



2011-2012 / MBA RECRUITING

READY TO LEARN
READY TO LEAD

HARVARD | BUSINESS | SCHOOL

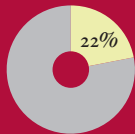
THERE IS NO TYPICAL HBS STUDENT, AND THERE IS NO TRADITIONAL CAREER PATH THAT HE OR SHE FOLLOWS.

Our students have a common goal of wanting to make a difference in the world through the impact and engagement they will bring to your organization.

CLASS OF 2011 *Student Profile at Matriculation*



342
WOMEN



210
U.S. ETHNIC
MINORITIES



339
INTERNATIONAL

941

NUMBER OF STUDENTS*

Average Months of Post-College Work Experience	41
Number of Industries Represented	59
Number of Countries Represented	70

UNDERGRADUATE MAJOR

40%	33%	26%	<2%
HUMANITIES AND SOCIAL SCIENCES	ENGINEERING AND NATURAL SCIENCES	BUSINESS ADMINISTRATION	OTHER

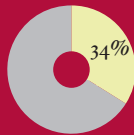
CLASS OF 2012 *Student Profile at Matriculation*



323
WOMEN



210
U.S. ETHNIC
MINORITIES



308
INTERNATIONAL

894

NUMBER OF STUDENTS*

Average Months of Post-College Work Experience	44
Number of Industries Represented	60
Number of Countries Represented	73

UNDERGRADUATE MAJOR

43%	33%	23%	1%
HUMANITIES AND SOCIAL SCIENCES	ENGINEERING AND NATURAL SCIENCES	BUSINESS ADMINISTRATION	OTHER



*Total number of students as of May 2011.



MBA 2012

RAWIAH ABDALLAH

“I want to contribute to the growth of small and medium businesses in Egypt and, from there, throughout Africa. It’s an underserved sector where I can make a big impact through funding and consulting. When small businesses are properly financed and advised, they will make large contributions to the economy of their countries.”

HOME REGION

Cairo, Egypt

UNDERGRADUATE EDUCATION

The American University in Cairo

PREVIOUS EXPERIENCE

Associate, The Boston Consulting Group, Dubai

HBS ACTIVITIES

Co-President of Volunteers Club, Venture Capital and Private Equity Club, Middle East and North Africa Club, Africa Business Club, Social Enterprise Club

SUMMER INTERNSHIP

Center of High-Impact Entrepreneurship, Endeavor, New York

COLLABORATE WITH A STUDENT CLUB

No matter your level of engagement, collaborating with a student club is an excellent opportunity to meet a targeted group of students. From the Women's Student Association to the African American Student Union to the European Club, student clubs play an integral role in building awareness of the opportunities at your firm.

On-campus activities organized by student clubs include distinguished speakers, conferences, and career fairs. Last year, HBS students organized more than 20 club conferences. The Social Enterprise Conference attracted over 1,000 attendees, and Cyberposium was attended by 750. Hosting a club event at your organization is also a great way to meet students with an interest in your firm.



BENJAMIN STORY
San Diego, California, MBA 2012

"Having a theater degree, I wanted a business degree that would allow me to grow my career in a way that merges art and business."

38%

SECOND-YEAR STUDENTS ACCEPTED FULL-TIME OFFERS FROM THEIR SUMMER INTERNSHIP EMPLOYERS

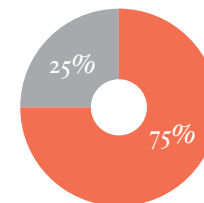
63%

SECOND-YEAR STUDENTS CHANGED INDUSTRIES

83%

FIRST-YEAR STUDENTS CHANGED INDUSTRIES

**This report conforms to the MBA Career Services Council standards for reporting MBA Employment Statistics. All employment and compensation information is self-reported. All figures in this report are rounded to the nearest whole number; therefore, totals do not always equal 100%. All compensation data is reported in U.S. dollars. Compensation is not listed for categories reported by less than 1% of students seeking employment. Other guaranteed compensation includes only those offer components that are guaranteed; it does not include bonuses, reimbursements, profit sharing, 401(k) match, stock and/or stock options, etc.*

