The Rotman School of Management is a place where change happens. Attracting top talent from Canada and around the world, we connect the right minds with the right resources to rethink assumptions, reinvent models and reimagine how organizations are structured and run.

Rotman Career Services extends that transformative energy into your organization, working with you to match highly qualified graduates with roles that will unlock the full value of their knowledge, training and strategic insights. We help you find the best people to leverage everything you’ve achieved to date and move your organization forward to meet tomorrow’s challenges.

We’re not an old-fashioned student placement service. We build a deeper partnership with you by understanding and embracing your talent development priorities, by helping elevate your organization’s brand profile among potential candidates – by becoming in effect an extension of your recruitment team.

And in everything we do, we work to fulfill Rotman’s promise: Here’s where it changes.

Connect with us
Our Recruitment Guide starts the conversation by briefing you on the students in Rotman’s key programs and showing how we can work together to bring their skills, experience and well-informed thinking into your organization.

Whether you’re a veteran employer of business school graduates or just starting to extend your search for top candidates, we look forward to working with you to achieve your recruitment goals and advance your longer-term strategies.

Lyla Korhani
Director, Career Services,
Rotman School of Management
Top Candidates

And tailored support to help you connect

Rotman’s Career Services team provides a bridge between our globally recognized business school and a fast-moving economy, matching talented graduates with employers’ changing priorities and high expectations. We support win-win placements that launch our graduates on rewarding career paths and help you recruit the next generation of achievers and change makers.

A magnet for exceptional students
Rotman attracts extraordinary talent from across Canada and around the world, and delivers a rigorous business education that shapes them into effective decision makers. Graduates leave our school with the knowledge, agility and confidence to begin making a meaningful contribution on day one.

Equipped to meet your goals
Our industry advisors translate your organization’s hiring criteria and broader strategic agenda into specific recommendations from a cohort of diverse, highly accomplished students with the right skills, interests and career goals.

With you every step of the way
We’re here to advise you through every stage of recruitment, from information and networking events through interviews and formal offers. Our experienced team streamlines the process and helps you achieve successful outcomes.
Let us introduce you

**Industry panels**
Showcase your organization’s expertise and leadership through a campus event focused on topical issues in your sector.

**Face to face**
Let us facilitate one-on-one or small group sessions where you can field questions from students and offer advice about how to enter your field.

**Information sessions**
Host an event to introduce students to your firm’s culture, work and people. We look after everything – from venues on-campus to videoconferencing to catering – partnering with you to create an inviting and engaging experience.

**Clubs and groups**
Tap into Rotman’s dynamic ecosystem of student-led clubs and activities. We help connect you with education and recruitment events designed by students with a keen interest in your industry.

**Your tailored event**
Rotman Career Services works collaboratively with employers to create tailored programs and events that build your profile and resonate with students.

**Resume books**
Rotman’s Dynamic Resume Books are designed to help you build your applicant pool and identify students that fit your ideal candidate profile. Your designated Industry Advisor can work directly with you to customize Resume Books based on target programs, class year as well as students’ career, industry and functional interests.

Note: Pending the nature of an event, these may be in-person or virtual.
Building a strategic partnership: Get the most out of your relationship with a leading global business school

Your talent strategy interconnects with many other key management priorities, from brand development to equity, diversity and inclusion initiatives. That’s why Rotman Career Services builds collaborative partnerships, working to understand your talent development needs and your broader strategic vision. Together, we craft customized plans that raise your profile and attract top graduates while creating learning opportunities for your entire organization.

Access the insights of a leading business school
Rotman is an intellectual crossroads where leaders connect with ideas and research that are redefining their fields. The Career Services team can help you and your colleagues find the most effective ways to engage with our renowned faculty and network - from recommending speakers and events to facilitating potential collaborations with the School’s research centres, institutes and labs.

Start with substance
We’re constantly seeking new ways to support meaningful engagement between employers and students. Rotman’s gatherings and events go beyond meet-and-greets: they’re thoughtfully designed to create opportunities for candidates and organizations alike to show what they care about and how they think. From sharing your specialized expertise at an industry panel to breaking down a real-world business challenge at a case competition, we help you have deeper conversations with candidates who could soon be colleagues.
Your team at Rotman: Dedicated industry advisors who understand your rapidly changing field

The Rotman Career Services team has deep knowledge of key sectors and industries, and we’re constantly broadening our horizons as the career landscape evolves. A dedicated industry advisor becomes your guide to students in all programs and across the spectrum of experience – from graduates seeking their first roles to executives with proven leadership skills.

