

Do Good.
Do Better.

esade
RAMON LLULL UNIVERSITY

esade.edu



Full Time MBA
Employment Report

Class of 2022

Facts & Highlights

Our MBA graduates go on to work in senior positions across a wide range of different sectors and industries around the globe.

Esade Careers provides unparalleled personalized attention to help guide Full Time MBA students in their job search, supporting them to reach their individual goals. Coupled with the numerous career-focused events held on campus, it's no wonder the results are so positive: 91% of students who are looking for a job are employed within 3 months of graduation.



Esade in the rankings

- #1 Career Progress Rank in Europe (Financial Times 2023)
- #2 Salary Increase in Europe (Financial Times 2023)
- #3 Best MBA Worldwide for International Experience (Financial Times 2023)
- #4 Best International MBA (Poets & Quants 2023)
- #10 Best MBA in Europe (Financial Times 2023)

\$157,209

Average Salary
(3 years after graduation)

131%

Salary Increase
(3 years after graduation)

*Source: Financial Times Global MBA Ranking 2023

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Overview Graduating Class of 2022

97% 34% 91%

of graduates changed either function, sector and/or location

of graduates did a triple career change (function, sector and location)

of graduates found a job 3 months upon graduation

- 80% Changed sector
- 75% Changed function
- 56% Changed location

Some of the companies which recruited Esade candidates in the last 3 years:

- AB InBev
- AbbVie
- Accenture
- Alira Health
- Amazon
- Bain & Company
- Bayer
- BBVA
- Boston Consulting Group
- Citi
- Danaher
- Delivery Hero
- Deloitte
- Delta Partners
- ELEM biotech
- EY
- Glovo
- HP
- Infosys
- Johnson & Johnson
- KPMG
- McKinsey & Company
- Microsoft
- Nike
- Novartis
- Nubank
- Radius
- Roland Berger
- SAP
- Simon-Kucher & Partners
- Spartan Capital Intelligence
- Strategy &
- Tesla
- WayFair
- Zalando



Enhancing employability

We live in a time of great change and opportunity. New ways of working and living are reconfiguring the traditional concept of professional career.

At Esade, we are leading the preparation of a new generation of MBA participants to make the most of these opportunities, and transforming their mindset and skillset to succeed in uncertain times.

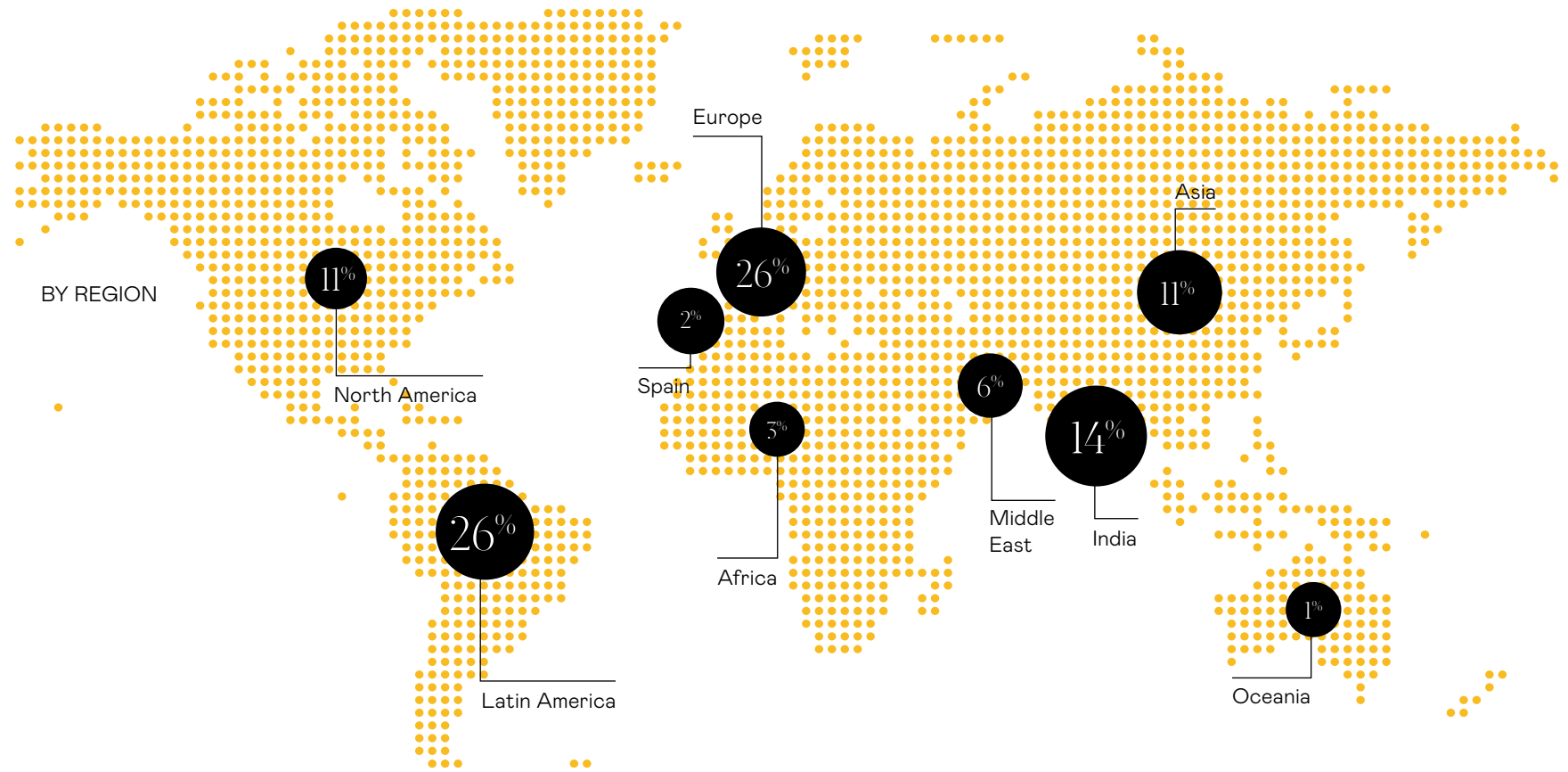
Maria Obiols

Director of Esade Careers,
Esade Business & Law School



MBA 2022 Class Profile

As one of the most diverse MBA programs in the world in terms of both nationality and educational/professional background, Esade's teamwork-based approach increases students' global perspectives and delivers a holistic learning experience. With 40 nationalities represented in our MBA class, our students gain a broader, deeper understanding of the way the world does business.



