



Rotman School of Management
UNIVERSITY OF TORONTO

**Rotman
Career Services**

Master of Management Analytics Employment and Salary Report

2022-2023

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Director's Message



Lyla Korhani

Director, Career Services
Rotman School of Management

The Master of Management Analytics (MMA) is a practical degree designed for quantitatively strong students who have recently completed their undergraduate studies. During the 11-month program, students develop the advanced data management, communication skills and business understanding needed to launch their careers in the field of management analytics.

At Rotman Career Services, we are proud of our work in connecting our talented students and graduates with employers who expect the best, and whose needs continue to evolve and grow. Once again, we have enjoyed unprecedented employment outcomes. We are excited to announce that in the 2022-23 academic year, 98% of our MMA graduates secured employment within six months of graduation. This is a testament to the strength of the graduates themselves and the quality of the education they have received, as well as to our own team's ability to continually improve how we deliver our services.

On the global front, we successfully launched our first in-person career trek to New York City since the pandemic. Our global alumni continue to serve as our ambassadors and their advocacy and support for our students enables us to leverage our partnerships to expand our reach into global markets. As these markets continue to evolve, so will our efforts to deliver the talent that employers need. We are excited to continue expanding our corporate partnerships into international markets with additional career treks in the upcoming year. We hope to develop new and innovative initiatives to prepare our students for careers in a rapidly changing global economy.

To learn more about some of our other programs, including our Master of Financial Risk Management (MFRM) and Full-Time MBA (FT MBA) programs, I encourage you to browse through our MFRM and FT MBA Employment & Salary Reports as well as our Recruitment Guide, which offers more details on our eight graduate level programs and profiles of our remarkable students and graduates.

To learn more about some of our other programs, including our Master of Financial Risk Management (MFRM) and Full-Time MBA (FT MBA) programs, I encourage you to browse through our **MFRM** and **FT MBA** Employment & Salary Reports as well as our **Recruitment Guide**, which offers more details on our eight graduate level programs and profiles of our remarkable students and graduates.

