



MBA Employment Report

2022-23

impact from within

Finance roles are prominent with gains in Global Industry and Impact

We are delighted to have supported our MBA 22-23 class into corporate roles across different organisations, sectors and countries. Our students have excelled in securing a range of positions in 51 cities worldwide, through both traditional and non-traditional career paths. They have achieved this by transitioning sectors, countries or function (88%) or by venturing into entrepreneurship.

This year, there is a 9% average salary increase, maintaining a trend of strong growth since 2020, notably in the Global Industry and Impact sectors. Reflecting Oxford Saïd’s long-term commitment to creating impact from within, we’ve witnessed more students returning or pivoting to a wide range of impact roles in foundations, government, and mainstream employers.

There is a continued growth in sponsored students (10%), and 1 in 10 students have initiated their own ventures, primarily in the Technology and Energy sectors, with locations spanning Africa, North America,

and the UK. Geographic mobility continues to remain significant, with increased moves to the Middle East (up 9%) and a continued strong representation in Asia and North America. Despite the challenges of the UK market, this remains a strong area for relocation with some notable roles attained.

Finance roles are prominent, with 32% of students securing an increasing number of positions in diverse specialisms. Whilst consulting hiring patterns have shifted, strategy consulting remains a key focus area among a wider diversity of firms. Despite market conditions and the expected universal drop in technology hires, our employment rate stands at 80%, emphasising our commitment to supporting students through their early alumni years, a crucial phase of career development.

Congratulations to our newest global alumni on their diverse and rewarding roles. We remain dedicated to staying connected and supporting them as they embark on their individual journeys.

