



MBA Employment Report

2015

www.iese.edu



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A Way to Learn. A Mark to Make. A World to Change.



“IESE’s team-based learning environment gets you working with colleagues from different nationalities and backgrounds on a daily basis during the MBA. This blend of academic rigor and multicultural and cross-disciplinary communication lays the foundation for a future career on the international stage.”



Xue (Nina) Han, Chinese
MBA '16
Internship at Citi

#2 2-YEAR INTERNATIONAL
MBA (outside the USA)
FORBES, 2015

#3 IN EUROPE FOR
MBA PROGRAMS
THE ECONOMIST, 2015

#7 IN THE WORLD FOR
MBA PROGRAMS
FINANCIAL TIMES, 2015

OVERALL TRENDS OF 2015

It is nice to be able to look back at this year with a sense of achievement, with 91% of our students accepting a job offer within three months of graduation. Almost 80% of accepted positions were offered outside of Spain and roughly half were located outside of Europe.

This year, recruiting in both banking and consulting increased and across corporate sectors we saw a wider and more diverse range of companies hiring IESE students.

Why? Because at IESE, our students’ experience has been built around our core mission, which ensures that they develop a strong general business perspective, an international mindset and a management approach that is centered on human and ethical values. It is this approach that ensures that demand for our graduates continues to be strong.

This year, our Barcelona and New York campuses held three successful Career Forums. We continued to strengthen our ties in Asia with a Career Summit in Singapore, and we delivered a further three regional Career Fairs, which were jointly managed with other top European business schools.

We’re also pleased to report that, this year, the number of treks organized increased to a total of 14, with the Poland trek being the latest exciting addition to the program.

Overall, it has been a good year for IESE MBA Career Services and I would like to offer a warm thank-you to our recruiters from all of us here at IESE. We believe that our key account approach has allowed us to build and reinforce strong partnerships with recruiting companies. They, like us, continue to believe in the human and academic qualities of our students and our alumni, who remain a great source of inspiration for us all.

At IESE, we are proud to have developed an extraordinarily strong and world-class talent pool. Our graduates will surely help to shape the future of business around the world for years to come. Their leadership will inspire others.

So again, thank you for showing your confidence in their talent. **They will make a difference.**

Nico van den Brink
Director of MBA Career Services
IESE Business School



ABOUT IESE

Since 1958, IESE Business School has been at the forefront of management education, committed to making a real difference to people, to business and to society.

Consistently ranked among the world's best business schools, IESE is distinguished by its global scope and reach; an integrative, general management approach to teaching and learning, and a commitment to the development of leaders and integrity.

At IESE, every individual is challenged, stretched and encouraged to be the very best they can be, as a professional, as a leader and as a person.

■ IESE Campus
■ Associated Executive Education Centers



12,000+

MBA ALUMNI

45,000+

IESE ALUMNI

5 INTERNATIONAL
CAMPUSES

PRESENCE ON 5 CONTINENTS

THE MBA PROGRAM

The IESE MBA is a transformational learning experience, one that develops foundational business knowledge, strategic decision-making skills and a cross-functional, cross-border mindset. Students leave the MBA as well-rounded business leaders ready to deliver impact and drive success in any industry or sector. Anywhere in the world.

The IESE MBA is a deep dive into global business practices.

Using the case-study method, students analyze over 600 real-life situations that not only provide a framework for effective decision making, but also develop key competencies such as analytical thinking, an entrepreneurial mindset and strong interpersonal skills.

Students are exposed to new sectors, functions and geographical locations during their summer internship. Those interested in changing direction professionally have an opportunity to experience something different.

Internships are offered around the globe, boosting the international dimension of the program. They are also a key source of job offers.

In their second year, students choose from a broad diversity of electives, overseas modules and international exchanges that span five continents. They experience business around the world and build a global perspective that endures beyond the program.

91%

EMPLOYED
WITHIN 3
MONTHS

90%

CASE METHOD

600+

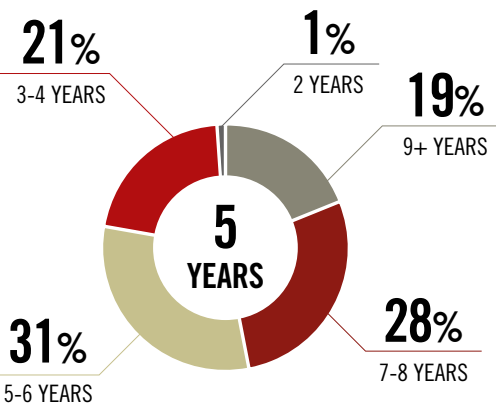
REAL CASE
STUDIES



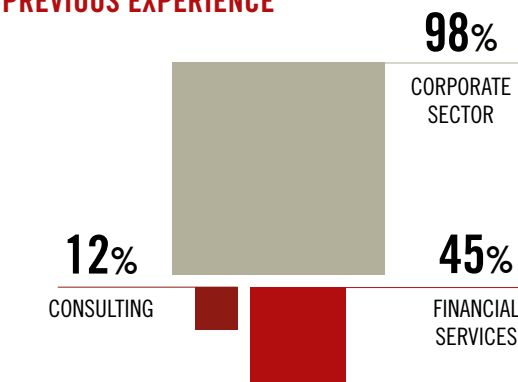
MBA CLASS OF 2015 GRADUATE PROFILE

IESE MBAs are distinguished by their academic excellence, their international perspective and their commitment to responsible leadership. At IESE, they build strong analytical and interpersonal skills through interchange with peers from 60 countries and diverse backgrounds. As a result, they emerge with a truly global mindset and the capacity to lead in business anywhere in the world.

AVERAGE WORK EXPERIENCE

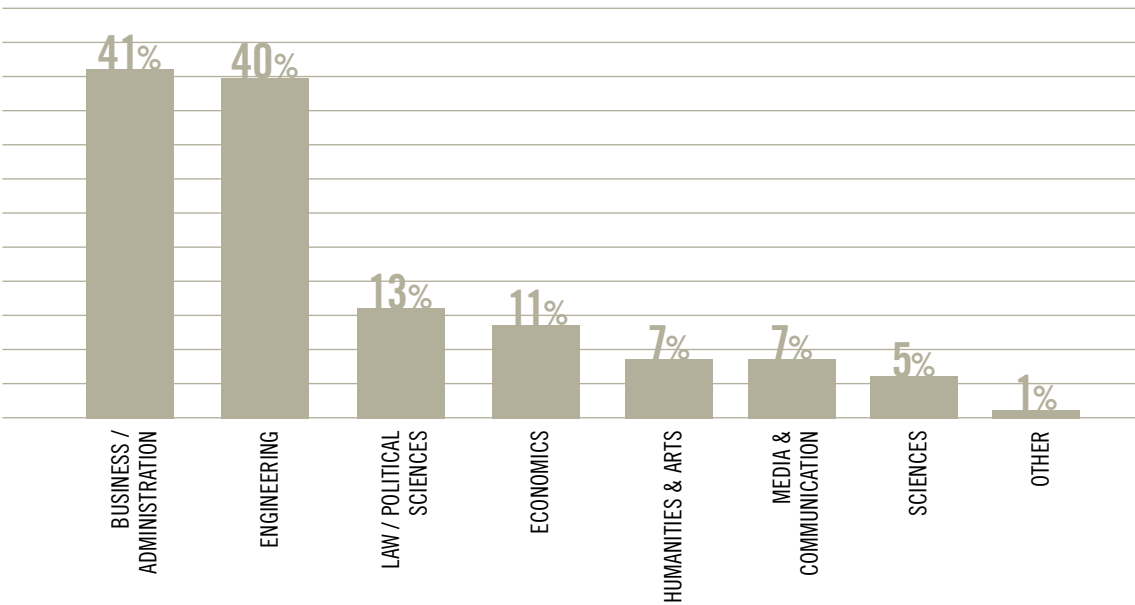


PREVIOUS EXPERIENCE*



*Some of the students have experience in more than one sector.

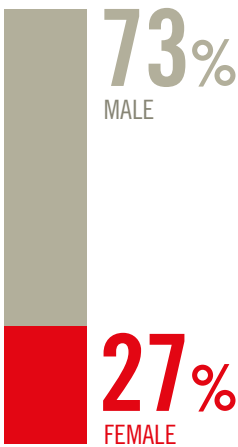
EDUCATION*



*Some of the students have studied in more than one area.



