Smith
SCHOOL OF BUSINESS
Queen's University

Career
Advancement
Centre

MBA 2023
EMPLOYMENT REPORT

90%
accepted an offer before graduation

96%
accepted an offer by 3 months post-graduation

$101,385
average base salary

Average base Salary Delta 89% increase from pre-MBA job

$13,386
average signing bonus

$27,081
average other guaranteed compensation

EXECUTIVE SUMMARY

I am delighted to share our Employment Report for the MBA Class of 2023. This report has been developed for prospective and current students, recruiters, alumni, faculty, and staff, and highlights student placement statistics, student desires, and corporate engagement.

The Class of 2023 marked the transition back to "normal" in many ways, as they pivoted to the in-class learning experience, following two months of online learning due to COVID restrictions. Additionally, they experienced the dynamic return of on-campus recruitment with many employers participating in Information Sessions, Industry Nights and Coffee Chats in Goodes Hall. While they faced an uncertain economic climate that impacted hiring across industries, this class demonstrated exceptional resilience and career search skills with 90% accepting offers by graduation, and 96% within three months of graduation.

The average base salary for MBA 2023 graduates has increased again to $101,385 (97% reporting), representing a substantial 89% increase compared to pre-MBA salaries. This significant growth reaffirms the value of a Smith MBA in propelling our graduates towards rewarding and fulfilling career paths.

Financial Services regained the top spot as the industry where the greatest number of students landed, at 38%. Consulting and Technology were next highest, at 28% and 10%, respectively. The remaining 24% of placements were spread across 9 additional industries, demonstrating the versatility of a Smith MBA and the impact our graduates have across a wide variety of roles and sectors.

We extend our heartfelt congratulations to the MBA Class of 2023 for their outstanding achievements. Thank you to the entire Smith community for their remarkable dedication to our students and supporting their ongoing personal and professional growth. As our graduates embark on this next step, we eagerly anticipate their continued success and contributions to business and society.

Congratulations to the Class of 2023! We look forward to seeing you back on campus as alumni and future recruiters!

Sincerely,

Karen Jackson-Cox
Executive Director, Career Advancement Centre
Smith School of Business

