HEC Paris MBA

Tomorrow is our business

Career Choices Report

Class of 2014

HEC PARIS

Contents

Introduction

The MBA Career Management Center (CMC) is delighted to bring you the Career Choices Report for the MBA Class of 2014. In addition, we provide an overview of placement trends for the past five years, information on our key hiring companies, the relationship between internship and full-time hiring, and finally, the ways in which organizations can recruit from the MBA Program.

Recently ranked #1 MBA program in Europe by The Economist, the HEC Paris MBA is also ranked top for diversity in recruitment. This unique aspect of the HEC Paris MBA experience is central to the CMC's approach and has enabled our participants to find positions all over the world, and for the Program as a whole to absorb what has been a uniquely challenging economic environment for the past five years.

Our students continue to find management-level positions in prestigious companies worldwide, utilizing not only the knowledge they have gained from the courses themselves, but also by leveraging the HEC alumni network of over 50,000 worldwide.

The big story this year has been recruitment into the tech sector, with companies such as Amazon, Google, LinkedIn and Microsoft accounting for almost 20% of the graduating class. This shows the continuing relevance of the MBA degree, not just for the traditional recruiters in consulting, finance and industry, but also crucially in the 'new' sectors which reflect the ever-changing business landscape.

We hope that you find the information useful. If you are interested in recruiting from the HEC Paris MBA Program, please feel free to engage with us through recruiting events, interviews, on-campus job fairs, treks, presentations with student clubs, job postings, CV collections, and our online CV database. Just contact us at mbacareers@hec.fr and we will get you in contact with the talent that will help your organization grow and prosper.

Tony Somers
Director, Career Management Center

TRENDS AND STATISTICS – CLASS OF 2014

Rate of placement

The recruiting process was a successful one for our graduating Class of 2014, with almost 90% of the class having accepted offers within three months of graduation. In addition, the 'at graduation' rate was higher than last year, at almost 70%. Given the continuing challenges of the job market, particularly with regard to some European locations, this is an excellent achievement and reflects positively on the quality of the student body and the power of the HEC Paris network.

The connection between internships and full-time positions continues to be powerful, with 14 of the top 15 recruiters hiring an intern. Almost half of the total number of companies who hired one or more participants also hired an intern. Finally, almost one in four full-time hires was the result of an offer made after the internship period.

The HEC Paris MBA Program offers unique opportunities for its participants to carry out an internship as part of their career change strategy. Both intakes can decide between a (longer-term) field work project for credits or a shorter internship to work around their elective period. In addition, participants can utilize their time at HEC Paris to complete an 'extra' internship, thus significantly increasing their chances of transitioning into their post-MBA career of choice. If you are interested in finding out more about internship options at HEC Paris, please contact us at mbacareers@hec.fr

Sector/function/geography breakdowns

Sector

Industry / Services

The biggest increase in hiring this year has been in the industry sector, accounting for 54% of the graduating Class. This has essentially been driven by the tech sector, accounting for almost 20% of the total Class. This upsurge has been led by companies such as Amazon, Google, Microsoft and LinkedIn. Otherwise, percentages have been remarkably consistent with those of 2013, with no significant changes to report in energy (8%), luxury/retail (5%) and consumer goods (6%)

Hiring into management development programs (MDPs) remains an important part of this sector, led by companies such as Amazon, Siemens, IBM, GE and Unilever.

Other notable placements in the sector included Colgate Palmolive, GE, Danone, Global Praxis, J&J, Li & Fung, Samsung, Standard & Poors, L'Oreal, LVMH, Pernod Ricard, Tata, The World Economic Forum, Bureau Veritas, Schneider Electric, Promod, Altran and Sanofi, once again providing solid evidence of the range of companies that value the skills sets of our MBA graduates.

As in 2013, the services sector accounted for 15% of the total recruitment, driven mainly by the NGO and not-for-profit sectors.

