



Rotman School of Management
UNIVERSITY OF TORONTO

EMPLOYMENT & SALARY REPORT

Full-Time MBA Employment and Summer Internship Statistics



Sinead Bovell, MBA '15

FULL-TIME POSITION
Associate, A.T. Kearney

SUMMER INTERNSHIP
Summer Associate, A.T. Kearney

FULL-TIME EMPLOYMENT

MBA CLASS OF 2014

CLASS PROFILE

313
STUDENTS

22 JD/MBA
8 Skoll BASc/MBA

Average age: 20 | **28** | 34

Gender:



Average number of years work experience:

0 | **4.5** | 15

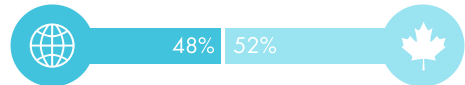
Average GMAT score:

540 | **673** | 770

Average undergrad GPA:

2.2 | **?** | 4.0

International & Canadian students:

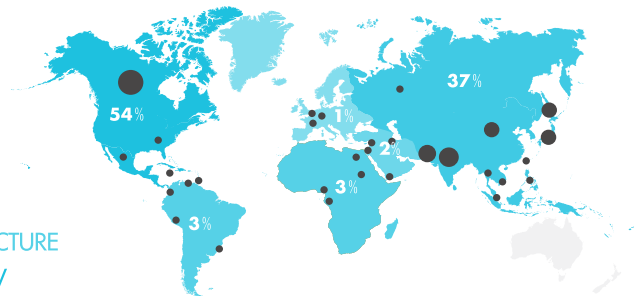


Academic background:

94 BUSINESS/COMMERCE **21** ECONOMICS
25 LIFE SCIENCES **21** SOCIAL SCIENCES/HUMANITIES
101 ENGINEERING **1** PHYSICAL SCIENCE **24** LAW
11 MATH & COMPUTER SCIENCE **15** OTHER

Industries represented:

35 ENGINEERING **6** ACCOUNTING **3** ARCHITECTURE
10 ADVERTISING/MARKETING **6** HEALTH **9** LAW
4 INSURANCE **71** FINANCE/BANKING
1 CONSTRUCTION **2** IMPORT/EXPORT
2 OIL-GAS **3** MEDIA/PUBLISHING/ENTERTAINMENT
1 MEDICAL **3** SERVICE/HOSPITALITY/TOURISM
6 REAL ESTATE **38** OTHER
43 CONSULTING **9** RETAILER
15 GOVERNMENT/PUBLIC SECTOR **5** RESEARCH
25 TELECOMMUNICATIONS/HIGHTECH
7 MANUFACTURING



Number of students

• 1-10 ● 11-50 ● 50-100

32

countries represented:

1 BRAZIL **162** CANADA **40** CHINA **3** COLOMBIA
1 DOMINICA **2** EGYPT **1** FRANCE **1** GABON
2 GERMANY **63** INDIA **1** IRAN **2** ISRAEL **1** JAMAICA
2 JAPAN **1** LEBANON **4** MEXICO **1** NETHERLANDS
3 NIGERIA **3** PAKISTAN **2** PERU **1** PHILIPPINES **1** RUSSIA
1 SINGAPORE **1** SUDAN **1** SYRIA **2** TAIWAN **1** THAILAND
1 TRINIDAD & TOBAGO **4** UNITED STATES **1** VENEZUELA
2 VIETNAM **1** YEMEN

FULL-TIME EMPLOYMENT SALARIES

Mean Base Salary \$89,548

Median Base Salary \$83,000

Salary data based on information from 83% of employed students.

Mean Signing Bonus \$15,925

Median Signing Bonus \$15,000

Signing Bonus Range \$2,500 – \$40,000

25% of employed students who reported salary information received signing bonuses.

FULL-TIME EMPLOYMENT RATES

83% of Full-Time MBA students seeking employment were employed within six months of graduation.

70% of Full-Time MBA students seeking employment were employed within three months of graduation.

