Delivering the Talent Needed in Today’s Job Market

At the Rotman School of Management, we pride ourselves on delivering the talent needed in today’s job market. Our world-renowned brand is aligned with our commitment to deliver an excellent talent pool of quality students and graduates in a global marketplace. We work closely with our students to develop their career and leadership skills, ensuring they are prepared to excel in their chosen careers as leaders in a dynamic job market. Our team of experienced Industry Advisors is fully committed in engaging our diverse industry partners to match their hiring needs with our exceptional talent pool. Rotman Career Services recently transitioned to a single career team allowing us to leverage existing partnerships and foster new relationships. This new model enables us to take on a tailored and all-encompassing high-touch approach in servicing our corporate partners. We are excited to share the Rotman 2020 Recruitment Guide to showcase our different Rotman graduate programs from our impressive early and experienced hires and our extraordinary executive talent pool. We look forward to partnering with you on the endless possibilities through our continued engagement to support your talent strategy.

Lyla Korhani
Director, Career Services, Rotman School of Management
We are your strategic partner throughout the recruiting process

With our ONE Rotman Career team approach, we offer a strategic partnership that can build your talent pipeline from new graduates to senior executive level candidates. We take a consultative approach and work closely with each client to develop short and long-term strategies to meet your early talent needs. We are an extension of your recruiting team. We take time to get to know you through company and campus visits as well as ongoing dialogue throughout the calendar year. We strive to provide recruiting strategies that enhance your firm’s visibility, highlight your employment opportunities, and enable you to preview exceptional talent.

From building new campus initiatives to finetuning best-in-class recruiting models, our career team is ready to help you achieve your unique recruitment goals at Rotman.

Meet our Team

Alisha Rajani
Associate Director, Industry Engagement

Ryan McKee
Industry Advisor
• Global Financial Services
• Global Real Estate
• Global Energy & Mining, Oil & Gas

James Kislyk
Industry Advisor
• CPG
• Retail
• Manufacturing

Clodagh Scannell
Industry Advisor
• Canadian Banks
• Credit Cards
• Payments
• Healthcare

Elly Bertram
Industry Advisor
• Technology
• Telecom
• Start-ups
• Entrepreneurship

Gil Panuncialman
Industry Advisor
• Government
• Consulting
• Not-for-Profit
• Education
Connecting with Our Students: Corporate Engagement

Our corporate partners play an integral role in the Rotman student experience and we are always seeking new and innovative ways to engage employers in our program activities. We work collaboratively with our corporate partners to develop recruitment strategies and identify opportunities that align with company hiring needs.

Industry Panels
Held from October through March, these events highlight specific sectors or functional expertise to MBA/Master candidates. A great way to build your campus brand and presence at Rotman.

Coffee Chats/Office Hours
Meet with Rotman students on campus or online for quick one-on-one or small group sessions. Office hours provide employers with an opportunity to offer advice about interviews and job search strategies, review students’ résumés or address general questions about their companies and/or industries.

Information Sessions
(On-campus, Off-site and Virtual)
Host an information session to introduce students to your firm’s culture, work and people. We offer a range of venues suitable for large or small events. AV, video conferencing, and event catering options are also available to suit your needs.

Career Services & Student-Led Industry Club Events
We have many student organizations that you can connect with to assist you in building awareness of your upcoming recruiting activities. These student organizations also host a variety of recruiting and educational events throughout the year.
# Understanding the Rotman Talent Pool

## Early Experience Programs

<table>
<thead>
<tr>
<th>Program</th>
<th>Percentage of Work Experience</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master of Management Analytics (MMA)</td>
<td>54%</td>
<td>50%</td>
<td>50%</td>
</tr>
<tr>
<td>Master of Financial Risk Management (MFRM)</td>
<td>38%</td>
<td>57%</td>
<td>43%</td>
</tr>
</tbody>
</table>

### Skills

**Master of Management Analytics (MMA)**
- Training data scientists to act as "analytics translators" for management
- Most students come from STEM disciplines
- Quantitative skills and coding experience
- Every course involves coding in at least one of the following:
  - Python
  - R
  - SQL
  - Competence in Tableau, Excel, SAS
- Technical courses on:
  - Data structuring and visualization
  - Statistical foundations of predictive analytics
  - Machine learning
  - AI, ML, and ANN techniques
- Courses on applications of analytics in:
  - Marketing
  - Supply Chain Management
  - Accounting
- Focused modules on API, Hadoop, Social Network modeling, Responsible AI, CRM, Analytics for Fraud detection, Model deployment
- Work experience with a Management Analytics Practicum

**Master of Financial Risk Management (MFRM)**
- Excellent quantitative skills
- Financial business acumen
- Critical thinking ability
- Good communication skills
- Passion for risk management
- Machine learning and Python skills
- Knowledge of the regulatory environment
- Knowledge of operational, market and credit risk
- Work experience with an industry project

### How to recruit a MFRM Student?
- Sponsor a 9-week Industry Project
- Timeline starts in January through March
- Hire a student into a Full-Time position

### How to recruit an MMA Student?
- Sponsor a 8-Month Management Analytics Practicum
- Timeline starts in October through May
- Hire a student into a Full-Time position
Understanding the Rotman Talent Pool

Mid-Experience Programs

**Full-Time MBA**
- Average years of work experience: 5 (range 0-14 years)
- Gender distribution: 42% Women, 58% Men
- Skills:
  - Quantitative and analytical skills
  - Leadership
  - Teamwork
  - Communication skills
  - Project management skills
  - Problem solving and initiative
  - Adaptability to change
  - Strategic thinking and planning
  - Solid business judgment and desire to tackle complex business problems
  - Global understanding and engagement
  - Ability to combine virtual and on-site business activity
  - Excel in diverse and inclusive environments
  - Professional presence, both in person and virtually