Industry Advisors

Sheila Schaffzin
Associate Director, Industry Engagement

James Kisyk
Industry Advisor
- CPG
- Retail
- Transportation and Logistics
- Healthcare, Pharmaceutical and Life Sciences

Elly Bertram
Industry Advisor
- Technology
- Startups
- Media
- Sports and Entertainment

Ryan McKee
Industry Advisor
- Global Financial Services
- Global Real Estate & Infrastructure
- Global Energy, Oil & Gas and Mining

Carrie Badame
Industry Advisor
- Canadian Banks
- Credit Cards
- Payments

Gil Panuncialman
Industry Advisor
- Government
- Consulting
- Not-for-Profit
# Understanding the Rotman Talent Pool

## Early Experience Programs

<table>
<thead>
<tr>
<th>Master of Management Analytics (MMA)</th>
<th>Master of Financial Risk Management (MFRM)</th>
</tr>
</thead>
<tbody>
<tr>
<td>53% of students enter with work experience (range 1-4 years)</td>
<td>40% of students enter with work experience (range 1-3 years)</td>
</tr>
<tr>
<td>Women 42%</td>
<td>Women 55%</td>
</tr>
<tr>
<td>Men 58%</td>
<td>Men 45%</td>
</tr>
</tbody>
</table>

### Program Fundamentals
- Trains data scientists to act as analytics translators for management
- Students build strong quantitative skills
- Every course involves coding in Python, R or SQL
- Projects are designed to build competence in Tableau, Excel and SAS

### Technical Courses
- Data structuring and visualization
- Statistical foundations of predictive analytics
- Machine learning
- AI, NLP and ANN techniques

### Applying Technical Insights
- Courses on the use of analytics in marketing, supply chain management, accounting
- Focused modules on API, Hadoop, social network modelling, responsible AI, CRM, analytics for fraud detection, model deployment
- Work experience through a Management Analytics Practicum

### Skills
- Quantitative analysis
- Financial acumen
- Critical thinking
- Communication
- Machine learning
- Coding in Python
- Regulatory understanding
- Insight into diverse risk categories (operational, market, credit)

### Application of Learning
- Students gain work experience with an industry project

### How to recruit an MMA student
- Contact Career Services to explore candidates for full-time roles
- Sponsor a 10-month MMA practicum (September - June)

### How to recruit an MFRM student
- Contact Career Services to explore candidates for full-time roles
- Sponsor a 9-week industry project (January - March)
Understanding the Rotman Talent Pool

Mid-Experience Programs

<table>
<thead>
<tr>
<th>Program</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average years of work experience (range)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full-Time MBA</td>
<td>4 years</td>
<td>6 years</td>
</tr>
<tr>
<td>Morning and Evening MBA</td>
<td>6 years</td>
<td>7 years</td>
</tr>
<tr>
<td>Master of Finance (MFIN)</td>
<td>7 years</td>
<td>5 years</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Skills</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Quantitative and analytical skills</td>
<td></td>
</tr>
<tr>
<td>Leadership</td>
<td></td>
</tr>
<tr>
<td>Teamwork</td>
<td></td>
</tr>
<tr>
<td>Communication skills</td>
<td></td>
</tr>
<tr>
<td>Project management skills</td>
<td></td>
</tr>
<tr>
<td>Problem solving and initiative</td>
<td></td>
</tr>
<tr>
<td>Adaptability to change</td>
<td></td>
</tr>
<tr>
<td>Strategic thinking and planning</td>
<td></td>
</tr>
<tr>
<td>Solid business judgment and desire to tackle complex business problems</td>
<td></td>
</tr>
<tr>
<td>Global understanding and engagement</td>
<td></td>
</tr>
<tr>
<td>Ability to combine virtual and on-site business activity</td>
<td></td>
</tr>
<tr>
<td>Excel in diverse and inclusive environments</td>
<td></td>
</tr>
<tr>
<td>Professional presence, (in person and virtual)</td>
<td></td>
</tr>
</tbody>
</table>

Application of learning
- Students can choose to pursue a four-month internship

<table>
<thead>
<tr>
<th>How to recruit a Full-Time MBA student</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Contact Career Services to explore candidates for full-time roles</td>
<td></td>
</tr>
<tr>
<td>Hire an intern through our Flexible Internship Program (Summer, Fall or Winter term)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>How to recruit an MFIN student</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Contact Career Services to explore candidates for full-time roles</td>
<td></td>
</tr>
</tbody>
</table>
# Understanding the Rotman Talent Pool