MBA class of 2022/23



Graduating class size

311



Female participants

48%



International students

93%



Nationalities

64



GMAT Median score

690



Average work experience

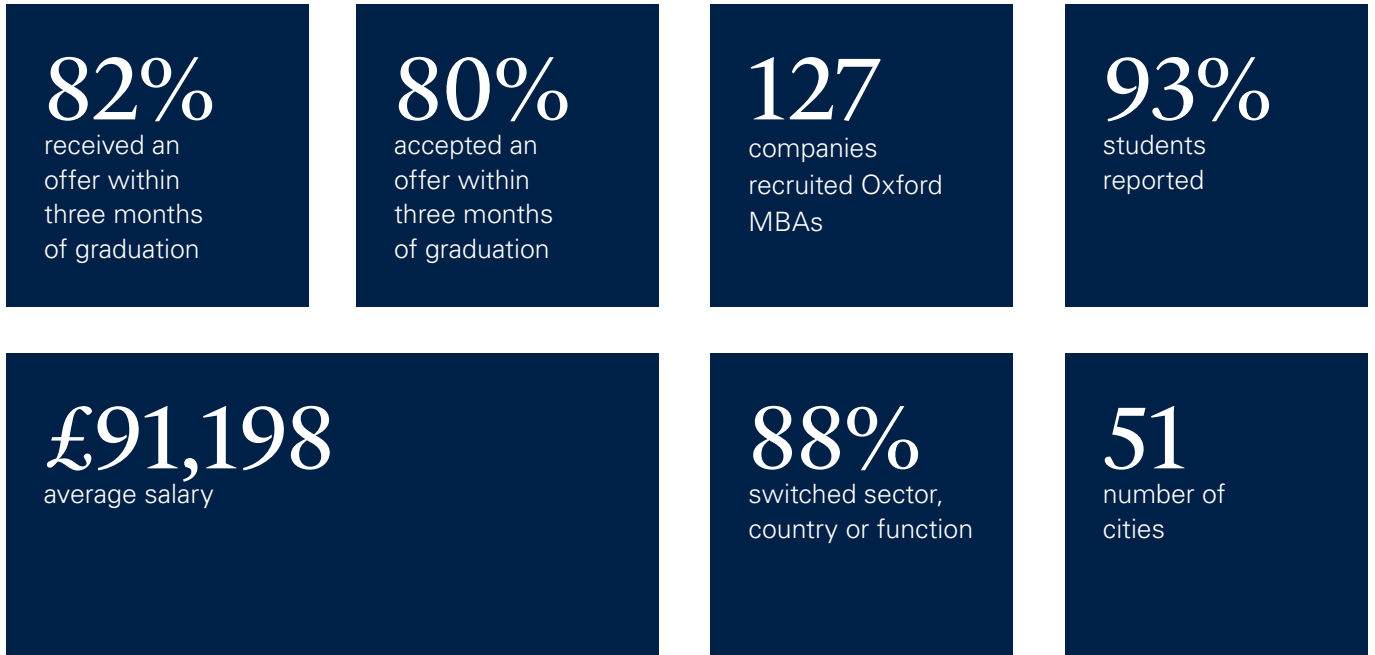
5 years

Joy Bussell

Director of Career Development Centre,
Saïd Business School



MBA 22-23 career outcomes: the metrics that matter



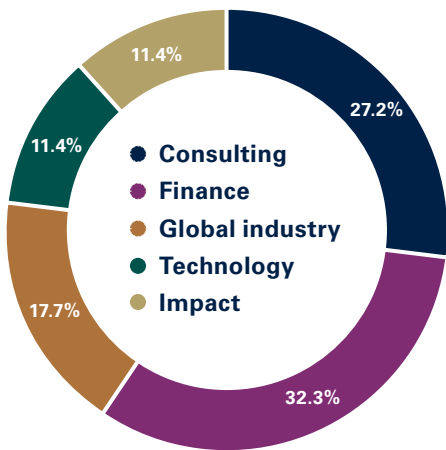
A Roadmap to Success: Tracking our graduates’ journey from Pre-MBA to Post-MBA roles

		Post MBA				
Industry sector		Consulting	Financial Services	Global Industries	Impact	Technology
Pre MBA	Consulting	42%	22%	14%	8%	14%
	Financial Services	20%	64%	9%		7%
	Global Industries	28%	21%	38%	3%	1%
	Impact	25%	13%	8%	54%	
	Technology	13%	27%	20%	7%	33%

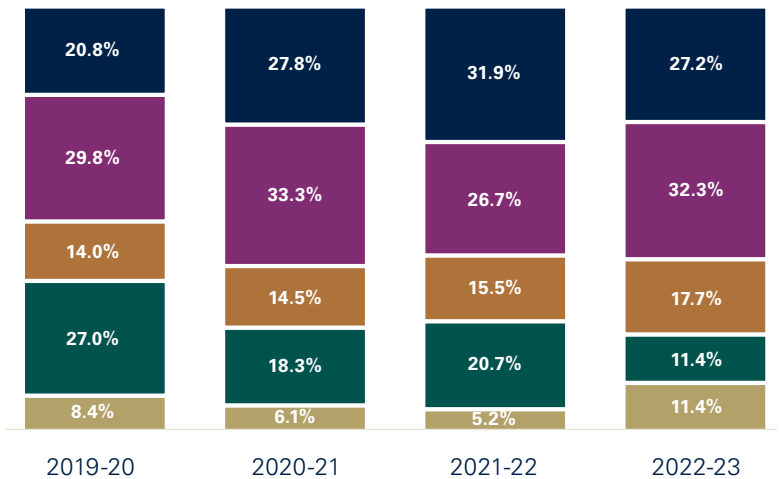
Sectors and salaries

The diversity of our MBA 22-23 class destination is shown by the breakdown by sector, the corresponding average salary and key organisations that employ our Oxford MBAs in fulltime positions.

