



Rotman School of Management
UNIVERSITY OF TORONTO

Rotman

**Career
Services
Recruitment
Guide**



Transforming your organization



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

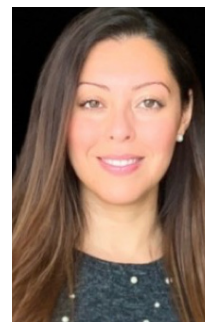


Sheila Schaffzin
Associate Director,
Industry Engagement



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 Panualman
Industry Advisor

- Government
- Consulting
- Not-for-Profit



Understanding the Rotman Talent Pool

Early Experience Programs

Master of Management Analytics (MMA)

53%

of students enter with work experience
(range 1-4 years)

42% **58%**
Women Men

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

How to recruit an MMA student

Contact Career Services to explore candidates for full-time roles

Sponsor a 10-month MMA practicum (September - June)

Master of Financial Risk Management (MFRM)

40%

of students enter with work experience
(range 1-3 years)

55% **45%**
Women Men

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 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

Full-Time MBA

4

average years of work experience
(range 0-13 years)

44% 56%

Women 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, (in person and virtual)

Application of learning

- Students can choose to pursue a four-month internship

How to recruit a Full-Time MBA student

Contact Career Services to explore candidates for full-time roles

Hire an intern through our Flexible Internship Program (Summer, Fall or Winter term)

Morning and Evening MBA

6

average years of work experience
(range 0-14 years)

39% 61%

Women Men

Skills

- Quantitative and analytical capabilities
- Leadership
- Teamwork
- Communication
- Project management
- Problem-solving
- Initiative
- Adaptability to change
- Strategic thinking and planning
- Business judgment
- Analysis of complex business problems
- Global awareness and engagement
- Ability to combine virtual and on-site activity
- Fluency in diverse and inclusive environments
- Professional presence, in person and online

How to recruit a Morning/Evening MBA student

Contact Career Services to explore candidates for full-time roles

Master of Finance (MFIN)

7

average years of work experience
(range 2-15 years)

46% 54%

Women Men

Skills

- Quantitative and analytical capabilities
- Knowledge of economic institutions
- Financial modelling
- Financial statement analysis and valuation
- Data-driven decision-making
- Problem-solving
- Coding in Python
- Teamwork
- Communication

How to recruit an MFIN student

Contact Career Services to explore candidates for full-time roles



Understanding the Rotman Talent Pool

Executive MBA Programs

Global Executive MBA (GEMBA)

14

average years of work experience

36% **64%**
Women Men

Job Profile

41% Manager
34% Director
20% C-Suite
2% Vice-President
2% Other

Industry Experience

36% Other
16% Chemical and Energy
16% Financial Services
11% Technology
7% Telecommunications
5% Construction
5% Industrial Products
5% NFP/Economic Development

Functional Experience

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

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

16

average years of work experience

46% **54%**
Women Men

Job Profile

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

Functional Experience

31% Administrative leaders
29% Healthcare providers
19% Industry leaders
15% Scientists and researchers
6% Government and policy leaders

One-Year Executive MBA (EMBA)

15

average years of work experience

40% **60%**
Women Men

Job Profile

39% Manager
12% Vice President
10% Entrepreneur
18% Director
21% Other

Industry Experience

34% Technology
26% Financial Services
7% Government
7% Healthcare
6% Automotive and Engineering
6% Arts/Education
4% Human Capital
4% Utilities/Natural Resources
4% Retail and Hospitality
2% Other

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



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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:

6

Cultural and Regional Clubs

10

Social Clubs

20

Industry Clubs



70

Members in the Letters student club, both LGBTQ & their allies

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

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Focus Areas: Technology, Startups, Media, Sports and Entertainment

Gil Panuncialman

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Focus Areas: Consulting, Government, Not-for-Profit

James Kisyk

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Focus Areas: Consumer Packaged Goods, Retail, Transportation and Logistics, Healthcare, Pharmaceutical, Life Sciences

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Focus Areas: Global Financial Services, Global Real Estate and Infrastructure, Global Energy, Oil & Gas and Mining

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