GENDER



CLASS SIZE

269
STUDENTS

NATIONALITIES

60

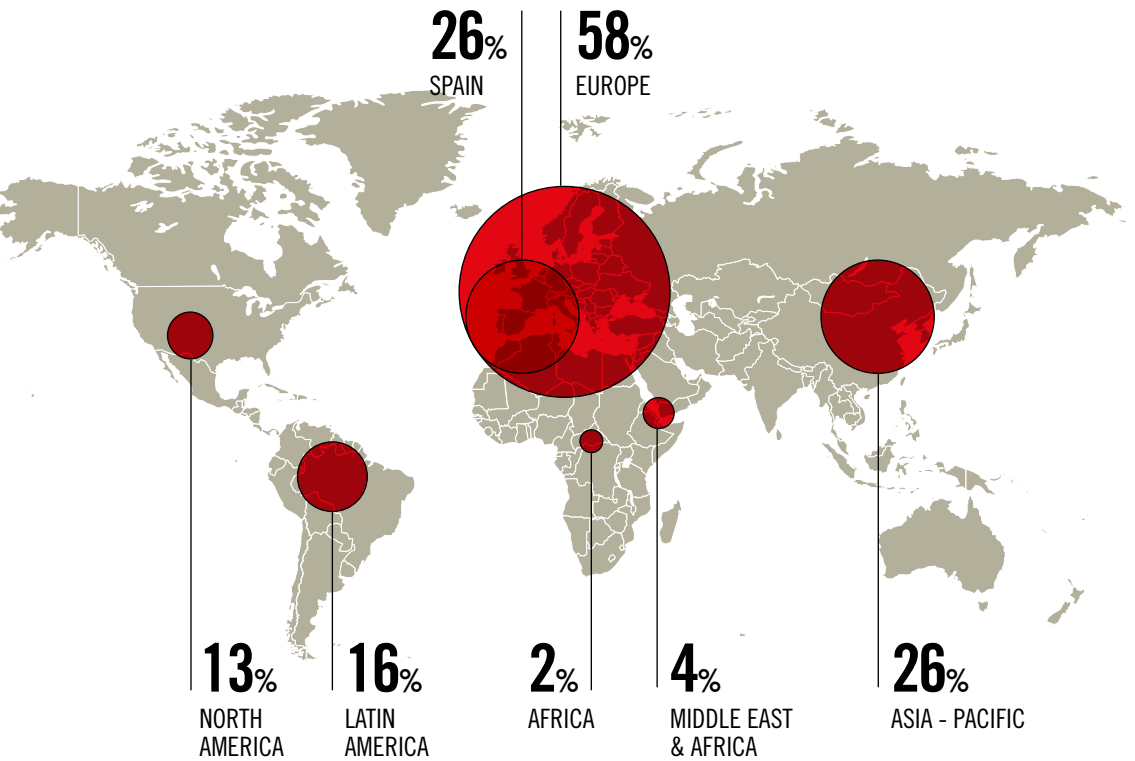
GMAT



AGE (at the end of MBA)

31
YEARS

REGIONAL BACKGROUNDS*



*Some of the students have double nationality.

EMPLOYMENT REPORT 2015

Consultancy once again proved to be the most attractive professional destination for IESE MBA graduates. Just under one third of all our accepted offers were in consulting in 2015.

We also saw a significant number of graduates leverage their MBA experience to change professional direction. This year, a full 83% of students took the opportunity to pursue their careers in new geographical locations, new functions or new sectors.

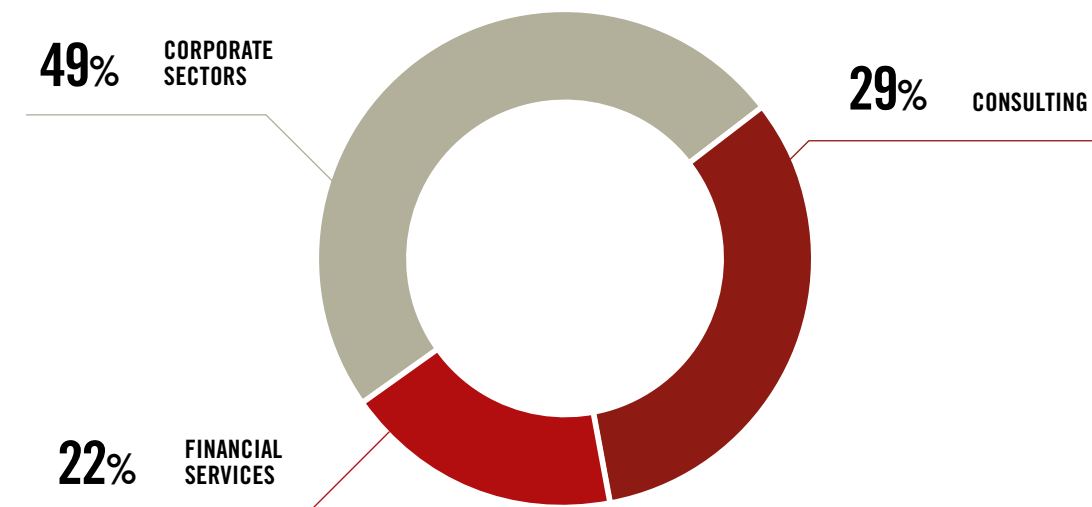
The global dimension of the program and learning experience was also reflected in the

international spread of job placements across Europe, North and Latin America, the Middle East and Africa and Asia-Pacific.

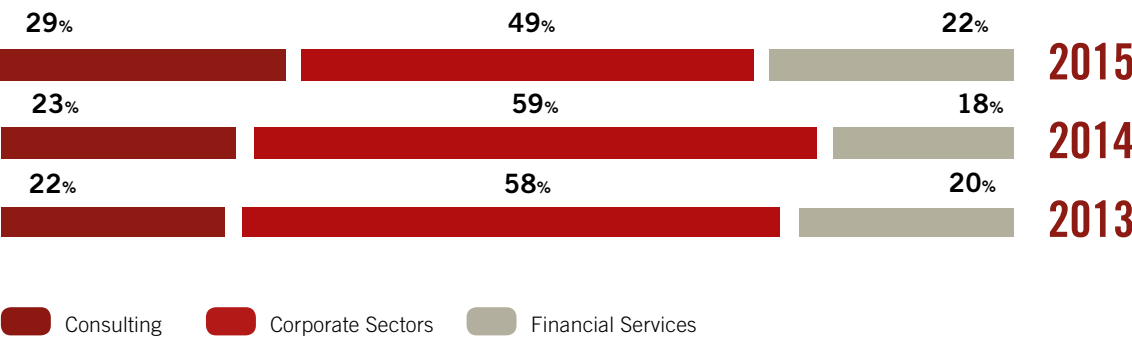
Some 65% of all job offers were facilitated by the IESE MBA Career Services team.

The following graphs show the breakdown of the 226 accepted job offers reported by students at the time of the report.

SECTORS



EVOLUTION OF SECTORS (3-YEAR COMPARISON)

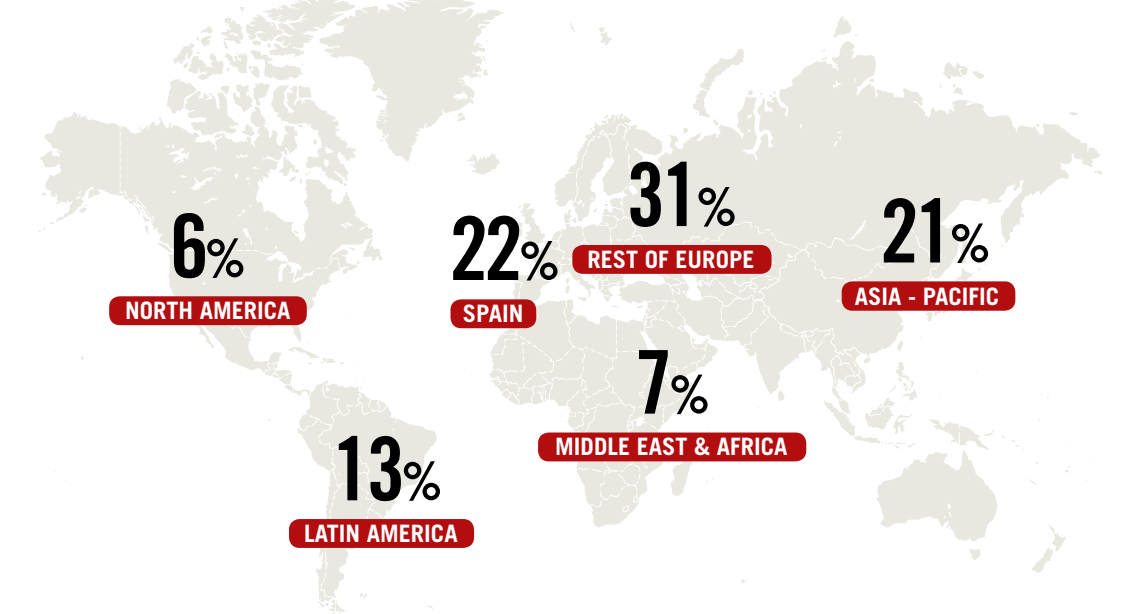


“The MBA has highlighted the importance of humility and a mindset of continuous self-improvement. This is emphasized in every course and further enhanced through team dynamics.”

Maria Antonia Parot, Chilean
MBA '16
Internship at SABMiller



FULL-TIME EMPLOYMENT BY REGION



SELECTED COUNTRIES WITHIN...