CLASS PROFILE

181

Students

27%

Women

73%

Men

29

Average age (years)

6

Average work experience (years)

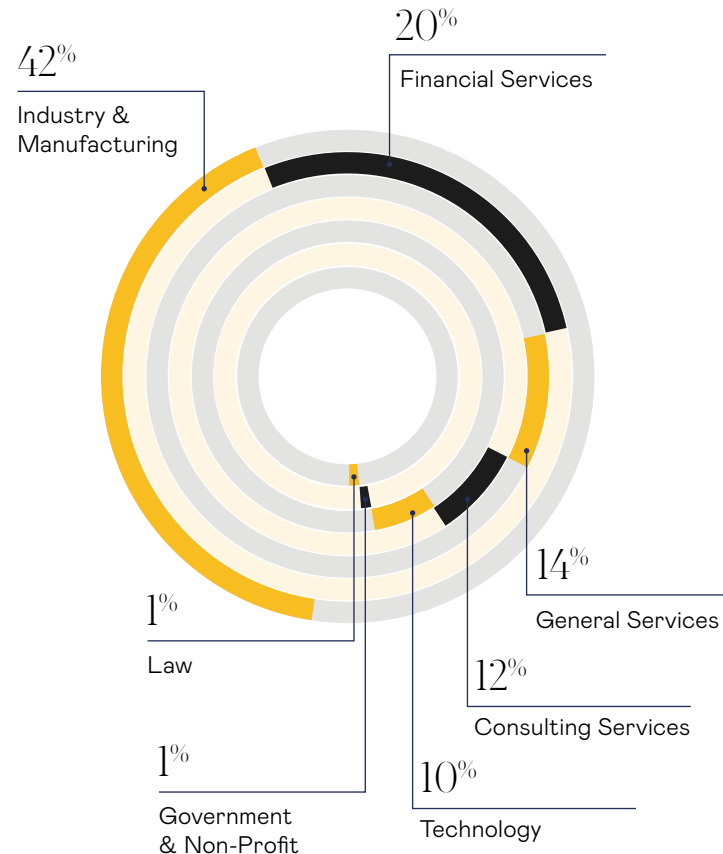
40

Nationalities

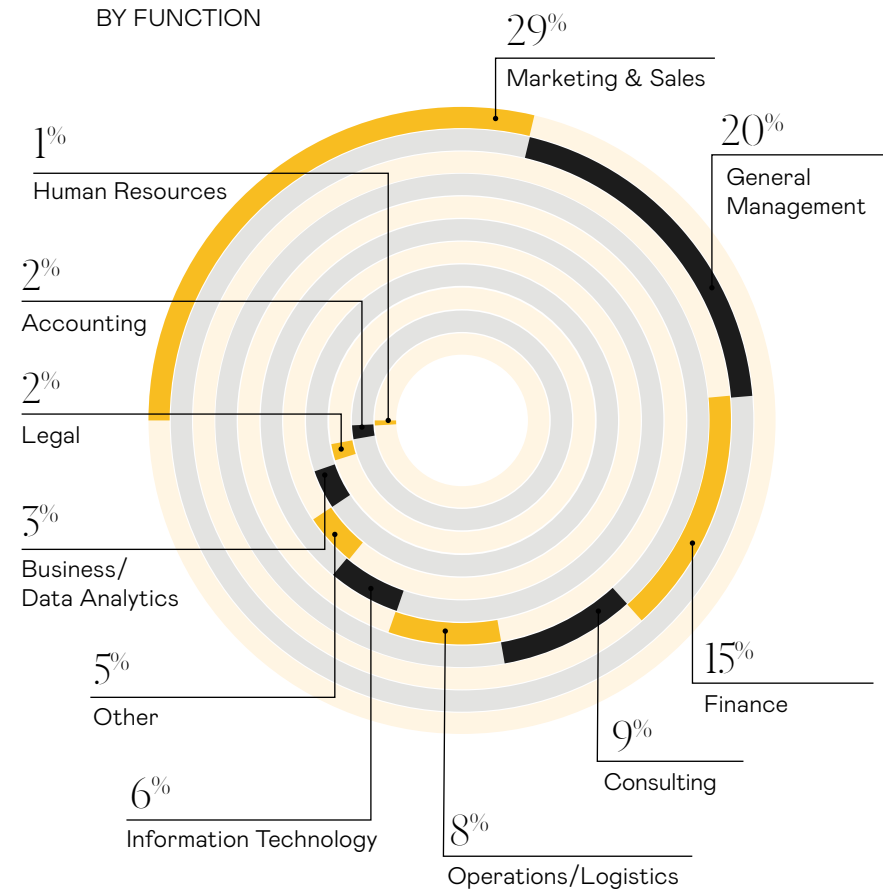
98%

International

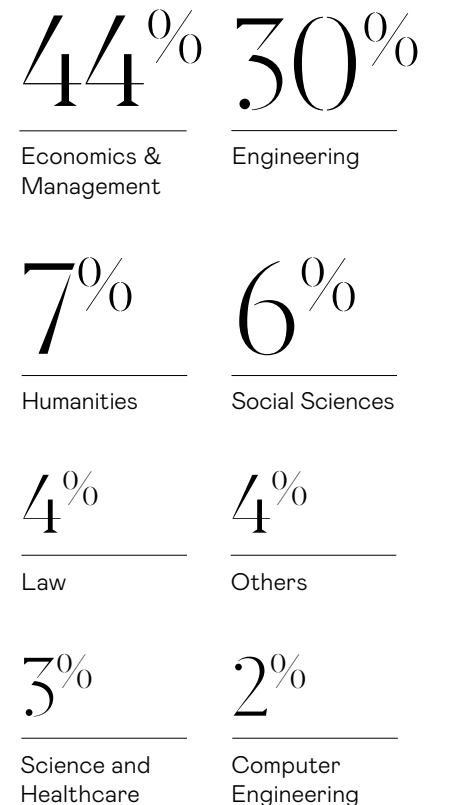
BY SECTOR



BY FUNCTION



ACADEMIC BACKGROUND



International Mobility after Graduation

POST-MBA JOB
North America



PREVIOUSLY
WORKING IN
83% North America
17% Middle East

POST-MBA JOB
Latin America



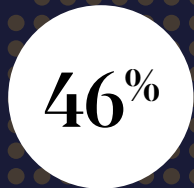
PREVIOUSLY
WORKING IN
94% Latam
6% Europe

POST-MBA JOB
Spain



PREVIOUSLY
WORKING IN
37% Latam
33% Europe
18% North America
4% Middle East
4% Asia
4% India

POST-MBA JOB
Europe



PREVIOUSLY
WORKING IN
52% Europe
19% India
15% Latam
6% North America
6% Asia
2% Africa

POST-MBA JOB
Middle East



PREVIOUSLY
WORKING IN
50% Middle East
33% Europe
17% Latam

POST-MBA JOB
Asia



PREVIOUSLY
WORKING IN
60% Asia
40% Europe

POST-MBA JOB
India



PREVIOUSLY
WORKING IN
100% India



"The MBA sparked a change in my career aspirations. Initially drawn to consulting for its fast-paced learning and varied projects across industries, I realized that I wanted to pursue something even more impactful. That's when I made the leap into sustainability consulting."

Victoria
Tetzlaff

Class of 2022

77%

Found a job
outside Spain

50%

Found a job outside
their home country

Did you know?

The Esade MBA has been ranked by QS 2022 as one of the top 6 programs in Europe for pursuing a management career in the technology industry.



What we offer

The Esade Careers team ensures that students receive a well-rounded experience throughout the program, with a clear focus on their career development goals – not only immediately after the MBA, but also in the longer run. For that, our team of experienced and passionate professionals brings together different stakeholders of the Esade community.