Ranked #1 in Canada

FT GLOBAL MBA 2024 RANKING

Best Career Services in Canada

Best Alumni Network in Canada

Best Value for Money in Canada

Class Profile

78
STUDENTS IN CLASS

40%
WOMEN

1%
NON-BINARY

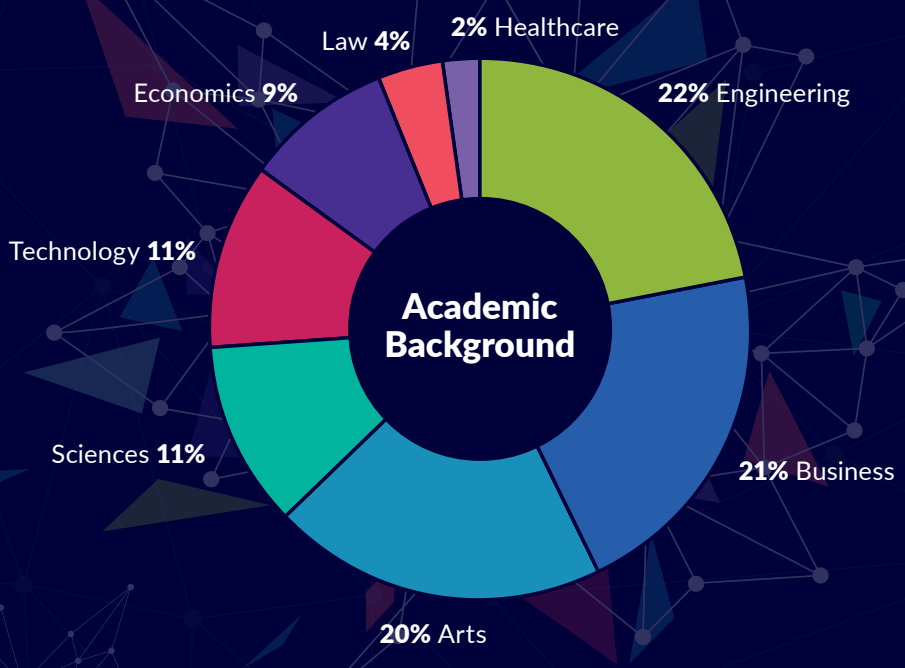
59%
MEN

4.2
AVERAGE YEARS OF WORK EXPERIENCE

58%
CANADIAN/ PERMANENT RESIDENT

42%
INTERNATIONAL

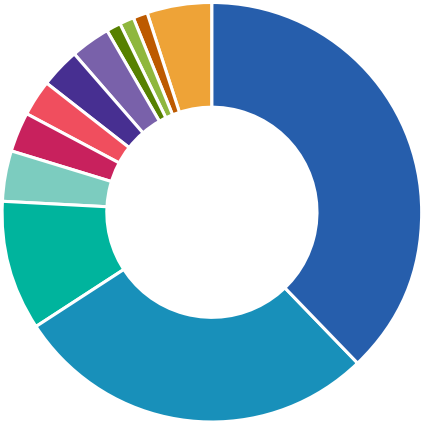
28
AVERAGE AGE



Class profile data is based on the incoming class of 2023 as of 2021

Employment Outcomes

EMPLOYMENT OUTCOMES BY INDUSTRY

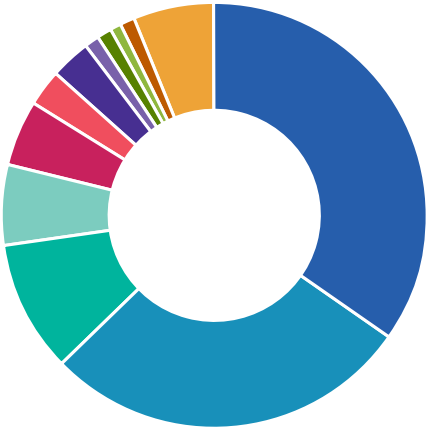


- Financial Services **38%**
- Consulting **28%**
- Technology **10%**
- Healthcare **4%**
- Energy & Resources **3%**
- Manufacturing **3%**
- Real Estate **3%**
- Retail **3%**
- Airlines **1%**
- Telecommunications **1%**
- Transportation **1%**
- Other **5%**

Industry	Avg. Base $
Financial Services	$103,390
Consulting	$113,005
Technology	$99,429
Healthcare	$100,510
Other	$91,667

Note: In accordance with MBA CSEA regulations, salaries are not published for industries with fewer than 3 data points

EMPLOYMENT OUTCOMES BY FUNCTION

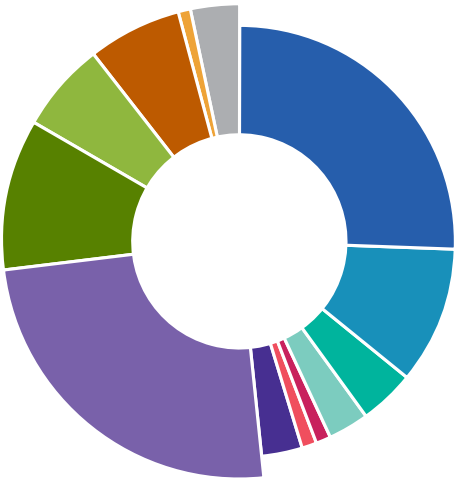


- Finance **35%**
- Consulting **28%**
- General Management **10%**
- Sales **6%**
- Product Management **5%**
- Operations & Logistics **3%**
- Strategy **3%**
- Accounting **1%**
- Business Development **1%**
- Digital Transformation **1%**
- Technology **1%**
- Other **6%**

Function	Avg. Base $
Finance	$93,500
Consulting	$100,000
General Management	$98,140
Sales	$93,000
Product Management	$97,500
Other	$75,000

Note: In accordance with MBA CSEA regulations, salaries are not published for functions with fewer than 3 data points