## Executive MBA Programs

<table>
<thead>
<tr>
<th>Program</th>
<th>Women</th>
<th>Men</th>
<th>Job Profile</th>
<th>Industry Experience</th>
<th>Functional Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Global Executive MBA (GEMBA)</td>
<td>36%</td>
<td>64%</td>
<td>41% Manager</td>
<td>36% Other</td>
<td>27% Management</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>34% Director</td>
<td>16% Chemical and Energy</td>
<td>14% Operations</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>20% C-Suite</td>
<td>16% Financial Services</td>
<td>11% Other</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>2% Vice-President</td>
<td>7% Technology</td>
<td>11% Sales/Communications</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>2% Other</td>
<td>7% Telecommunications</td>
<td>9% Strategic Planning</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>5% Construction</td>
<td>9% Technology</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>5% Industrial Products</td>
<td>5% Human Resources</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Global Executive MBA for Healthcare and the Life Sciences (GEMBA HLS)</td>
<td>46%</td>
<td>54%</td>
<td>31% Director</td>
<td>34% Other</td>
<td>31% Administrative leaders</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>23% Manager</td>
<td>29% Healthcare providers</td>
<td>29% Strategic Planning</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>15% Other</td>
<td>19% Industry leaders</td>
<td>19% Technology</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>12% C-Suite</td>
<td>15% Scientists and researchers</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>8% Physician</td>
<td>6% Government and policy leaders</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>8% President/VP</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>4% Consultant</td>
<td></td>
</tr>
<tr>
<td>One-Year Executive MBA (EMBA)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Signature student competencies (EMBA, GEMBA, GEMBA- HLS)**

- Executive leadership and presence
- Deep and broad industry knowledge
- Strategic planning, culture and communications
- Global business insights and cultural fluency
- Critical thinking and decision-making
- Business operations and financial acumen
- Qualitative and quantitative analysis
- Behavioural economics and marketing insights
- Design thinking, innovation and entrepreneurship
- Neuroscience of self-management
Rotman Values

Our mission is to be a catalyst for positive change – rooted in transformative learning, informed by original insight and inspired by the biggest challenges in business and society.

We distill our shared beliefs and values down to four fundamental principles:

**Diversity**
We know that the willingness to embrace difference creates more successful enterprises and a more equitable society.

**Excellence**
We measure ourselves by the value we create for others in transforming how they think, do business and work to meet society’s changing needs and aspirations.

**Integrity**
In our teaching and learning, as well as our investigations and partnerships, we strive to behave honestly, ethically and responsibly.

**Respect**
We foster a collegial environment in which all students, staff and faculty commit to treating each other with respect, regardless of their roles at Rotman.

Our values guide how we teach and learn, conduct research, collaborate with one another and engage with business and society. We prepare Rotman graduates to think broadly and deeply about the context and impact of their careers, organizations and industries.

**Diversity Initiatives at Rotman**
Our teaching, research and public engagement are enriched by the variety of experience and points of view we bring together in fruitful collaboration. We know that the willingness to embrace difference creates more successful enterprises and a more equitable society.

- Initiative for Women in Business
- Forte Foundation
- Reaching Out MBA
- The Letters (LGBTQ2+ & Allies)
- Speaker Series
- TD and Rotman Women at Work Symposium
- The Positive Space campaign
- Women in Management Association (WIMA)

**Our student clubs include:**

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cultural and Regional Clubs</td>
<td>6</td>
</tr>
<tr>
<td>Social Clubs</td>
<td>10</td>
</tr>
<tr>
<td>Industry Clubs</td>
<td>20</td>
</tr>
<tr>
<td>Members in the Letters student club, both LGBTQ &amp; their allies</td>
<td>70</td>
</tr>
</tbody>
</table>
Why work with us?

- A diverse range of top-notch students who are equipped to meet your needs
- Responsive, tailored support from our experienced industry advisors
- Partnership strategies aimed at engaging promising students and raising your profile
- Access to the insights and influential thinking of a leading business school
- A designated point of contact who connects you with the full range of Rotman talent
Let's connect

To learn more about recruiting at Rotman, please contact the industry advisor whose focus is most relevant to your organization – or reach out to the Career Services office for guidance on next steps.

Industry Advisors:

Elly Bertram  
elly.bertram@rotman.utoronto.ca  
Focus Areas: Technology, Startups, Media, Sports and Entertainment

Gil Panuncialman  
gil.panuncialman@rotman.utoronto.ca  
Focus Areas: Consulting, Government, Not-for-Profit

James Kisyk  
jesames.kisyk@rotman.utoronto.ca  
Focus Areas: Consumer Packaged Goods, Retail, Transportation and Logistics, Healthcare, Pharmaceutical, Life Sciences

Ryan McKee  
r.mckee@rotman.utoronto.ca  
Focus Areas: Global Financial Services, Global Real Estate and Infrastructure, Global Energy, Oil & Gas and Mining

Carrie Badame  
carrie.badame@rotman.utoronto.ca  
Focus Areas: Canadian Banks, Credit Cards and Payments

Sheila Schaffzin, Associate Director, Industry Engagement  
sheila.schaffzin@rotman.utoronto.ca

Lyla Korhani, Director, Career Services  
lyla.korhani@rotman.utoronto.ca

For general inquiries about Career Services at Rotman  
career.services@rotman.utoronto.ca

416.946.7953  
www.rotman.utoronto.ca/recruit

Rotman School of Management  
University of Toronto  
105 St. George Street  
Toronto, Ontario, Canada M5S 3E6  
www.rotman.utoronto.ca