Finance

The continuing uncertainty in the financial services sector has meant that it remains around five percentage points below the traditional level of 20%. Placement this year has been mainly in the private wealth / asset management areas, plus a strong representation at institutions such as the International Finance Corporation/World Bank. Goldman Sachs also recruited from the Program this year. Notwithstanding these developments, we continue to invest heavily in providing participants with the tools they need to compete for the top internship and full-time positions.

Consulting

Levels of finance recruiting affects all other sectors, but especially consulting. The consulting sector is still to return to the levels of 2012 percentage rate, although there are encouraging signs emerging for 2015. Consulting as a function remained at almost the same level as in 2013. Key markets remain tight, especially in Europe, plus consolidation in the sector has also put some hiring plans on hold. Companies who hired this year included Deloitte, Roland Berger, PwC, Accenture and EY. Interestingly, Infosys also hired multiple candidates from the Class, but primarily for business development positions as they expand into markets in Europe and elsewhere.

Function

Outside of consulting and finance, the other significant sectors were business development (22%), general management, including MDPs (11%) marketing (13%) and operations (17%).

Geographies

While the figures for Europe are slightly down – 45% compared to 46% on 2012 – nevertheless what is consistent is the fact that over the past five years around 50% of each graduating class has found work in Europe. This is especially noticeable given the severity of the Euro crisis and its implications for companies' investments and growth. In addition, almost 60% of those placed in Europe were non-European in origin.

We also note a slight increase in participants returning to their home countries, although for the Asia region this is driven more by attractive employment options in the region than any other factor.

Spread of recruiters

The spread of recruiters was significant, with almost 130 separate companies recruiting from the Class. Apart from the tech sector in general and Amazon in particular, there was no one dominant sector or player. This enables our participants to reach out to a wide range of recent MBA alumni in these companies worldwide.

Salaries

On average, MBA graduates from HEC doubled their pre-MBA salaries. Salary levels were almost the same as for 2013 – a slight increase in base salary from €81,900 to €82,100, whilst the package (base salary plus guaranteed bonus) declined slightly, averaging out at €95,400.

PLACEMENT OVERVIEW (as of September 2014)

Employed

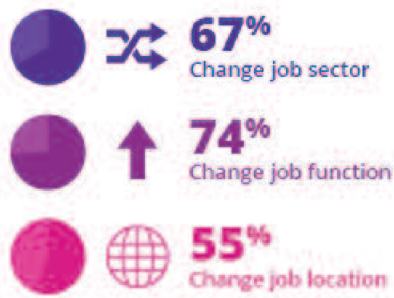
90%
3 months after graduating

Salaries

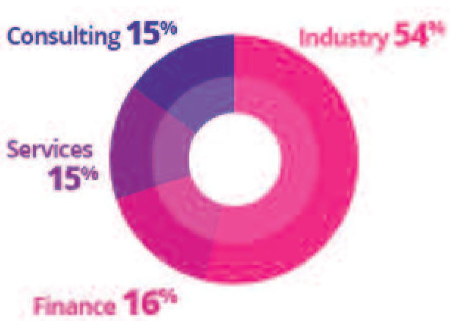
Annual Package Salary	95 400 €
Annual Salary Base	82 100 €
Annual Benefits on Salary	13 300 €
Sign-on Bonus	13 000 €

Top companies

Career transformation



Job sector



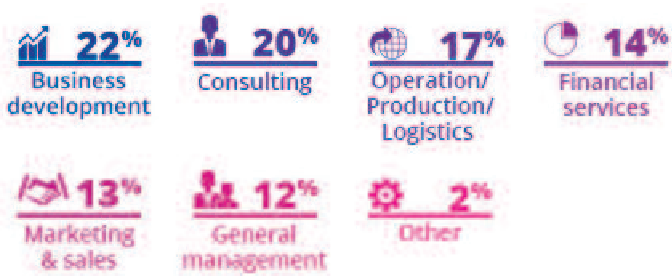
Industry: 54%

Information/Computer Technology 19% - Energy/Utilities 8% - Electric/Electronics 2% - Luxury Goods 5% - Pharmaceutical/Biotech/Healthcare 4% - Consumer Goods 6% - Food/beverages 1% - Real Estate 1% - Automotive 2% - Construction 2% - Manufacturing 4%