Source of Job Offer



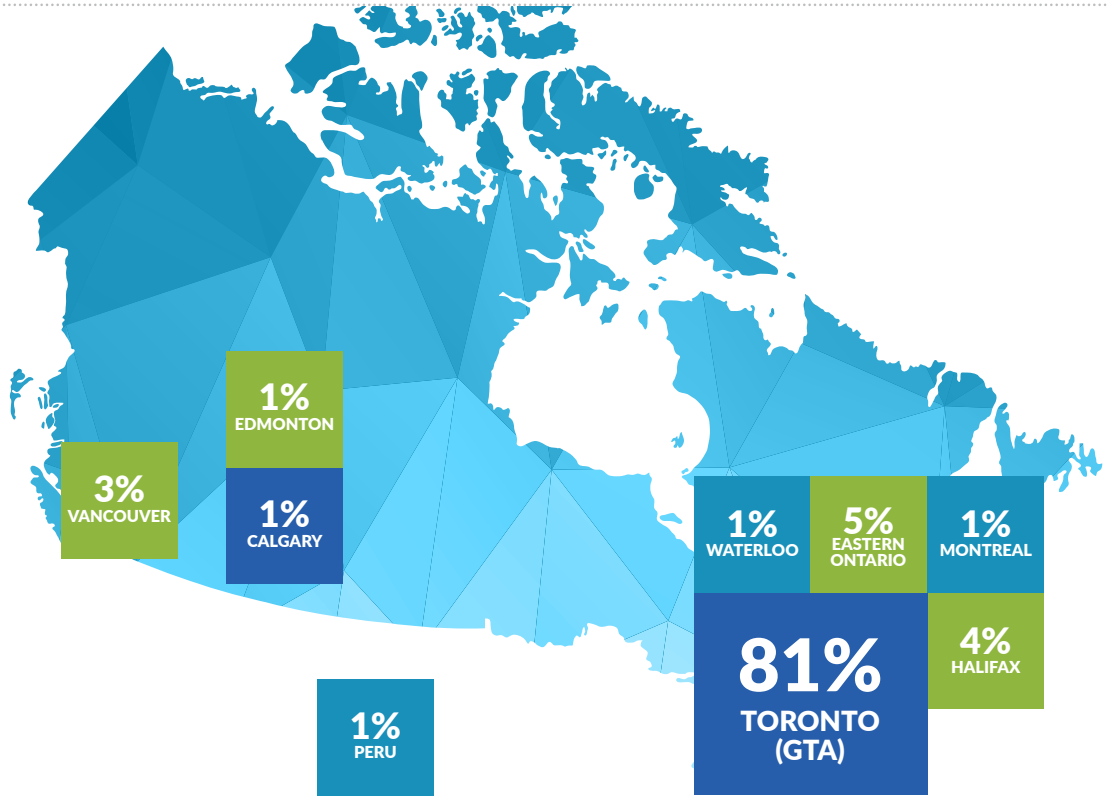
School Facilitated (49%)

- Quest Posting **25%**
- Networking with Alumni and Corporate Partners **10%**
- Referral from Smith Alumni/Classmate **4%**
- Referral from Smith Staff or Faculty **3%**
- Case Competition **2%**
- Rehired from Smith-Facilitated Internship **2%**
- Other Assistance from Smith **3%**

Graduate Facilitated (51%)

- Personal Network **24%**
- Public Job Board **10%**
- Executive Search/Headhunter **6%**
- Returned to Employer/Internal Promotion **6%**
- Rehired From Other Internship **2%**
- Other **3%**

Placement by Geography



2% unreported

Corporate Engagement

61	164	412	55	96%	109
FIRMS ENGAGED IN MBA EVENTS*	FIRMS POSTING MBA LEVEL JOBS	MBA JOB POSTINGS	FIRMS STUDENTS SIGNED WITH	OF MBA GRADS MADE AT LEAST ONE CAREER TRANSITION**	EMPLOYER EVENTS

*Number of firms engaging in networking or other career centre events
**Function, Industry, or City

Employer Testimonials

"Smith students are prepared in all aspects for career success, validating the well-rounded curriculum of the program. The consulting club leaders support the students with extracurriculars that make the students stand out in a competitive job market. It's exciting to partner with Queen's which has similar values when it comes to creating a diverse and inclusive culture. Our partnership with Smith's MBA program allows us to connect with a diverse candidate pool who is prepared to succeed in the consulting world."

