

We're here to help.

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UBC Sauder Talent

Your Guide to Recruiting

Hari B. Varshney
Business Career Centre

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THE UNIVERSITY OF BRITISH COLUMBIA



UBC SAUDER
SCHOOL OF BUSINESS



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UBC Sauder by the Numbers

#1

Best Business Program
in Canada
Maclean's University Rankings 2020

#1

in Canada for Business
and Economics
*Times Higher Education World
University Rankings 2020*

4,200+

current students

Over

40,000

alumni in 80 countries

Why UBC Sauder?

UBC Sauder's Vision

"To build a more just, sustainable
and prosperous world through
innovation and responsible
leadership."

As we prepare our outstanding and diverse students for the world of work, we impart the values of rigor, respect and responsibility from day one. We highlight these values through transformative learning experiences, both inside and outside the classroom, to help students develop a deeper understanding of themselves and the world around them. Through this, and an innovative focus on emotional intelligence development, we encourage our students to consider the wider impact of their actions and to find proactive ways to empower others on their journeys as responsible leaders.



Hari B. Varshney

Business Career Centre



Getting students career and life ready

As innovative career educators, we support our students to create meaningful personal and professional lives and prepare them for the future of work through customized services focused on personal and professional development and engagement with business communities.



Personal Development

We offer a wide range of programs and services to help students build their self-awareness and understand their personal values, strengths and aspirations. With this foundation, students are better prepared to forge careers that are meaningful to them. They will understand how their values align with future employers and how they can add to an organization's culture.

These services include 1:1 career coaching and emotional intelligence (EQ) development opportunities, among others. We provide students with tools to grow as empathetic, responsible leaders to help them thrive today and in their future careers.

24 staff certified in EQ coaching (2018-19)

877 student EQ assessment debriefs (2018-19)



Professional Development

We provide students with the tools to successfully transition from the classroom into the workplace. Considering our employers' needs, the market and our students' professional goals, we offer work experience opportunities for students to gain the hard skills and the human skills that are essential for current and future success.

Through our Co-op work terms, internships, real-world consulting opportunities, mentorship programs and more, we prepare students to add value to organizations as soon as they walk in the door.

122 UBC Sauder students participated in mentorship programs (2019-20)

777 Co-op work terms, internships and volunteer consulting projects facilitated by the Business Career Centre (2019/2020)

Career Centre's Vision

"Students are ready for their unique career journeys as responsible leaders, both today and tomorrow."



Engagement with Business Communities

Employers like you are vital to our students' career development, which is why we foster a rich network between our students and business communities.

Through informational interviews, mock interviews, networking events, company information sessions, case competitions and live cases in the classroom, we facilitate student connections to business communities. By engaging with UBC Sauder students, you get front-line access to new, high-achieving talent.

1266 connections facilitated between students and the business community (2018/2019)

593 employers participated in our networking events to meet and engage with our students (2019/2020)

69 companies hosted information sessions (2019/2020)



Engage

Whether you're a large organization, non-profit or startup entrepreneur, here are some of the many ways you can connect with UBC Sauder students, increase your organization's visibility on campus and find talent. In-person and virtual options are available.



Informational Interviews

Connect with UBC Sauder students 1:1 to help them explore their career path, or have a conversation with a student interested in your industry or company.



Networking Events

We host a number of networking events throughout the year. Attend to get a sneak peek at emerging talent or establish connections with potential hires.



Student Clubs

Build awareness of your upcoming recruitment activities and connect with targeted groups of candidates. Learn more about undergraduate student clubs at cus.ca and MBA clubs at mbasociety.ca



Mentorship Programs

Enrich the educational experience of our students by sharing your knowledge and industry expertise through one of our many mentorship programs.



Mock Interviews

Get to know our students and help set them up for success by taking part in student mock interviews.



Company Information Sessions

Showcase your company's culture, vision and job opportunities to current students. Host a session on campus, off campus or virtually.



Case Competitions

Prepare a real-life business challenge for students to work on and get a first-hand view of their critical thinking and problem-solving skills. Sponsorship recognition opportunities available.



Live Cases in the Classroom

Gain a fresh perspective by having students work in class on a real-life business case challenge related to your organization.

Recruit

Hire UBC Sauder Interns and Co-op students for short-term projects and initiatives during their academic program, or hire upcoming and recent graduates for full-time roles. Promote your job opportunities and organization at no cost to our outstanding and diverse groups of students, saving you time and money.



