55%	61%	54%
Post-graduation (< 3 months)	26%	21%	26%

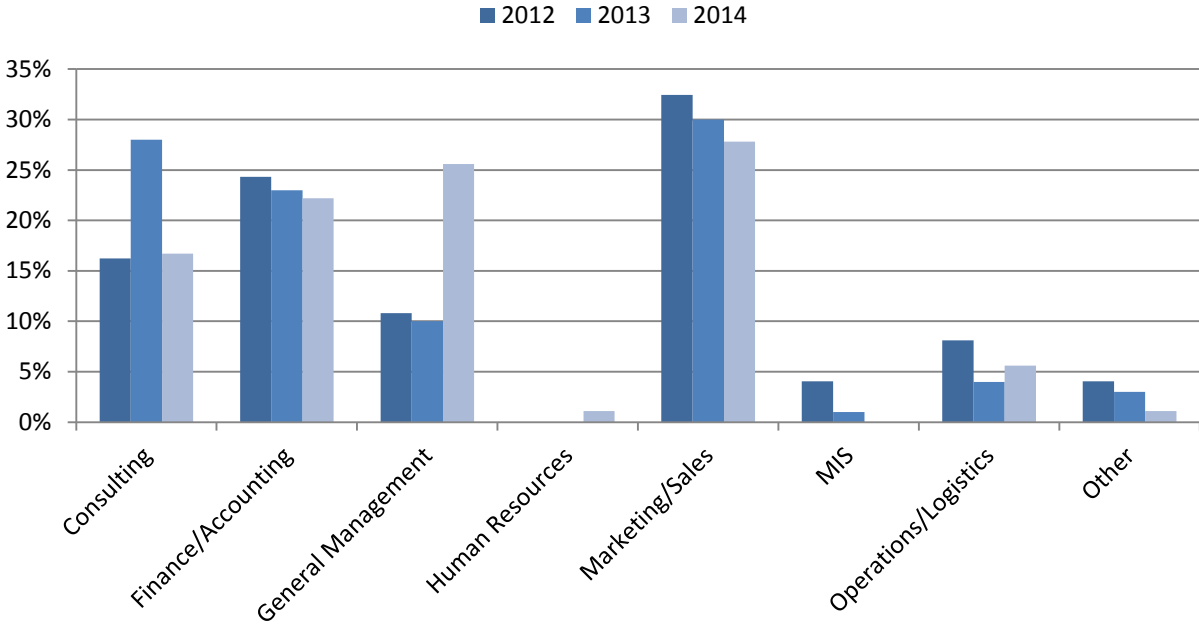
COMPENSATION

- Annual total compensation remains relatively consistent over past three years
- Bonuses increased compared to 2013
- Additional compensation are showing an upward trend

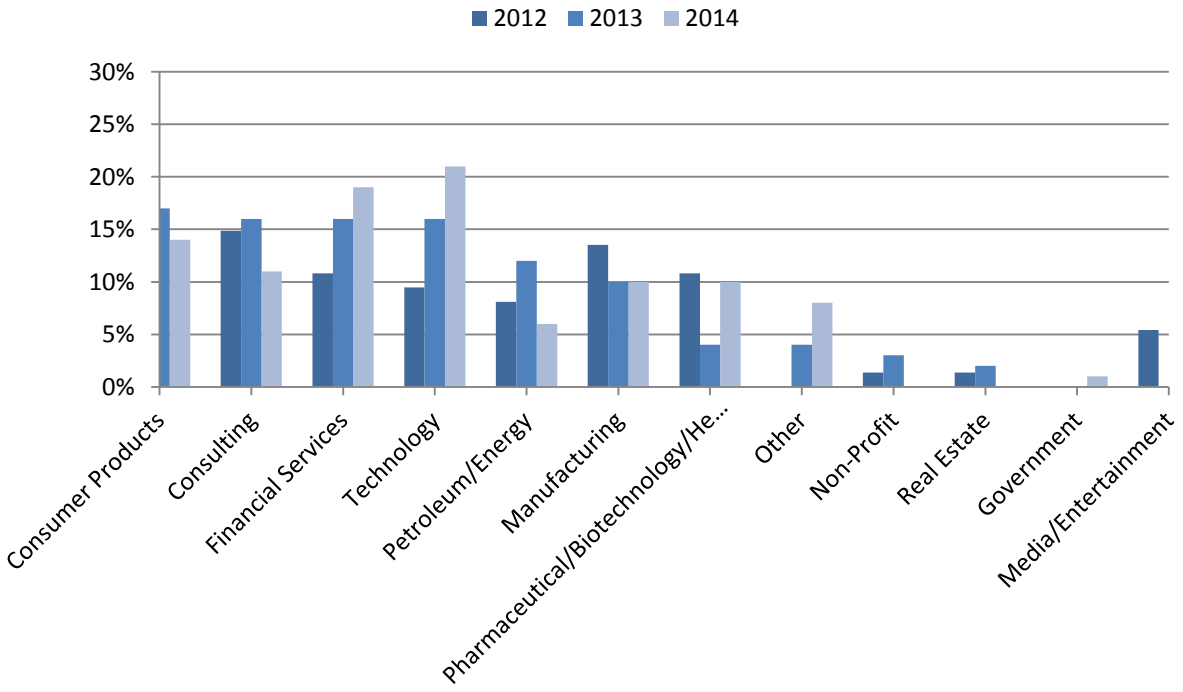
Overall annual mean salary	\$ 88.124
Overall annual median salary	\$ 91.373
Overall mean sign-on bonus	\$ 12.556
Overall mean other guaranteed-compensation	\$ 14.882



