



Rotman School of Management  
UNIVERSITY OF TORONTO

Rotman  
Career Services

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# Full-Time MBA Employment and Salary Report

2023-2024

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## Director's Message



**Lyla Korhani**

Director, Career Services  
Rotman School of Management

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. This past year was challenging as the economic outlook was unpredictable and many of our employer partners faced hiring delays and lay-offs. Despite these challenges, our Rotman graduates, once again, were able to secure opportunities as they transitioned into new industries or received promotions within their areas of expertise. Based on the quality of the education they received, as well as our team's ambitious goals to introduce new and improved programming as well as build on existing and new relationships with our corporate partners and strong alumni network, we are pleased to report that 90% of our Full-Time MBA graduates secured employment.

Additionally, our Full-Time MBA program includes opportunities to experience business dynamics firsthand, testing ideas and approaches against actual day-to-day challenges through the Flexible Internship Program. Our students have the unique opportunity to gain hands-on experience in relevant target industries and allows for a more seamless transition into their discipline of choice. We are happy to report that 95% of our students secured internships primarily in areas of financial services, consulting, and healthcare.

The Rotman Advantage includes opportunities for our students to connect with the decision makers who can help you reach your goals. We have longstanding relationships with recruiters, HR leaders and other hiring executives at a wide range of leading organizations.

As we continue to build on our strong industry network and expand beyond traditional career paths to continue our efforts in emerging industries, we also continue to engage with our alumni and employers in global markets, especially in the New York and West Coast regions. We are proud of our achievements, and of our contributions to strengthening the status of Rotman as a top-ranked business school with an impeccable reputation and global brand.

To learn more about some of our other programs, including our Master of Management Analytics (MMA) and Master of Financial Risk Management (MFRM) programs, I encourage you to browse through our **MMA / MFRM** 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**

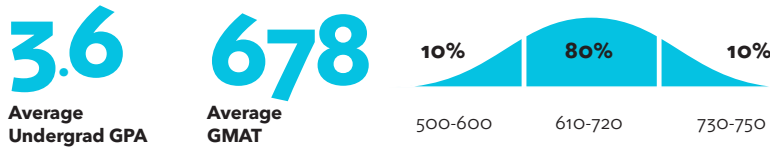
Director, Career Services  
Rotman School of Management

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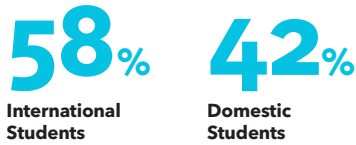
# Full-Time MBA Class of 2023 Profile



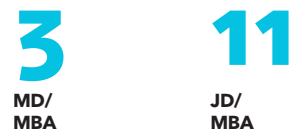
## ACADEMICS



## GLOBAL REACH



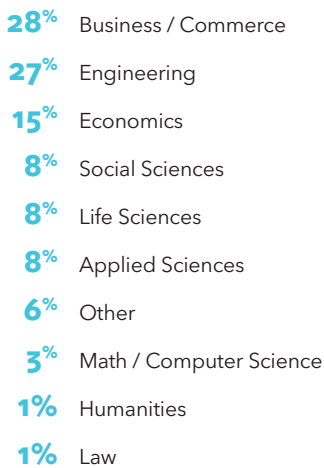
## JOINT DEGREES



## FELLOWS



## ACADEMIC BACKGROUND



## INDUSTRY BACKGROUND



# Full-Time MBA Employment Class of 2023

## Full-Time Employment Salaries (CAD)

Average Total Salary (inclusive of base, bonus, and other compensation)	<b>\$ 140,289</b>
Average Offer - Base Salary	<b>\$123,724</b>
Median Offer - Base Salary	<b>\$102,000</b>
<i>Salary data based on 76% of employed students who reported salary information.</i>	
Average Signing Bonus	<b>\$21,163</b>
Median Signing Bonus	<b>\$19,000</b>

**41%** of employed students received signing bonuses

**51%** received bonus and other compensation

## Full-Time MBA Employment Rates

# 81%

of Full-Time MBA students seeking employment were employed **3 months after graduation**

# 90%

of Full-Time MBA students seeking employment were employed **6 months after graduation**