Post an internship, Co-op position or summer project

Hire candidates throughout the year with positions starting in September, January, May/June. Promote your opportunities on COOL—our online recruitment platform—and reach up to 4,200 current students. [Learn More](#)



Interview

We make it easy for you to interview UBC Sauder candidates. We can provide the facilities, schedule interviews, and take care of all the logistical details.



View Profile Books (graduate programs only)

Preview profiles of new talent looking for internships and profiles of upcoming graduates available for full-time positions. We can connect you directly with potential candidates who have appropriate experience, knowledge and career interests.



Post a new graduate role

Hire new graduates and recent alumni throughout the year. Promote your opportunities on COOL—our online recruitment platform—and reach upcoming and recent graduates. [Learn More](#)



Develop a campus recruitment strategy

Work with us to navigate your options and build a plan to target the student groups you want to reach to meet your just-in-time or long-term hiring needs.

Get in touch to engage and recruit UBC Sauder students:

talent@sauder.ubc.ca
Tel (604) 822-6479
Toll-free 1-877-777-6479

Overview of Programs

Professional MBA (PMBA) Experience:

6 years average

Master of Business Administration (MBA) Experience:

5 years average

Master of Business Analytics (MBAN) Experience:

3 years average

Master of Management (MM) Experience:

0-2 years

Bachelor of Commerce (BCom) Experience:

0-2 years

UBC Bachelor of Commerce (BCom) & BCom Co-op

The UBC BCom program equips high-achieving, top talent from across Canada, and around the world, with a broad foundation in business theory and in-depth experience in 12 specializations, making them ideal candidates for junior and intermediate roles across any industry.

Experience: 0-2 years

Students enrolled: 4,000

Co-op Students enrolled: 500

Age Range: 18-30

Program length: 4 years

Availability:

- Summer Internship: May - August
- Co-op Work Terms: September/January/May
- Part-time Positions: throughout the year
- New graduates: June and January

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UBC Master of Management (MM)

High achieving, highly capable entry-level talent with in-depth business expertise, UBC Master of Management candidates bring a multidisciplinary perspective to business that blends their nonbusiness undergraduate degrees with Master's-level business training.

Experience: 0-2 years

Students enrolled: 150

Average age: 23

Program length: 6-9 months*

*Varies for some MM students, depending on their undergraduate program

Availability:

- Community Business Project: September - November or January - March
- New graduates: January and August

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UBC Master of Business Analytics (MBAN)

MBAN candidates are equipped with the most sought-after analytical competencies to make strategic decisions within a broader business context. They deeply understand business challenges and can uncover data insights that lead to compelling and meaningful recommendations for your management team.

Experience: 3 years average

Students enrolled: 50

Average age: 26

Program length: 12 months

Availability:

- Internship: June - August
- COE Project: June - August
- New graduates: October

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UBC Master of Business Administration (MBA)

Selected for their diverse perspectives and backgrounds, MBA candidates are poised to impact organizations in today's competitive international business environment. These experienced candidates gain a holistic understanding of business and learn to make strategic decisions to maximize success.

Experience: 6 years average

Students enrolled: 190

Average age: 29

Program length: 16 months

Availability:

- Summer Internship: May-August
- New graduates: January

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UBC Professional Master of Business Administration (PMBA)

PMBA candidates are working professionals with an average 6 years of experience looking to advance their careers. These candidates are strategic thinkers possessing working project, people, and time management skills and are key leaders and managers across a diverse range of industries in the Canadian market.

Experience: 6 years average

Students enrolled: 80

Age range: 23-48

Program length: 24 months

Availability:

- Year-round

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Hire a Bachelor of Commerce Grad

In-demand talent with specialized business knowledge and essential management skills.

Diverse and high-achieving students ready for junior and intermediate roles across any industry.

Broad foundation in business theory and workplace skills such as communication, organization and leadership.