Alysia DaSilva
Associate
Kearney

"Finding great talent is hard work and partnering with Smith School of Business to achieve this makes it easier! It is a pleasure to work with a responsive Career Centre that knows exactly what we seek and to hire talented graduate students with ease and support. We appreciate and value the opportunities to connect with Smith's impressive MBA cohorts and look forward to recruiting this talent year after year."

Christine Keleshian
Senior Manager,
Talent Acquisition
TD Bank Group

"When RBC is looking for high caliber MBA students, we know we will meet them at Smith School of Business. It's always a pleasure to connect with your students and they have been a great match for our Leadership Development Program and our Wealth Management Generalist Program. Can't wait to meet the next class!"

Tenzin Zongdho
Senior Manager,
Early Talent Acquisition
Royal Bank of Canada

"For years, Deloitte Canada has partnered with Smith's Career Advancement Centre. Always supportive, reliable, and proactive, they understand our needs as an employer and create opportunities to engage with the MBA class. Smith continues to be a dependable source of talented students, ready to enter the workforce. We know that diverse perspectives and life experiences make us better — we want you to feel like you belong here. I look forward to collaborating with Smith and welcoming the MBA graduates!"

Nicole Salavati
Manager, Early Talent
Acquisition, Consulting
Deloitte Canada

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 graduates in the past 3 years.

Accounting/Consulting
Accenture, **Accuracy**, **Adaptovate**, **Adastra**, **Bain & Company**, BCG, **Brooks International**, **Burnie Group**, Capco, Capgemini, **Carly Rian Group**, Carpedia Hospitality, **Carpedia International**, **Cognizant**, **Deloitte**, **EY**, Fusion Analytics, Galleon Advisors, **Gartner**, Grant Thornton LLP, JTE Claims Consultants, **Kearney**, Konrad Group, **KPMG**, L.E.K consulting, Level5 Strategy, **Mastercard**, **McKinsey & Company**, Mensana Change Management, **Oliver Wyman**, Optis Consulting, **PwC**, Quinn + Partners, **Revenue Management Labs**, Richter, **RML**, Roland Berger, RSM, **Simon-Kucher & Partners**, Strategy&, **The Barrington Consulting Group**, **Throughline Strategy**, Trindent Management Consulting, **ZS**

Consumer Goods
Hershey, **Hexo**, **Kenvue**, PepsiCo, Procter & Gamble, Tealeaves, **Wella**

Energy & Resources
Bruce Power, **e-Zinc**, Enbridge, **Reliance Home Comfort**, Shell Canada, Suncor, **Tenaska Marketing Ventures**, Toronto Hydro

Financial Services
AIG, American Express, ATB Financial, **Atrium**, **Banco de Credito del Peru**, Bank of America Merrill Lynch, **BDO**, Berkshire Hathaway, Birch Hill Equity Partners, Blackrock, Blair Franklin Capital Partners, BMO Financial Group, Borrowell, Burgundy Asset Management, CAAT Pension Plan, **Canaccord Genuity**, Canada Life, **Capital One**, CBRE Investment Management, Chubb, **CIBC**, Citigroup, **Clariti Strategic Advisors**, **Connor, Clark & Lunn**, Cormark Securities, CPP Investment Board, Desjardins, Empire Life Insurance Company, Equitable Bank, **Fengate**, Fidelity Investments, **GCI Capital**, Goldman Sachs, **Haitong Securities**, Healthcare of Ontario Pension Plan, Houlihan Lokey, **HSBC**, **IJW&Co.**, **Investment Management Corporation of Ontario**, **J17 Capital**, Laurentian Bank, Letko, Brosseau & Associates, Mackenzie Investments, Macquarie, **Magenta Capital Corporation**, **Manitou Investment Management**, Marsh McLennan, Morningstar, **National Bank**, **Northleaf Capital Partners**, Omers, Onex Corporation, **Ontario Teachers' Pension Plan**, **Ontario Wealth Management Corporation**, **Purves Redmond Limited**, Raymond James, **RBC**, **Red Cloud Securities**, **RSA**, **Scotiabank**, **SOL Global Investments**, State Street, Sun Life Financial, Tangerine Bank, **TD Bank Group**, The Co-operators, **Travelers Insurance**, Visa, Wells Fargo, **Whitehorse Liquidity Partners**

