



Career
Advancement
Centre

MBA 2020

EMPLOYMENT REPORT



85%

accepted an offer
by 3 months
post-graduation

95%

accepted an offer
by 6 months
post-graduation

\$92,084

average
base salary

*Average base Salary Delta
87% increase
from pre-MBA job*

\$31,158

average other
bonuses
when offered

JOB SOURCE

64%

School-facilitated

36%

Graduate-facilitated

EXECUTIVE SUMMARY

We are pleased to share our MBA 2020 Employment Report on student placement statistics, student desires and corporate engagement. This report has been developed for prospective and current students, recruiters, alumni, faculty and staff. Given the tumultuous year with a weakened job market, the Class of 2020 had an exceptional placement rate with 85% of students receiving offers within three months of graduation, and 95% within the first 6 months of graduation.

Despite the market headwinds, our MBA 2020 graduates increased their pre-MBA base salary by 87%. Average base salary grew 1.7% from the Class of 2019 to \$92,084; average signing bonus was \$15,125 and the average other guaranteed bonuses were \$16,033. While consulting and financial services continued to dominate class placements at 33% and 28% respectively, placement for the remainder of the class was highly diversified across technology, consumer goods, telecommunications, healthcare, real estate, non-profit, government and others.

Jobs facilitated from the school continue to be the main source of jobs for MBA students at 64%. This includes postings from the Smith job board, referrals from Smith staff, classmates or faculty and networking with alumni, advisory board members and Smith corporate partners. We are extremely grateful that most employers were able to honour their commitments and continued to hire our students in spite of an uncertain climate. Additionally, through strong partnership, our employers pivoted quickly and seamlessly to the virtual landscape, hosting innovative online events, virtual interviews and onboarding.

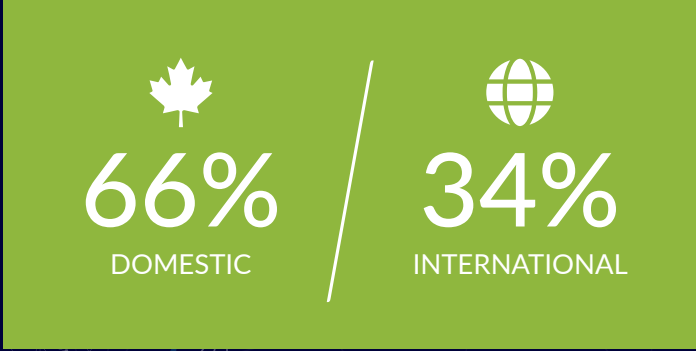
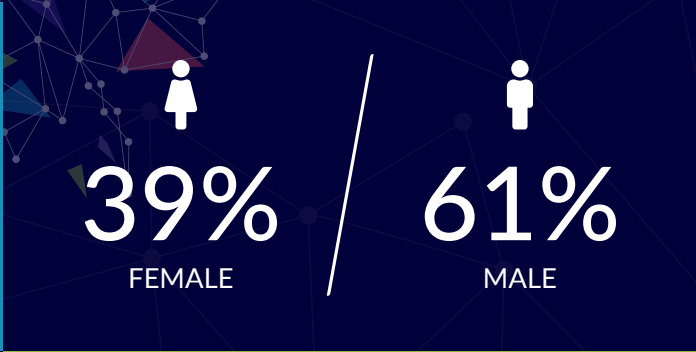
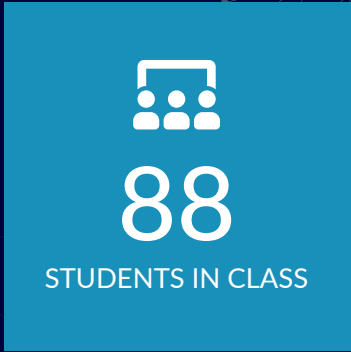
Thank you to the entire Smith community who stepped up to support our students through coffee chats, networking events, referrals and ongoing recruiting events. And, our heartfelt congratulations to the Class of 2020 on their perseverance and success. We look forward to celebrating with you on campus in the near future!