Through individual career advising we empower our MBA students and set them up for professional success. On the company side, our sector experts in Consulting, Financial Services, TMT, Global Industry and Impact regularly share up-to-date market knowledge with Esade candidates and build long-lasting relationships with companies and institutions across the globe.

The Esade MBA Journey

The MBA Journey at Esade combines **Academic, Personal, and Career Development.**

The Career Development Journey creates a coherent environment for students to develop a successful internship and/ or full-time job search strategy.

The Personal Development Journey is the link between Academics and Careers, inspiring the choices students make, for example, when deciding about academic tracks, electives, exchange program or

selecting which companies to apply for. Additionally, the self-awareness and personal discovery process done via Esade's proprietary scientific LEAD platform is integrated in the leadership development course.

The subsequent identification of values and motivations, together with the development of hard and soft skills throughout the program provide the perfect basis for our graduates to build a successful personal and professional future.

Personal Development Journey

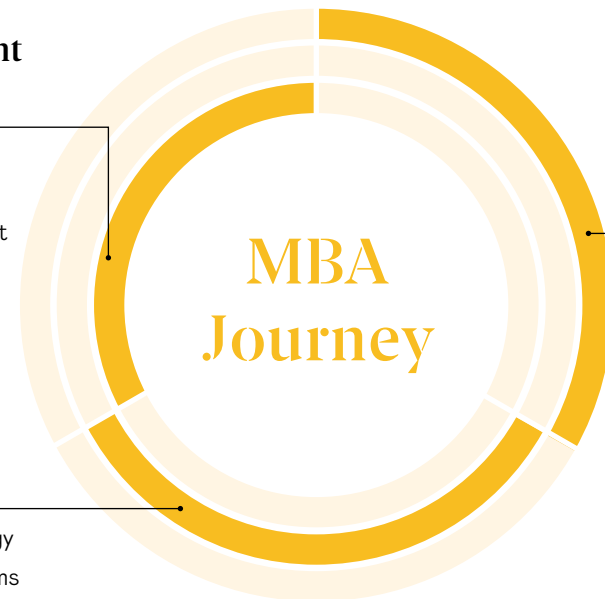
- Self Assessment
- Personal Development Plan
- Hard/Soft Skills Development

Career Journey

- Full Time Job Search Strategy
- Career Acceleration Programs
- Treks
- Recruitment Events

Academic Journey

- MBASA Clubs
- Case competitions
- Study Tours



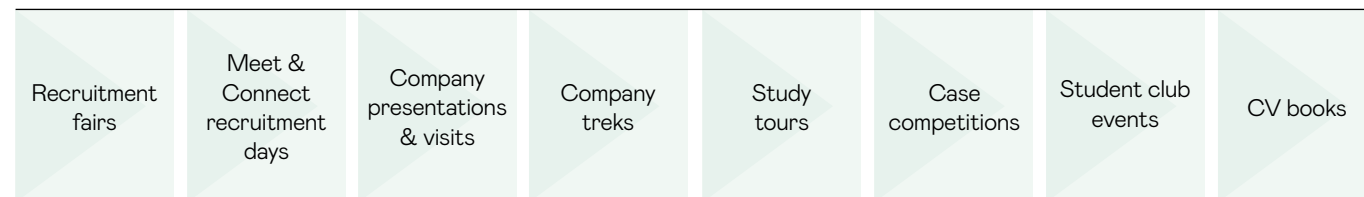
Building Blocks of the Career Journey

Throughout their time at Esade, MBA candidates have access to a broad range of support mechanisms to foster a successful career development and get a competitive advantage in the job market. These range from group training to individual advising sessions as well as exclusive online tools covering all stages of the career journey, from self-assessment over market research up to applications and interview practice.