Sincerely,

Lyla Korhani

Director, Career Services
Rotman School of Management

Master of Management Analytics (MMA) Class of 2022 Profile

Class profile data is based on the incoming class of 2022 as of 2021

25

Average Age

RANGE 21 - 33

46% Female 54% Male

3.6

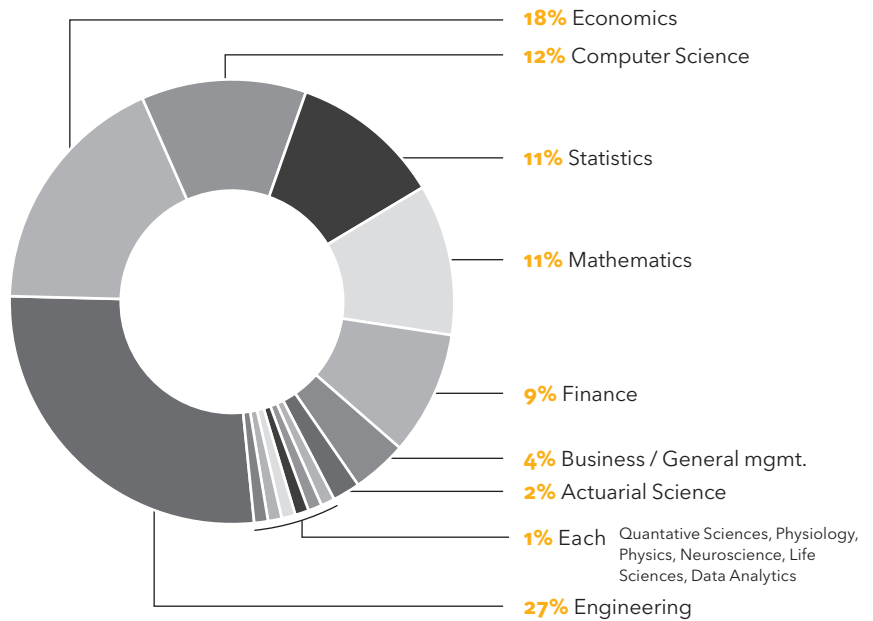
Average Undergrad GPA

54%

of class with work experience

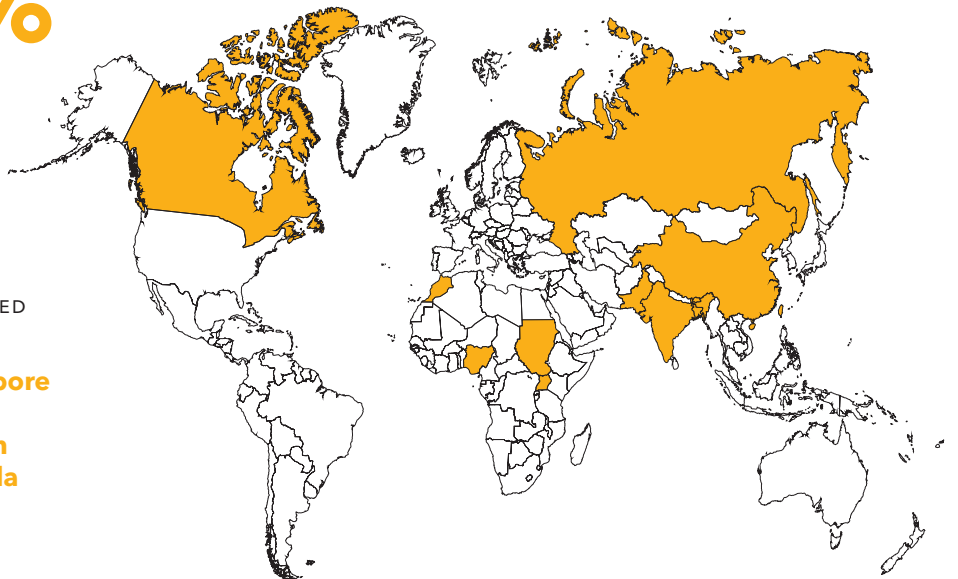
AVERAGE 26 MONTHS

ACADEMIC BACKGROUND



NATIONALITIES REPRESENTED

- Canada
- Bangladesh
- Bhutan
- China
- India
- Morocco
- Nigeria
- Pakistan
- Russia
- Singapore
- Sudan
- Taiwan
- Uganda



"For countless years, Deloitte Canada has collaborated closely with the team of dedicated professionals at Rotman School of Management. The professionals working in Rotman's career centre have been responsive, reliable, and have dedicated time to understanding specific employer needs.

Rotman continues to be a source of talented students who have demonstrated readiness to enter the workforce. Many interns and full-time hires who have started at Deloitte have already begun to shape how we make an impact. We know that diverse perspectives and life experiences make us better—whatever you are and wherever you're from, we want you to feel like you belong here.

Rotman School of Management's programs help to build fundamental knowledge and learnings to those looking to gain experience across diverse businesses and industries. Every year, we look forward to collaborating closely with Rotman and welcoming the new class of graduates!"

Nicole Salavati

National Emerging Talent Lead /
Consulting and Enabling Areas, Deloitte

MMA Employment Class of 2022

MMA Employment Salaries (CAD)

Average Total Salary (inclusive of base, bonus, and other compensation)	\$91,648
Average Base Salary	\$83,932
Median Base Salary	\$85,000
<i>Salary data based on 76% of employed students who reported salary information.</i>	
Average Signing Bonus	\$8,133
Median Signing Bonus	\$5,000

20% of employed students who reported salary information received signing bonuses.

MMA Employment Rates

97%

of MMA students seeking employment were employed **3 months after graduation**

98%

of MMA students seeking employment were employed **6 months after graduation**

MMA EMPLOYMENT BASE SALARIES BY INDUSTRY (CAD)

Industry	% Employed	Average	Range	
			25th percentile	75th percentile
Financial Services	40.9%	\$88,889	\$85,000	\$95,000
Consulting	34.1%	\$78,533	\$73,500	\$85,000
CPG & Retail	13.6%	\$81,333	\$74,250	\$85,000
Technology	9.1%	\$81,750	\$79,250	\$90,000
Real Estate	2.3%	\$100,000	\$100,000	\$100,000

MMA EMPLOYMENT SALARIES BY FUNCTION (CAD)

Function	% Employed	Average	Range	
			25th percentile	75th percentile
Analytics	65.9%	\$86,724	\$81,000	\$95,000
Consulting	13.6%	\$78,667	\$75,000	\$83,750
Marketing / Sales	9.1%	\$75,250	\$75,250	\$78,500
General Management	4.6%	\$85,000	\$85,000	\$85,000
Research & Development	2.3%	\$80,000	\$80,000	\$80,000
Business Design	2.3%	\$70,000	\$70,000	\$70,000
Finance / Accounting	2.2%	\$85,000	\$85,000	\$85,000

"Rotman MMA graduates are some of the best early-to-mid career talent out there. Each MMA cohort has an incredible diversity of academic and professional experiences. These graduates are a good fit for any industry in need of a more sophisticated analytics or data science skill set."