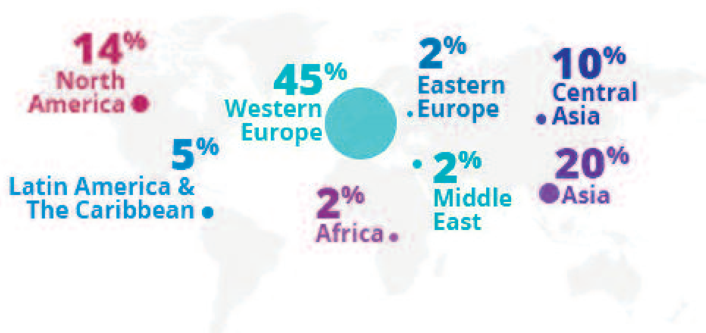
Services: 15%

Media/Entertainment 5% - Transportation 2% - Government/NGO 6% - Other 2%

Job function



Job location



Geographies

France

Annual Base	€ 73,100
Annual Salary Package	€ 83,075
Sign-on Bonus	n/a

Western Europe

Annual Base	€ 81,750
Annual Salary Package	€ 96,100
Sign-on Bonus	€ 13,000

North America

Annual Base	€ 78,600
Annual Salary Package	€ 90,650
Sign-on Bonus	€ 13,000

South-East Asia

Annual Base	€ 84,650
Annual Salary Package	€ 94,934
Sign-on Bonus	€ 8,100

International Mobility

48% of graduates have found jobs outside their home country

75% of graduates have found jobs outside France

57% of graduates working in Western Europe are non-European

60% of graduates working in France are non-French

45% of graduates working in France are non-European

Sectors

Consulting

Annual Base	€ 82,800
Annual Salary Package	€ 92,100
Sign-on Bonus	€ 16,500

Finance

Annual Base	€ 83,900
Annual Salary Package	€ 103,600
Sign-on Bonus	€ 12,000

Industry

Annual Base	€ 82,400
Annual Salary Package	€ 94,500
Sign-on Bonus	€ 10,300

Services

Annual Base	€ 79,900
Annual Salary Package	€ 92,700
Sign-on Bonus	€ 13,200

FIVE-YEAR TRENDS – 2010 TO 2014

The effect of the Euro crisis and macro-economic climate in general on recruiting is beginning to alleviate and will positively affect recruiting in 2015 and 2016, a fact reinforced by the latest reports by GMAC and MBA CSEA. As the US economy continues to improve, we see more and more US based companies looking to increase recruiting in Europe and beyond. In addition, companies in Asia are looking to hire more for home countries and – in some cases – looking to expand operations in Europe. This is all very encouraging for the HEC Paris MBA Program.

As noted in last year's report one of the most significant movements since 2010 has been the decline of French recruiters (outside of the luxury sector) and Schneider Electric. While there are some signs of recovery, as long as the large French-based financial services firms remain static in terms of hiring, French firms in general will not feature heavily among our top recruiters for the foreseeable future.

Nevertheless, hiring in both France and Europe remains strong. While France is showing small declines year-on-year (also driven by smaller numbers of French participants), placement in Europe remains at around 50% on average. Particularly encouraging is the rate at which our non-Europeans are finding jobs in Europe – this year it has increased to almost 60% of the total placed in Europe.

So, in summary, our graduates have been able to continue realizing their post-MBA career goals of working in Europe after their MBA, but they are more likely to work for a non-French company (the major consulting and financial services firms, and companies such as Amazon, Unilever, GE, and Johnson & Johnson).