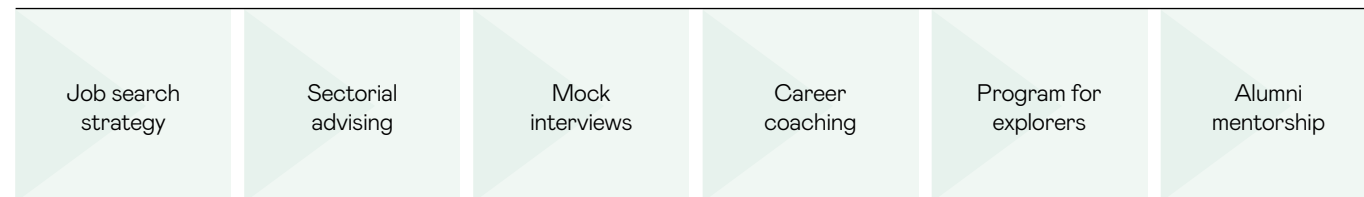
Career Workshops and Trainings



Engagement with Recruiters and Hiring Managers



One-on-one Advising and Special Programs



Personalized support

Keeping in mind the individual needs of our students, we make sure that they have access to training, practice sessions and individual advising whenever they need it throughout their career journeys.

From day one, students work closely with their career advisors to develop a strategic action plan, whether they are clear or not about their post-MBA career goals. We have developed a dedicated program for career explorers to help them discover their career preferences and identify the best fit through a structured process and peer support group work.

Did you know?

The MBA students of the 2022 class participated in over 1,600 advising sessions.

Did you know?

Esade MBA students have access to exclusive online tools and resources during every step of their journey to explore new careers and prepare for selection processes.

A powerful AI-based solution helps them discover their career fit and learn how to break into a new function or sector. Candidates also benefit from a top-notch digital portals to practice online assessments, case and behavioral interviews.

Student Business Clubs

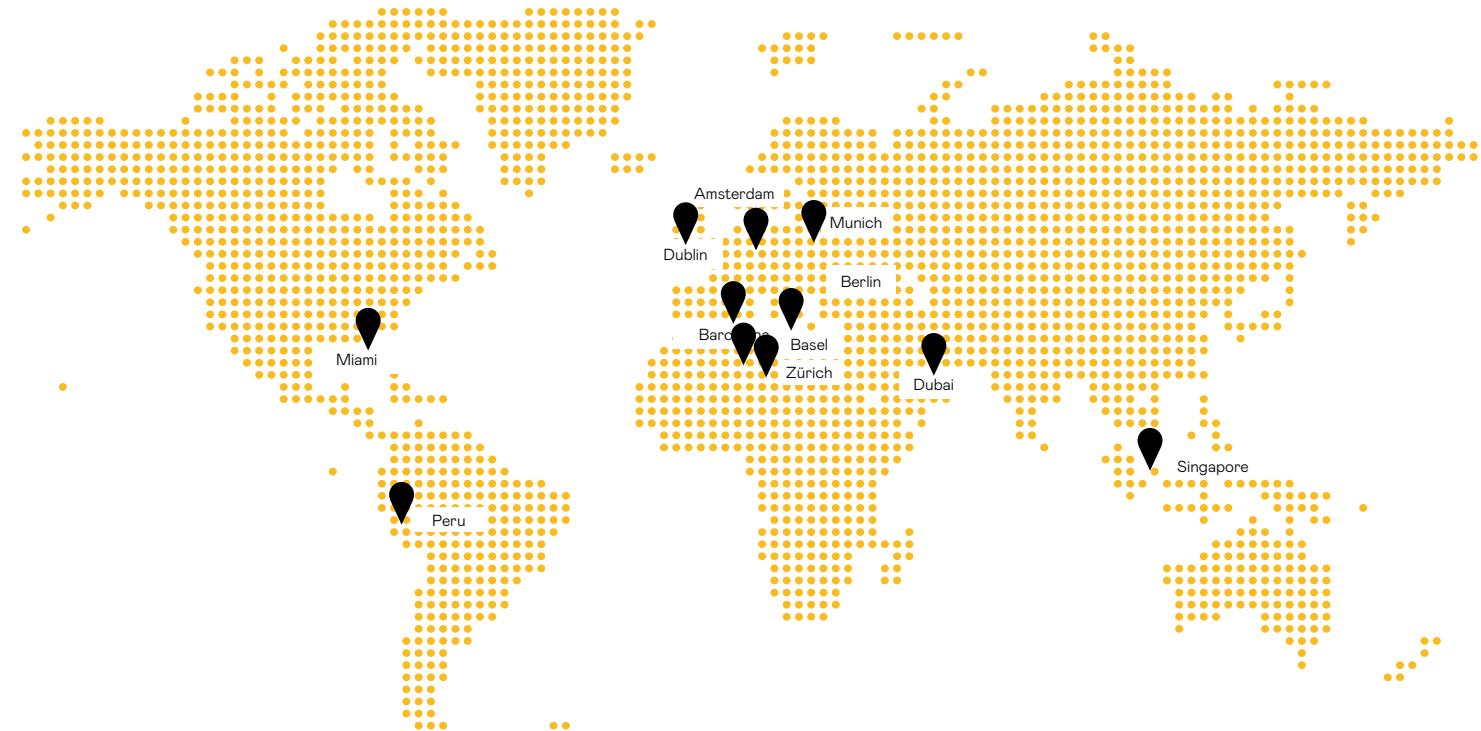
Student Business Clubs focus on a specific industry, sector, or professional skillset, providing students with opportunities for development and networking. The aim of these clubs is to enhance the network, knowledge, and job prospects of students who share a common professional interest.

Similarly, our Women in Business & Allies Club provides a toolkit for all students to become role models for gender equality and inclusion. We empower women to fulfill managerial and C-level roles through raising awareness, hosting network sessions with industry leaders, and providing workshops and training.

Student Club Events

Business clubs are managed by the MBA Student Association (MBASA). With the support of Esade Careers, clubs create an annual calendar of visits, events and company treks, during which business experts share market knowledge and first-hand experiences.