CLASS OF 2011 *Employment Profile*

708

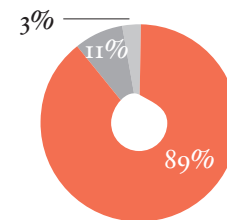
SOUGHT EMPLOYMENT

233

DID NOT SEEK EMPLOYMENT

- 14% Company Sponsored
- 7% Starting Own Business
- 1% Continuing Education
- 1% Postponed Job Search
- 2% Other

941 TOTAL NUMBER OF STUDENTS

CLASS OF 2012 *Employment Profile*

797

SOUGHT EMPLOYMENT

72

DID NOT SEEK EMPLOYMENT

- 2% Company Sponsored
- 3% Starting Own Business
- 1% Continuing Education
- 1% Postponed Job Search
- 2% Other

25

NO INFORMATION AVAILABLE

894 TOTAL NUMBER OF STUDENTS

80

STUDENT CLUBS

1,700+

CLUB EVENTS HELD

➤ **FOR THE LATEST HBS NEWS,** happenings, and curricular innovations, visit our newsroom at www.hbs.edu/news.



JD/MBA 2013

ANDREW KINARD

“HBS places a large emphasis on setting common values with respect to differing opinions, on developing acceptable norms about how to promote discussions. That emphasis is invaluable — having a breadth of experiences has been both professionally and personally enriching.”

HOME REGION

Spartanburg, SC

UNDERGRADUATE EDUCATION

United States Naval Academy

PREVIOUS EXPERIENCE

Platoon Commander, 2nd Light Armored
Reconnaissance Battalion

HBS ACTIVITIES

Armed Forces Association

SUMMER INTERNSHIP

Summer Associate, Fortress Investment Group, New York

INNOVATION AT HBS

More than 600 Entrepreneurship Club members devote time to understanding the unique needs of startups, the challenges of founding a new business, and how to thoughtfully bring innovation to large organizations. In addition to the Entrepreneurship Club, the Rock Center, the new Innovation Lab, and over 20 entrepreneurship courses, entrepreneurial thought and action are integrated throughout the HBS education, preparing students for the ever-changing business environment.

7%

FIRST- AND SECOND-YEAR STUDENTS ACCEPTED FULL-TIME OR INTERNSHIP POSITIONS AT A STARTUP

10

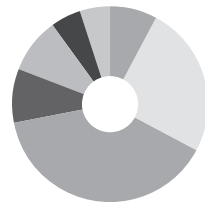
INDUSTRIES REPRESENTED AMONG STUDENTS ACCEPTING POSITIONS IN STARTUPS

➤ COMPLETE EMPLOYMENT DATA for the Classes of 2011 and 2012, along with a recruiting partners list, can be found at www.hbs.edu/recruiting/mba/data-and-statistics.

EMPLOYMENT *By Industry*

24% Consulting	3% Nonprofit/Government
5% Consumer Products	2% Other Financial Services
2% Entertainment/Media	3% Retail
4% Healthcare	4% Services (includes Real Estate)
10% I-Banking/Sales & Trading	11% Technology
12% I-Management/Hedge Funds	16% VC/PE/LBO
5% Manufacturing	

EMPLOYMENT *By Function*



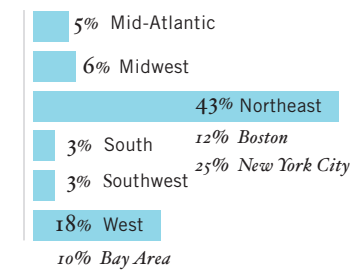
7% Business Development
25% Consulting
39% Finance
9% General Management
9% Marketing
5% Strategic Planning
5% Other



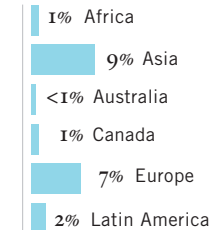
MARGARITA DE LA PIEDRA CARRILLO
Lima, Peru, MBA 2011

“For me, impact is not just about profits, but also the social environment and the overall effect. I look forward to proposing ideas, implementing plans, and seeing a difference.”