Government
Bank of Canada, BC Public Service, BDC, Canada Border Services Agency, Canada Deposit Insurance Corporation (CDIC), Canada Infrastructure Bank, Canada Post, Canada Revenue Agency (CRA), City of Calgary, City of Kingston, City of Richmond, City of Toronto, Competition Bureau Canada, Export Development Canada, **Government of Canada**, Government of Nunavut, Immigration, Refugees and Citizenship Canada (IRCC), Infrastructure Ontario, **Invest in Canada**, LCBO, Office of the Auditor General of Canada (OAG), OLG, Ontario Government, Ontario Health, Ontario Securities Commission, Peel Regional Police, Statistics Canada, WSIB (Workplace Safety and Insurance Board), Xeni Gwet'in First Nations Government

Healthcare
Altum Health, Apotex Inc, AstraZeneca, Bayer, **DNA Genotek** , **Essilor**, GE Healthcare, **GoodLife Fitness**, GSK, Janssen, McKesson, **PRA Health Sciences**, Providence Care, Roche, Sanofi, SickKids (The Hospital for Sick Children), **Stryker**, **Unity Health Toronto**, **University Health Network (UHN)**

Hospitality & Tourism
A&W Foodservices of Canada, Chick-fil-A, Four Seasons Hotels & Resorts, Restaurant Brands International, Starbucks

Manufacturing
3M, **Aurora Hydrogen**, BMW, Brother, BRP, Canada Goose Inc, **Carbon Utilized**, Ford, **Magna International**, Mazda, Porsche, **Roboplast Canada**, Shawcor, **SpaceRyde**, Toyota, Yamaha

Marketing Services
Klick Inc., LoyaltyOne, Nielsen Corporation

Media & Entertainment
Bell Media, Canadian Broadcasting Corporation, Corus Entertainment, **Flutter Entertainment**, MLSE, **Rugby ATL**, Wasserman

Non-Profit
KEYS, **Mitacs**, Right to Play International

Other
Barteaux Labour and Employment Lawyers, **Garza Construction**, **JF Shea**, **Smitiutch Injury Law**, **Teraflex (An OEC Company)**, **VetStrategy**

Real Estate
Cadillac Fairview, CBRE, **Crombie REIT**, Dream Unlimited, **Oxford Properties Group**, **Propra**

Retail
Canadian Tire Corporation, **Delhi Organic Farmers Bazaar**, **Silk Express Toronto**, Walmart

Technology
3motionAI, **Amazon**, BlackBerry, CGI, **cirkuit**, Cloudflare, D2L, **Dassault Systemes**, **Dynac**, eBay, Ecobee, **Ferveret**, **Flashfood**, **Flexera**, **Glo3D**, **Google**, **HealthHub**, IBM, Instacart, **Interac**, **Jonas Software**, **LinkedIn**, MaRS Discovery District, **Max Sold**, **McAfee**, **MeazureUp**, Microsoft, Moneris, **Naborly**, Newcomp Analytics, Oracle, **Prophix Software**, **Provana**, Questrade, Rakuten Kobo Inc., **Rose Rocket**, **Salesforce**, **Samsung**, SAP, SAS, **Scribendi**, Shopify, Tableau, Telus Health, Thomson Reuters, Trend Micro, **Uber**, X (formerly Twitter)

Telecommunications
Bell, Ericsson, Huawei, **Rogers Communications**, **TELUS**, Virgin Plus

Transportation & Airlines
Air Canada, CN Rail, **Left Lane Associates**, Metrolinx, Toronto Transit Commission (TTC), WestJet

Corporate Relations Team

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

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Melissa Shorrock
Associate Director, Corporate Relations
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