Our Career Events Worldwide



Examples of past career events

LOCATION

- 4YFN/Mobile World Congress - Barcelona
- TMT & Impact Trek - Dublin
- Consulting Trek - Munich
- Financial Services Trek - Zürich
- Healthcare Trek - Basel
- Marketing & Impact Trek - Amsterdam
- Study Tour - Berlin
- Study Tour - Dubai
- Study Tour - Miami
- Alibaba Global e-Commerce Case Competition - Singapore
- Career Week - Peru

International Treks and Study Tours

Esade **treks** enable students to meet executives from different business areas as well as HR representatives of various companies on site. During the visits, participants learn about the workplace culture, explore career opportunities, and make professional connections in the region through alumni get-togethers.

This year's company treks include:

Consulting Trek to Munich, TMT & Impact Trek to Dublin, Financial Services Trek to Zürich, Healthcare Trek to Basel, Marketing & Impact Trek to Amsterdam.

Additional exposure to local market opportunities and understanding how businesses operate in different regions is also guaranteed during **study tours** to destinations such as Berlin, Dubai, and Miami. These week-long trips combine company visits organized by the Esade careers team with academic content, cultural activities, and networking events with local alumni chapters.

Networking for career success

Students have countless opportunities throughout the program to engage with our recruiting partners, hiring managers and alumni and build a unique network of key contacts for a career transition.

Esade Alumni Community

Our extended alumni community is a very important asset for MBA students seeking to make a career jump after the program. Esade alumni take part in career events to share insights about their companies and roles, offer mentorship and advice to help students take wise decisions and develop a successful action plan.

Case competitions

Students have an opportunity to apply their newly learned skills to real-life challenges, showcase their potential in front of hiring managers and thus boost their career opportunities. Case competitions are gateways to securing an internship or a full-time job.



Did you know?

The MBA Careers Hub is the central point of career-related communication and content. The sector-specific content pages contain details about application timelines and resources to prepare for selection processes while the different communication channels facilitate exchange of information about market news, featured MBA opportunities and career events within the community.

Career Acceleration Programs (CAPs)

CAPs give students the insider knowledge, training, and cutting-edge tools they need to kickstart a successful career in their chosen sector. These hands-on and intensive programs offer not only unique opportunities to network within the target area but also enable students to enhance their profiles and put new abilities into practice.



Did you know?

The Esade MBA offers various opportunities for students to specialize in their chosen field of study.

MBA Labs are designed to provide a platform to pursue specialized electives, network with peers and faculty, participate in extracurricular activities, and more.

These Labs offer seminars, mentorship programs, electives for credit, field trips, study tours, case competitions, and summits and conferences.

The program offers specializations in Entrepreneurship, Marketing, Innovation, Social Impact, and Family Business.

CAP in Consulting

Participants of the CAP in Consulting have a unique opportunity to boost their employability with a mix of powerful theoretical and practical sessions, which range from lectures from senior consultants to specific case-cracking and skills training. They learn what they need to know as post-MBA level consultants, how to secure a career progression and how to perform best as a consultant across different regions.

Some of the companies which recruited in Consulting the last 3 years:

Accenture
Bain & Company
Bayer In-house Consulting
Boston Consulting Group
Deloitte
Delta Partners
EY
Globalpraxis
KPMG
McKinsey & Company
Metyis
Roland Berger
Siemens Advanta Consulting
Simon-Kucher & Partners
Strategy &

CAP in Financial Services

Financial Services is a broad sector and participants will have the opportunity to identify their best industry fit by learning new skills and networking with professionals from different subsectors.

Through a series of master classes and technical training, students will prepare for a career in Investment Banking, Private Equity & Venture Capital, Private Wealth Management, and Impact Investment. They will also connect with alumni working in the financial industry and go through an interview simulation.

Some of the companies which recruited in Financial Services the last 3 years:

BBVA
American Express
Citi
Credit Suisse
MasterCard
Morgan Stanley
Nubank
Radius
Spartan Capital Intelligence
U.S. International Development Finance Corporation

CAP in Technology

This CAP offers students a unique opportunity to learn from business experts about current trends and the various roles within the Tech, Media and Telecoms industry through our sector pills sessions. Participants get the opportunity to choose between topics, ensuring that they get the most out of the program according to their career preferences. We also include career training to increase the participants' employability as well as technical workshops in the key areas so students can develop a skillset to succeed in this industry.

Some of the companies which recruited in TMT in the last 3 years:

Alibaba	HP
Amazon	Infosys
Celonis	Microsoft
Delivery Hero	SAP
Dell	Tech Data
Gartner	TomTom
Glovo	Uber
Google	Zoom

CAP in Healthcare

Participants of this CAP have an opportunity to increase their knowledge of the healthcare industry and prepare to succeed in recruitment processes, while establishing connections, which are essential in fostering greater recruitment opportunities. This is achieved through a series of industry expert panels, informational sessions followed by company visits, and case studies specific to the sector.

Some of the companies which recruited in Healthcare the last 3 years:

AbbVie
Alira Health
Bayer
Danaher
ELEM Biotech
Eli Lilly
Johnson & Johnson
Novartis
Pfizer
Philips
Roche
Werfen

Highlights in Consulting

Consulting is a rapidly evolving sector and consultants continue to be in high demand to help businesses reduce costs, remain agile and adapt, while helping them achieve their transformational goals.

Many Esade MBA students choose to pivot into a career in consulting by leveraging on their skillsets and previous experience, and we support them in achieving this goal by designing a unique career journey, which starts as early as July.

The Career Acceleration Program in Consulting is a key step in the journey and provides students with an in-depth understanding of what it entails to be a consultant and offers step-by-step intensive skills training. Case cracking and fit interview practice rounds combined with individual career advising and mentorship, provide our candidates with the necessary skills and practical tips to succeed in highly demanding selection processes.

The Esade careers team strives to strengthen the existing relationships and develop new collaborations with key international players in the sector, including MBBs and Big4s, as well as in-house consulting and boutique firms.