Statistics - Class of 2019 (4th Year)

1,280

candidates

49%

male

51%

female

37%

international students

Availability:

January & June

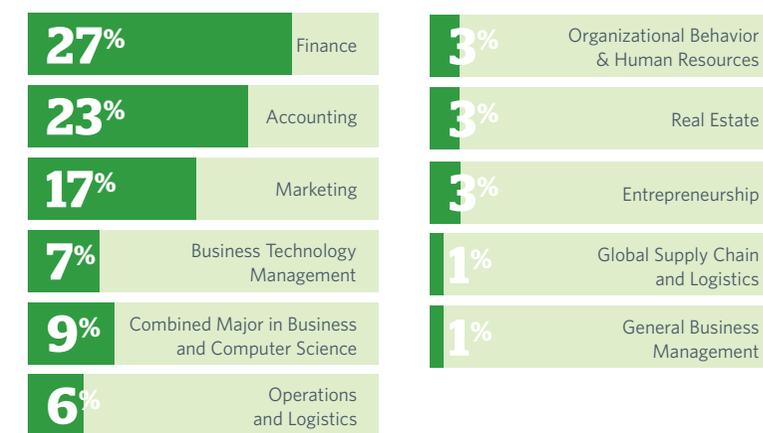
Begin recruiting in November & February

Class of 2019 career outcomes

\$53,500

average salary

Areas of specialization



Job titles:

- CPA Staff Accountant
- Product Marketing Associate
- Project Manager
- Wealth Consultant
- Culture and Engagement Specialist
- Business Insights & Special Projects Analyst
- Sales & Marketing Coordinator

Employers:

Accenture	Canadian Armed Forces
Canada Revenue Agency	CIBC
Crystal Lodge And Suites	Deloitte
KPMG	Microsoft
PwC	SAP

Hire a BCom Co-op

Pre-screened talent selected for leadership, teamwork and strong transferable skills.

More than 1/3 of our Co-ops convert into full-time positions, saving you time and recruitment costs.

Work areas include finance, accounting, marketing and more.

Receive added support from the Co-op Program via site visits and student check-ins so that you get the most value out of the student's work experience.

Availability:

January, May & September

4- or 8-month work terms



Hire a BCom Summer Intern

Highly motivated talent eager to grow their experience and make an impact.

Help shape potential future candidates by engaging with current BCom students. Opportunities include:

- Summer internships from May to August.
- Part-time work experiences throughout the year.
- Case competitions and classroom projects alongside faculty.
- Mentorship programs focused on Consulting, Sales, Finance, Brand Management, Real Estate and more.

Post your summer internship or part-time job on our online recruitment platform, COOL.

4,000

students available for summer internships

\$2,500

average monthly salary
*based on MBSI program

Recent Co-op employers:

- Outdoor Recreation Council of BC
- WOW Real Estate Group
- Oxford Family Dental
- Pagefreezer Software Inc
- West Point Grey Academy

Statistics:

500

BComs are currently participating in the program

17%

Of work terms completed outside of BC

\$3,000

Average monthly salaries in 2019

Recent Co-op employers:

CANALYST

Deloitte

NatureKidsBC

SAP

Scotiabank

TELUS

Vancouver Asian Canadian Theatre

WorkSafeBC

Hire a Master of Management Grad

High achieving, highly capable entry-level talent with in-depth business expertise.

Adaptable, with a multidisciplinary approach to business.

Excellent communicators experienced in research, writing and critical thinking.

Availability:

January & August

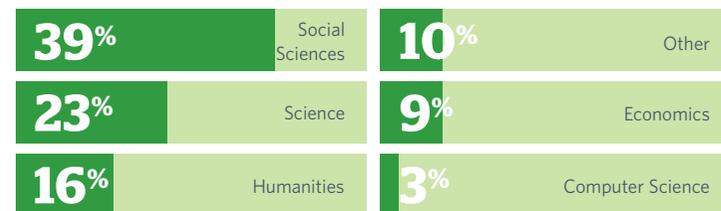
Begin recruiting in November & March



Job titles:

- Marketing Coordinator
- Business Analyst
- Associate Consultant
- Logistics Coordinator
- Research Associate

Pre-MM experience:



Employers:

Accenture

Amazon

FuseForward

Microsoft

PepsiCo Foods

PwC

Vancouver Airport Authority

Vancouver Coastal Health Authority

Community Business Project:

The Community Business Project gives not-for-profit organizations, social enterprises and corporations with CSR initiatives access to free consulting projects from teams of bright, creative, and highly motivated Master of Management students. Typical projects

include: business feasibility studies, fundraising plans, recruitment and retention strategies, corporate partnership strategies, and marketing plans.