Anton Tulenkov, MMA '21
Associate Manager, Data Science,
Canadian Tire

Industry Partnerships

Our Industry Engagement team at Rotman is dedicated to helping our various partners across all of our graduate programs to meet their most pressing HR challenges, while developing a robust talent pipeline that will serve their needs in the future. We bring deep knowledge of key sectors and industries in Canada and internationally including:

- Canadian Banks
- Consulting
- Consumer Packaged Goods
- Credit Cards
- Global Energy, Oil & Gas and Mining
- Global Financial Services & FinTech
- Global Real Estate & Infrastructure
- Government
- Healthcare, Pharmaceutical and Life Sciences
- Media
- Not-for-Profit
- Payments
- Sports and Entertainment
- Startups
- Technology
- Transportation and Logistics

As we're constantly broadening our horizons as the career landscape evolves, we encourage you to reach out to us and discover how the Rotman School at the University of Toronto and the graduates of its top-tier MMA program can provide you with the talent you need to drive your organization forward.

Master of Management Analytics Practicum Opportunities

The Master of Management Analytics (MMA) is a practical degree designed for quantitatively strong students who have recently completed their undergraduate studies.

During the 11-month program, students develop the advanced data management, communication skills and business understanding needed to launch their careers in the field of management analytics. The practicum project enables students to work on a real-world business problem set by a partner organization, applying the knowledge from the classroom to develop an appropriate solution. Students gain practical experience while growing their professional network. Projects culminate with student presentations and networking at Rotman's Analytics & Finance Showcase.

PROJECT CATEGORIES

CRM	Recommendations
Customer Satisfaction	Reporting
Financial	Retail
Forecasting	Rewards Program
Healthcare	Risk
Image Recognition	Segmentation
Logistics	Staffing
Non-Profit	Telecommunication
Real Estate	Text Analytics

The practicum begins in January and ends in June the following year. While students are expected to work on the project throughout the year, there are three sprint periods where students solely focus on the Practicum case. Following Sprint 1 and 3, all teams present a project summary to hosts, employers, alumni, staff, and faculty. All materials presented are cleared by the host organizations.

Jan - Feb (5 weeks)

Sprint 1

Teams develop and present a project proposal that includes the design of the proposed solution, identification of the required data, the data engineering plan and the modelling plan.

March (2 weeks)

Sprint 2

Teams continue to work on analysis and develop a proof of concept of their overall solution.

May - June (5 weeks)

Sprint 3

Teams finalize and present their analytical-based solution to the problem they were presented with to the host organization.

Contact us if you would like to learn more about the Master of Management Analytics practicum projects, or propose a project for your organization:

E: oelpp@rotman.utoronto.ca

The following are organizations who provided practicum projects for the MMA Class of 2022:

BMO	Maccabi Health Insurance	Teranet
Canadian Tire	Payments Canada	Unilever
FreshBooks	Points	Unity Health
Government of Ontario	Rogers	Veeva Systems
Hudson's Bay Company	Scotiabank	
IG Wealth Management	TD Bank	

INDUSTRY REPRESENTATION

23.5% Financial Services	5.9% Non-Profit
23.5% Banking	5.9% Real-Estate
17.6% Health Care	5.9% Telecommunications
17.6% Retail	



Recruitment at Rotman: Companies Hiring from Rotman in 2022

A

Abbott Laboratories Inc.
Accenture
Accenture Inc. (Canada)
Achievers
Adaptovate
Adobe
AEDN Realty
Aglino
Air Canada
Alberta Investment Management Corporation (AIMCo)
AlixPartners, LLP
Altus Group
Amazon
Amp Energy
Apex Mobile Media
Apotex Inc.
AppCentrica
ApplyBoard
ATB Financial
ATS Automation Tooling Systems Inc.
Avasta Incorporated

B

Bain & Company (Canada)
Baker Law Firm
BASF
Bayer Inc.
BDC - Venture Capital
BDC Capital
Bell
Black Snow
Blake, Cassels & Graydon LLP
Bloomberg
Bloomberg LP
BMO
BMO Capital Markets
BMO Financial Group
BNP Paribas Canada
Boston Consulting Group (Canada, Dubai)
British Columbia Investment Management Corporation (BCI)
Brunswick Corporation
Business Design Initiative