EUROPE (except Spain)

UNITED KINGDOM	11.5%
GERMANY	8%
SWITZERLAND	3.5%
FRANCE	1.4%
LUXEMBOURG	1.4%
AUSTRIA	1%
BELGIUM	1%
ITALY	1%
NETHERLANDS	1%
GREECE	0.4%
IRELAND	0.4%
TURKEY	0.4%

MIDDLE EAST & AFRICA

UNITED ARAB EMIRATES	3.8%
ANGOLA	0.8%
SAUDI ARABIA	0.8%
KUWAIT	0.4%
NIGERIA	0.4%
QATAR	0.4%
SENEGAL	0.4%

ASIA - PACIFIC

JAPAN	8.9%
SOUTH KOREA	4.5%
INDIA	3.6%
SINGAPORE	1.8%
AUSTRALIA	1%
CHINA	0.4%
NEPAL	0.4%
PHILIPPINES	0.4%

LATIN AMERICA

BRAZIL	4.4%
CHILE	2.8%
MEXICO	1.3%
PERU	1.3%
COLOMBIA	1%
GUATEMALA	1%
ARGENTINA	0.4%
HONDURAS	0.4%
NICARAGUA	0.4%



FULL-TIME EMPLOYMENT BY FUNCTION

CONSULTING	31%
FINANCE	21%
GENERAL MANAGEMENT	12%
MBA ROTATIONAL PROGRAM	12%
SALES & BUSINESS DEVELOPMENT	8%
MARKETING	4%
PROJECT MANAGEMENT	4%
CORPORATE STRATEGY	4%
OPERATIONS & LOGISTICS	2.3%
INFORMATION TECHNOLOGY	0.9%
PLANNING & ACCOUNTING	0.4%
PRODUCT DEVELOPMENT	0.4%

SOURCE OF OFFER

IESE MBA CAREER SERVICES	65%
OWN NETWORK (NON-IESE CONTACTS)	19%
STARTING OWN BUSINESS	6%
FAMILY BUSINESS	3%
IESE NETWORK	3%
ONLINE / ADVERT JOB SEARCH	2%
PREVIOUS EMPLOYER	2%

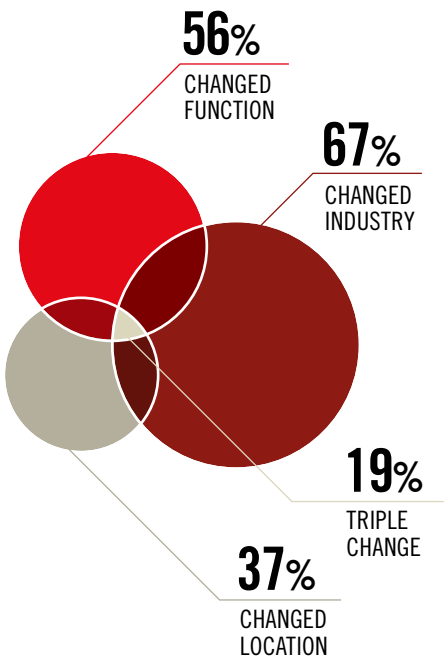
Does not include students going back to their sponsoring company.

CAREER CHANGERS

83% students changed at least one dimension of their career: location, function or sector.



SECTOR, FUNCTION AND LOCATION CHANGES



500+ RECRUITERS VISITED CAMPUS

91% HAD ACCEPTED AN OFFER THREE MONTHS AFTER GRADUATION*

*As per MBA CSEA reporting standards.

Salary Details

BY REGION (€)	GEOGRAPHIC REGION	AVG TOTAL SALARY	AVG BASE SALARY	RANGE	AVG VARIABLE	RANGE	SIGN-ON BONUS	% WITH SIGN-ON
	Europe excluding Spain	110,376	90,817	45,000 - 128,502	19,559	3,000 - 65,000	28,149	80%
	Spain	81,163	64,947	29,000 - 120,000	16,216	3,300 - 80,000	19,133	41%
	Middle East & Africa	140,271	111,772	68,217 - 192,600	28,499	10,000 - 45,277	19,485	73%
	United States & Canada	126,039	104,489	64,941 - 135,315	21,550	6,061 - 45,105	19,545	60%
	Latin America	105,356	84,098	40,594 -148,781	21,258	8,361 - 35,951	27,223	67%
	Asia - Pacific	107,621	81,404	18,944 - 135,359	26,218	2,706 - 162,431	15,932	44%
	Global	105,306	84,732	18,944 - 192,600	20,573	2,706 - 162,431	24,161	62%

BY INDUSTRY (€)	SECTOR	AVG TOTAL SALARY	AVG BASE SALARY	RANGE	AVG VARIABLE	RANGE	SIGN-ON BONUS	% WITH SIGN-ON
	Consulting	110,315	90,834	18,944 - 192,600	19,480	2,706 - 54,144	19,429	83%
	Financial Services	117,704	92,328	40,594 - 148,781	25,376	4,510 - 80,000	29,157	55%
	Corporate Sector	93,804	75,353	29,000 - 135,359	18,452	3,000 - 162,431	26,883	50%

BY FUNCTION (€)	FUNCTION	AVG TOTAL SALARY	AVG BASE SALARY	RANGE	AVG VARIABLE	RANGE	SIGN-ON BONUS	% WITH SIGN-ON
	Consulting & Corporate Strategy	112,927	90,911	33,000 - 192,600	22,016	3,300 - 162,431	17,642	74%
	Finance	118,042	93,535	54,180 - 148,781	24,507	6,601 - 80,000	28,482	59%
	General Management & Rotational Programs	91,088	76,513	18,944 - 144,336	14,574	2,706 - 35,000	24,924	57%
	Marketing & Communication	96,840	78,540	29,000 - 135,000	18,301	5,500 - 45,277	49,955	50%
	Operations & Logistics	75,437	70,906	45,000 - 101,956	4,531	3,000 - 7,219	29,768	57%
	Sales & Business Development	93,746	71,402	52,000 - 102,801	22,344	6,700 - 65,000	16,778	45%
	Other	94,203	68,433	40,594 - 84,705	25,770	19,063 - 32,476	21,120	67%

“The MBA provided me with a cross-functional analytical toolkit to fully understand the business challenge and to quickly generate an action plan with risks and priorities. This is essential for future managers in this increasingly complex and uncertain global environment”

Antonio Gómez Martínez de Lecea, Spanish
MBA '16
Internship at Bayer Healthcare Pharmaceuticals



Notes

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Consulting

IESE is known to be a global business school by top consulting firms. This translates into global employment opportunities for graduates.

It's important to note that, in consulting, knowledge of local languages and markets is essential. While opportunities remain global, few MBAs will opt to relocate to different regions for this reason. We do, however, see a significant proportion of participants change function or industry on graduation.

This year, we have noticed a small geographical shift from Europe to the Middle East and Africa, with the biggest increase in Dubai. We have also seen an increase in consulting opportunities opening up in Asia. There is also a trend towards in-house consulting within big corporations and a noticeable increase in consulting firms hiring for specific practices such as operations.

The following charts show information about accepted offers in consulting.

“The case method forces you to step outside your comfort zone and express your thoughts under pressure. By continually assessing situations in this way, I was able to enhance my problem-solving skills, build confidence in my own opinion and structure and communicate clear and succinct arguments - both as an individual and as part of a team.”

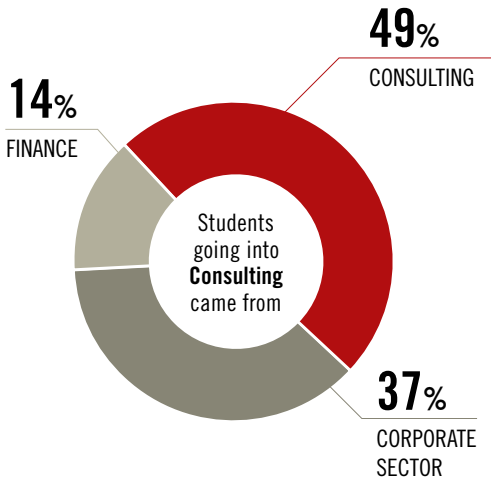
Stuart Horsburgh, British MBA '16
Internship at McKinsey & Company