FULL-TIME EMPLOYMENT SALARIES BY INDUSTRY

Industry	% of Total Employed	Mean	Median	Range
Financial Services	44	\$85,629	\$80,000	\$63,000 – \$144,000
Consulting	23	\$106,986	\$100,000	\$60,000 – \$150,000
Consumer Goods & Retail	9	\$78,514	\$80,000	\$70,000 – \$90,000
Energy & Natural Resources	4	\$86,167	\$86,000	\$75,000 – \$97,000
Pharma/Healthcare/Biotech *	3	\$78,200	\$80,000	\$72,000 – \$82,000
Real Estate	1	\$93,250	\$93,250	\$71,500 – \$115,000
Technology/Telecom	4	\$92,857	\$85,000	\$72,000 – \$130,000
Legal Services	4	\$79,343	\$75,000	\$75,000 – \$95,000
Other †	6	\$79,700	\$76,000	\$60,000 – \$120,000

† Includes Not for Profit, Government, Media, Hospitality, Manufacturing

FULL-TIME EMPLOYMENT SALARIES BY FUNCTION

Function	% of Total Employed	Mean	Median	Range
Strategy/Consulting	30	\$100,115	\$90,000	\$70,000 – \$150,000
Finance *	33	\$85,661	\$80,000	\$60,000 – \$144,000
Asset Management	7	\$91,455	\$85,000	\$66,000 – \$144,000
Corporate Finance	11	\$76,000	\$76,000	\$60,000 – \$120,000
Risk Management	4	\$74,667	\$72,500	\$63,000 – \$100,000
Wholesale/Capital Markets	11	\$93,167	\$95,000	\$70,000 – \$135,000
Marketing/Sales/Business Development	13	\$85,050	\$83,000	\$63,000 – \$130,000
Operations	1	\$102,500	\$102,500	\$90,000 – \$115,000
Technology	3	\$79,250	\$80,000	\$75,000 – \$82,000
Legal	4	\$78,400	\$75,000	\$75,000 – \$95,000
General Management	4	\$94,000	\$85,000	\$80,000 – \$125,000
Rotational Programs	9	\$83,500	\$81,000	\$65,000 – \$108,000
Other † *	3	\$65,667	\$65,000	\$60,000 – 72,000

† Includes Business Analyst, R&D, Undisclosed

* For the purpose of confidentiality, salaries are not reported when there are less than three data points, or the number of data points is less than one percent of the reporting population, or when all of the salaries in the category are equal, or when a salary outlier in a range may not protect anonymity.

SUMMER INTERNSHIPS

MBA CLASS OF 2015

CLASS PROFILE

350
STUDENTS

24 JD/MBA

2 MGA/MBA

2 Skoll BASc/MBA

Average age: 20 | **27** | 34

Gender:



29%

71%



Average number of years work experience:

0 | **4.2** | 15

Average GMAT score:

540 | **674** | 770

Average undergrad GPA:

2.2 | **3.5** | 4.0

International & Canadian students:



49%

51%

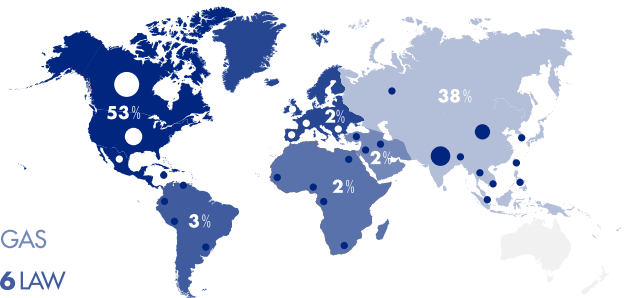


Academic background:

103 BUSINESS/COMMERCE **31 ECONOMICS**
22 LIFE SCIENCES **10 HUMANITIES** **6 PHYSICAL SCIENCE**
9 LAW **103 ENGINEERING** **25 SOCIAL SCIENCES**
8 MATH & COMPUTER SCIENCE **26 OTHER**

Industries represented:

20 MANUFACTURING **3 IMPORT/EXPORT** **1 OIL-GAS**
15 EDUCATION/NON-PROFIT **17 ENGINEERING** **6 LAW**
6 INSURANCE **78 FINANCE/BANKING**
13 ADVERTISING/MARKETING **7 CONSTRUCTION**
5 REAL ESTATE **13 HEALTH** **3 MINING**
33 CONSULTING **5 ACCOUNTING**
7 GOVERNMENT/PUBLIC SECTOR **9 RESEARCH**
12 RETAIL **10 SERVICE/HOSPITALITY/TOURISM**
6 OPERATIONS/LOGISTICS **1 MEDICAL** **1 ARCHITECTURE**
51 OTHER **2 MEDIA/PUBLISHING/ENTERTAINMENT**
21 TELECOMMUNICATIONS/TECHNOLOGY



Number of students

● 1-10 ● 11-50 ● 50-100

33

countries represented:

1 BANGLADESH **1 BRAZIL** **2 BULGARIA** **179 CANADA**
42 CHINA **1 ECUADOR** **2 EGYPT** **2 FRANCE** **71 INDIA**
1 IRAN **1 ISRAEL** **1 JAMAICA** **1 JAPAN** **1 MEXICO** **4 NIGERIA**
7 PAKISTAN **4 PERU** **1 PHILIPPINES** **1 PORTUGAL**
4 RUSSIA **2 SAUDI ARABIA** **2 SENEGAL** **2 SINGAPORE**
1 SOUTH KOREA **1 SOUTH AFRICA** **1 SPAIN** **1 TAIWAN**
1 THAILAND **1 TURKEY** **1 UNITED KINGDOM** **7 UNITED STATES**
1 VENEZUELA **3 VIETNAM**

INTERNSHIP SALARIES

Mean Monthly Salary	\$5,039
Median Monthly Salary	\$4,713
Monthly Salary data based on information from 72% of employed students	

INTERNSHIP EMPLOYMENT RATES

85% of Full-Time MBA students seeking employment were employed for a summer internship.

INTERNSHIPS AND MONTHLY SALARIES BY INDUSTRY

Industry	% of Total Employed	Mean	Median	Range
Financial Services	45	\$5,315	\$5,000	\$1,000 – \$10,100
Consulting	9	\$8,483	\$9,467	\$2,500 – \$12,500
Consumer Goods & Retail	9	\$5,018	\$5,170	\$3,400 – \$7,000
Energy & Natural Resources	2	\$4,474	\$4,500	\$3,040 – \$5,855
Pharma/Healthcare/Biotech *	8	\$3,375	\$3,500	\$2,200 – \$4,500
Real Estate	2	\$2,818	\$2,250	\$2,000 – \$3,800
Technology/Telecom	8	\$3,851	\$3,375	\$1,000 – \$10,000
Legal Services	6	\$5,000	\$5,350	\$3,000 – \$7,000
Other †	10	\$3,754	\$4,000	\$1,000 – \$8,000

† Includes Not for Profit, Government, Media, Hospitality, Manufacturing

INTERNSHIPS AND MONTHLY SALARIES BY FUNCTION

Function	% of Total Employed	Mean	Median	Range
Strategy/Consulting	19	\$4,835	\$3,993	\$1,000 – \$12,500
Finance	39	\$5,314	\$5,100	\$1,000 – \$10,100
Asset Management	5	\$4,847	\$4,370	\$2,250 – \$10,100
Commercial and Corporate Banking	2	\$6,104	\$6,542	\$3,000 – \$8,333
Corporate Finance	11	\$4,131	\$3,839	\$2,000 – \$8,000
Risk Management	5	\$5,079	\$5,250	\$4,500 – \$5,417
Wholesale/Capital Markets	16	\$6,240	\$6,458	\$1,000 – \$9,250
Marketing/Sales/Business Development	13	\$4,916	\$4,333	\$1,320 – \$10,000
Operations	17	\$4,976	\$4,000	\$1,000 – \$12,500
Technology	3	\$4,186	\$3,875	\$2,600 – \$6,666
Legal	5	\$5,000	\$5,350	\$3,000 – \$7,000
Human Resources*	–	–	–	–
Rotational Programs*	–	–	–	–
Other † *	1	\$3,713	\$4,000	\$3,040 – \$4,100
† Includes Undisclosed and Other				

* For the purpose of confidentiality, salaries are not reported when there are less than three data points, or the number of data points is less than one percent of the reporting population, or when all of the salaries in the category are equal, or when a salary outlier in a range may not protect anonymity.

COMPANIES HIRING

FROM ROTMAN IN 2014

The companies listed below hired Rotman MBAs from the Class of 2014 (for full-time employment) and from the Class of 2015 (for internships) in 2014.