Sincerely,

Karen Jackson-Cox

Executive Director, Career Advancement Centre
Smith School of Business

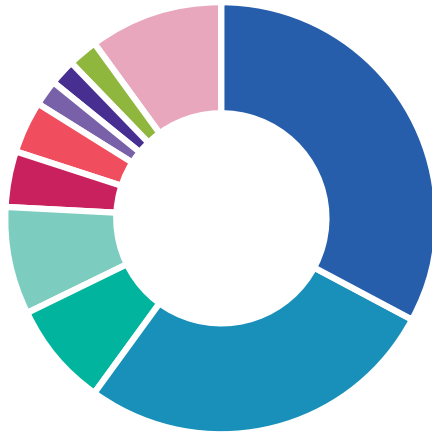
Class Profile



ACADEMIC BACKGROUND

- Business 25%
- Arts 20%
- Sciences 16%
- Engineering 13%
- Economics 10%
- Technology 10%
- Healthcare 6%

Employment Outcomes



EMPLOYMENT OUTCOMES BY INDUSTRY

- Consulting **33%**
- Financial Services **27%**
- Consumer Goods **8%**
- Technology **8%**
- Government **4%**
- Telecommunications **4%**
- Energy & Resources **2%**
- Healthcare **2%**
- Real Estate **2%**
- Other **10%**

Industry	Avg. Base \$
Consulting	\$100,500
Technology	\$96,250
Consumer Goods	\$86,000
Financial Services	\$84,833
Other*	\$88,571

*Includes Energy & Resources, Government, Healthcare, Manufacturing, Non-Profit, Real Estate, Retail, Telecommunications, Transportation, and Other.



EMPLOYMENT OUTCOMES BY FUNCTION

- Consulting **41%**
- Finance* **15%**
- Data & Analytics **8%**
- Sales **8%**
- General Management** **6%**
- Marketing & Communications **6%**
- Technology **6%**
- Operations & Logistics **6%**
- Other **4%**

Function	Avg. Base \$
Technology	\$99,000
Consulting	\$97,175
Operations & Logistics	\$97,033
Sales	\$89,000
General Management **	\$85,775
Finance*	\$82,833
Data & Analytics	\$79,625
Other***	\$91,875

*Includes Asset Management, Capital Markets, Corporate Finance, Private Equity, Venture Capital, Wealth Management, Commercial Banking & Financial Leadership Programs