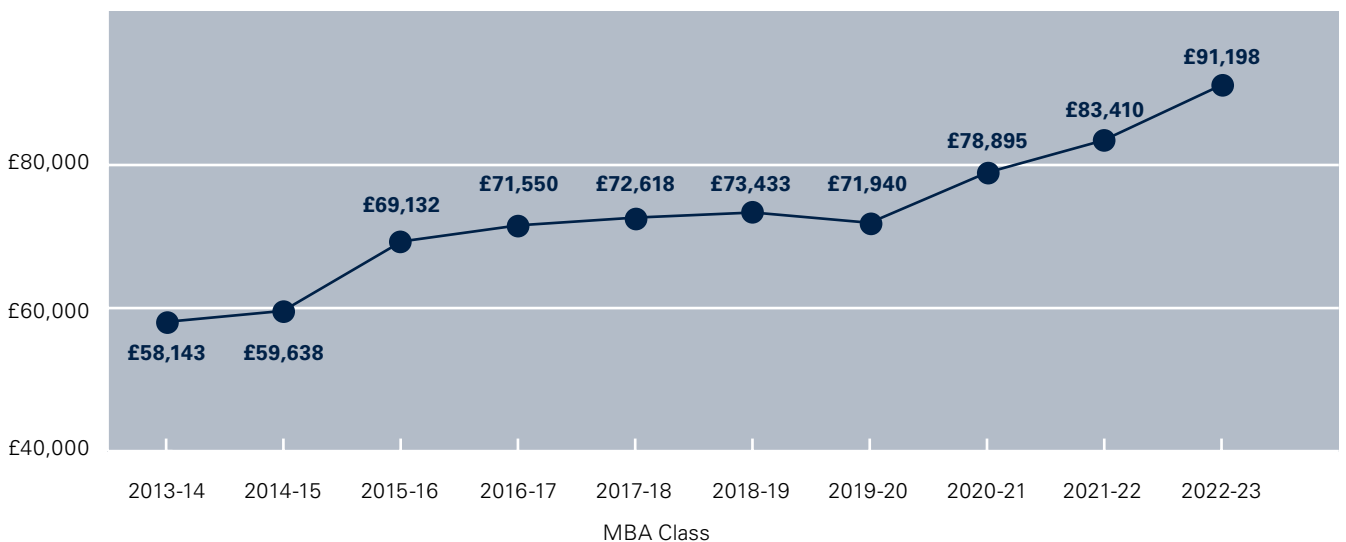
MBA 2022-23 Industry sectors



Post MBA Industry Sector destination over the last four years



Average base salary for graduates in a new post-MBA role



Consulting



‘Prior to my MBA, I worked in the not-for-profit sector in the UK, most recently leading a team of account managers in the corporate partnerships team of an international NGO. When I started my MBA, I was still exploring different career paths and learning more about the range of options available.

Being able to have a tangible impact through my career was an important factor for me, so I prioritised firms whose values aligned with mine. The Career Development Centre supported me every step of the way in my journey through resources, advice and knowledge sharing. Working closely with them, I was able to navigate the application process – their help with mock interviews, CV reviews and case preparation was invaluable.’

Celeste Mottahedin-Fardo
Consultant, BCG, Dubai

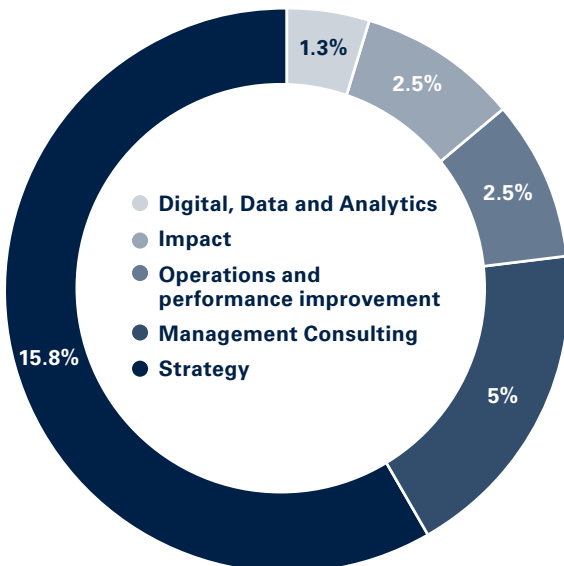
Employment outcomes

27.2%

of total jobs reported

£94,520

average salary



A selection of Consulting organisations* who employed our MBA 22-23 graduates in full-time positions

- AlixPartners**
- Bain & Company**
- BCG**
- Dalberg**
- Efficio**
- EY-Parthenon**
- Kearney**
- McKinsey & Company**
- Roland Berger**
- ZS Associates**

*A full list of employers can be found on page 15

Sector insights

from the Oxford Saïd Consulting Careers team

We are delighted that 55% of our consulting roles were successfully secured in leading strategy firms. A greater number of consulting firms are hiring our students, up 12%, driven by more students achieving roles in the Middle East and also securing more roles aligned to sustainability and impact. In common with other sectors, there has also been a significant rise in the average salary for those entering the consulting field.



‘I have worked with over 100 impact-focused businesses across diverse sectors throughout my decade-long career. I chose the Oxford MBA to equip me to navigate the evolving global marketplace confidently and competently. The resources and opportunities provided by Oxford Saïd’s education and career development played a pivotal role in guiding my career transition and fostering personal growth. It has given me the holistic understanding and practical skills necessary to drive worldwide, impactful change’

Annatu Neina Abdulai
Program Manager, Dalberg



Financial Services



'With a background as a software developer in the financial services sector, my participation in the co-curricular Finance Lab, Asset Management Masterclass, and Hedge Funds programme, reignited my passion for investment banking.'

I had dropped ideas of investment banking (IB), thinking I lacked the skills required for it despite having cleared CFA Level II. Finance Lab helped me build on my skills via live cases and modelling exercises. With encouragement from my classmates and the careers team, I applied for IB roles and was successful with Bank of America!