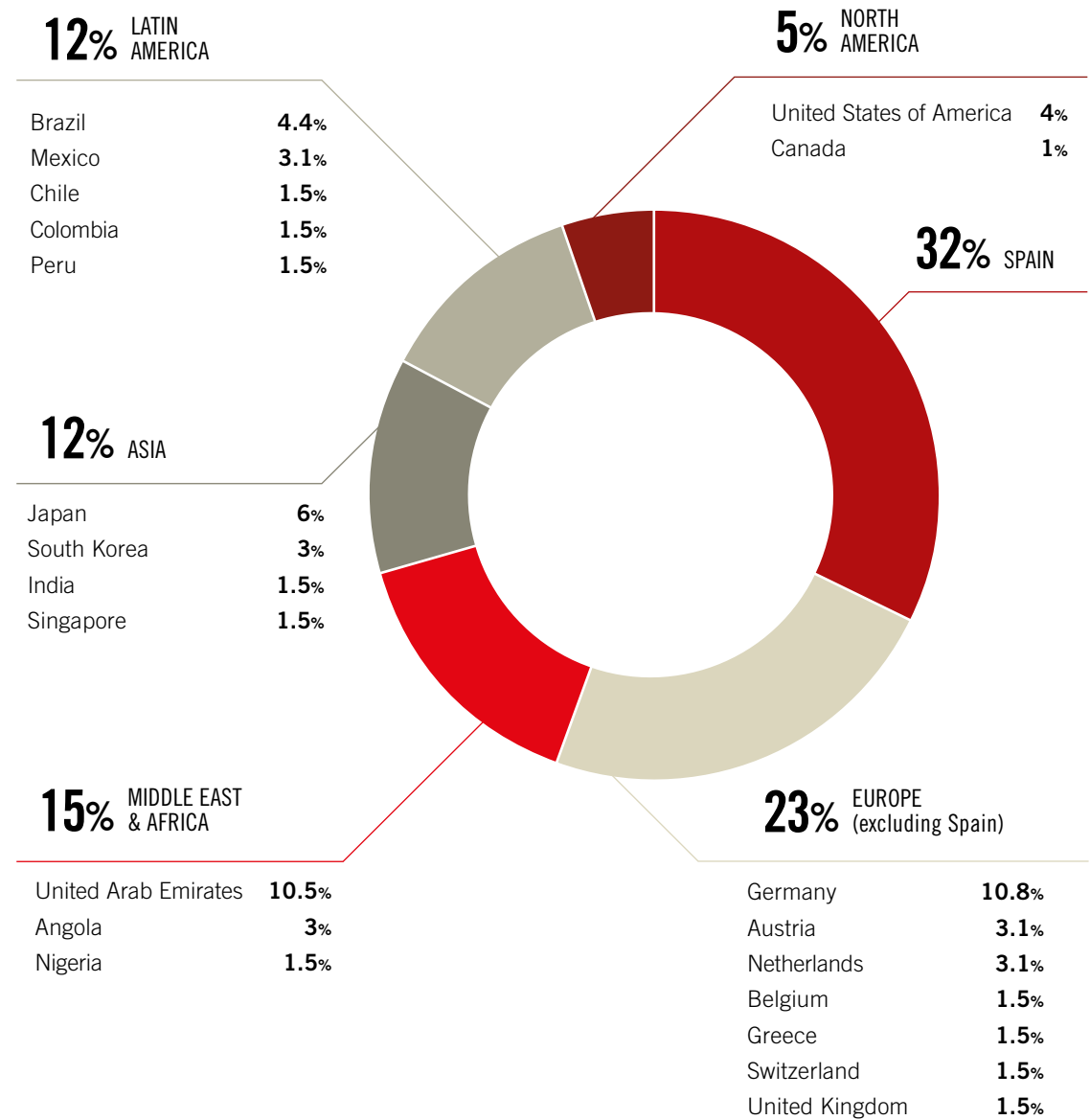
SELECTED RECRUITERS

A.T. KEARNEY
ACCENTURE
BAIN & COMPANY
BOOZ ALLEN HAMILTON
FALCONI
GLOBAL PRAXIS GROUP
INDRA BUSINESS CONSULTING
L.E.K. CONSULTING
MCKINSEY & COMPANY
MONITOR DELOITTE
OLIVER WYMAN
ROLAND BERGER
SIEMENS MANAGEMENT CONSULTING
SIMON-KUCHER & PARTNERS
TANFEETH
THE BOSTON CONSULTING GROUP
ZS ASSOCIATES

CAREER CHANGES



REGIONS



Financial Services

Just over one fifth of our MBAs opted for a role in financial services. Europe was the principal destination – with roughly 25% of offers based in London, driven by the strength of the investment banking sector. Switzerland also proved a key region for MBAs with the rise of personal banking.

The main roles fall into the following categories in order of significance: investment banking, investment management, insurance and rotational programs. The increase in total compensation over 2014 (+21%) was driven by the weakening of the euro against the GBP and the USD, the increase in investment banking packages at the associate level and the higher number of offers from that sector.

The following charts show the information about accepted offers in the financial services sector.

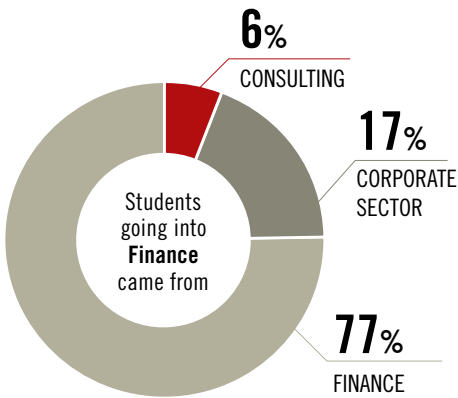


SUBSECTORS

Investment Banking Division	4.4%
Insurance	2.7%
Banking Rotational Programs	2.2%
Other Financial Services	1.8%
Private Equity	1.8%
Asset Management	1.3%
Markets (Sales and Trading)	1.3%
Retail/Commercial Banking	0.9%
Private Banking	0.9%

% of all job placements in 2015; does not include sponsored students going back to their previous employer (4.7%).

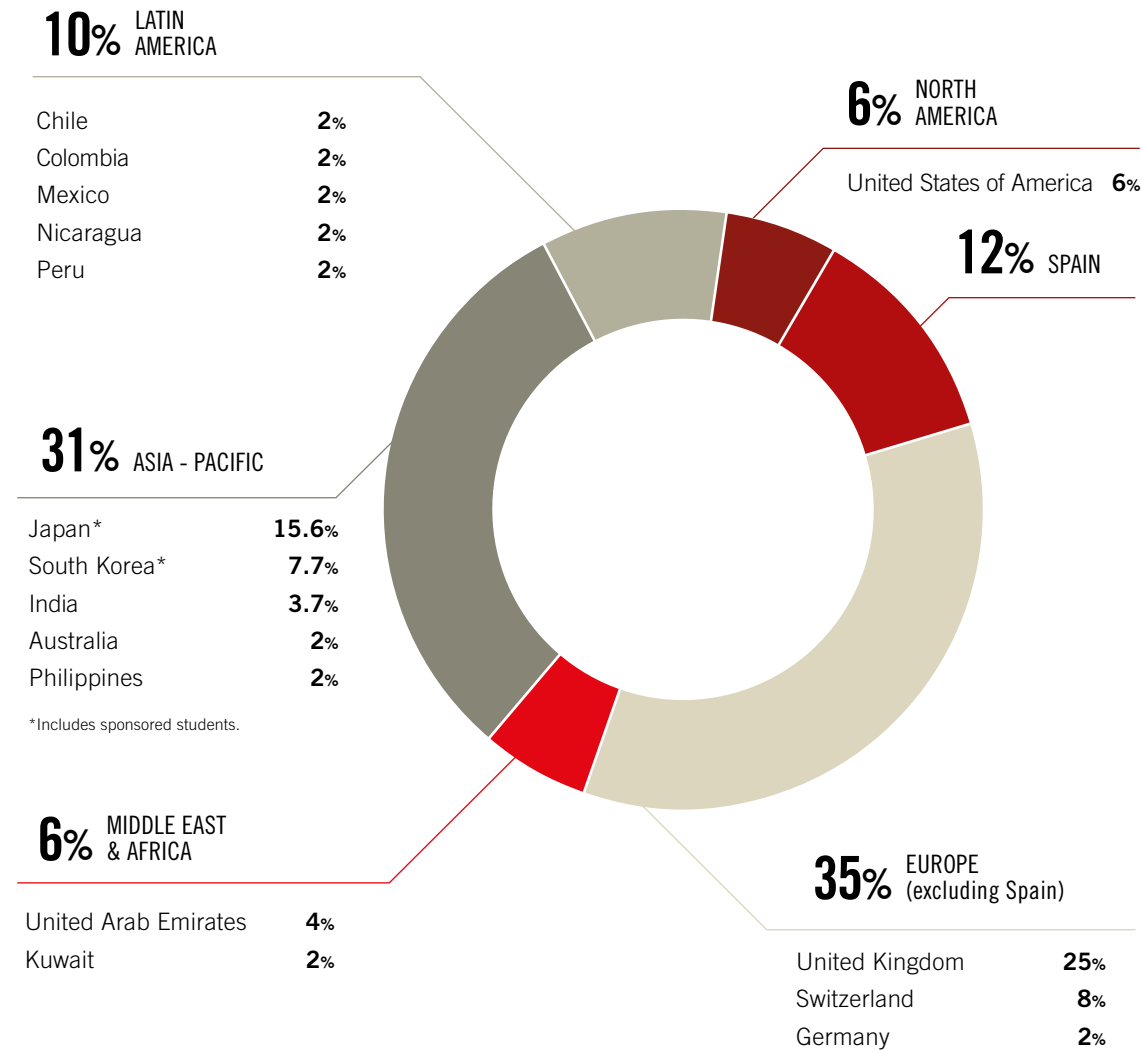
CAREER CHANGES



SELECTED RECRUITERS

AERIS CAPITAL
AIG
BANK OF AMERICA MERRILL LYNCH
CITI
CREDIT SUISSE
DEUTSCHE BANK
DOLPHIN FIRE GROUP
FAST TRACK INITIATIVE VENTURE CAPITAL
HSBC BANK
KPMG
METLIFE
MORGAN STANLEY
NOMURA
QUALITAS EQUITY PARTNERS
WHITTIER TRUST
ZURICH INSURANCE

REGIONS



“IESE offers comprehensive preparation for today’s labor market. Problem-solving skills are sharpened through the case method, while teamwork and communication are taken to the next level in a truly global student community. Most importantly, integrity is emphasized in every course.”