3M

A

A.M. Strategic Accountants
A.T. Kearney
Acasta Capital
Accenture
ADVANCE365
Advanced Capital Partner
Agco Corporation
AGUNSA USA
AIMIA
Aligned Insurance
Amazon
Amazon (Canada)
American Express (Canada)
Anderson College
Asigra
Auto Pass (Europe)
Aviva (Canada)

B

Bain & Company
Bell Canada Enterprises
Blake Cassels & Graydon
BMO Asset Management
BMO Capital Markets
BMO Financial Group
Bosch Investment NBT
Boston Consulting Group
Brady Capital Research
Bravo Management Consulting
The Brick
Bridgeable Research+Design
Build Toronto

C

Campbell Alliance
Campbell Soup
Canadian Marketing Association
Canadian Natural Gas Vehicle Alliance
Cancer Care Ontario
Capital One
Carly Rian Group
Cassels Brock & Blackwell
CC&L Investment Management
CDC Group
Celestica
Charity Intelligence
Chevron
China Asset Management
Chrysalix Energy Venture Capital
Chrysler
CIBC
CIBC World Markets
Citigroup
CNW Group
Codes and Standards Training Institute
Conroy Ross Partner
ContactMonkey
Contential Bank of Canada
CPP Investment Board
Creative Destruction Lab
Credit Suisse
Crescent Park Capital Partners

D

Davies Ward Phillips & Vineberg
Dealer-FX
Deloitte
Deloitte (Canada)
Denova Lending Solutions
Dentons
Desjardins General Insurance Group
Desjardins Securities
Doc.It
Dundee Realty Management

E

Eli Lilly Canada
EMD Serono
Enbridge
Ernst & Young
Essar Steel Algoma
Euro Pacific Canada
European Media Holding

F

First Group of Canadian Companies
Ford Motor Company of Canada
Forum Equity Partners
Four Seasons
Four Seasons (Canada)

G
General Mills Canada
Geomedia
GlaxoSmithKline
Globe Telecom
GMP Securities
Goodmans
Granite REIT
Green-A-Kid
Greenrock Property Management

H

Hart House
Home Care Assistance of Oakville
Honda
Hospital for Sick Children
HSBC
HSBC (Canada)
Huatai United Securities

I

IBM Global Business Services
IDG-Accel
Impact Consulting Group
Imperial Oil
IMS Brogan
Indonesia Infrastructure Finance
Infor
Infosys Technologies
Infrastructure Ontario
Instant Chemistry
Intercast Staffing
ISIS Research Center, UBC

J

J.P. Morgan Chase
Jacob Securities
Janssen Pharmaceutica
Johnson & Johnson

K

Kerburn Rose
Kingsway America
Kohl & Frisch
KPMG
KPMG (Canada)
KPMG (India)
KPMG/SECOR
Kraft Canada
Kunjar Sharma and Associates

L

Labatt / Anheuser-Busch InBev
Lenduit
Little Room
Loblaw

M

MacDougall, MacDougall & MacTier
Mackenzie Financial Corporation
Madinah Institute for Leadership and Entrepreneurship
Manulife Financial
Mariner Investment
MaRS Discovery District
Mastercard Foundation
Mawer Investment Management
McCarthy Tetrault
MCIS Language Services
McKinsey & Company
McLean & Partners Wealth Management
McMaster University
McMillan
Microsoft
MILE Institute
Millward Brown
Minto Communities
MMB Research
MNP Advisory
Mondelez International
Moneycoachapp
Morgan Stanley
Mount Sinai Hospital
MTS Allstream

N

NA
Nike
Norton Rose
Norval Consulting

O

Omers
 Ontario Teachers' Pension Plan Board
 Osler, Hoskin & Harcourt
 Oxford Properties Group

P

Paradigm Capital
 Paul Weiss Rifkind Wharton & Garrison
 PepsiCo (Canada)
 Pogo Carshare
 PricewaterhouseCoopers
 Princess Margaret Cancer Centre
 Printer Gateway
 Procter & Gamble
 Promontory Financial Group
 PropertyVista
 PSP Investments
 Public

Q

QinetiQ
 Qualcomm

R

RBC Business Architecture
 RBC Capital Markets
 RBC Capital Markets Technology
 RBC Financial Group
 RBC Global Asset Management
 RBC Insurance
 RBC Wealth Management
 Real Facilities
 Redberry Franchising
 Relay Ventures
 RelayRides
 Reliance Construction Group
 Rogers Communications
 Roosevelt China
 Rotman Nexus
 Rotman School of Management
 Royal Bank of Canada
 Royal Bank of Scotland

S

S&C Electric Canada
 Sandra J. Meyrick Professional Corporation
 Sapphire Fibres
 Satov Consultants
 Scarborough Hospital
 Scotia McLeod
 Scotiabank
 Scotiabank Global Banking and Markets
 Scotiabank Global Risk Management
 Search Engine Studio
 Sentry Investments
 Shearman & Sterling
 Shoppers Drug Mart
 Siemens – Trench
 SIM IP Practice
 Skylene Mining Investment Consulting
 SmartSimple Software
 Spartan Fund Management
 Spin Master Toys
 Standard Chartered
 Standard Chartered Bank
 Street Capital Financial Corporation
 Street Contxt
 Su-Mitra
 Sun Life Financial
 Suncor Energy