**Includes General Leadership Programs

***Includes Marketing and Communications among Other

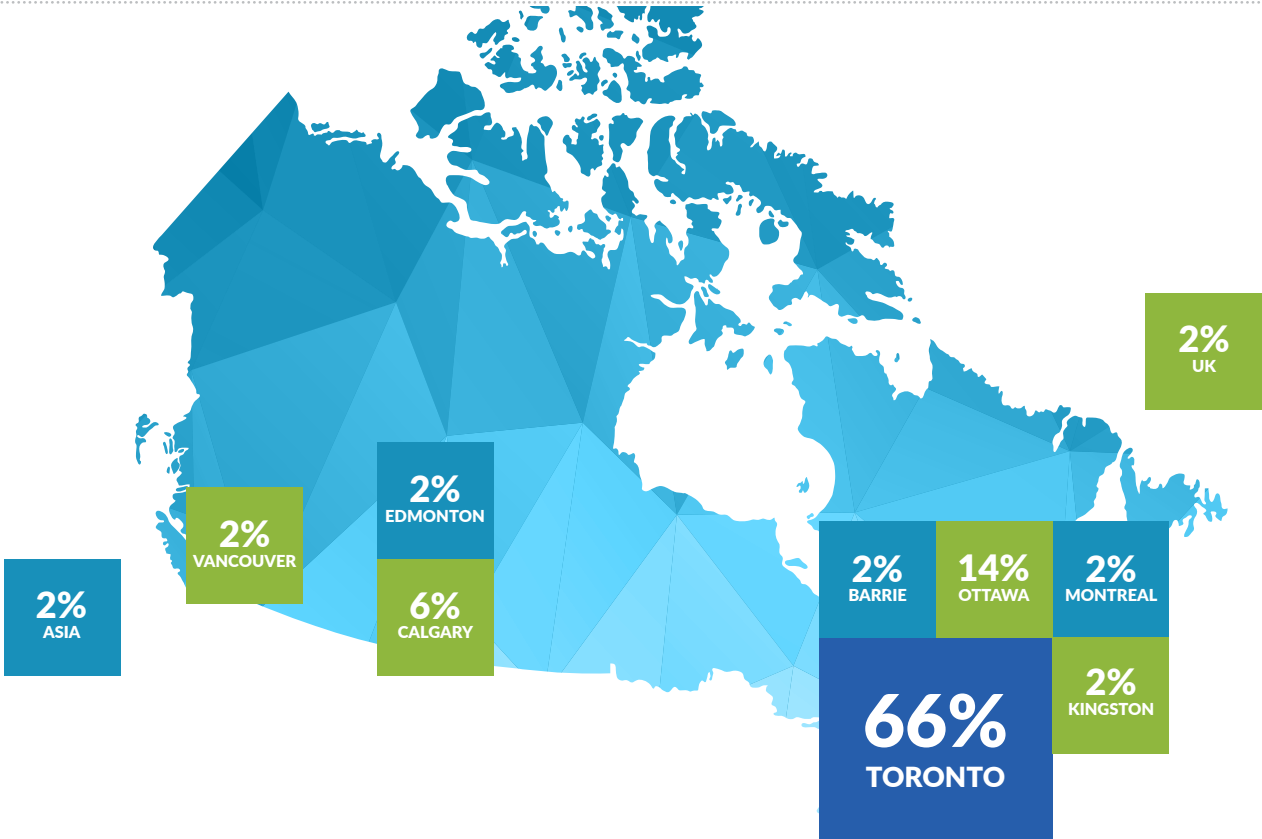
Source of Job Offer



- SCHOOL-FACILITATED (64%)**
 - Smith Job Postings **38%**
 - Smith Referrals (Alumni, Faculty, Staff) **20%**
 - Networking with Alumni & Corporate Partners **6%**
- GRADUATE-FACILITATED (36%)**
 - Personal Network **14%**
 - Returned to Previous Employer **10%**
 - External Job Postings **8%**
 - Other Student-Facilitated Sources **4%**



Placement by Geography



Corporate Engagement



*Number of firms engaging in networking or other career centre events

**Function, Industry, or City

Employer Testimonials



"Smith School of Business continues to excel past expectations. The students continue to amaze our Talent Attraction Team with their experiences and readiness to start their career in consulting. The Career Centre has been phenomenal in connecting us with top talent and support for on-campus activities. KPMG is truly lucky to work with such an amazing counterpart and we look forward to maintaining our relationship with Queen's University."

Erum Khan

Talent Attraction Specialist,
Management Consulting
KPMG Canada



"We absolutely love working with Smith School of Business! From the friendly and accessible staff to the well-prepared, driven students – it is always a pleasure recruiting at Queen's."

Sabrina Swinden
National Consulting Campus
Recruiting Leader
EY



"I've sincerely appreciated working with you for our Leadership Development program recruitment cycles over the past year. It has been absolutely seamless to connect with your talented MBA students, and I'm grateful for all your support in keeping the engagement and energy level high."

Melanie Dorval, MBA
Sr. Manager, Technology Career
Programs (TLAP & ILDP),
Talent Acquisition
CIBC



"It was a pleasure speaking to the MBA candidates through virtual engagement ... such an accomplished group of individuals! I've connected with them on LinkedIn and have continued the conversation. I loved the virtual format."

Joanna Shore
Senior Manager, Transformation
TD Insurance

Corporate Engagement

This is a sampling of the companies that have posted or engaged with Smith MBA students in the past 3 years through job postings, networking and other career centre events. Companies highlighted in **blue** hired one or more Smith MBA students in the past 3 years.

Consulting

Kearney, Accenture, Bain & Company, **BCG**, **Capco**, **Carly Rian Group**, **Carpedia**, **CGI**, **Deloitte**, **EY**, Fusion Analytics, Gallup, **Gartner**, Grant Thornton, **Hatch Advisory**, Hillgate, Hugessen, Invictus Analytics & Strategy, IQVIA, Konrad Group, **KPMG**, Level5, Mastercard Advisors, McKinsey & Company, Mendicant Group, Mensana, Novantas, **Optimus SBR**, Predictive Success Corporation, Pricing Solutions, **PwC**, Quinn & Partners, **Revenue Management Labs**, Sapient, Sapling Financial Consultants, Slalom Consulting, Strategic Insight, Tata Consultancy Services

Consumer Goods, Pharmaceutical, Retail, Marketing Services

Abbott, Amia, Arterra Wines, Campbell's, Canada Bread, Canada Goose, Canadian Tire Corporation, Canopy Growth, Coca-Cola, Environics, E&J Gallo Winery, FGF Brands, General Mills, Grip Limited, Holt Renfrew, Hudson's Bay Company, **Iconic Brewing**, **Johnson & Johnson**, Juniper Park/TBWA, **Klick**, **Kraft Heinz**, Labatt, Lift & Co, Loblaw's, Lowe's, LoyaltyOne, Maple Leaf Foods, **Marcan Pharmaceuticals**, Mars, McCain Foods, Metro, Molson Coors, Mondelez, Mother Parkers, Nestle, Nordstrom, Novo Nordisk, PepsiCo, **Procter & Gamble**, Reckitt Benckiser, **Restaurant Brands International**, Shoppers Drug Mart, Sofina Foods, The Estée Lauder Companies, Tilray, **TJX**, Unilever, United Natural Foods, **Walmart**, Weston Foods