Andrea Hayem, Salvadoran
MBA '16
President of the IESE Finance Club
Internship at Morgan Stanley



Corporate Sectors

Digital disruption remains front of mind, with e-commerce the most attractive sector for graduates seeking roles in corporate sectors. The continued growth of e-commerce and Internet companies has outpaced all other corporate sectors and is almost double the size of the second largest sector.

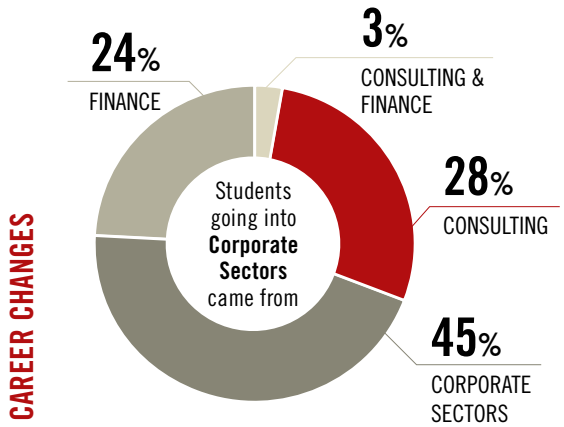
These companies are empowering IESE graduates to make significant career changes to embrace new opportunities. The top three destinations in Europe for those seeking employment in the corporate sector continue to be the United Kingdom, Germany and Spain.

The following charts show the information about accepted offers in the corporate sectors.

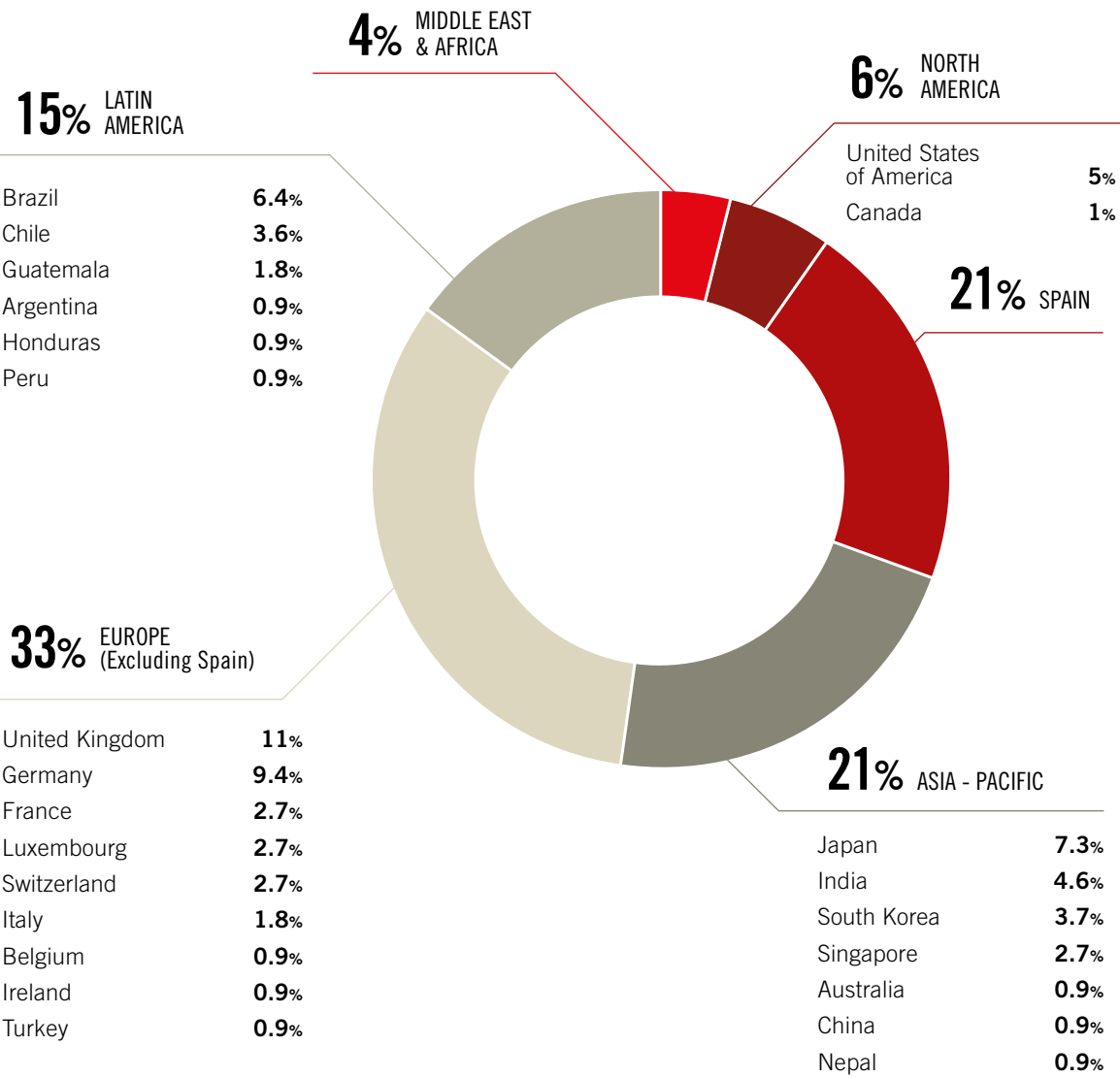


SELECTED RECRUITERS	AB INBEV
	AMAZON
	AMERICAN EXPRESS
	DIRECTV
	DOW CHEMICAL
	DROPBOX
	EMERSON
	ELI LILLY
	GAMESA
	GENERAL MOTORS
	GOOGLE
	JOHNSON & JOHNSON
	LATAM AIRLINES
	MANGO
	MICROSOFT
	MITSUI & CO.
	NOVARTIS
	ROCHE
	SIEMENS
	TELEFÓNICA
	UBER TECHNOLOGIES

SUBSECTORS	E-commerce	11.1%
	Healthcare	6.2%
	Information Technology	4.9%
	Consumer Goods	4.4%
	Retail (BtoC)	3.1%
	Automotive	2.2%
	Energy & Utilities	1.8%
	Industry	1.8%
	Other Professional Services	1.8%
	Electronics	1.3%
	Logistics & Transportation	1.3%
	Media & Publishing	1.3%
	Real Estate	1.3%
	Telecommunications	1.3%
	Chemical	0.9%
	Education	0.9%
	Other	3.1%
	% of all placements in 2015.	



REGIONS



“The opportunity to discuss different facets of business problems with people from totally different backgrounds is often a real eye-opener because it builds the ability to empathize with people who have a totally different outlook. This is a core aspect of the IESE MBA and a key part of becoming a global leader.”

Yashodhan Nevatia, Indian and Spanish
MBA '16
Internship at Google



Salary Details by Sectors

FINANCE (€)

GEOGRAPHIC REGION	AVG TOTAL SALARY	AVG BASE SALARY	RANGE	AVG VARIABLE	RANGE	SIGN-ON BONUS	% WITH SIGN-ON
United Kingdom	127,319	100,149	81,006 - 113,129	27,170	6,983 - 55,866	34,497	100%
Switzerland	126,467	107,085	94,235 - 128,502	19,382	4,712 - 42,834	10,708	50%
Rest of Europe	129,167	76,667	50,000 - 120,000	52,500	25,000 - 80,000	N/A	N/A
United States & Canada	111,184	92,014	76,678 - 108,252	19,170	13,531 - 24,808	22,552	33%
Latin America	101,640	79,148	40,594 - 148,781	22,491	13,396 - 32,476	23,757	100%
Asia - Pacific	97,283	78,474	63,147 - 107,480	18,809	4,510 - 33,587	3,359	14%

CONSULTING (€)

GEOGRAPHIC REGION	AVG TOTAL SALARY	AVG BASE SALARY	RANGE	AVG VARIABLE	RANGE	SIGN-ON BONUS	% WITH SIGN-ON
Europe excluding Spain	114,377	96,904	61,000 - 118,716	17,474	8,000 - 35,615	21,789	86%
Spain	79,736	66,750	33,000 - 84,000	12,986	3,300 - 25,000	16,091	69%
Middle East & Africa	145,520	119,417	70,000 - 192,600	26,102	10,000 - 37,888	19,485	100%
United States & Canada	154,101	127,489	121,783 - 135,315	26,612	11,727 - 45,105	19,170	100%
Latin America	122,425	98,265	77,881 - 117,915	24,160	9,985 - 35,951	24,603	100%
Asia	97,962	76,762	18,944 - 133,477	21,201	2,706 - 54,144	16,165	67%

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Salary Details by Sectors

CORPORATE SECTORS (€)

SECTOR	AVG TOTAL SALARY	AVG BASE SALARY	RANGE	AVG VARIABLE	RANGE	SIGN-ON BONUS	% WITH SIGN-ON
Consumer Goods & Retail	84,104	66,291	50,000 - 89,000	17,812	5,000 - 33,445	54,611	50%
E-commerce	87,414	78,822	48,495 - 101,956	8,592	3,000 - 20,000	28,794	77%
Healthcare, Pharma & Chemicals	80,050	68,862	29,000 - 102,801	11,188	4,853 - 30,000	25,188	69%
Industry & Manufacturing	160,741	98,949	45,000 - 135,359	61,791	10,000 - 162,431	24,269	33%
Real Estate & Hospitality	101,235	79,207	60,000 - 101,764	22,028	10,434 - 35,000	5,217	20%
Technology, Media & Telecom	96,008	77,973	52,000 - 108,252	18,035	6,061 - 65,000	8,742	27%
Transport, Logistics & Automotive	85,321	73,290	50,000 - 90,236	12,032	5,000 - 19,063	17,920	50%