Prafull Gupta

Investment Banking Associate, Bank of America

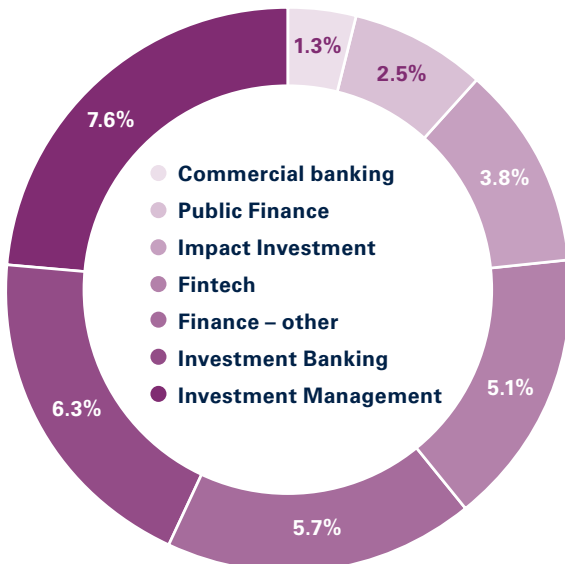
Employment outcomes

32.3%

of total jobs reported

£88,749

average salary



A selection of Finance organisations* who employed our MBA 22-23 graduates in full-time positions

- Bank of America**
- Barclays**
- British International Investment**
- Goldman Sachs**
- International Finance Corporation (IFC)**
- JP Morgan**
- Morgan Stanley**
- PATRIZIA**
- Revolut**
- The World Bank Group**

*A full list of employers can be found on page 15

Sector insights

from the Oxford Saïd Finance Careers team

The financial services employment backdrop for our MBA 2022-2023 class was tough. With US interest rates continuing to rise to combat inflation, (the US Fed Funds Rate rose well over 2% during the period), there was more bank firing than hiring. Higher interest rates effectively halted much Private Equity and Venture Capital activity, and thus job opportunities for our students were harder to come by. Given that backdrop, we are delighted that over 32% of the class still found jobs in Financial Services with buy-side jobs leading the way, and fintech and investment banking not that far behind.



'Before Oxford, I worked as an investor focusing on the infrastructure sector for the IFC in the South Asia region. Attracted to the impact focus of Oxford Saïd, I wanted to change my geography and pursue a one-year MBA. I aspired to continue working at the intersection of finance and impact. My belief was further strengthened after coming to Oxford and interacting with my colleagues and career coaches. Co-curricular activities and career support helped me a lot in securing an internship which has now converted to a full time role.'

Preeti Mohan

Investment Executive, British International Investment, London

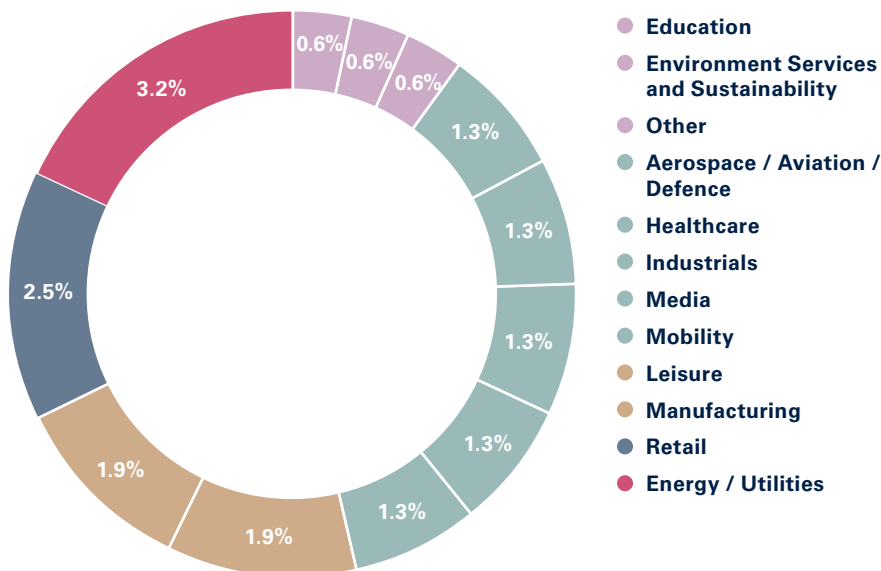
Global Industry and Impact



'My background is in strategy consulting, working for Deloitte, Mexico for four years. The Career Development Centre helped me uncover my career vision and develop a long-term career aspiration alongside providing a structured approach on how to apply for a job. As the programme progressed and I started applying to several positions, I realised companies need specialists to fill post-MBA roles. Therefore, I decided to stay in the same function: Strategy, what I was already good at, but change to a different industry, ultimately landing a role in the sports industry.'