## FULL-TIME MBA EMPLOYMENT SALARIES BY INDUSTRY (CAD)\*

\*Calculated on base salary

Industry	% Employed	Average	Range 25th percentile	Range 75th percentile
Financial Services	34%	\$107,822	\$92,000	\$115,000
Consulting	31%	\$147,504	\$104,000	\$199,500
Legal Services	7%	\$177,882	\$98,800	\$283,809
Technology	7%	\$121,525	\$98,000	\$129,250
CPG & Retail	5%	\$89,900	\$85,000	\$95,000
Healthcare	5%	\$86,468	\$66,671	\$102,250
Other	4%	\$99,562	\$84,125	\$104,000
Real Estate / Construction / Infrastructure	2%	\$85,000	\$83,750	\$86,250
Energy & Natural Resources	2%	\$128,333	\$117,500	\$135,000
Manufacturing	2%	\$119,250	\$85,000	\$129,250

## FULL-TIME MBA EMPLOYMENT SALARIES BY FUNCTION\*

\*Calculated on base salary

Function	% Employed	Average	Range 25th percentile	Range 75th percentile
Consulting	35%	\$143,241	\$100,000	\$198,750
Finance / Accounting	25%	\$111,733	\$93,500	\$120,000
Other	14%	\$114,159	\$86,625	\$115,750
Sales / Marketing	10%	\$99,421	\$85,000	\$108,000
Law, Compliance & Advocacy	7%	\$158,174	\$98,800	\$277,719
General Management	6%	\$98,081	\$88,950	\$97,500
Operations / Logistics	3%	\$105,250	\$90,625	\$123,000

**"SLC Management has relied on Rotman for many years to provide talented students for our summer internship and early careers programs. Rotman students continue to be dependable, hardworking, proactive and well prepared for the positions. We are proud of our continued relationship with the Rotman School of Management."**

**Russell Goldenberg**

Senior Director, Private Fixed Income, SLC Management

# Full-Time MBA Class of 2024 Profile

<b>275</b> Total Students	<b>45%</b> 123 Women	<b>55%</b> 152 Men	<b>28</b> Average Age Range 21 - 36	<b>4.0</b> Average Years Work Experience Range 0 - 13
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## ACADEMICS

<b>3.6</b> Average Undergrad GPA	<b>674</b> Average GMAT	<p>10% 80% 10%</p> <p>&lt;600 600-730 &gt;730</p>
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## GLOBAL REACH

<b>65%</b> International Students	<b>35%</b> Domestic Students
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<b>49</b> Nationalities Represented	<b>24</b> Languages Spoken
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## JOINT DEGREES

<b>2</b> MD/ MBA	<b>23</b> JD/ MBA
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<b>3</b> PharmD/ MBA	<b>2</b> Skoll BASc/ MBA
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## FELLOWS

<b>30</b> Forté Fellows	<b>2</b> Reaching out MBA (ROMBA) Fellows
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<b>12</b> Creative Destruction Lab Fellows	<b>3</b> Pride Fellows
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## ACADEMIC BACKGROUND

- 31%** Business / Commerce
- 25%** Engineering
- 11%** Economics
- 10%** Social Sciences
- 8%** Life Sciences
- 7%** Applied Sciences
- 3%** Humanities
- 2%** Physical Sciences
- 2%** Law
- 1%** Math / Computer Science

## INDUSTRY BACKGROUND

- |   |                                 |
|---|---------------------------------|
| <b>23%</b> Financial Services           | <b>2%</b> Media / Entertainment |
| <b>14%</b> Consulting                   | <b>2%</b> Real Estate           |
| <b>12%</b> Technology                   | <b>2%</b> Not-for-Profit        |
| <b>7%</b> Healthcare / Biotech / Pharma | <b>2%</b> Hospitality           |
| <b>7%</b> Energy / Utilities            | <b>2%</b> Education             |
| <b>6%</b> Consumer Goods                | <b>1%</b> Infrastructure        |
| <b>6%</b> Manufacturing                 | <b>1%</b> Military              |
| <b>4%</b> Retail                        | <b>1%</b> Logistics             |
| <b>3%</b> Professional Services         | <b>1%</b> Legal                 |
| <b>3%</b> Government                    | <b>1%</b> Other                 |

# Full-Time MBA Internships Class of 2024

## Full-Time Internship Salaries (CAD)

Average Monthly Salary (inclusive of base, bonus, and other compensation)	<b>\$6,861</b>
Average Monthly Salary	<b>\$6,494</b>
Median Monthly Salary	<b>\$5,170</b>

Salary data based on 87% of employed students who reported salary information.