Energy and Resources

BC Hydro, **Brookfield Renewable Partners**, Bruce Power, **Enbridge**, Ensyn Technologies, GE, Grafoid, High Ground Energy, Ontario Power Generation, Reliance Home Comfort, RS Energy Group, Schneider Electric, **Shell**, Syncrude

Financial Services, Insurance, Real Estate

Agentis Capital Partners, AIG, American Express, **ATB Financial**, Atlas Property Group, Aviva, Azimuth Capital Management, Bank of America Merrill Lynch, BCIMC, **BGIS**, Birch Hill Equity Partners, Blair Franklin Capital Partners, **BMO Financial Group**, Brookfield Asset Management, Burgundy Asset Management, Business Development Bank of Canada, Canaccord Genuity Group, Canada Life, Capital One Financial Corporation, Chubb, **CIBC**, **Citigroup**, Clearbanc, Cormark Securities, CPPIB, Desjardins, Duca Financial Services Credit Union, DW Healthcare Partners, Eight Capital, Equitable Bank, Fidelity Investments, Fiera Capital, **Firepower Capital**, Freedom 55 Financial, GMP Securities, Greenhill, Greystone Managed Investments, Hemlock Capital Partners, HollisWealth, **HSBC**, IIROC, Intact Insurance, **Invesco**, Jarislowsky Fraser, Letko, Brosseau & Associates, Mackenzie Investments, Macquarie, Marsh & McLennan Companies, Manulife, Mastercard, **National Bank**, **Novacap**, **Omers**, Ontario Teachers' Pension Plan, Oxford Property Group, **PSP Investments**, **RBC**, **Realstar Group**, **Scotiabank**, Setter Capital, **Sun Life Financial**, Tangerine Bank, **TD Bank Group**, **The Investment Funds Institute of Canada**, Valitas Capital Partners, Wealthsimple, Wells Fargo, World Bank Group

Government

Bank of Canada, Canadian Council for Aboriginal Business, City of Edmonton, Export Development Canada, Government of Canada, Greater Kingston Chamber of Commerce, Library of Parliament, Ontario Ministry of Health and Long Term Care, Ontario Public Service Treasury Board Secretariat, **Opportunities New Brunswick**, Property Assessment Appeal Board, Statistics Canada, Treasury Board of Canada Secretariat

Healthcare

Abbott, AlayaCare, Cardinal Health, Eli Lilly, eSight Eyewear, GSK, Health Quality of Ontario, Life Labs, **Marcan Pharmaceuticals**, **McMaster University Medical Center**, Medcan, Medcor, Medisys Health Group, **Merck**, Ontario Bioscience Innovation Organization (OBIO), Ontario Health Association, **Sanofi Pasteur**, Shift Health, Sinai Health System, **South West LHIN**, **Sunnybrook Healthcare Sciences/Sunnybrook Research Institute**, Therapure Biopharma, **Trillium Health Care Products**, Trillium Health Partners

Technology

Amazon, AppArmor, Borrowell, Canadian Bank Note, Canarmony Corp, CDW, Cisco, Coinsquare, Communitech, **Dell**, Ecobee, Element AI, Equifax Canada, Fintros, Freshbooks, Gameloft, Geotab, Google, HelloFresh, Homestars, HootSuite HP, **IBM**, Ideal.com, Ingram Micro, Maple, **Maxsold**, **Microsoft**, Nudge Rewards, Oracle, **Peak Power**, Pintrest, Plum, **PointClickCare**, Questtrade, Rangle.io, RepRisk AG, SAP, SAS, Shopify, Skip the Dishes, SOTI, StackAdapt, **Street Contxt**, Top Hat, TouchBistro, Trend Micro, Tulip, Twitter, Uber, UberEats, Zoom.ai

Telecom, Media & Entertainment

Bell, CBC, Cineplex, Cirque du Soleil, Fongo, IMAX, MLSE, NFL, Rogers Communications, SBX Group, **Sweven**, Telesat, TELUS, The Walt Disney Company, T-Mobile, Toronto Blue Jays Baseball Club, Travelzoo, Vidyard

Other

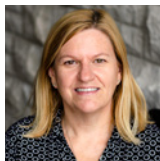
Air Canada, BMW, Bombardier, BRP, Engineers without Borders, Ford, GM, Heart and Stroke Foundation, Magna, Mazda, Porsche, Toyota, TTC, United Way, Volkswagen, Westjet

Corporate Relations Team

Our team is based in Toronto and Kingston to service your recruitment needs.



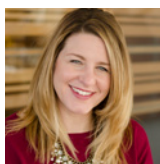
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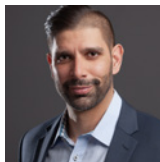
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