Andrés Lara Oriani
Senior Strategy Manager at Formula E, London

Employment outcomes – Global Industry



A selection of Global Industry organisations* who employed our MBA 22-23 graduates in full-time positions

- BHP**
- ByteDance/TikTok**
- ExxonMobil**
- Formula E**
- Hilton Worldwide**
- love, Bonito**
- NBC Universal**
- Nissan Motor Corporation**
- Siemens Gamesa**
- Steinway and Sons**

*A full list of employers can be found on page 15

Sector insights

from the Oxford Saïd Global Industry and Impact team

Energy, Manufacturing and Retail are all sectors that have held up well, although we have seen a dip in Healthcare as they reduce their Leadership Development Programmes. We see consistent hiring across familiar household names and multinationals, and in less well known but exciting startups and scale-ups. Roles are varied though strategy, finance and product functions remain popular choices. There has been an increase in MBAs finding jobs in North America and fewer in the UK, perhaps reflecting the relative strength of the two economies.

It is good to see growth in impact outcomes, across a range of non-profit, social enterprise and public sector organisations. It's also worth noting the range of roles in the sector, which includes data science and product management as well as more traditional fundraising and programme management functions.

Employment outcomes – Impact

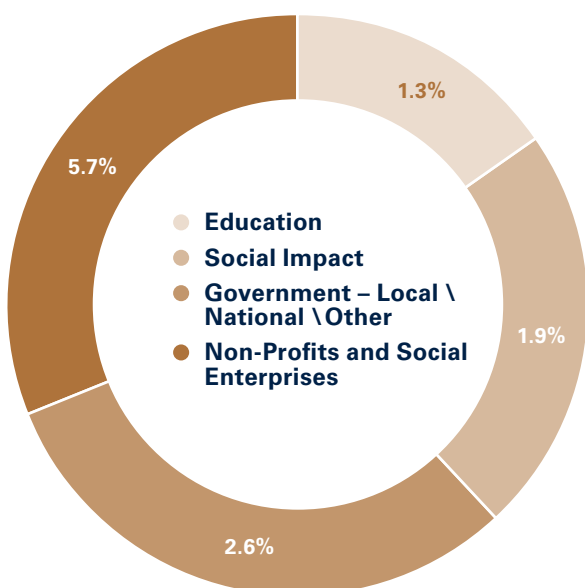
Oxford has a strong reputation of supporting students building careers with a positive social or environmental impact. Some of these students find employment in NGOs, non-profits, social enterprises, and the public sector, as this chart shows. We also see students find roles in impact investment and impact consulting, as highlighted elsewhere in the report, and in ESG, DEI and Sustainability functions in industry.

11.4%

of total jobs reported

£92,033

average salary



A selection of Impact organisations* who employed our MBA 22-23 graduates in full-time positions

- Accountant-General’s Department,**
- Government of Singapore**
- Bill and Melinda Gates Foundation**
- Clinton Health Access Initiative**
- Human Rights Watch**
- Ministry of Investment of Saudi Arabia**
- Nesta**
- Tony Blair Institute for Global Change**
- USAID**
- World Relief**

*A full list of employers can be found on page 15

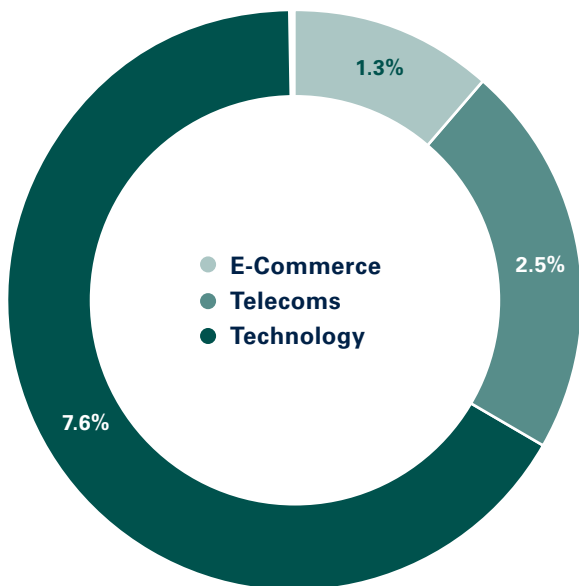
Technology and Entrepreneurship



'I was certain about my desire to shift industries, leveraging the skills I had cultivated in banking in Canada. I dedicated time to expanding my technical skill set and familiarising myself with new industries, laying the groundwork for a successful career transition. The Career Development Centre proved invaluable in addressing challenges I encountered along the way, offering personalised assistance and resources. Moreover, their support was instrumental during negotiations for job offers, ensuring favourable outcomes and opportunities for advancement.'