C

Canaccede Financial Group
Canaccord Genuity Capital Markets
Canada Business Soccer
Canada Goose Arctic Program
Canada Guaranty
Canada Pension Plan Investment Board (CPPIB)
Canada Post
Canadian Tire Corporation Ltd.
Canadian Tire Financial Services
Capgemini Canada
Capital Methods Ltd.
Capital One
Capital One (Canada)
CAPREIT
Cassels Brock & Blackwell LLP
CBRE Global Workplace Solutions (GWS)
Celonis

CentreCourt

CGI Inc
Chrysalix Venture Capital
Chubb Insurance Company of Canada
CIBC
CIBC Capital Markets
CIBC Global Investment Bank
Citibank Canada
Cleveland Clinic Canada
Cognizant
Constellation Software
Convergence
Cooley LLP
Covington & Burling LLP
Creative Destruction Lab
Credit Suisse
Cubic6 Inc.

D

Dassault Systèmes
Davies, Ward, Phillips & Vineberg LLP
Davis Polk & Wardwell LLP
DBS Bank (China) Limited
Deloitte (Canada)
Deltera Inc. Part Of The Tridel Group of Companies
Desjardins
Desjardins Capital Markets
Desjardins General Insurance Group
Dynatrace Corporation of Canada Ltd.

E

Eastwood & Cleef
eBay
Economical Insurance
eLeapPower
Enveda Biosciences
Espresso Capital
EY (Canada)

F

Fasken
Ferrero Canada
FirePower Capital
First Avenue
First Capital Realty Inc
Flywire
Freed Developments

G

Gartner
GlaxoSmithKline
Google
Gowling WLG
Guolian Securities Co., Ltd.
GWL Realty Advisors, Inc.

H

Hannover Reinsurance
Harrison Street
HOOPP | Healthcare of Ontario Pension Plan
HSBC
HSBC Canada
Hudson's Bay Company
Hunan Muqing Social Media Multi-Channel Network LLC

I

Impact Consulting Group
Indeed
Industrial Alliance
Interac
Irwin

J

Johnson & Johnson
Johnson & Johnson Family of Companies (Canada)

K

Kearney (Canada)
KeyOps
Kirkland & Ellis LLP
Klick Health
Koru
KPMG Canada

L

Laurentian Bank Financial Group
Layer2 Blockchain Inc
Left Lane Associates
Letko, Brosseau and Associates
Liberty Power
Liberty Utilities
Lifemark Health Group
Loblaw Companies Limited

M

Manulife Financial
Marcatus QED
Mastercard Advisors
Mastercard Data & Services
McCarthy Tetrault LLP
McKinsey & Company (Canada)
McKinsey & Company (LATAM)
McMillan LLP
McRock Capital
Mediacom
Microsoft
Mighty
Milbank Tweed
MIMOSA Diagnostics
Mindray North America
Moneris
Morgan Stanley (Asia-Pacific)
Morgan Stanley (Canada)
Mozilla Foundation
MUFG Bank Canada-Mitsubishi UFG

N

Nansen
Nasdaq
National Bank Financial
NeXus Consulting Group
NordStar Capital
North York General Hospital
Northbridge Financial Corporation

O

Oliver Group Ltd.
Oliver Wyman
OMERS
OMP

Ontario Lottery and Gaming Corporation
 Ontario Ministry of Economic Development,
 Job Creation and Trade
 Ontario Power Generation Inc. (OPG)
 Ontario Securities Commission (OSC)
 Ontario Teachers' Pension Plan (OTPP)
 OPTIMUS SBR
 Osler, Hoskin & Harcourt LLP
 Osong Corporation

P

Panasonic
 Panasonic Canada Inc
 Paramount Commerce
 Parkbridge Lifestyle Communities
 Partners in Performance International
 Paul, Weiss
 Paul, Weiss, Rifkind, Wharton & Garrison LLP
 Payments Canada
 PCL construction
 PepsiCo Canada
 Percy Ellis
 PIMCO-Pacific Investment Management
 Company LLC
 Ping An Wealth Management
 PocketHealth
 PointClickCare
 Portage Ventures
 PricewaterhouseCoopers LLP (Canada)
 Pride at Work Canada
 Procter & Gamble
 Prologis
 Proposify
 Publicis Sapient
 PwC Canada

Q

Questrade

R

Razor Group GmbH
 RBC
 RBC Capital Markets
 RBC Dominion Securities
 RBC Financial Group
 RBC Insurance
 RBC Ventures
 Recipe Unlimited Corporation
 Restaurant Brands International
 ReturnBear
 RockMass Technologies Inc.
 Round13 Capital