## Full-Time MBA Internship Rates

# 95%

of Full-Time MBA students secured internships

# 3%

of Full-Time MBA students received signing bonuses

## % OF SCHOOL VS STUDENT FACILITATED INTERNSHIPS



## FULL-TIME MBA INTERNSHIP SALARIES BY INDUSTRY (CAD)\*

\*Calculated on base salary

Industry	% Employed	Average	Range 25th percentile	Range 75th percentile
Financial Services	33%	\$6,121	\$4,713	\$6,666
Consulting	18%	\$10,948	\$5,937	\$15,833
Other	11%	\$5,991	\$3,613	\$6,335
Healthcare	9%	\$3,983	\$3,488	\$3,975
CPG & Retail	8%	\$5,292	\$3,968	\$5,200
Government	6%	\$3,478	\$2,719	\$4,000
Technology	6%	\$6,364	\$4,909	\$7,906
Energy & Natural Resources	5%	\$4,993	\$3,700	\$5,573
Real Estate Construction & Infrastructure	5%	\$5,356	\$4,521	\$5,875

## FULL-TIME MBA INTERNSHIP SALARIES BY FUNCTION\*

\*Calculated on base salary

Function	% Employed	Average	Range 25th percentile	Range 75th percentile
Consulting	31%	\$8,272	\$4,200	\$12,750
Finance / Accounting	23%	\$6,346	\$4,620	\$6,720
Other	14%	\$5,574	\$3,625	\$5,000
Sales / Marketing	13%	\$4,456	\$3,600	\$5,170
General Management	8%	\$5,697	\$4,350	\$4,350
Product Management	5%	\$6,353	\$5,102	\$6,625
Corporate Development	3%	\$5,940	\$5,013	\$7,083
Operations / Logistics	3%	\$5,390	\$3,961	\$6,375



## Recruitment

### Companies hiring from Rotman in 2023

Our corporate relations team 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, 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.



**"The internship provided me with a valuable glimpse into the dynamics of my full-time position, offering insights into the firm, and the tasks, responsibilities, and overall nature of the role. This experience granted me a deeper understanding of the areas where I should focus my efforts."**

**Dotun Ogunlela** MBA '23  
Associate, McKinsey



# Recruitment at Rotman: Companies Hiring from Rotman in 2023

## A

ABC Technologies  
Accenture Inc. (Canada)  
Adastra  
Adidas Group  
Adobe  
Aecon  
Airline Strategy Group  
Alight Solutions  
AlixPartners, LLP  
Altas Partners  
Alvarez and Marsal  
Amazon  
Anker Innovations LTD  
Antler Venture Capital  
Aritzia  
Assurance IQ  
ATB Capital Markets Inc.  
Awl Inc.  
Azure Shine

## B

Backer North Investments  
Bain & Company  
Bank of China (Canada)  
Bayer Pharmaceuticals  
BCG  
BDC  
BDC Capital - Business Development Bank of Canada  
Behavioural Economics in Action at Rotman (BEAR)  
Bell  
BlackBerry  
Blake, Cassels & Graydon LLP  
BMO Financial Group  
BMO Global Asset Management  
BNP Paribas Canada  
BOC Group Life Assurance Company Limited  
Bolton BG Canada  
Boston Consulting Group  
British Columbia Investment Management Corporation (BCI)  
Burnie Group  
Business Design Initiative  
ByteDance

## C

Cachet Homes  
Calamos Investments  
CAMH  
Campbell Company of Canada  
CAN Health Network  
Canada Health Infoway  
Canada Life  
Canada Post  
Canadian Tire Corporation Ltd.  
Capital Canada Ltd  
Capital One  
Carterra Management Inc.  
Cassels Brock & Blackwell  
CBRE Global Workplace Solutions (GWS)  
Centre for Addiction and Mental Health  
Ceridian  
CHAR Technologies  
ChargePoint Canada Inc.