EMPLOYMENT *By Location*



79%
UNITED STATES



21%
INTERNATIONAL

COMPENSATION*

	Median Base Salary	Median Other Signing Bonus	Guaranteed Compensation
Consulting	\$125,000	\$20,000	\$15,000
Consumer Products	96,000	22,000	n/a
Entertainment/Media	100,000	10,000	n/a
Healthcare	110,000	20,000	16,500
I-Banking/Sales & Trading	100,000	40,000	40,000
I-Management/Hedge Funds	125,000	25,000	102,500
Manufacturing	120,000	20,000	n/a
Nonprofit/Government	90,000	n/a	n/a
Other Financial Services	115,000	23,500	n/a
Retail	100,000	12,500	n/a
Services (includes Real Estate)	120,000	18,250	n/a
Technology	115,000	17,000	16,000
VC/PE/LBO	134,000	25,000	115,000
All Industries	\$120,000	\$20,000	\$35,000

68% RECEIVED A SIGNING BONUS

17% RECEIVED OTHER GUARANTEED COMPENSATION



DEBORA LEHRER

MBA 2012

“My HBS experience has confirmed for me that I want to be a leader in the sports industry. Time at HBS has allowed me to discover what really excites me while giving me the tools to successfully pursue a career in those areas.”

HOME REGION

Mamaroneck, New York

UNDERGRADUATE EDUCATION

Dartmouth College

PREVIOUS EXPERIENCE

Coordinator, International Licensing, Major League Baseball

HBS ACTIVITIES

Admissions Ambassador, Co-President Business of Sports Club, Entertainment and Media Club, Marketing and CPG Club

SUMMER INTERNSHIP

Marketing Intern, Olympic Park Legacy Company, London

GLOBAL HIRING

Over 1,000 students have experience working outside of the United States and 55 languages are spoken fluently among students, demonstrating the global environment at HBS.

23%

FIRST-YEAR STUDENTS WENT ABROAD FOR THEIR INTERNSHIPS

27%

SECOND-YEAR INTERNATIONAL STUDENTS ACCEPTED FULL-TIME OPPORTUNITIES IN THEIR HOME COUNTRY

52%

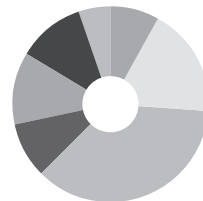
SECOND-YEAR INTERNATIONAL STUDENTS ACCEPTED POSITIONS IN THE UNITED STATES

➤ **OUR STUDENT PROFILES** demonstrate the diversity, intellect, and innovation on campus. Get to know more of our students at hbs.edu/recruiting/mba/the-hbs-advantage.

EMPLOYMENT *By Industry*

15% Consulting	5% Nonprofit/Government
6% Consumer Products	3% Other Financial Services
4% Entertainment/Media	4% Retail
6% Healthcare	3% Services (includes Real Estate)
12% I-Banking/Sales & Trading	13% Technology
9% I-Management/Hedge Funds	13% VC/PE/LBO
8% Manufacturing	

EMPLOYMENT *By Function*



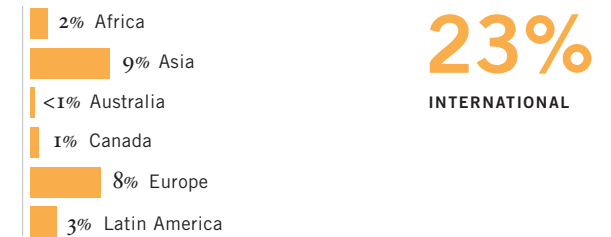
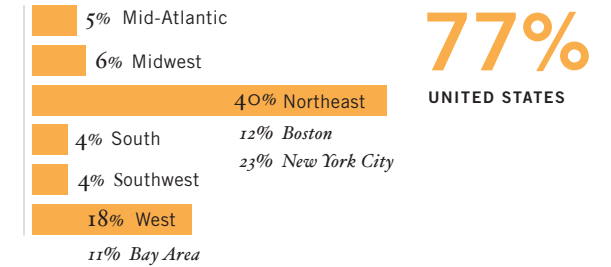
8% Business Development
18% Consulting
36% Finance
9% General Management
12% Marketing
11% Strategic Planning
5% Other



NELSON YUAN
San Mateo, California, MBA 2011

“One of the things they stress at HBS is responsibility, the strong sense of ethics that must inform the decisions we make and the way we influence our colleagues. Here, I’m internalizing what it means to be a significant figure as a business leader, a person who shapes a company’s culture.”