S

SE Health
 Sakuntala Inc
 Salesforce
 SAP
 Savormetrics
 Scotiabank
 SenSights.AI (Locate Motion)
 Sidley Austin LLP
 Simplii Financial
 Sixty Degree Capital, Winnermax Capital Inc.
 Skadden
 Skadden, Arps, Slate, Meagher & Flom LLP
 Skylar Media
 SLC Management
 St. Elizabeth Health
 St. Michael's Hospital Foundation
 Staples Canada
 Starlight Investments
 Stellantis

Stem Capital
 Stikeman Elliott LLP
 Stormont Partners
 Strategy&
 Sullivan & Cromwell LLP
 Sun Life Financial
 Symbioticware
 Synergis Capital
 Syngenta
 Synpulse

T

TD
 TD Bank
 TD Securities
 TELUS
 The Boston Consulting Group
 The Cadillac Fairview Corporation Ltd
 The Entrepreneurship Hatchery
 The Kraft Heinz Company
 TikTok
 TJX Companies
 Toronto Police Service (TPS)
 Tory's LLP
 TransAlta
 Trexo Robotics

U

Univar Solutions
 UPP-University Pension Plan Ontario

V

Veeva Systems
 VISA Canada
 Visa Inc
 Vision Capital Corporation
 Volaris Group

W

Walmart Canada
 Wasserman Media Group
 Wave
 West Monroe Partners
 White & Case
 Willowbridge Associates
 Winnermax Capital Inc.
 Wipro

X

XPV Water Partners

Z

Zhongshao Technology Co., Ltd
 ZS Associates (Canada)

Connect with Rotman Career Services



At Rotman Career Services, our team of over 25 industry advisors and career coaches are united by the goal to both support our graduates in their search for a fulfilling career – and to provide our partners with the talent they need to meet the challenges of a fast-moving economy.

For our corporate partners, our team of seven industry advisors are dedicated to help you meet your most pressing HR challenges, while developing a robust talent pipeline that will serve your needs in the future.

As we're constantly broadening our horizons as the career landscape evolves, we encourage you to reach out to us and discover how the Rotman School at the University of Toronto, with its top-tier reputation and location close to the city's business core, is ideally positioned to provide you with the talent you need to drive your organization forward.

For more information on our employer engagement opportunities, please contact Career Services.

Rotman Career Services

career.services@rotman.utoronto.ca

416.946.7953

www.rotman.utoronto.ca/Connect/HireRotmanTalent

Career Services Team

Alongside our Industry Engagement team who are here to facilitate the process of finding you the best talent for your recruitment needs, our 12 dedicated Career Consultants work closely with our students to ensure they have all the necessary skills and assets to begin adding value to organizations from day one.



Lyla Korhani
Director



Sheila Schaffzin
Associate Director,
Industry Engagement



James Kisyk
Industry Advisor

- CPG
- Retail
- Transportation and Logistics
- Healthcare, Pharmaceutical and Life Sciences



Tea Pesheva
Industry Advisor

- Technology
- Startups
- Media
- Sports and Entertainment



Gil Panualman
Industry Advisor

- Government
- Consulting
- Not-for-Profit



Ryan McKee
Industry Advisor

- Global Financial Services & FinTech
- Global Real Estate & Infrastructure
- Global Energy, Oil & Gas and Mining



Carrie Badame
Industry Advisor

- Canadian Banks
 - Credit Cards
 - Payments
-

Rotman

Here's where it changes.

How to interpret our statistics

Reporting Standards

Rotman Career Services is a member of the MBA Career Services and Employer Alliance (MBA CSEA). The MBA CSEA together with GMAC, the organization that administers the GMAT test among other programs, set out guidelines for reporting employment, salary, and other related statistics. These guidelines establish the standards for reporting statistics to rankings as well as the MBA CSEA itself.

Salary Statistics

In addition to looking at the average for salary compensation, it is important to note the median (midpoint) and range since these data points provide a broader view to how the salaries are distributed for the class. A small number of students receiving high salary offers can skew the average up while some that receive lower salary offers can skew the average down. We report in local dollars and foreign salaries are converted at the going exchange rate. Please note that exchange rate conversions are not reflective of the cost of living and wage profiles where the students are employed.

Employment Rate

The employment rate is the percentage of students with accepted offers of employment, based on the number of students reporting back and actively looking for work.