**Morning and Evening MBA**
- Average years of work experience: 6
- Gender distribution: 31% Women, 69% Men
- Skills:
  - Working Professionals
  - Quantitative and analytical skills
  - Leadership
  - Teamwork
  - Communication skills
  - Project management skills
  - Problem solving and initiative
  - Adaptability to change
  - Strategic thinking and planning
  - Solid business judgment and desire to tackle complex business problems
  - Global understanding and engagement
  - Ability to combine virtual and on-site business activity
  - Excel in diverse and inclusive environments
  - Professional presence, both in person and virtually

**Master of Finance (MFIN)**
- Average years of work experience: 5
- Gender distribution: 50% Women, 50% Men
- Skills:
  - Working Professionals
  - Data-driven Decision Making
  - Problem Solving
  - Python
  - Communication Skills
  - Teamwork
  - Established Career Path or Passion in Capital Markets
  - Analytical Skills
  - Quantitative Skills
  - Economic Intuitions
  - Financial Modeling
  - Financial Statement Analysis and Valuation

How to recruit a Full-Time MBA Student?
- Hire an Intern through our Flexible Internship Program
- Hire a student into a Full-Time position

How to recruit a Morning and Evening MBA Student?
- Hire a student into a Full-Time position

How to recruit a Master of Finance Student?
- Hire a student into a Full-Time position
Understanding the Rotman Talent Pool

Executive Programs

One-Year Executive MBA (EMBA)

15 average years of work experience

21% Women 79% Men

Job Profile
39% Director
37% Manager
16% Entrepreneur
5% Vice-President
5% President/CEO

Industry Experience
24% Financial Services
18% Government
12% Technology
8% Healthcare
6% Professional Services
4% Education
4% Utilities
4% Mining/Natural Resources
20% Other

Global Executive MBA (GEMBA)

14 average years of work experience

36% Women 64% Men

Job Profile
31% Director
23% Manager
12% C-Suite
8% Physician
8% President/VP
4% Consultant
15% Other

Industry Experience
16% Financial Services
16% Chemical and Energy
11% Technology
7% Telecommunications
5% Construction
5% Industrial Products
5% Non-profit / Economic Development
56% Other

Functional Experience
27% Management
14% Operations
11% Sales/Communications
9% Strategic Planning
9% Technology
5% Human Resources
25% Other

Signature Competencies
• Executive Leadership & Presence
• Strategic Planning, Culture & Communication
• Global Business Insights & Cultural Fluency
• Critical Thinking & Decision-Making
• Business Operations & Financial Acumen
• Qualitative & Quantitative Analysis
• Behavioral Economics & Marketing Insights
• Design, Thinking, Innovation & Entrepreneurship
• Neuroscience of Self-Management
• Deep & Broad Industry Knowledge

Global Executive MBA for Healthcare and the Life Sciences (GEMBA HLS)

16 average years of work experience

46% Women 54% Men

Job Profile
37% Director
23% Manager
12% C-Suite
8% Physician
8% President/VP
4% Consultant
15% Other

Industry Experience
16% Financial Services
13% Chemical and Energy
11% Technology
7% Telecommunications
5% Construction
4% Industrial Products
5% Non-profit / Economic Development
36% Other

Functional Experience
31% Administrative Leaders
29% Healthcare Providers
19% Industry Leaders
15% Scientists and Researchers
6% Government and Policy Leaders

Are you interested in building your pool of senior level talent? Contact us to learn more.
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 down to four fundamental principles.

Diversity @ Rotman

Taking advantage of its location in Canada’s financial and cultural capital, the School attracts a dazzling array of students, faculty and staff from nearly every country in the world. Whatever program draws you to the Rotman School, you’ll find yourself surrounded by a diverse and inclusive community comprising students, staff and faculty of all backgrounds and perspectives. We actively promote an academic and working environment that’s safe, open and accessible to all, regardless of gender, race, sexual orientation or any of the other factors that make each of us unique.

Diversity Initiatives @ 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
- Speaker Series
- TD and Rotman Women at Work Symposium
- The Positive Space campaign

Our student clubs include:

- **Cultural and Regional Clubs**: 6
- **Social Clubs**: 10
- **Industry Clubs**: 20

70 Members in the Letters student club, both LGBTQ & their allies
Why Employers Work With Us

“Rotman MBA students stand out among other students from various schools. Their professionalism, preparedness, and friendly demeanor is top notch during CIBC Career Program recruitment activities over the past couple of years. You can tell that Rotman MBA students genuinely take time out to get to know the employer they are applying to as they impress interviewers with their knowledge and commitment to network with our employees to not only learn about the work but our culture and people.”

Senior Manager, Enterprise Career Programs, Human Resources CIBC

“Working with the Rotman School of Management has been a pleasure during our recruiting season. The school’s advisors as well as the candidates were top tier in all aspects and we genuinely enjoyed the experience. We look forward to our continued partnership.”

Executive Recruiter, Microsoft

“Tridel is dedicated to being the leader in the development industry and this includes developing its future leaders. We have been very happy with the caliber of student talent and Rotman. Their combination of professional and academic experiences has enabled them to successfully join our team and provide meaningful contributions.”

Director, Project Feasibility, Tridel

Connect With Us

To learn more about recruiting at Rotman, please contact our industry advisors most aligned with your organization:

Clodagh Scannell, Industry Advisor (Canadian Banks, Credit Cards, Payments, Healthcare)
clodagh.scannell@rotman.utoronto.ca

Ryan McKee, Industry Advisor (Global Financial Services, Global Real Estate, Global Energy & Mining, Oil & Gas)
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Gil Panuncialman, Industry Advisor (Government, Consulting, Not-for-Profit, Education)
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