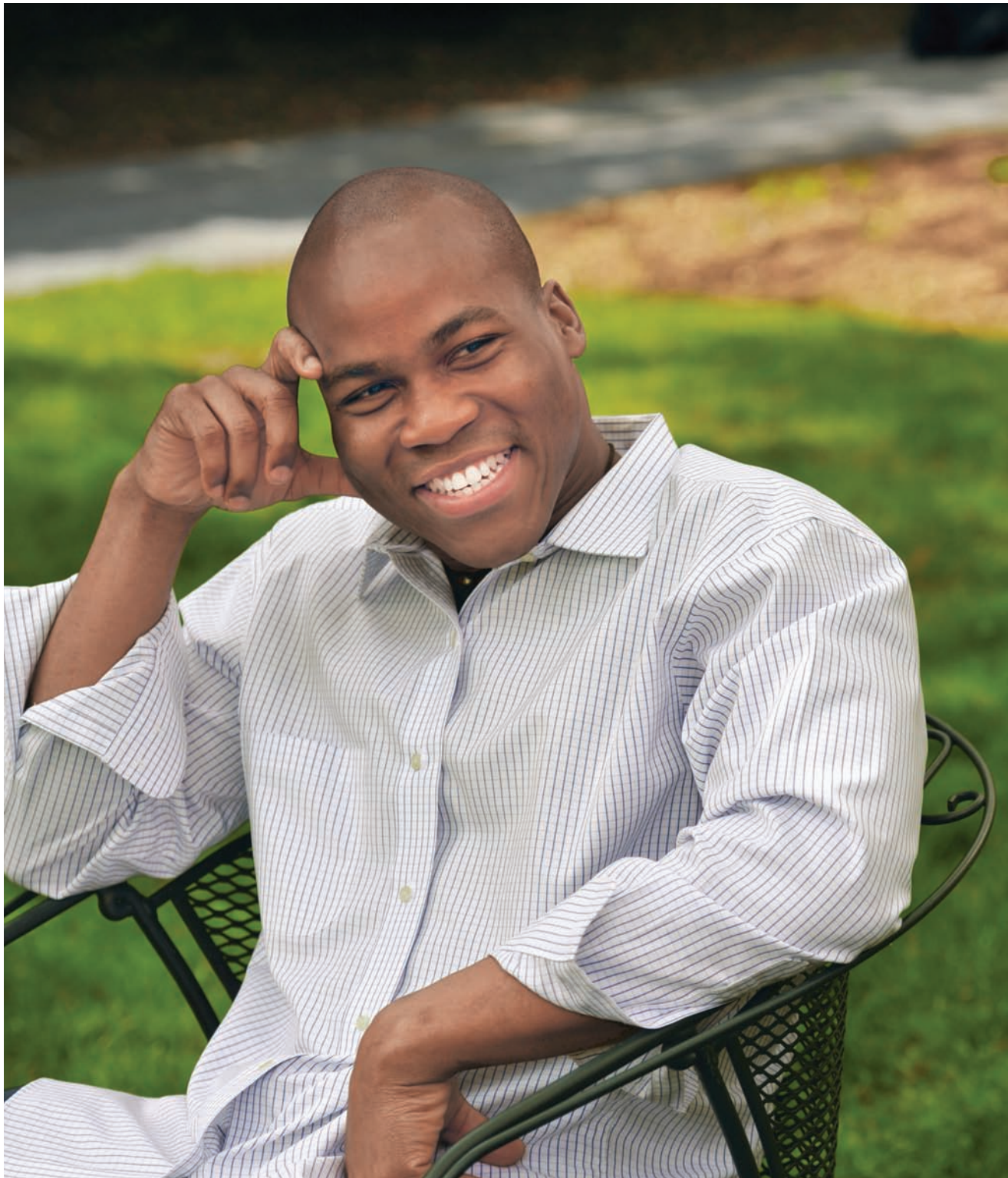
EMPLOYMENT *By Location*



COMPENSATION*

	Median Monthly Base Salary	Median Other Guaranteed Compensation
Consulting	\$10,000	\$6,000
Consumer Products	6,000	5,000
Entertainment/Media	4,310	n/a
Healthcare	6,666	2,000
I-Banking/Sales & Trading	8,333	2,500
I-Management/Hedge Funds	9,000	5,000
Manufacturing	7,400	2,400
Nonprofit/Government	2,500	n/a
Other Financial Services	5,000	n/a
Retail	4,620	3,000
Services (includes Real Estate)	4,740	n/a
Technology	6,400	4,000
VC/PE/LBO	8,000	n/a
All Industries	\$7,500	\$3,000

12% RECEIVED OTHER GUARANTEED COMPENSATION



MBA 2011

LARRY BRAITHWAITE

“I approached HBS with a combined interest in entrepreneurship and community development. It was the right fit, because general management is the best preparation for the unknown challenges an entrepreneur might face.”