Juliet Zhu
Manager, EMEA Credit, Apple, London

Employment outcomes – Technology



A selection of Technology organisations* who employed our MBA 22-23 graduates in full-time positions

- Amazon**
- Apple**
- Canonical**
- Experian**
- Google**
- Liberty Global**
- Shein**
- Thread**
- Uber Technologies**
- Virgin Media**

*A full list of employers can be found on page 15

Sector insights

from the Oxford Saïd Technology team

The widespread layoffs and hiring freezes in the Tech sector were headline news in 2022/23, when the tech giants re-evaluated their workforce needs, which translated into a notable downturn in MBA hiring. Most impact was felt with firms like Amazon, where large numbers of MBAs are traditionally hired. Despite the turmoil, we were delighted to see an increase in roles at Liberty Global and Apple, as well as more roles in emerging tech companies and startups, where the strategic and analytical skills of our MBA graduates remained in high demand. It was also encouraging to see a continuing rise in salaries in this sector.



‘Embarking on an MBA programme, especially one as intensive as a one-year course, demands strategic focus due to the necessity of making hard choices. The Career Development Centre helped me do the groundwork which allowed me to strategically enhance my narrative through targeted networking and school introductions to Oxford alumni at Google. A comprehensive approach that included personal initiative with institutional support, was key in shaping and advancing my career trajectory.’

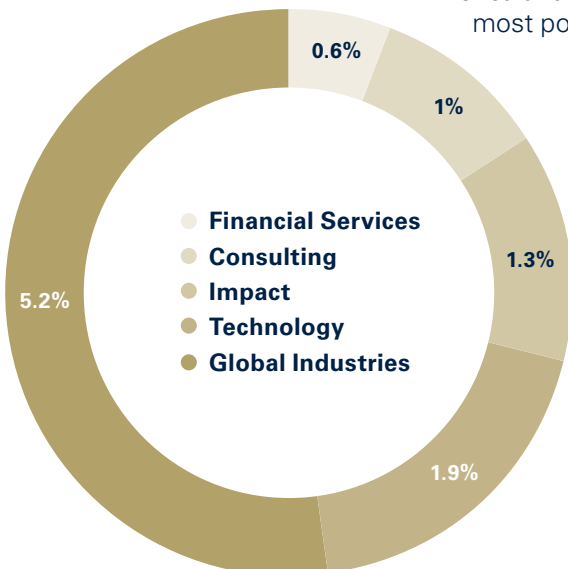
Tanvi Nautiyal

Strategy and Operations Lead, Google, Stockholm

Employment outcomes – Entrepreneurship

10%
of the total class

10% of the total class recorded that they started their own venture. The start-up industry focus was on energy and technology, and among the recorded locations, Africa, North America and the UK were most popular.