T

Tailwind Capital
 Tangerine
 Target
 Target (Canada)
 Tata Consultancy Services Canada
 TD Canada Trust
 TD Securities
 Teleperformance
 Telus
 Tesla Motors
 Thomson Reuters
 Timbercreek Asset Management
 TMX Group
 Toronto General Hospital
 Toronto Hydro
 Toronto Police Service
 Torys
 TransForm Shared Service Organization
 Trellis Capital
 Trimaran Advisors
 Triovest Realty Advisors

U

UBS Bank
 UBS Securities
 University Health Network
 University of Toronto

V

Vale Inco
 Value Partners Goldstate
 ValueInfinity
 VersaPay

W

Walmart Canada
 WestonExpressions
 Woohoo Entertainment
 World Literacy Canada

X

Xceed Financial Credit Union

Z

ZS Associates

CORPORATE PARTNERSHIP OPPORTUNITIES

ENGAGE WITH ROTMAN



Our Career Centre team will help you design the right campus recruitment strategy to achieve your hiring goals. Engage with Rotman to enhance your corporate presence and build relationships with our students before making important hiring decisions.

Capstone Course

This unique course partners with your company in collaboration with Rotman students to solve a real life problem that your company is currently facing. Over the six weeks of the course, teams of MBA students will perform a rigorous analysis of data provided by your company using Rotman's model-based approach to problem solving, and present their findings and recommendations to your senior management team.

Career Discovery Week

Every Rotman MBA student participates in this dedicated week of career education workshops and industry panels designed to prepare MBAs for navigating their career journey. Sponsorship opportunities are available to build your corporate presence and engage students by providing expert presenters and panelists.

Career Education Workshops

Inspire and inform our students by sharing your expertise in one of our many career education workshops hosted throughout the year.

Career Treks

Meet potential hiring candidates in areas outside of Toronto, such as Calgary, Vancouver, New York and Silicon Valley, by participating as a host company for a Rotman Career Trek. Students will visit your offices to learn about the career opportunities you offer for MBAs, and connect with your team for follow-up when they graduate.

Industry Clubs

Explore the many partnership opportunities with our student-run industry clubs through networking events, case competitions, industry guest speakers, and other sponsorship opportunities.

Information Sessions (on campus or online)

Host an information session to introduce students to your firm's culture and career paths for MBAs, and connect with your recruiters. We offer range of venues suitable for large or small events. AV, video conferencing, and event catering options are also available to suit your needs.

Networking Breakfasts and Coffee Chats

Industry professionals are invited to connect with our students and other industry peers to share career insights and exchange opportunities during our networking breakfast events and small group coffee chats.

Office Hours

Employers may book rooms at Rotman to meet in small groups or one-on-one with students to share company and career information. Room bookings are complimentary.

Corporate Roundtables

Corporate recruiters are invited to visit Rotman and meet our MBA Career Centre team. Sharing industry/company/program insights and hiring preferences with our student career coaches will result in prepared interview candidates for your recruiters.

Site Visits

Host a group of students at your location as a convenient alternative to on campus visits. Typical visits include a company presentation, a tour of your facilities, and a mix and mingle.

RECRUIT AT ROTMAN



Get access to the largest, brightest, and most diverse MBA talent pool in Canada to hire for summer internships, short-term projects, or full-time opportunities.

Résumé Books

Get private access to the résumés of our graduating class and current students to screen candidates for invitations to company recruiting events or interviews. You can log in to our recruitment system to view our online student résumé directory (searchable by keyword, previous experience, and career interests), or email mbacareers@rotman.utoronto.ca to request a customized résumé book.

Job Postings

If you are hiring for full-time, contract, or summer internships, email your job descriptions in a Word document, including deadline and application documents required, to mbacareers@rotman.utoronto.ca, or sign up for our private employer recruitment system to post your opportunity to our current students and recent graduates.

Confidential Search

We will help you identify qualified candidates based on your search criteria within 48 hours.

Interviews

We will contact short-listed students and set up an interview schedule for you at your office or in our dedicated interview rooms.