Esade MBA Recruitment Fair, which brings together our top recruiters, and the study tour to Dubai are important highlights of the consulting journey at Esade. The study tour provides students with a unique opportunity to learn about the sector, tap into the job market in the region and leverage on our strong local alumni network.

#2

Salary Increase (Europe)
Global MBA Ranking 2023
Financial Times

"The Consulting CAP really helped me understand the application process, case cracking, and the job as a consultant. After my MBA internship at Arthur D. Little, I am currently working at BCG in Dubai."

Adrian Schier

Class of 2022



Did you know?

Esade Business Angels Network was Awarded Europe's Best Business Angels Network by eban (European Business Angels Networks)

38

Millions of € invested in our projects

20

Annual investment Forums

€200.000

Average investment per project

Highlights in Entrepreneurship

Esade, an ecosystem for creation and business experimentation. Students who want to focus on the entrepreneurship route can customize their MBA journey via several special activities, e.g. focused Entrepreneurship Study tours and treks, founder talks & meet-ups, and focused career events and training.

Being embedded in one of the most active entrepreneurial ecosystems is crucial for Esade as it facilitates close connection to founders, start-ups, investors, incubators, and investors.

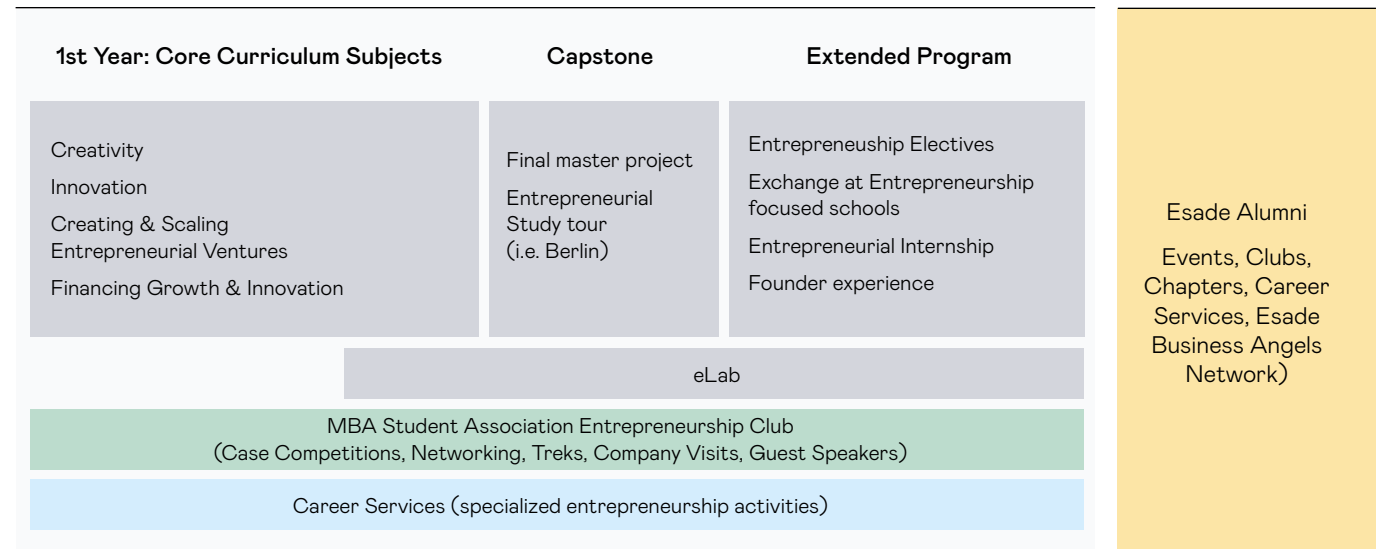
Exploration & Ideation

Experimentation & Validation

Execution & Growth

The MBA journey

Post MBA



eWorks

Accelerators, Founder Meet-ups, Mentorship, Pitch Training, and Networking

Wider Entrepreneurship ecosystem

International investor forum (Esade BAN), Esade Entrepreneurship Institute (EEI): Think Tanks, Research Areas, Specialized Entrepreneurship Courses

Highlights in Technology

The technology sector is one of the most exhilarating and rapidly expanding fields today, offering an array of opportunities for students seeking an exciting and dynamic career path. At Esade, we recognize the immense interest in this sector and are committed to providing our students with unparalleled resources and opportunities to excel in this highly competitive field.

To help our students keep up with the latest trends in technology and increase their sector employability, we offer a Career Acceleration Program in TMT, which includes meetings with successful business representatives and alumni, as well as rigorous technical and personal training.

Additionally, we give students the chance to network and learn by participating in high-profile on-campus events, including CEO Talks, as well as company treks. This year's TMT trek to Dublin provided students with immersive experience through which they learnt about the sector's evolution and vision and gained exclusive access to leading companies such as Google, Indeed, Salesforce, LinkedIn, and Yeesshh.

"I left with lifelong bonds having spent hours in group work and problem solving together. The diversity helped us all grow, be it from understanding people from different backgrounds or whole new perspectives that will be key for any international business setting. The connections I made will be invaluable.