GEOGRAPHIC REGION	AVG TOTAL SALARY	AVG BASE SALARY	RANGE	AVG VARIABLE	RANGE	SIGN-ON BONUS	% WITH SIGN-ON
Europe excluding Spain	96,669	80,910	45,000 - 107,542	15,759	3,000 - 65,000	26,917	72%
Spain	76,116	61,391	29,000 - 90,000	14,725	5,000 - 35,000	27,500	22%
United States and Canada	92,359	86,298	64,941 - 108,252	6,061	6,061 - 6,061	18,042	33%
Latin America	94,613	76,160	48,495 - 104,34	18,453	8,361 - 33,445	32,278	50%
Asia - Pacific	137,783	91,075	40,444 - 135,359	46,707	4,853 - 162,431	19,812	60%

SECTOR	AVG TOTAL SALARY	AVG BASE SALARY	RANGE	AVG VARIABLE	RANGE	SIGN-ON BONUS	% WITH SIGN-ON
Consulting & Corporate Strategy	105,782	76,825	48,495 - 135,359	28,957	5,000 - 162,431	11,989	25%
Finance	95,737	85,540	66,010 - 104,340	10,197	6,601 - 11,994	9,408	33%
General Management & Rotational Programs	85,631	73,494	40,444 - 116,489	12,137	4,853 - 35,000	22,315	50%
Marketing & Communication	92,514	76,238	29,000 - 108,252	16,275	6,000 - 33,445	49,955	64%
Operations & Logistics	80,635	77,635	53,000 - 101,956	3,000	3,000 - 3,000	29,768	80%
Sales & Business Development	90,056	65,292	52,000 - 75,000	24,764	6,700 - 65,000	16,689	50%

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SUMMER INTERNSHIP

Internships open up opportunities for students to experience new functions, sectors and regions. They are a chance to see the bigger picture, gain perspective and acquire valuable new skills. For recruiters, internships lead to more well-rounded, experienced prospects.

Companies are able to benefit from the talent of MBA students by putting them on projects that permanent staff members may not have time to undertake.

MBA students can lend support and expertise by applying their previous work experience along with the skills and knowledge developed during the first year of the MBA program.

While 21% of our students do their internships in finance, a significant proportion end up taking on roles in the consultancy sector (13%) and e-commerce (17%).

Of the total internships completed this year, 35% were undertaken in Spain, 34% in the rest of Europe and 12% in Asia. The remainder were done in other global regions, including Africa, Middle East, North America and Latin America. In Europe, the most popular location was the United Kingdom.



SOURCE OF OFFER

IESE MBA CAREER SERVICES	62%
OWN NETWORK (NON-IESE CONTACTS)	16%
IESE ENTREPRENEURSHIP ELECTIVE	11%
IESE NETWORK	7%
FAMILY BUSINESS	1.6%
ONLINE / ADVERT JOB SEARCH	1%
STARTING OWN BUSINESS	1%
PREVIOUS EMPLOYER	0.4%

Excludes students doing their summer internship with their sponsoring company (3%).



INTERNSHIP BY FUNCTION

FINANCE	22%
SALES & BUSINESS DEVELOPMENT	16%
GENERAL MANAGEMENT	15%
CONSULTING	15%
OTHER	12%
MARKETING	6%
CORPORATE STRATEGY	4%
OPERATIONS & LOGISTICS	3%
MBA ROTATIONAL PROGRAM	2%
HUMAN RESOURCES	1%
PRODUCT DEVELOPMENT	1%
RESEARCH	1%
PLANNING & ACCOUNTING	1%
INFORMATION TECHNOLOGY	1%

COMPENSATION DATA SUMMER INTERNSHIP

	AVG. WEEKLY SALARY (€)	AVG. DURATION (WEEKS)
Financial Services	1,828	9.9
Consumer Products	357	10
Technology	1,153	10.5
Consulting	1,668	9.7
Petroleum / Energy	485	10.3
Pharmaceutical / Biotechnology / Healthcare Products	1,566	10.5

The salary is negotiated directly with the candidate. Given our student profile, we recommend that the remuneration for the project should be equivalent to the salary received by an employee with the same level of responsibility and experience.

SELECTED INTERNSHIP COMPANIES

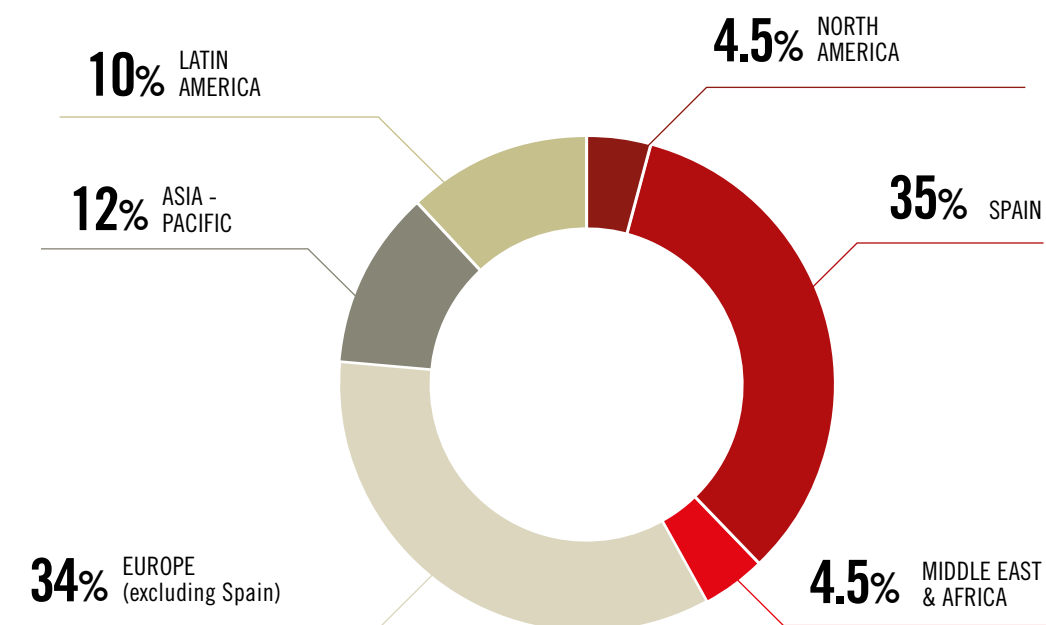
- AB Inbev
- A.T. Kearney
- Amazon
- Bank of America Merrill Lynch
- Citi
- Credit Suisse
- Gas Natural Fenosa
- Global Praxis Group
- Goldman Sachs
- Google
- Indra Business Consulting
- Johnson & Johnson
- McKinsey & Company
- Monitor Deloitte
- Morgan Stanley
- Schneider Electric
- The Boston Consulting Group
- UNICEF

“IESE’s demanding curriculum enabled me to manage my time efficiently, which has meant more timely decision making and more efficient leadership throughout my MBA.”

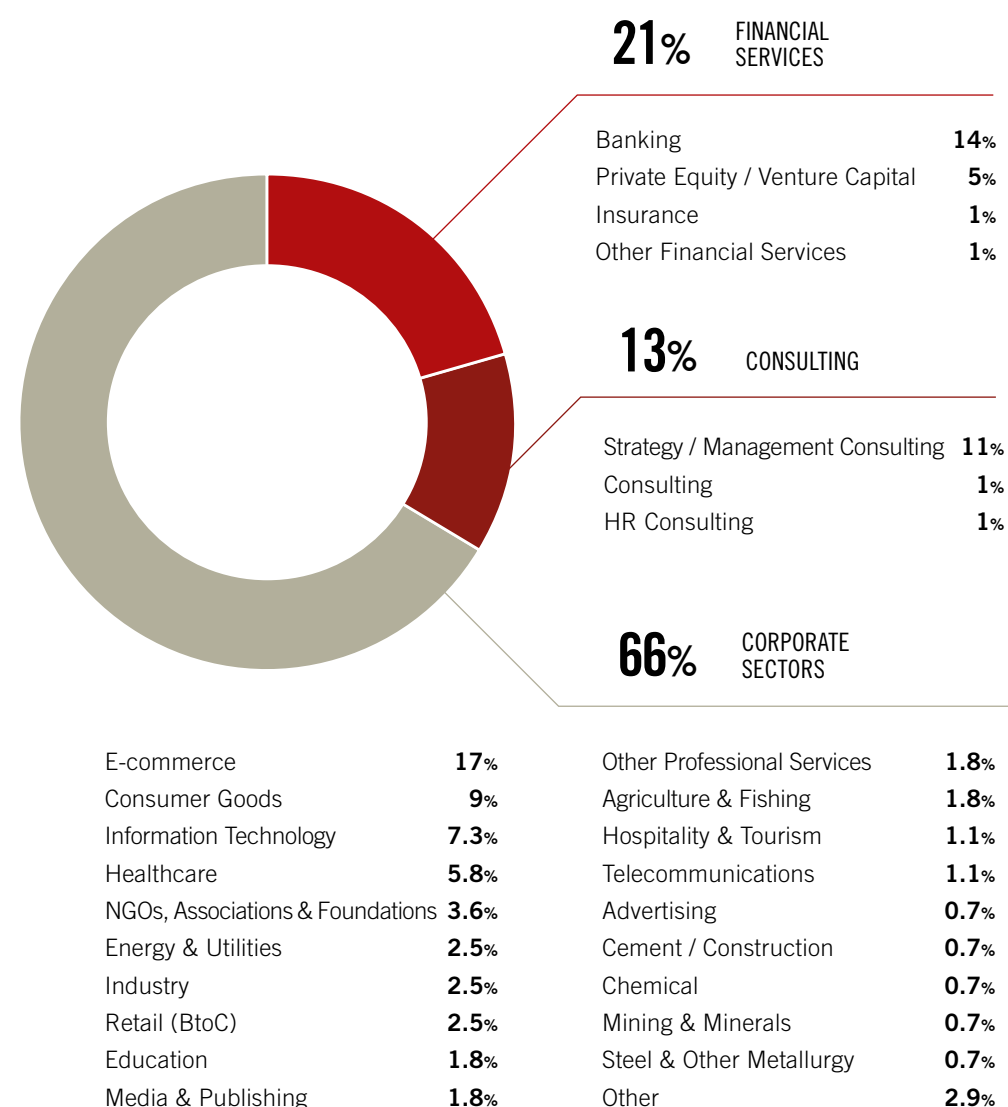
John Argyros, British and Zimbabwean
MBA ‘16
Internship at Amazon