[Learn More](#)

Statistics:

124

candidates

23

average age

72%

female

28%

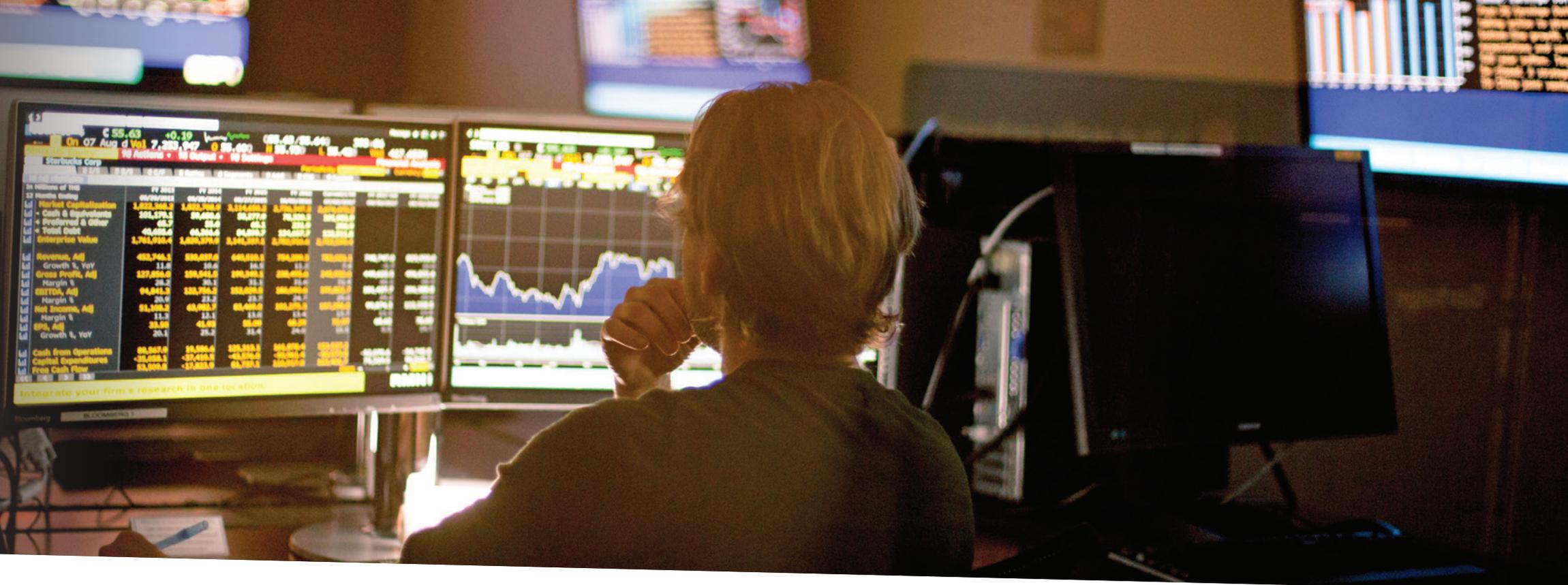
male

Class of 2019 career outcomes

\$55,481

average salary

Hire a Master of Business Analytics Grad



Data experts who can quickly understand your business problem, uncover meaningful insights, and propose compelling management recommendations.

Equipped with the most sought-after analytical competencies to make strategic recommendations.

Versatile communicators effective with both technical and management stakeholders.

Statistics:

50 candidates
26 average age
96% speak two or more languages

Availability:

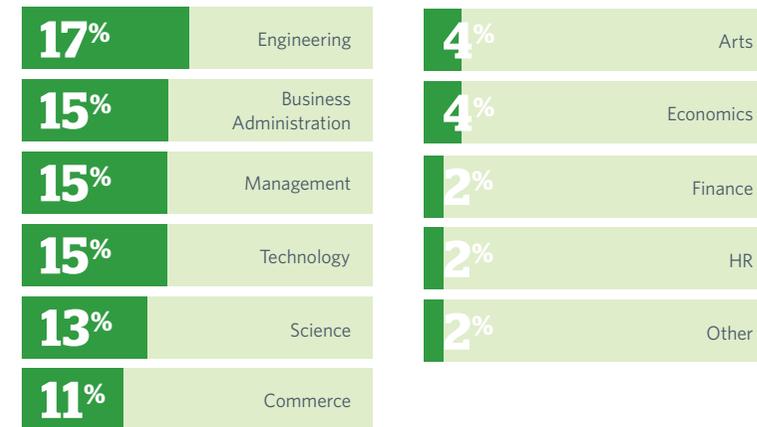
October
Begin Recruiting in July

MBAN students are eligible for the Skills Immigration (SI) stream of the BC Provincial Nominee Program (BC PNP)