Luke Jahn
Class of 2022



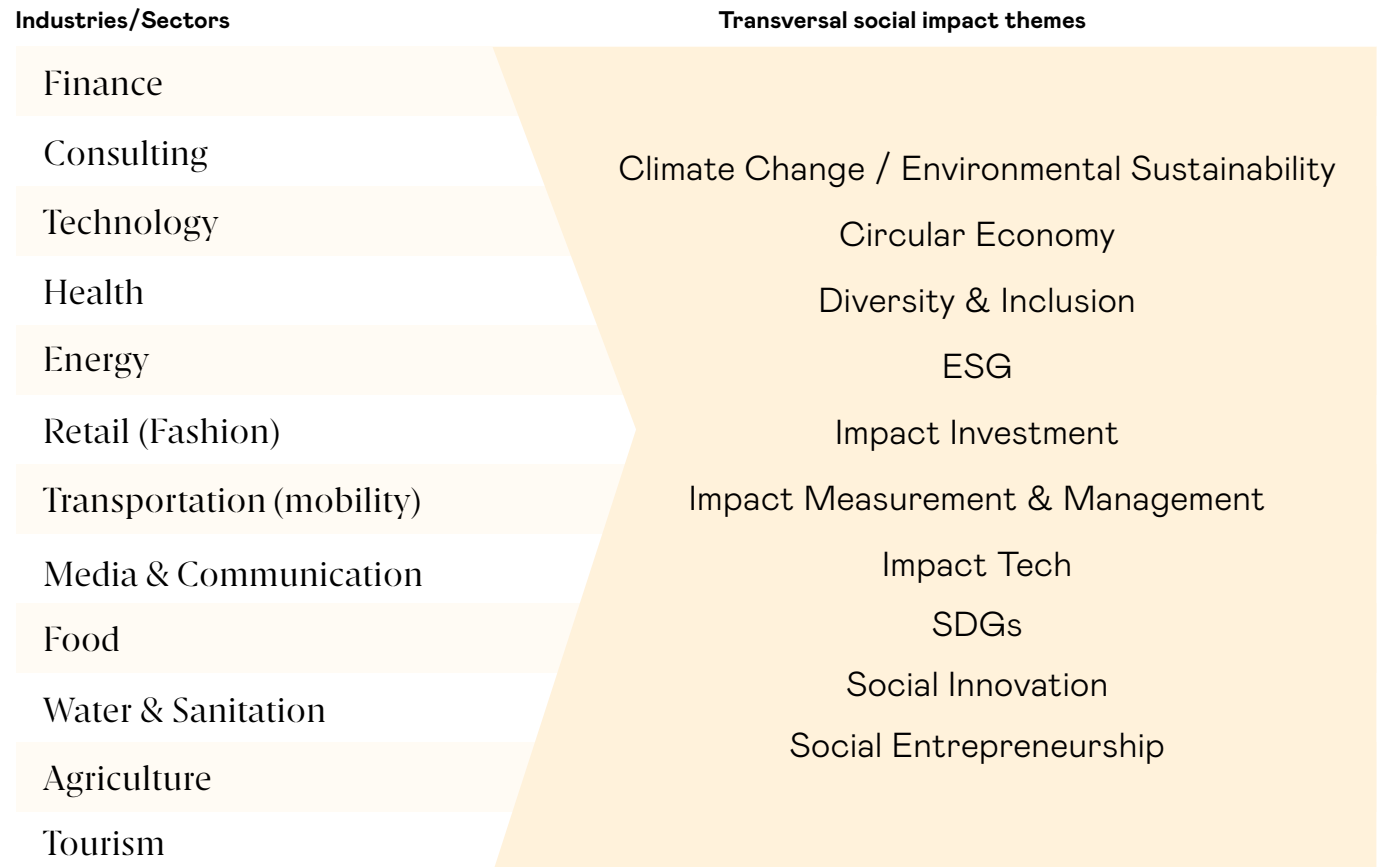
Highlights in Impact

There is an increasing demand for professionals with knowledge of social impact, leading to new opportunities for job seekers to connect their profession with their purpose. Impact-related jobs are available in almost all industries, types of organizations, in all sorts of roles and around topics such as diversity and inclusion, the circular economy, environmental sustainability, ESG, and impact measurement & management.

In the core MBA as well as electives courses students have an opportunity to build knowledge and develop key soft and technical skills to become ideal impact candidates. Electives would include courses in Social Entrepreneurship & Social Impact, Sustainable Value Creation, Impact Investing in Action or Racial (In)Justice, among others.

The student led **Esade Net Impact Club** brings together like-minded individuals and organizes events which include guest speaker sessions, company visits, and case competitions, in line with our agenda to foster career opportunities. Net impact is relevant in all careers and industries; it is about making a difference and instilling good practices throughout all aspects of business.

Social impact footprint in different sectors



*The industries are organized by student preference. This list is not exhaustive

Diversity, Inclusion and Career Progression

Diversity is the core value at Esade, and we pride ourselves in having a very conscious and inclusive community.

Our career services team initiates discussions throughout the year via a series of talks with alumni, external guests and our recruiting partners who recognize the need to establish inclusive hiring practices.

In parallel, the student association clubs for minority groups run regular sessions on the relevant topics to learn and exchange opinions.

Our LGTBQ+ club at Esade promotes LGTBQ+ visibility and awareness on campus and helps prepare students for a career in the business world through social events, networking opportunities, alumni engagement, and campus activities. Our goal is to build a community of allies and create an inclusive environment for LGTBQ+ students at Esade.

Female Careers

The Women in Business is one of the most active clubs and it offers a skills training to equip female students with the right tools to succeed professionally. Additionally, it runs an exclusive mentorship program for its members, which this year attracted over 20 mentors from across different sectors and roles.

"My mentor has been a really good match for me. She has introduced me to people in the sector (even companies/recruiters) and has given me useful tips for the workplace and career path in general. I am also very satisfied since I feel I have built a personal relationship beyond the program too".

Anna Oliveras

Class of 2024



Female Specific Employment Data

PLACEMENT PER LOCATION:

61%	21%	9%
Europe (21% Spain)	LATAM	North America
6%	3%	
Middle East	Asia	

PLACEMENT PER SECTOR:

41%	23%	15%
Technology	Consulting services	Financial Services
9%	6%	3%
Retail	Healthcare	Energy
3%		
Manufacturing		

PLACEMENT PER FUNCTION:

32%	26%	12%
Marketing & Sales	Consulting	General Management
12%	9%	6%
Finance	Operations & Logistics	Other
3%		
Business & Data Analytics		

Internships

Internships are the perfect option for students looking to change career paths or gain knowledge in new industries. The Esade MBA offers tools to ensure you have in-depth knowledge of all areas of business, making you more adaptable and capable of adding value across sectors.

Students who choose to pursue the 15 or 18-month track are able to do an internship during the second year of the program in a wide variety of industries and locations, putting their knowledge into practice and gaining experience in the field.