INTERNSHIP BY REGION



INTERNSHIP BY INDUSTRY



Examples of Internships Undertaken by Students

CORPORATE STRATEGY

Projects undertaken include strategic planning and financial analysis. Focus areas include building models for international expansion and analysis of potential asset acquisition opportunities.

OPERATIONS

Students work on design and standardization of operational processes across geographies and markets to reduce costs and increase quality.

SALES & BUSINESS DEVELOPMENT

Focus areas are feasibility studies, big data analysis, reporting, and identifying business opportunities and market trends in different geographies.

FINANCE

Key areas include pricing policy, cost modeling, performance benchmarking, forecasting and resource allocation.

MARKETING

In marketing, students look at ROI on platforms, strategic planning, research, trends analysis and market sizing.

IT

Emerging areas of focus are knowledge-sharing platforms and collaborative technology. Students also worked on a business model to reduce a web-based learning platform's costs.



RECRUITING AT IESE

There are six ways companies can recruit IESE MBA talent:

KEY ACCOUNT MANAGEMENT

As a company, at IESE you will be assigned an Associate Director of Career Services, who will work with you to design the best strategy to achieve your recruitment goals.

ON-CAMPUS RECRUITMENT

Personal contact is by far the most effective means of making your organization and its employment opportunities known to students. Every year, over 100 companies come to the campus to present their opportunities through Career Forum events and individual company presentations. This comprehensive recruiting event includes presentations, a Career Fair, interviews and networking sessions. Held at different times of the year to comply with varying recruiting calendars, the Career Forums account for over 60% of our yearly placement.

MAIN TREKS & WORLDWIDE EVENTS

Treks bring MBA students together to network with potential recruiters all over the world.



JOB POSTINGS

All of our recruitment facilities are now centralized in the Online Recruitment Platform www.iese.edu/employers. By registering as an employer, you can post your available positions, search and identify student profiles and book on-campus events.

INTERVIEWS

Our team can help you arrange interviews on our campus and at other locations. We will make this process smooth and efficient, regardless of whether the interviews are held in person or via videoconference.

ENHANCING YOUR BRAND THROUGH STUDENT CLUBS

MBA student-run organizations are focal points of student activity and networking. Working with these clubs is an effective and efficient way to reach a targeted group of MBA students segmented according to industry and regional career focus.

There are a number of ways to get involved with these groups, including:

- Hosting club members during treks and individual company visits
- Organizing a case competition
- Presenting a business case
- Sending managers to deliver career-related and content-driven sessions
- Sponsoring a club or a club-run event

Contact your account manager for more information on how to participate in employment branding activities.



Regional Clubs

- Africa Business
- Asia Business
- Catalan Business
- French Business and Culture
- German Business
- Greater China Business
- Italian Business
- Japan Business
- Latin American Business
- Middle East and North Africa Business
- North American Business
- Portugal Business
- Spanish Business

Professional Clubs

- Consulting
- Energy
- Entrepreneurship
- Fashion and Luxury Goods
- Finance
- Global Trade, Shipping and Transportation
- Healthcare
- Innovation and Design
- Marketing
- Private Equity
- Real Estate, Hospitality and Tourism
- Responsible Business
- Sports Business
- Technology, Media and Telecommunications
- Venture Capital
- Women in Business

PLANNING YOUR ON-CAMPUS PRESENCE

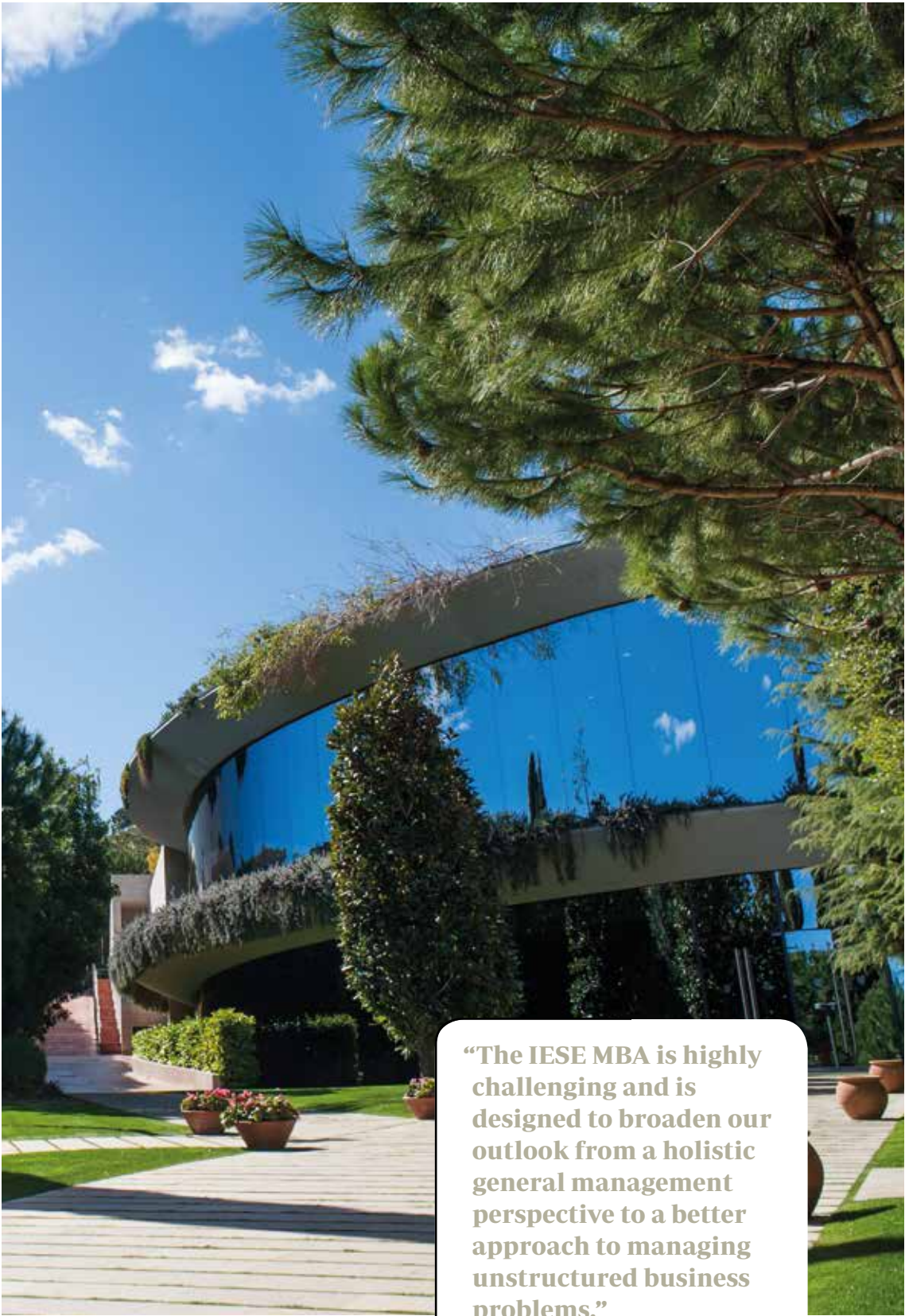
To plan effectively and ensure that the talent you are looking for is available, it is important to time your campus visit in relation to the MBA calendar.