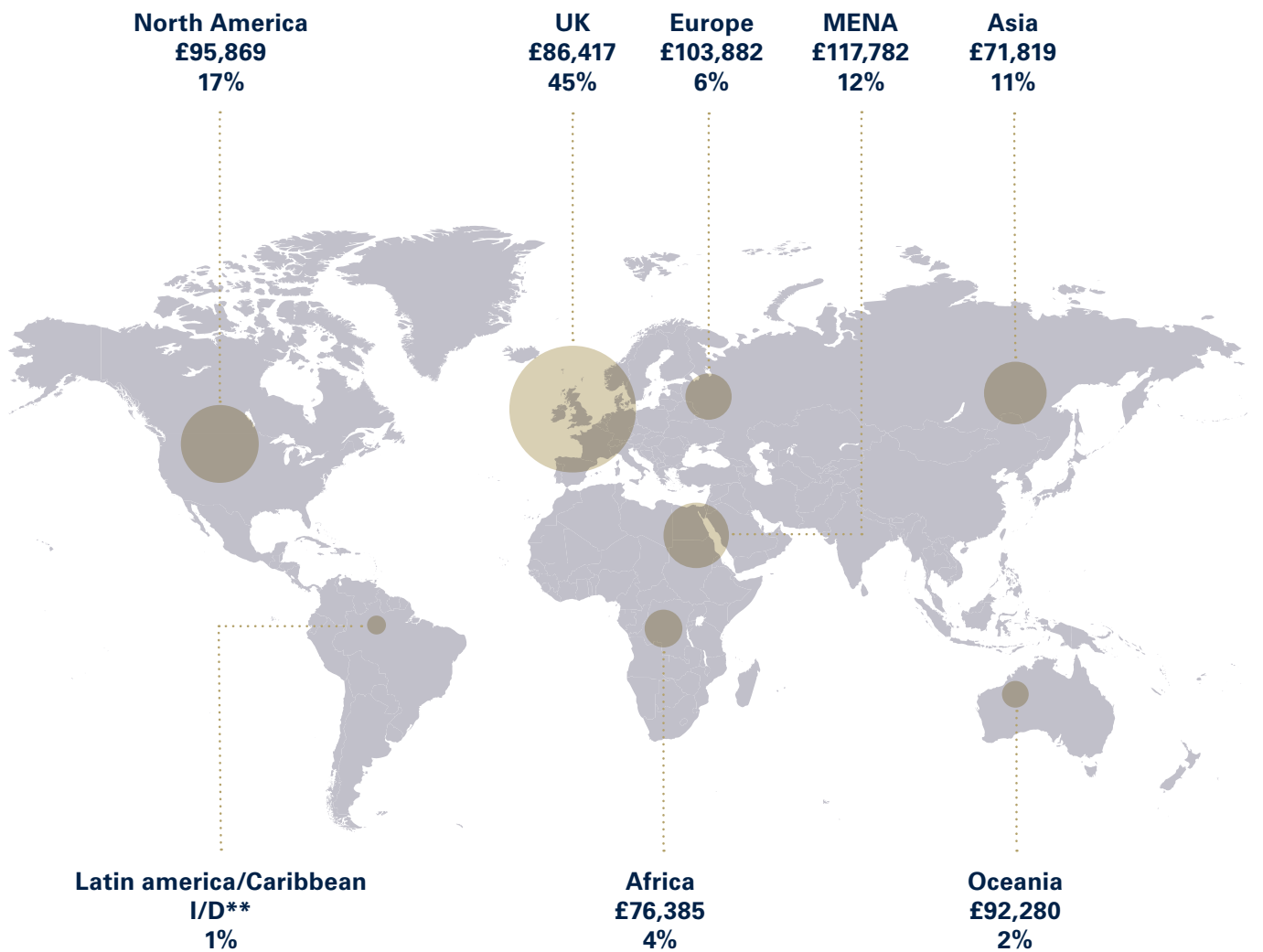
The countries* recorded by students who started their own venture.

- Australia**
- Bolivia**
- Canada**
- France**
- Germany**
- Ghana**
- India**
- Kenya**
- Nigeria**
- Tanzania**
- United Kingdom**
- USA**

*Please note that seven start-up locations were not recorded

Destinations

MBA Job location and salary*



*1% location not reported

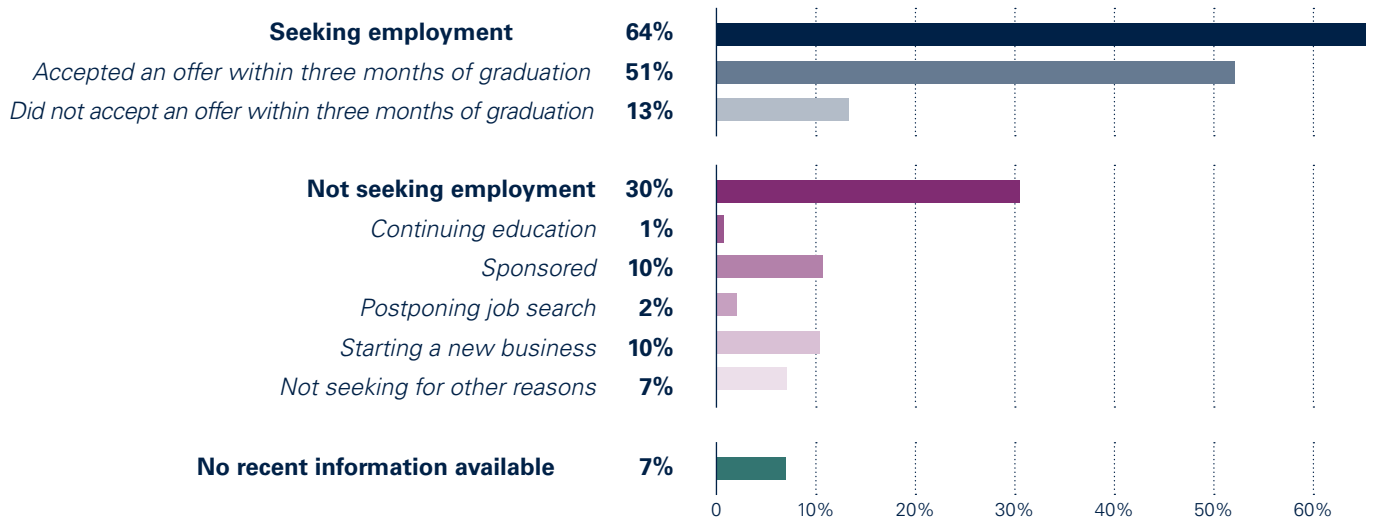
**I/D = Insufficient data points. MBA CSEA standard requires that values should not be displayed where there are less than three salary data points in a category.