Internships monthly remuneration

€3,014

Average monthly salary

Internships by region

Europe

80%

LATAM

9%

North America

5%

Asia

5%

Africa

1%

Some of the companies which offered internships in the last 3 years:

- Alira Health
- Bain & Company
- Bullfinch Asset
- Emma The Sleep Company
- Hubuc
- Johnson & Johnson
- Jumia
- Nike
- Roland Berger
- SAP



"One of the main factors that sets the Esade MBA apart is the opportunity to customize your experience according to your individual requirements. I considered my preferences for an MBA internship when deciding on the program length that suited me best."

Maximilian Bethge

Class of 2022



Employment Report Annex

Graduating Class of 2022

Employment and Salary Details | Full Time Jobs

BY SECTOR		Average Annual salary	Maximum Annual Salary
Technology	37%	€84.556	€162.639
Consulting Services	23%	€91.357	€144.112
Financial Services	15%	€ 89.711	€ 220.558
Healthcare	10%	€92.915	€140.237
Retail	6%	€61.567	€72.000
Manufacturing	3%	€64.017	€73.000
Other services (Non profit, Media/ Entertainment, and Energy)	6%	NA	NA

BY FUNCTION		Average Annual salary	Maximum Annual Salary
Consulting	26%	€86.294	€144.112
Marketing & Sales	24%	€75.017	€110.021
General Management	18%	€93.288	€139.847
Operations/ Logistics	12%	€83.272	€124.371
Finance	8%	€98.937	€220.558
Information & Technology	5%	€85.051	€122.254
Business / Data Analytics	4%	€89.329	€140.237
Other	2%	NA	NA

BY REGION		Average Annual salary	Maximum Annual Salary
Europe	46%	€88.797	€140.237
Spain	23%	€70.812	€136.000
LATAM	16%	€68.107	€103.324
North America	5%	€123.141	€162.639
Middle East	5%	€130.837	€220.558
Asia	4%	€67.993	€88.815
India	1%	NA	NA

Employment Details | Summer Internships

BY SECTOR			
Technology	35%	Media/Entertainment	2%
Financial Services	20%	Education	2%
Healthcare	13%	Real State	2%
Consulting Services	10%	Manufacturing	2%
Consumer packaged goods	5%	Non profit	1%
Retail	5%	Other services	1%
Energy	2%		

BY REGION	
Europe	80%
LATAM	9%
North America	5%
Asia	5%
Africa	1%

Did you know?

23% of the 2022 Full Time MBA class accepted job offers in Consulting.

Companies which offered internships and/or full-time positions

Class of 2022

O

- 4G Clinical
- 888holdings

A

- AB inBev
- AbbVie
- Adeo
- Adidas
- Admiral
- Adyen
- Agendi
- Agoro Carbon Alliance
- Al Futtaim
- Al Rajhi Capital
- Alfa Consulting
- Alibaba
- Align Technology
- Alira Health
- Alixpartners
- Amazon
- Arthur D. Little
- Avieco

B

- Bain & Company
- Banco de America Central Honduras
- BBVA
- Biel Glasses
- Blenheim Chalcot
- Bloobirds
- Borealis IA
- BrightHouse
- btov Partners
- Bullfinch Asset

C

- CBRE
- Celonis
- CERN
- Chronomics
- Credit Suisse

D

- Danaher
- Delivery Hero
- DHL Consulting
- Dollaride

E

- Emma The Sleep Company
- Epsilon Technologies
- Esade Entrepreneurship Institute
- Everis

F

- Fireblocks
- Flagship Founders
- Flash Contract (Papernest)

G

- Gartner
- Global New Energy Finance
- Glovo

H

- Google
- GRIT Partners Group
- GSK

I

- Hapag-Lloyd
- HP
- HUBUC
- Immfly
- Impulssum
- Infosys
- InnoEnergy
- IPMD

J

- Janssen
- Johnson & Johnson
- JUMIA

K

- Kearney
- Kuba

L

- Leitat
- Leitat Technological Center
- LifeScience Consultants
- Locust Walk
- Lohono Stays
- L'Oreal

M

- Maersk Management Consulting
- Margin
- Mastercard
- McKinsey & Company
- Meetoptics Labs
- Merama
- Mercado Libre
- Messari
- Minerva Medical
- Morgan Stanley
- Motta International

N

- Nestlé
- Newsec Infra
- Nike
- NITL app
- Nova Talent
- Nubank

O

- OpenTalent
- Optopus
- Oryx Impact

P

- Partoo
- Philips
- Pipo Saude
- Pollinate
- Porsche Consulting
- Prosperity Network
- PwC

R

- Radius Payment Solutions
- Razor Group
- Real Federación Española de Fútbol
- Reckitt Benckiser
- Remberg
- ResearchGate
- Roland Berger
- Rydes

S

- SAP
- Save The Children
- SeedLink
- Segirus
- Shopee
- Siemens
- Siemens Advanta Consulting
- Silber Salon (Joya Silva)
- SimCorp
- Simon Kucher & Partners
- Sincorp
- Smartway.work
- Sonder
- Stenon
- Strategy &

T

- Tekion Corp
- The Boston Consulting Group
- The predictive company
- Tigo
- TomTom

U

- Uber
- Unmanned Life

V

- Veeva Systems

W

- Water and Irrigation Solution
- WayFair
- Werfen
- WorkMotion

Z

- Zalando

esade

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This report measures the number of students in employment, having already accepted offers, in comparison with those actively seeking employment on a fixed date. Percentages include those who accepted employment prior to graduation and those who had signed an employment contract within exactly 3 months of this date. All information here enclosed was offered voluntarily by the students themselves.

The information offered here is to provide you with as broad a picture of salary ranges as possible. All amounts are quoted in Euros (€). All conversions are at the current exchange rate, though this does not reflect living expenses and typical wage scales abroad, in the case of students working abroad(*) For confidentiality reasons, we have not provided salary information for percentages lower than 5%. Percentages inferior to 5% will be shown as NO DATA.

Accurate at time of print.

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