FULL-TIME

15/16	CONSULTING & FINANCE	CORPORATE SECTORS
SEPT	CV BOOKS LAUNCH	
OCT	CAREER FORUM INTERVIEWS & OFFERS	
NOV		
DEC		
JAN		
FEB	CAREER FORUM	
MAR		
APR		
MAY	GRADUATION	
JUNE		
JUL		
AUG		

SUMMER INTERNSHIP

15/16	CONSULTING & FINANCE	CORPORATE SECTORS
SEPT	CV BOOKS LAUNCH	
OCT	CAREER FORUM	
NOV		
DEC		
JAN	INTERVIEWS & OFFERS	
FEB	CAREER FORUM	
MAR		
APR		
MAY		
JUNE		
JUL	SUMMER INTERNSHIP	
AUG		



“The IESE MBA is highly challenging and is designed to broaden our outlook from a holistic general management perspective to a better approach to managing unstructured business problems.”

Sharan Katara, Indian
MBA '16
Internship at Eli Lilly



COMPANIES RECRUITING AT IESE

Companies making summer internship or full-time offers in 2015.

A

- A PIECE OF PIE - INNOVATION SERVICES
- A-CONNECT
- A.T. KEARNEY
- AB INBEV
- ABERTIS
- ACCENTURE
- ACTEC
- ADVANCED MATERIALS TECHNOLOGY
- AERIS CAPITAL
- AGROAMB
- AIG
- AIRBNB
- ALFA CONSULTING WORLDWIDE
- ALMIRALL
- ALPHA FOUNDERS
- ALTADIS
- AMADEUS CAPITAL PARTNERS
- AMAZON
- AMERICAN EXPRESS
- APPDIRECT
- ARCELORMITTAL
- ARYANO INTERNATIONAL PRIVATE LIMITED
- ATLANTIC GRAINS
- AXIS CAPITAL MANAGEMENT

B

- B2W
- BAIN & COMPANY
- BANCO DE CRÉDITO DEL PERÚ
- BANCO SANTANDER
- BANK OF AMERICA MERRILL LYNCH
- BARCELONA ACTIVA
- BARCLAYS INVESTMENT BANK
- BARRY CALLEBAUT
- BASF
- BAYER BUSINESS CONSULTING
- BIG GAMES
- BOOLINO
- BOOS
- BOOZ ALLEN HAMILTON
- BRIDGES VENTURES
- BTS

C

- CAPITAL PHARMA
- CELSA GROUP
- CHALHOUB GROUP
- CHEFSCLUB
- CHEIL WORLDWIDE
- CISCO SYSTEMS

- CITI
- CLARO PARTNERS
- CÓDIGO BÁSICO
- COLLER CAPITAL
- COMCAST
- COMMONWEALTH BANK OF AUSTRALIA (CBA)
- CONECTOR STARTUP ACCELERATOR
- CONTINENTAL GRAIN COMPANY
- COOKINHOUSE
- CREDIT SUISSE
- CUPONATION

D

- DAIWA SECURITIES
- DELOITTE
- DESCIFRA
- DEUTSCHE BANK
- DIRECTV
- DISTRIBUIDORA MITRAS
- DOLPHIN FIRE GROUP
- DOW CHEMICAL
- DREAM INCUBATOR
- DREAMCHEAPER
- DROPBOX
- DSM NUTRITIONALS
- DSM SINOCHEM PHARMACEUTICALS

E

- ELI LILLY
- EMBAJADA DE ITALIA EN GUATEMALA
- EMERSON
- E.ON INHOUSE CONSULTING
- EY
- EZWIM

F

- FACEBOOK
- FALCONI
- FAST TRACK INITIATIVE VENTURE CAPITAL
- FOODPANDA (ROCKET INTERNET)
- FROMABIRDIE.COM
- FRUSELVA
- FRUX CAPITAL INVESTMENTS

G

- GAMESA
- GAS NATURAL FENOSA

- GENERAL MOTORS
- GEORGIA PACIFIC
- GLOBAL PRAXIS GROUP
- GLOBIS
- GOLDEN GEKKO
- GOLDMAN SACHS INTERNATIONAL
- GOODGAME STUDIOS
- GOOGLE
- GRUPO FINANCIERO BANORTE
- GRUPO LOGISTA

H

- HASEKURA PROGRAM
- HELPLING
- HILTON INTERNATIONAL
- HITACHI CONSULTING
- HOLIDOG
- HSBC BANK
- HUMAN CAPITAL LEADERSHIP INSTITUTE FT

I

- I-DEV INTERNATIONAL
- IDEATOR
- INDRA BUSINESS CONSULTING
- INFOSYS
- INMOBILIARIA ACONCAGUA
- INOPTSA
- INTACCT CORPORATION (FINTECH FIRM)
- INTEGRAL CORPORATION
- INTER-AMERICAN DEVELOPMENT BANK
- INTERBANK
- INTERNATIONAL BUSINESS MACHINES (IBM)
- INTERNATIONAL FEDERATION OF RED CROSS AND RED CRESCENT SOCIETIES
- INTERNATIONAL FINANCE CORPORATION
- INTERRISCO

J

- JEBSEN & JESSEN GROUP OF COMPANIES SOUTH EAST ASIA
- JERONIMO MARTINS
- JOHNSON & JOHNSON
- JONNY IBIZA
- JPMORGAN

K

- KADMON PHARMACEUTICALS
- KAISER ASSOCIATE
- KAL ROTH
- KOREA EXCHANGE BANK
- KOREA DEVELOPMENT BANK
- KPMG
- KUMHO TIRES
- KUWAIT UNIVERSITY

L

- L.E.K. CONSULTING
- LAMAGNETICA
- LANNOO PUBLISHING
- LATAM AIRLINES
- LAZADA
- LIDL
- LOOXENT INCORPORATED

M

- MANCHESTER CITY FOOTBALL GROUP
- MANGO
- MAPAL DR. KRESS KG
- MCKINSEY & COMPANY
- MENTION
- METLIFE
- MGS SALES
- MICROSOFT
- MITSUBISHI CORPORATION
- MITSUBISHI UFJ MORGAN STANLEY
- MITSUI & CO.
- MIURA
- MIZUHO GROUP
- MONGERAL AEGON SEGUROS
- MONITOR DELOITTE
- MORGAN STANLEY
- MPESO

N

- NATIONAL BANK OF KUWAIT
- NATIVE TOUCH
- NATURA COOK
- NAUTAL
- NESTLÉ
- NOMURA
- NOVARTIS
- NOVELIS

O

- OLAPIC
- OLIVER WYMAN
- ORIENTA

P

- PANDA AG & WATER, KOALA CAPITAL SICAV
- PENGUIN RANDOM HOUSE
- PERFUME AVENUE KATHMANDU
- POLMET DISPLAY
- PRIMAGAS
- PRODIGY FINANCE
- PROMSVYAZ BANK
- PUIG
- PULLMANTUR

Q

- QUALITAS EQUITY PARTNERS

R

- REAL PLAZA (PART OF LISTED ENTITY INRETAIL)
- RELIGARE FSG
- RIMAC SEGUROS
- RMS
- ROCHE
- ROLAND BERGER

S

- SABMILLER
- SAMSUNG ELECTRONICS
- SAMSUNG LIFE INSURANCE
- SAMSUNG FINE CHEMICALS
- SAS
- SCHNEIDER ELECTRIC
- SECURITAS DIRECT
- SELFIE
- SENSE
- SHELL INTERNATIONAL
- SIEMENS
- SIEMENS MANAGEMENT CONSULTING
- SIMON-KUCHER & PARTNERS
- SIMPLISICO
- SK HYNIX
- SK TELECOM
- SKINS INTERNATIONAL TRADING
- SKY AIRLINES
- SMBC NIKKO SECURITIES
- SOCIETE GENERALE CORPORATE AND INVESTMENT BANKING
- SOJITZ CORPORATION
- SOLER & PALAU
- STRATEGY&
- SUGAWARA CORPORATION
- SUMITOMO MITSUI TRUST BANK
- SYMRISE
- SYNGENTA CROP PROTECTION

T

- TANFEETH
- TATA TELESERVICES
- TBC
- TECNOLOGÍA PARA LA CONSTRUCCIÓN Y MINERÍA
- TELEFÓNICA
- TERMINATOR MARKETING
- TESTABIT
- TEXTUFIL
- THE BOSTON CONSULTING GROUP
- THE COCA-COLA COMPANY
- TIME WARNER
- TOYOTA
- TRAVELPERK
- TRIUM INVESTMENTS
- TROVEL
- TURKISH COMPETITION AUTHORITY
- TVSMILES

U

- UBER TECHNOLOGIES
- UNICEF
- UNITED NATIONS WORLD FOOD PROGRAMME

V

- VF CORPORATION
- VODAFONE
- VONDST ADVOCATEN

W

- WERFEN GROUP
- WHATNOW?!
- WHITTIER TRUST
- WUAKI.TV

Y

- YAHOO!

Z

- ZANOTTI + CATTANEO
- ZPARKCAPITAL
- ZS ASSOCIATES
- ZURICH INSURANCE

SERVING YOUR NEEDS

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We are a team of 17 members representing over 10 nationalities and based out of our campuses in Barcelona, New York and Sao Paulo, and offices in Singapore, Tokyo and Shanghai. In order to provide expert strategic advice on employment branding and recruitment, IESE's MBA Career Services Department is organized by main MBA recruitment industry and region.

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**A WAY TO LEARN
A MARK TO MAKE
A WORLD TO CHANGE**

 IESE Business School

 IESE Business School

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