CHEP Canada  
CIBC  
CIBC Capital Markets  
Citi (Canada)  
Clean-Water (Sustainable Water Technologies Pvt. Ltd.)  
Clearco  
Cognizant  
Company in China  
Constellation Software  
Cooley LLP  
Covington & Burling LLP  
CPP Investments (CPPIB)  
Cresford Developments

## D

Data Sea Consulting  
Davies Ward Phillips & Vineberg  
Davis Pier  
Deloitte  
Department of Justice  
Desjardins Capital Markets  
DiDi Global Inc  
Dig Insights  
Dream Unlimited  
Dumas Mining

## E

Element Fleet Management  
Empire Life  
Energy and Environmental Economics, Inc. (E3)  
Environment Climate Change Canada  
Epicor  
Essex Lake Group LLC  
EY  
EY Parthenon

## F

Facility Association  
FactSet  
Fasken  
Figma  
First Capital Realty Inc  
Force Therapeutics  
Fossil Group

## G

Gartner  
Global Risk Institute in Financial Services (GRI)  
Golden Pear Capital  
Gong  
Gowling WLG (Toronto)  
Graphite Ventures  
Graywood

## H

Hanson Canada  
Harbour Equity Capital Corp  
Highway Construction Inspection  
Hilti, Inc.  
HOOPP | Healthcare of Ontario Pension Plan  
Huron Consulting Group

## I

iA Financial Group  
IAVGO Community Legal Clinic  
Impact Consulting Group  
Incon Group  
Indigo Books & Music  
Innovation, Science and Economic Development Canada  
Interac  
Intrepid Labs Inc.  
Intuit Inc.  
Invesco Canada  
Invest Ontario  
Irving Consumer Products

## J

JB Transport  
Johnson & Johnson Family of Companies (Canada)

## K

Kaizco  
Kativik Regional Government  
Kearney  
Kelsen  
Kensington Health  
KindWorks.AI  
Kinross Gold Corporation  
Koru  
KPMG  
Kraft Heinz

## L

Labatt Breweries - Anheuser-Busch InBev  
Laureate Education Inc.  
Laurentian Bank Financial Group  
Liberty Power  
Liberty Utilities (Canada) Corp  
Loblaw Companies Ltd.  
Loto Garment Ltd  
Lovett Industrial

## M

Manitou Investment Management Ltd.  
Manulife Financial  
MaRS Discovery District  
Martacus QED  
Mastercard Advisors  
Mattamy Homes  
McKinsey & Company  
Meridian Credit Union Ltd.  
Metro Supply Chain Group  
Metrolinx  
Microsoft  
Milbank LLP  
Mimosa Diagnostics  
Ministry of Health and Long-Term Care  
Mistubishi Canada  
MLSE (Maple Leaf Sports & Entertainment)  
MNP Digital  
MNP LLP  
Molson Coors Canada  
Mondelez International (Canada)  
Moneris  
Morgan Stanley (Canada)

**N**

National Bank Financial Inc. (NBF)  
 Neo Group Limited  
 North York General Hospital  
 Northland Power Inc.  
 Nous Group

**O**

OMERS  
 Ontario Government Ministry of Children,  
 Community and Social Services  
 Ontario Health  
 Ontario Lottery and Gaming Corporation  
 Ontario MD  
 Ontario Ministry of Economic Development,  
 Job Creation and Trade  
 Ontario Power Generation Inc. (OPG)  
 OPTIMUS SBR  
 Osler, Hoskin & Harcourt LLP  
 Osong Corporation

**P**

Panasonic  
 Paul, Weiss, Rifkind, Wharton & Garrison LLP  
 Paymi  
 PepsiCo Canada  
 Percy Ellis  
 PIMCO-Pacific Investment Management  
 Company LLC  
 PolicyMe  
 PricewaterhouseCoopers LLP (Canada)  
 Procter & Gamble  
 Pro-Lab Diagnostics  
 PwC

**Q**

Questrade

**R**

Raymond James Ltd  
 RBC Financial Group  
 Reckitt Benckiser  
 Replit  
 Restaurant Brands International  
 Revenue Management Labs  
 RockMass Technologies Inc.  
 Rotman School of Management  
 RVEzy