FUNCTIONAL AREA



INDUSTRY



CORPORATE INVOLVEMENT

TOP EMPLOYERS IN 2014

Employers who recruited the most RSM MBA graduates in 2014:



TOP INTERN EMPLOYERS IN 2014

Graduates have the opportunity to do an optional internship during the MBA programme to further develop in their career. The top internship employers in 2014:



RECRUITING PARTNERS IN 2014

These companies were involved with various recruiting activities at RSM, participating in on-campus recruiting activities, company visits, career events, networking events, offering career opportunities, and hiring RSM MBA graduates.

ABInBev	Barclays	DHB Bank
ABN Amro Bank*	BAS Nederland	Dicitas Consulting*
Accenture*	Bayer*	Digined*
Achmea	Bertelsmann International Inc.	Domain*
adidas	Belkin*	DSM
Adtelligence	Between-us	Duff & Phelps
Aegon*	BITZER *	Dynamic Credit Partner*
Ageas	Booking.com	E.ON
Ahold	BP	Eastman
AkzoNobel*	Bright composites*	Eccella Corporation*
Alfa-Bank	Cargill*	Ecorys
Align Technology	CICC	Elsevier*
AlphaSights	CIM Group	Emerson*
AM Navigator	Cisco	Eneco*
Amazon*	Citibank	Eurocement Group*
Amdocs	Citi Group	EUROFIMA*
AON	Clinton	Facebook
APM Terminals	Cognizant *	FMO*
Aramisauto	Colfax Group	Fokker
Armacell	Control Union*	Fugro*
Arseus	Credit Europe Bank	GAIN
ASML Holding	Credit Suisse*	Gartner
AstraZeneca*	Cycle Link Inc.	Gelato Group
A.T. Kearney	D.E. Master Blenders 1753*	Genesis Pharma S.A*
Atos	Danone	Global Connect*
AudioNova International	Decathlon	Google
Avery Dennison	Deloitte	Grant Thornton
AXA Investment Managers	Delta Electronics	HealthAsyst*
Bank of Beijing*	Deutsche Bank	Heineken*
Bank of China*	DFS	Heinz

Hewlett-Packard	Nike	Sharewire
HiQ Invest B.V.*	Nikon	Shell*
Holcim*	NOTS	Sirius
Hybris*	Optiver	SkyTeam
Hyva*	Paymentwall	Spyker
IBM*	PayPal*	Stolt-Nielsen
IFF	Pegasystems Inc.	Syngenta
Imperial Tobacco*	Philips*	Talos Management
Imtech Marine	Plataforma*	Consulting*
Infosys	Polaris	Tata Consultancy Services
ING Bank	Pollo Andino*	Tebodin
InterBulk Group*	Port of Rotterdam	Terjatev bank*
InterDigital*	PrepLounge	Terminal Investment Limited
Intralox*	Promeo	Tesla Motors
Johnson & Johnson*	Puma	The World Bank
Kempen & Co	PwC*	Tommy Hilfiger
KLM	Qatar Airways	TOMS
KPMG	Qualcomm*	TomTom
LG Electronics	Rabobank*	Triodos Bank*
Liberty Global*	Rakuten Inc.	TW Logistics*
Liberty Mutual	Rigidtech Microelectronics	Twitter
Lilly	Corporation*	Uber*
Livework	Robeco	Unilever*
L'Oréal	Robert Walters	UPS
LVMH Group	Roche	UTZ Certified
Main Capital Partners	Roland Berger Strategy	Valery Capital
Mattel Inc.*	Consultants	Vanderlande Industries
Maybank	Royal Bank of Scotland*	Vodafone
McKinsey & Company	Sabic	Vopak
Microsoft*	Salesforce	Wavin
MN	Samsung*	Wolters Kluwer
Monsanto*	Sanoma	Yellow&Blue
navabi	Schindler Group	ZIF Capital BV
Nespresso	Schlumberger*	
	Sewa Beats	

Recruiting Partners in 2014



RECRUITING RSM MBA GRADUATES

The CDC aims to meet and exceed the expectations of our students with regard to their future careers. In doing so we serve both students and corporate contacts in order to help them both find a match.

Do you want to recruit our RSM MBA Graduates?

The CDC offers a range of services to our students which you could be part of:

- Alumni Interaction
- Annual RSM Career Events:
- Career Panels
- Case Competitions
- Company Presentations, Visits, Inhousedays and workshops
- CV, Cover Letter and Interview Training Sessions
- 'MentorMe" Mentorship Programme
- Networking Drinks
- Online Job-search platform
- Personal Development Workshops

By means of the above we strive to offer opportunities addressing a range of industries and companies. Furthermore, we collaborate closely with the MBA Student Associations and the RSM Alumni Office in order to facilitate alumni interaction and in organising additional activities.

Do you want to recruit MBAs or get involved with RSM recruitment activities, feel free to get in touch with the Career Development Centre by calling +31 (0)10 408 2222 or mail to mbacareers@rsm.nl.

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