HOME REGION

New York, NY

UNDERGRADUATE EDUCATION

University of North Carolina

PREVIOUS EXPERIENCE

Investment Manager, ASB Real Estate Investments, Maryland

HBS ACTIVITIES

African American Student Union, Real Estate Club, Sales Club, Social Enterprise Club

POST-HBS POSITION

Vice President, ASB Real Estate Investments, Maryland

ENGAGING WITH OUR OFFICE

A majority of students come to HBS looking to switch their industry, function, or location. Our office’s mission is to support students through self-assessment, coaching, and industry education programs, so they can make the career choice that’s right for them. We also work to meet your organization’s unique hiring needs. Contact our dedicated industry and location managers to hold a strategy session and learn how best to reach our students.

45

CLUB RESUME BOOKS AVAILABLE

70%

MEMBERS OF THE CLASS OF 2011 ADDRESSED ORGANIZATIONS’ REAL-TIME CHALLENGES THROUGH FIELD-BASED LEARNING

47

CITIES VISITED BY CAREER & PROFESSIONAL DEVELOPMENT SECTOR MANAGERS FOR RECRUITING STRATEGY SESSIONS

➤ **TAKE A CLOSER LOOK** at recruiting students with an interest in technology, social enterprise, Greater China, and more industries and locations at www.hbs.edu/mba/recruiting-strategies.

Just as every company is unique, your recruiting strategy should be, too. Our office takes a personalized approach to your hiring needs. When developing your recruiting strategy, be thoughtful about who your ideal candidates are and how you can create awareness among a larger audience before targeting a select group of students.

CREATE BRAND AWARENESS AMONG LARGE GROUPS OF STUDENTS

There are numerous ways to successfully market your company’s opportunities to the more than 1,800 students at HBS.

Post a Job in Career Hub

Students have the ability to search job postings in Career Hub via criteria, including industry, function, and location, providing your company with an easy way to target students with an interest in your organization.

Hold a Company Presentation

Company Presentations are offered throughout the year for first- or second-year students, providing recruiters with a forum to educate students about the opportunities at your organization.



MALLIKA AHLUWALIA
Delhi, India, MBA/MPA-ID 2011

“I wanted to learn how the private sector can contribute to the resolution of international development challenges.”

Participate in Recruiting Events

A wide variety of networking events enables you to meet students and market opportunities at your organization. Events are directed toward first- or second-year students, allowing companies to network or present to a targeted audience.

TARGET SMALLER GROUPS OF STUDENTS

With an abundance of student clubs, conferences, career treks, and more, it’s no surprise that interests among HBS students stretch far beyond a handful of industries. Reaching out to smaller groups of students whose interests are aligned with those of your firm is a valuable way to engage students on campus.

Connect with a Student Club

Activities organized by student clubs include distinguished speakers, educational demonstrations, conferences, and career fairs.

Engage in Field-based Learning

Organizations benefit from sponsoring an Independent Project in which students tackle real-world business challenges.

CONNECT WITH INDIVIDUAL STUDENTS

Reach out to students you’ve identified as potential candidates.

Request a Resume Book

Identify candidates who meet your needs by searching our student resume database.

Interview

Our office can help manage your interview schedule and facilitate your event, all at no cost to your organization.

Virtual Recruiting

Video conferencing is a great option for employers who cannot travel to campus to interview students. Students can access our facilities 24 hours a day, 7 days a week.

FOR MORE INFORMATION ON RECRUITING AT HBS, VISIT WWW.HBS.EDU/RECRUITING/MPA.



Recruit

MBA STUDENTS Hire current students for your summer or full-time positions.

ALUMNI Connect with HBS alumni for your immediate hiring needs.



Learn

MBA PROGRAM Encourage your employees to apply to HBS.

EXECUTIVE EDUCATION Continue your lifelong learning at HBS.

HARVARD BUSINESS PUBLISHING Access content from the world's top business minds.



Engage

MBA PROGRAM Collaborate with student clubs to increase your brand awareness on campus.

CORPORATE GIVING Enhance your firm's relationship with HBS.

ALUMNI CLUB Network with alumni around the globe on a wide range of business and social levels.

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