Salaries and Employment Summary

Region	Average salary (£)	Min salary (£)	Max salary (£)
Africa – sub Saharan	£76,385	£46,960	£111,339
Asia	£71,819	£30,000	£129,950
Australia and Oceania	£92,280	£86,051	£96,186
Europe (excl. UK)	£103,882	£51,000	£250,000
Latin America and the Caribbean	I/D*	I/D*	I/D*
Middle East and North Africa (MENA)	£117,782	£76,000	£256,737
North America	£95,869	£34,407	£205,920
United Kingdom	£86,417	£38,000	£151,000

*I/D = Insufficient data points. MBA CSEA standard requires that values should not be displayed where there are less than three salary data points in a category.

Employment summary – Graduating students: 311



Employers

Note: Those organisations marked in bold hired multiple students

Consulting

Acumant
 AFRY
 Afton Bloom
 AlixPartners
Bain & Company
BCG
 CRU Consulting
 Curzon Consulting
 Dalberg
 Dalberg Advisors
Efficio
 EY-Parthenon
 Gartner
Gobeyond Partners
Kearney
McKinsey & Company
 Oliver Wyman
 Rebel Group
Roland Berger
 Thinking Spree
 Wood Mackenzie
 ZS Associates

Financial Services

American Express
 Attento Capital
 Backbase Ltd
 Badwa Capital
Bank of America
 Bank of Japan
Barclays
 Barka Capital
British International Investment
 Chapel Hill Denham
 Checkout.com
 Citi UK
 Credit Saison Mexico S.A.
 DE C.V., SOFOM E.N.R
 Development Innovation Ventures
 First Abu Dhabi Bank
 Global Brain Corporation
 Goldman Sachs
 HSBC Innovation Banking
 HSBC UK
 Hudson River Trading
 International Finance Corporation (IFC)
 JP Morgan
 Metier Capital
 Moonah Technologies Inc.
 Morgan Stanley
 MUFG Securities
 Northleaf Capital
 Ozone API
 Paddle

Palladium Impact Capital
 Patrimium
 PATRIZIA
 Pepper Money UK
 Plenary
 Prath Ventures
 Revolut Limited
 R-evolution / Hexagon
 S&P Global
 Sarona Asset Management
 The Global Fund
The World Bank Group
 TLG Capital
 US International Development Finance Corporation
 VenCap International plc
 Volpi Capital LLP
 Wise Ltd

Global Industries

Arena labs
 BHP
 Burnco
 ByteDance/ TikTok
 Caely Renewables
 Dialogue Health Technologies, Inc.
 Dollarama
 EQTEC
 ExxonMobil
 Flexsea
 Formula E
 Getir
 Gren
 Helm Club
 Hilton Worldwide
 Jardine Cycle & Carriage
 Life Fitness
 love, Bonito
 Mach Industries
 Medtronic
 Minimax Holdings Ltd
 NBCUniversal
 Nissan Motor Corporation
 Roketsan
 Siemens Gamesa
 Steinway & Sons
 TES
 Winsome Business Solutions
 Woodside Energy

Impact

100x Impact Accelerator
 Accountant-General's Department,
 Government of Singapore
 Allia Ltd
 Bill & Melinda Gates Foundation
 Children's Investment Fund
 Foundation
 Clinton Health Access Initiative
 Human Rights Watch
 LEVRA
 Midwest Trust Company
 Ministry of Investment of Saudi
 Arabia
 Ministry of Tourism of Saudi Arabia
 Nesta
 Teaching Lab
**Tony Blair Institute for Global
 Change**
 USAID
 World Relief

Technology

Amazon
 Apple
 Canonical
 Experian
 Gigamon
 Google
Liberty Global
 Lightbricks
 Odicci
 SHEIN
 Thread
 Uber Technologies
 Virgin Media
 Zerobroker