As predicted last year, Amazon continues to be the most significant recruiter from the Program since 2011, and accounted for no fewer than ten hires from the graduating Class of 2014. The other consistent recruiters over the period have been McKinsey, GE, L'Oreal, Schneider Electric and Johnson & Johnson. New arrivals or returns to our 'Top 15' this year include Google, Microsoft, LinkedIn and Infosys from the tech sector, as well as the World Bank / IFC and Schneider Electric.

As mentioned already, recruiting has been challenging in the financial services sector, and this has a knock-on factor to every other sector, mainly because of the instability it creates. Apart from a 26% placement rate in 2011, which signaled a 'mini-revival' in the sector, the average has been under 20%.

This has not been helped by a major retrenchment by French banks and financial institutions. In 2009 and 2010, BNP Paribas, Société Générale, AXA were among our top recruiters, but none of these have figured since 2011, being replaced by companies such as Credit Suisse, IFC and US financial services firms with a less prominent global reach.

In industry and services, the two highest percentages in terms of placement have been energy and tech, with the latter being particularly strong in 2014.

Location-wise, there has been a steady increase in placement rates for Asia (China, Korea, Singapore and India) although many of these jobs have been with French firms who have been gaining a strong foothold in the region. Chief among these are the luxury firms, such as L'Oréal and LVMH, and Schneider Electric. Just as the added presence of international companies in France and Europe has had a positive impact on our recruitment, so too has the increased international focus of French firms, particularly in the luxury and energy sectors.

COMPANIES WHO RECRUITED FROM HEC Paris MBA PROGRAM – CLASS OF 2014

- The following list includes companies that offered at least one full-time position, as well as those who had internship positions accepted.
- Over 90% of the top recruiting companies for the graduating Class of 2014 also recruited interns.
- Almost one in four of full-time hires were as a result of offers made and accepted after the internship period.

A.

A.I.D
Accenture
Africa Internet Holding (Jumia)
African Solar Rise (ASR)
Air Liquide
Airbus Group
Akzo Nobel
Allianz
Altran
Amadeus
Amazon
Ambev
Amundi Alternative Investments
Aperam Stainless France
Arghajata Consulting
Armtec
Axestrack Software Solutions

B.

BBDO
Beijing Microcredit Investment & Management
Belfius Bank
Betwin Consulting
BICS
Bills.com
Bilum
B-Labs Limited
BNP Paribas
BOCI
Bovet SA
BSH GmbH
Btg Pactual
Bureau Veritas

C.

Cadillac Fairview
Canaccord Genuity SAS
CapGemini Consulting
Cathay Capital Private Equity
CEIBS
Centdegrés
Centuria Capital
Channel Young Media
Cherry Blossoms
China Citic Press
Christian Dior Couture SA
Citibank
CiToxLAB.
CLM BBDO
Colgate Palmolive
Consolis
Cour des Comptes
Credit Suisse
Criar Oficina de Estudos/Metodo Supera
CSC Computer Sciences SAS
Cummins

D.

Danone
Dassault Systèmes
Decathlon
Deloitte Consulting
DTZ

E.

EADS
EDF
Eli Lilly
Essar

F.

Faurecia
Fluxx
Fortress Investment Group
FTI Consulting
Fusioncharts

G.

Gate Gourmet
GE
Genpact
Global Minimum
Globalpraxis
Goldman Sachs
Google

H.

Hakuhodo France SAS
Hanwha Q Cells GmbH
Hempel France SAS
Horton Tax Services

I.

iBuy
I-demenager
IHS Energy
IKB Deutsche Industriebank AG
Indra Information Technology Systems
Infosys
InfraMed management SAS
Initio
Innovative Wealth Solutions
INPEX
International Finance Corporation
Ipsos Business Consulting
Itaú SA

J.

Jaracanda Health
Johnson & Johnson

K.

KaliWatch International
Keensight Capital
KPMG
Kyriba SAS

L.

L.E.K. Consulting
Lafarge
Lalique
Lazada Group
Les Menus du Monde
Li & Fung
Lindeborch
LinkedIn
L'Oréal
Louis Vuitton
LVMH

M.