Class of 2019 career outcomes

\$69,082
average salary

Pre-MBAN experience:



Job titles:

- Analyst, Portfolio Analytics
- Business Analyst
- Data Analyst
- Data Scientist
- Data Visualization Analyst
- Forensic Data Scientist
- Machine Learning Developer
- Marketing Science Analyst, Data & Advanced Analytics

Employers:

- Connor, Clark and Lunn Financial Group
- Deloitte
- Electronic Arts
- Provincial Health Services Authority
- RBC
- STEMCELL Technologies
- Traction on Demand
- WestJet

Hire a Master of Business Analytics Intern



The only UBC interns with equal parts data analysis and big-picture business expertise.

Short-term help to solve real world business problems.

Meaningful data insights and compelling management recommendations at a fraction of the cost.

Summer Internship Duration:

July - October, full-time
(minimum 12 weeks)

Students are available to start part-time work in June during the last period of academic study.

Centre for Operations Excellence (COE) Industry Project

Consulting help from an internationally recognized operations research centre.

Expertise from a team of faculty, technical analysts & MBAN students

Solve operational problems using operations research methodologies to enhance business value.

[Learn More](#)

Duration:

Project dependent

Cost:

Consulting fee is project dependent

Work location:

COE Office on UBC campus; students can attend meetings at company

Statistics:

3

Average years of work experience

\$2,300 - \$3,800

Average monthly salaries in 2018

MBAN Internship areas include:

- Predictive analytics
- Simulation modeling
- Text analytics
- Machine learning
- Supply chain analytics
- Customer portfolio
- Analytics
- Process analytics
- Marketing analytics
- New product development
- Optimization

Past COE Partners:

Canada Post

London Drugs

SSR Mining Inc.

Vancouver
Airport
Authority

Whistler
Blackcomb

WorkSafeBC

Hire an MBA Grad



Global talent ready to make an impact in the Canadian market.

Holistic understanding of business in order to make strategic decisions that maximize success.

Experience in business integration within a global context.

Availability:

January

Begin recruiting in November

Statistics:

100

candidates

22

countries represented

86%

speakers of two or more languages

5

Average years of work experience

Class of 2018 career outcomes

\$82,786

average salary

Job titles:

- Data Strategist
- Demand Planner
- Operations Manager
- Product Marketing Manager
- VP, Business Development

Employers:

Deloitte

General Electric

Labatt

Nestlé

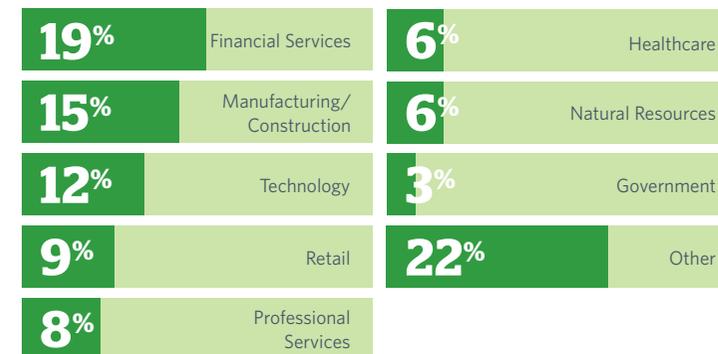
P&G

RBC

SAP

TELUS

Pre-MBA experience:



Hire an MBA Intern

The only MBA interns available in the Greater Vancouver Area from May to August.

Jumpstart a new project or gain fresh perspective on existing processes.

Save on the bottom line by implementing process efficiencies and identifying cost savings.