ROTMAN MBA TALENT	RECENT GRADUATES	INTERNS / PROJECTS	EXPERIENCED HIRES
Profile	<ul style="list-style-type: none"> Graduating Students Avg 4.5 years of work experience 2 years of MBA education 1 summer internship 	<ul style="list-style-type: none"> Current Students Avg 3-4 years of work experience 1 year of MBA education 	<ul style="list-style-type: none"> 13,000 Rotman MBA alumni 7+ years of experience Working professionals
Recruiting Timeline	September onwards	November to April	Year-round
Availability for Work	May of graduating year	May to August	Immediate
Sample roles or internship projects			
<ul style="list-style-type: none"> Build and maintain financial models in support of live and proposed transactions, or to determine the best strategy for refinancing debt Perform enterprise-wide risk assessment to identify various types and levels of risk exposure Develop social media strategy, interpret analytics, and implement best practices to maximize engagement and reach, and drive traffic in digital marketing campaigns Model outsourcing options for the business unit or department to identify cost savings or operational efficiencies Execute customer research and segmentation to derive key insights, develop sales strategy (structure and size), and project revenues 			

OUR TEAM

MEET THE ROTMAN CAREER CENTRE TEAM



Karen Jackson-Cox
Acting Director,
Rotman Career Centre

Directs and leads the strategy for the Career Centre. Coaches students one on one in difficult situations.

CLIENT RELATIONS AND BUSINESS DEVELOPMENT



Sischa Maharaj
Associate Director,
Client Relations & Business Development

Directs business development strategy, tactics to deepen client relationships and new targets for the team.



James Kiysk
Assistant Director, Industry Advisor
Corporate Partnerships: CPG/RETAIL, MARKETING

Directs business development with new industry contacts as well as relationship management of existing corporate partnerships.



Kelly Heggie
Assistant Director, Industry Advisor
Corporate Partnerships: FINANCIAL SERVICES

Directs business development with new industry contacts as well as relationship management of existing corporate partnerships.



Rob Woon-Fat
Assistant Director, Industry Advisor
Corporate Partnerships: TECH, HEALTHCARE

Directs business development with new industry contacts as well as relationship management of existing corporate partnerships.



Gil Panualman
Assistant Director, Industry Advisor
Corporate Partnerships: CONSULTING, NFP, GOV

Directs business development with new industry contacts as well as relationship management of existing corporate partnerships.



Ryan McKee
Assistant Director, Industry Advisor
Corporate Partnerships: FINANCIAL SERVICES, ENERGY

Directs business development with new industry contacts as well as relationship management of existing corporate partnerships.



Alyson Waite
Event Coordinator

Manages all on-campus recruiting operations.



Dana Siri
Career Officer

Coordinates Career Trek and Corporate Fly-in programs.



Arwa Showbeg
Student / Corporate Liaison

Manages research, project management and all billing administration.

CONTACT US

For more information, please contact the Career Centre:

mbacareers@rotman.utoronto.ca

416.946.7953

www.rotman.utoronto.ca/Connect/Recruit

CAREER EDUCATION AND COACHING



Erin Miller

Associate Director,
Career Education & Coaching

Leads development of Career Education programs and Coaching services, and counsels students in the areas of career development and job search.



Bety Ivanov

Assistant Director, Careers
Career Coach
OPERATIONS, S/C, TECH, HUMAN RESOURCES, LEGAL

Directs coaching and counselling of students in the areas of career development and job search.



Chris Jones

Assistant Director, Careers
Career Coach
CONSULTING/STRATEGY, DESIGN, GENERAL MANAGEMENT, PROJECT MANAGEMENT

Directs coaching and counselling of students in the areas of career development and job search.



Zania Mauricette

Assistant Director, Careers
Career Coach
CONSULTING/STRATEGY, DESIGN, GENERAL MANAGEMENT, PROJECT MANAGEMENT

Directs coaching and counselling of students in the areas of career development and job search.



Amy Richards

Assistant Director, Careers
Career Coach
MARKETING, SALES, LEGAL

Directs coaching and counselling of students in the areas of career development and job search.



Cindy Chong

Assistant Director, Careers
Career Coach
FINANCE

Directs coaching and counselling of students in the areas of career development and job search.



Maria Parente

Assistant Director, Careers
Career Coach
FINANCE

Directs coaching and counselling of students in the areas of career development and job search.



Robin Behlke

Assistant Director, Careers
Career Coach
FINANCE

Directs coaching and counselling of students in the areas of career development and job search.