Macquarie Capital Securities (Japan) Limited
Manulife Asset Management
Marga Asia Ltd
Mars & Co.
MasterCard
McDonald's UAE
Medline International France S.A.S.
Merit Capital Advisors
Microsoft
Microsoft for Africa
MIT
Mitsubishi
MobileOCT
Modec
Moet Hennessy
Mouawad Watches
MTG Consulting
My Little Paris

N.

Nalys Consulting
Next Steps Connections
NHS
Nissan
Novomed Group

O.

Odawara Chemical
OECD
Ogone
Ohana&co
On Purpose
Osaka Gas Energy America
Oyak-Renault

P.

Paypal
Peugeot Citroen
Platod
Posco
Procter & Gamble
Promod
Puma Energy
Pure Suisse Laboratoire SA
PwC

Q.

Quest Diagnostics

R.

Raycap
RDI
Recall
Recess Center
Reddial
Rede-Itau Group
Régie Autonome des Transport Parisien (RATP)
Renault
Roland Berger Strategy Consulting
Rothschild
Royal Bank of Canada

S.

Saffron and Kumquats
Salesforce.com
Samara Capital
Samsung
Sanofi
Sanoga Co Ltd
Santander
Sarl ML Productions
SC Tymbark Maspex Romania
Schneider Electric
SCOR Global P&C
Sensibo
SEPPIC | Air Liquide Healthcare
SERI L.W.M.
Service Pétrolier Schlumberger (SBCI)
Shario GmbH
Shell
Siemens
Siemens Management Consulting
Smooth E Co., Ltd
Solareo
Souq.com
SPO
Standard & Poors
Swiber

T.

Taolight
TATA Power
Tempdrop
Tetris Ltd.
The Kooples Diffusion
TIMAB
Timab Distribution
TJMAX
Tony Elumelu Foundation
Toshiba Corporation
Total
Trillium Asset Management
Tyco Electonics
Tymbark Maspex Romania

U.

Uber
UBM
Unilever
Univan Ship Management
Universidad Tecnologica Del Peru
Utel SAS

V.

Vahura
Valliere Aviation
VDP-Vitrine Media
Vect'innov
Via Direct
Vitrim Media
VMware

W.

Walker Project AG
White & Case LLP
World Bank
World Economic Forum

X/ Y/ Z.

Xerox Research Centre Europe
Yahoo
Ymer&Malta

#.

123Venture
500Friends

HOW TO RECRUIT FROM THE HEC Paris MBA PROGRAM

How can you recruit?

- **HEC Paris MBA Career Day** – September
- **International Finance and Consulting Forums** – October and November
- **HEC 'Carrefours' Fair**, with emphasis on internship recruiting – January
- **Individual company presentations** - mainly but not exclusively Tuesday evenings
- **Career Treks** - sector or regional based
- **'Theme Days'** - organized together with clubs, in which companies are invited to discuss topics related to their industries. In 2013 we organized events focused on Energy and Entrepreneurship.
- **Club activities** - HEC Paris MBA Professional Clubs aim to strengthen the relationship between the HEC Paris MBA community and specific sectors. They organize roundtables, evening guest speakers, networking dinners, etc.
- **Job/internship postings and CV searches** – through MBA Focus, our careers portal. Details from mbacareers@hec.fr or go to http://www.mba.hec.edu/mbafocus/recruiters

When can you recruit?

In principle, recruitment is open year-round, with emphasis on the MBA recruiting cycles (September to December for full-time jobs and January to April for internships). This is the optimal period, as all participants are on campus, and fits in with most companies' recruitment schedules.

The HEC Paris MBA program lasts 16 months and consists of two intakes:

Availability of September intake:

- Internships from mid-April to end August of the following year
- Available for employment in January (16 months after program start)
- Graduation in May

January intake:

- Internships from January to April of the following year
- Available for employment in May (16 months after program start)
- Graduation in May

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