Duration:

June - Aug

8-16 weeks based on full-time hours

Monthly salary range:

**\$3,000 -
\$6,000**

Typical internship roles include:

- Business Analysis & Sales Forecasting
- Corporate Finance & Financial Analysis
- Project Management
- Supply Chain & Operations Management
- Market Research & Competitive Intelligence
- Marketing & Brand Management

Recent internship employers:

BC Hydro

City of Vancouver

Deloitte

Lululemon

Port of Vancouver

Provincial Health Services Authority

RBC

University of British Columbia

Hire a Professional Master of Business Administration Grad

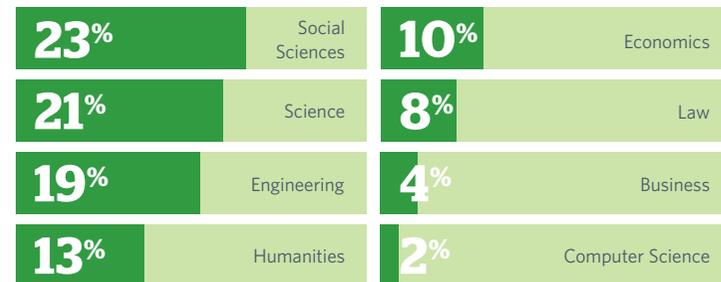


Working professionals with on average 6 years of experience looking to advance their careers.

Strategic thinkers possessing working project, people, and time management skills.

Key leaders and managers across a diverse range of industries in the Canadian market.

Pre-MBA experience:



Availability:
Year-round

Statistics:

87

candidates

23-48

Age range

70% **6**

Speak two or more languages

Average years of work experience

Job titles:

- Director, Treasury
- Senior Consultant
- Manager, Infrastructure Advisory
- Production Systems Manager
- Operations Manager
- Digital Marketing Manager
- Product Marketing Manager
- Senior Relationship Manager - Commercial Banking

Post-MBA career levels:

- 22% Senior Management and C-Suite
- 48% Management Level
- 30% Individual Contributor (Engineer, Specialist, Auditor, etc.)

Employers:

- | | | | |
|----------------|----------------------------|------------------------------|----------------------|
| Amazon | Best Buy | Deloitte | Emterra Group |
| Fujitsu | McKinsey Consulting | STEMCELL technologies | TELUS |

Mentor a Student

Help unlock potential and guide students as they clarify their career goals by taking part in one of our mentorship and training programs. These include:

- Brand Management Mentorship Program
- Finance Mentorship Program
- MBA Mentor Program
- Product Management Training Program
- Real Estate Mentorship Program
- Sales Mentorship Program

Partner With a Student Club

UBC Sauder students participate in clubs and societies related to a diverse range of career interests. You can connect with a targeted group of candidates by engaging with the clubs and the many events they offer, such as networking socials, case competitions, and more. These include:

Undergraduate

- Business Technology Network (BizTech)
- Enactus UBC
- Entrepreneurship Projects (eProjects)
- UBC Finance Association (UBCFA)
- Human Resources Management Club (HRMC)
- Marketing Association (UBCMA)
- UBC Real Estate Club
- Social Enterprise Club (SEC)
- Supply Chain Management Club (SCMC)
- UBC Accounting Club (UBCAC)
- UBC Trading Group (UBCTG)
- Young Women in Business (YWiB UBC)

MBA

- Product & Service Management Club
- MBA Finance Club
- Innovation and Entrepreneurship
- Net Impact

Commerce Undergraduate Society

For more information, visit cus.ca, mbasociety.ca or ams.ubc.ca

Stay in the know

Keep up to date with the latest UBC Sauder Talent events and opportunities by subscribing to our newsletter.

Contact us

For more information about how to get involved, email talent@sauder.ubc.ca or call +1 604.822.6479.

Promoting beyond UBC Sauder, you may reach out to the Centre for Student Involvement & Careers at UBC here:

hireastudent.ubc.ca/contact

When Should You Start to Recruit?

Hire for short-term

Co-op, MBA, and BCom students are available

Co-op

Availability:

Students available for **4- or 8-month** work terms

When should I start recruiting for a Co-op Student?

Recruit	Available
June to August	September
October to December	January
February to April	May

Hire for internships

Available for BCom, Master of Business Analytics and MBA

Candidate	Recruit	Available
BCom	February to April	May
Master of Business Analytics	January to April	June
MBA	January to April	May

Hire for full-time

Available for BCom, Masters of Management, MBA, Master of Business Analytics and PMBA

Candidate	Recruit	Available
BCom & MM - 0-2 yrs experience MBA - 5 yrs experience	November to January	January
BCom & MM - 0-2 yrs experience Master of Business Analytics	February to May	January
PMBA - 6 yrs experience	Year-round	May