**S**

S&P Global  
 Saint Elizabeth Health Care  
 Sancroft  
 SAP  
 Savormetrics  
 Scotiabank  
 SDIsports  
 Senso  
 Serefin  
 Shopify  
 Sidley Austin (New York)  
 Sidley Austin LLP  
 Simon-Kucher & Partners LLC  
 Simplii Financial  
 Simpson Thacher Bartlett  
 Sinai Health System  
 Skadden, Arps, Slate, Meagher & Flom LLP  
 Skylar Media  
 Skystar Capital  
 SLC Management  
 Societe Generale  
 SportChek  
 Sprott Capital Partners  
 St. Mary's General Hospital  
 Stelco  
 Strategy&  
 Stream-Flo Industries  
 Summit Therapeutics  
 Sun Life Financial Inc.  
 Swiss Re

**T**

TD Bank  
 TD Securities  
 TELUS  
 Tesla  
 The Cadillac Fairview Corporation Limited  
 The Entrepreneurship Hatchery  
 The Hospital for Sick Children  
 The Institute for Gender and the Economy  
 (GATE)  
 The Score  
 The T1 Agency Ltd.  
 Teatro  
 Think On  
 Thomson Reuters  
 TikTok

TMX Group  
 Toronto Metropolitan University  
 Toronto Police Service (TPS)  
 Torys LLP  
 True North Sports + Entertainment

**U**

Uber  
 UBS  
 University Health Network  
 University of Ottawa  
 University of Toronto  
 UPP-University Pension Plan Ontario

**V**

Vale Inco  
 Veeva Systems  
 VISA Canada  
 Vistara Growth  
 Volaris Group (Constellation Software)  
 Vosyn  
 Votorantim Cimentos North America (VCNA)

**W**

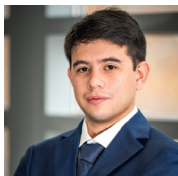
Wealthsimple  
 Weishaupt Design Group  
 WeShall Investments  
 White & Case LLP  
 Wipro  
 World Trade Centre Toronto - Toronto  
 Region Board of Trade  
 WSP Canada Inc.

**Y**

YellowYellow Inc.

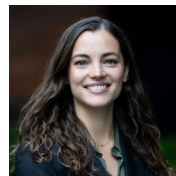
**Z**

ZS Associates (Canada)



**"The Rotman MBA program equipped me with industry-relevant knowledge, advanced financial skills, and a strong professional network. It also exposed me to real-world challenges through the summer internship experience. Overall, it transformed me into a well-prepared professional ready to excel in the dynamic and complex corporate world."**

**Renzo Figueroa** MBA '23  
 Development Analyst, Cadillac Fairview



**"There are three main parts of the Rotman MBA that helped land my job in consulting: academics, career services, and networking. The academics allowed me to fill some of the educational gaps, while the career services prepared me for recruiting. The networking allowed me to get to know different firms, but also form great relationships within the Rotman community."**

**Gretha Conrads** MBA '23  
 Consultant, BCG

## Connect with Rotman Career Services



At Rotman Career Services, our team of over 25 corporate relations members 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 industry partners, our corporate relations team is 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](mailto:career.services@rotman.utoronto.ca)

**416.946.7953**

[www.rotman.utoronto.ca/Connect/HireRotmanTalent](http://www.rotman.utoronto.ca/Connect/HireRotmanTalent)

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## Career Services Team

Alongside our Corporate Relations 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,  
Corporate Relations



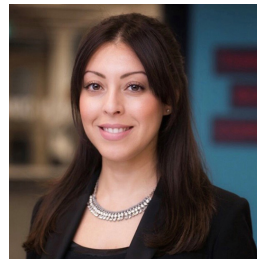
**Carrie Badame**  
Corporate Relations Manager

- Banking
- Financial Services
- Credit Cards & Payments
- Insurance
- Real Estate & Infrastructure



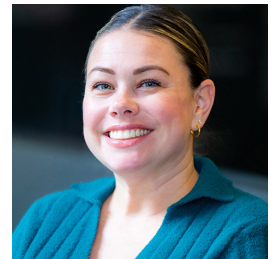
**Tea Pesheva**  
Corporate Relations Manager

- Technology
- Retail/CPG
- Fintech
- Media/Entertainment
- Manufacturing
- Transportation & Logistical Services
- Energy, Oil & Gas, Mining
- Automotive



**Elly Bertram**  
Corporate Relations Manager

- Consulting
- Healthcare
- Government
- Non-Profit
- Hospitality



**Sonya Zaccaria**  
Corporate Relations Specialist

- Banking, Financial Services, Diversified

# **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 external rankings organizations 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.