

ROTTERDAM SCHOOL OF MANAGEMENT
ERASMUS UNIVERSITY

INTERNATIONAL FULL-TIME MBA
EMPLOYMENT REPORT 2016

The business school that thinks
and lives in the future



TABLE OF CONTENTS

A WORD FROM THE DIRECTOR	1
CAREER DEVELOPMENT CENTRE	2
<i>Activities offered by the CDC</i>	3
HIGHLIGHTS OF MBA CLASS OF 2016	4
<i>Age Distribution</i>	6
<i>Work Experience</i>	6
<i>Academic Background</i>	6
<i>Geographic Distribution</i>	7
EMPLOYMENT STATISTICS	9
<i>Employment</i>	9
<i>Compensation</i>	10
<i>Functional Area</i>	11
<i>Industry</i>	11
CORPORATE INVOLVEMENT	12
<i>Top Employers</i>	12
<i>Top Intern Employers</i>	12
<i>Recruiting Partners</i>	13
<i>Recruiting RSM MBA Graduates</i>	Error! Bookmark not defined.
WOULD YOU LIKE TO RECRUIT OUR RSM MBA GRADUATES?	14

A WORD FROM THE DIRECTOR

As you read about the employment results of the RSM MBA '16 class, you'll be wondering - how did they find their jobs? Where did they 'land'? How long was their search?

But the story we - the RSM Career Development Centre - would like to tell you about our great RSM MBA '16 grads began from the first day they started their MBA and we started working together with them to make their MBA investment - the time, money, sweat, and yes, even a few tears - pay out dividends.

It probably won't surprise you to know that the RSM MBA earns its **5th-place ranking in *International Mobility*** by working together with students from **day one** to help them develop their cross-cultural networking, interviewing, and job-searching skills. After all, we're one of the most diverse schools on the planet, with 97% non-Dutch students representing 33 nationalities - and 46% of our grads are working in the Netherlands after the programme!

But of course, we're also helping the students' network with the many companies (top employers of MBA class of 2016 are Amazon, Deloitte and Philips) which recruit on-campus and by facilitating the contribution of RSM's 26.000-strong alumni network to create great career opportunities.

Because that's what the MBA is about, after all. You will make a ton of new friends (network), learn some awesome quantitative skills (academic content), and develop yourself as a natural leader (PLD) - so that you can head back out post-MBA and ***super-charge your career***.

We just ask one thing in return - that you join those 26,000 RSM alumni who are out there living the RSM pledge - to create ***positive change in the world***.

If you have any questions regarding the Centre or this document, please do not hesitate to get in touch with me through mbacareers@rsm.nl.

Yours Sincerely,



Joep Elemans

Director Career Development Centre, Alumni Relations
and Corporate Relations



CAREER DEVELOPMENT CENTRE

The six professionals of the Career Development Centre - experienced, qualified career coaches - provide customized services to MBA students.

Each team member focuses on a specific functional area, providing each student with the most relevant and personalised guidance.

The career development journey begins with personal reflection on interests and motivations, before moving on to developing knowledge of the job market, professions, and industries. Once roles and industries have been targeted, candidates are offered application and interview preparation as well as personalized networking assistance.



Joep Elemans

Director



Dorothy Grandia

Assistant Director



Hakan Abali

Career Coach



Justin Sheehan

Career Coach



Alina van Duijn

Career Coach

ACTIVITIES OFFERED BY THE CDC



Annual RSM Events

- Leadership Summit
- Sustainability Forum
- Living Management Project



Annual Career Events

- International Career Event in Rotterdam
- Asian Careers Fair in London
- Retail and Luxury Career Forum Milan



Alumni Interaction



Networking Drinks



Career Panels



Individual and Group
Career Coaching Sessions



Personal Development
Workshops and Courses



"MentorMe" Mentorship
Programme



CV, Cover Letter, and
Interview Training Sessions



Case Competitions



Company Presentations,
Visits, Inhouse days and
workshops

HIGHLIGHTS OF MBA CLASS OF 2016

Within the MBA class of 2016, 40 percent of the 122 full-time graduating class changed their careers or made significant career progress within their industry upon completing their MBA. Of the full-time students accepted for a job within 3 months after graduating, 62 percent found a job in The Netherlands. The high 5th ranking of RSM on international mobility is confirmed by the results of the MBA class of 2016, considering that 80 percent of employed graduates now work in a different country than they did before their MBA programme.

As it is common within our MBA classes, diversity was guaranteed, as 97 percent of the class was carrying an international (non-Dutch) passport. Also in terms of career prospect, internationality plays a fundamental role, considering that 71 percent of the graduates found a job position in a Western European country, while the rest of the class pursued their careers mostly in Eastern Europe, North America and Asia.

In terms of employability, 62 percent of the graduates found a job by graduation and 25

percent found a job within three months after graduation, signalling the strength and professionalism of RSM graduates.

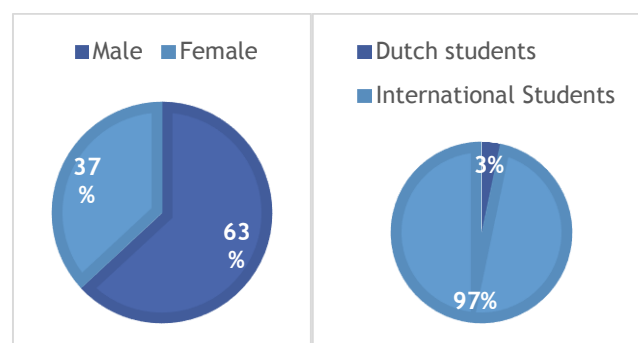
The annual mean base salary of the full-time MBA class of 2016 graduates accepting a job by the date of graduation or within three months after graduation has been relatively consistent in recent years, ranging from US\$70,000 to US\$90,000. This year's annual mean base salary is US\$70,512. In the most recent years, we have noticed a slight decrease in the ability to negotiate salary, compensated by an increasing number of companies willing to offer higher sign-on bonuses. In particular, over the last year, the sign-on bonus have increased from US\$11,473 to US\$14,559.

Overall we see a long-term constant and positive development in terms of employment rate and total salary compensation. Considering the high quality of our graduates, the MBA programme, and the offered career services, we expect that this will further develop to the benefit of future RSM MBA graduates.



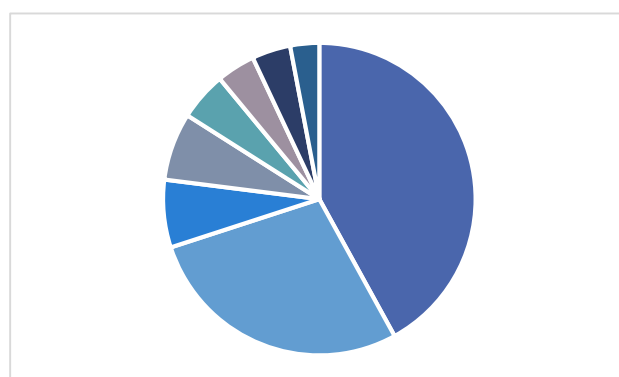
RSM FULL-TIME MBA CLASS OF 2016

<i>Number of participants</i>	122
Female	45
Male	77
Dutch Students	4
International Students	118

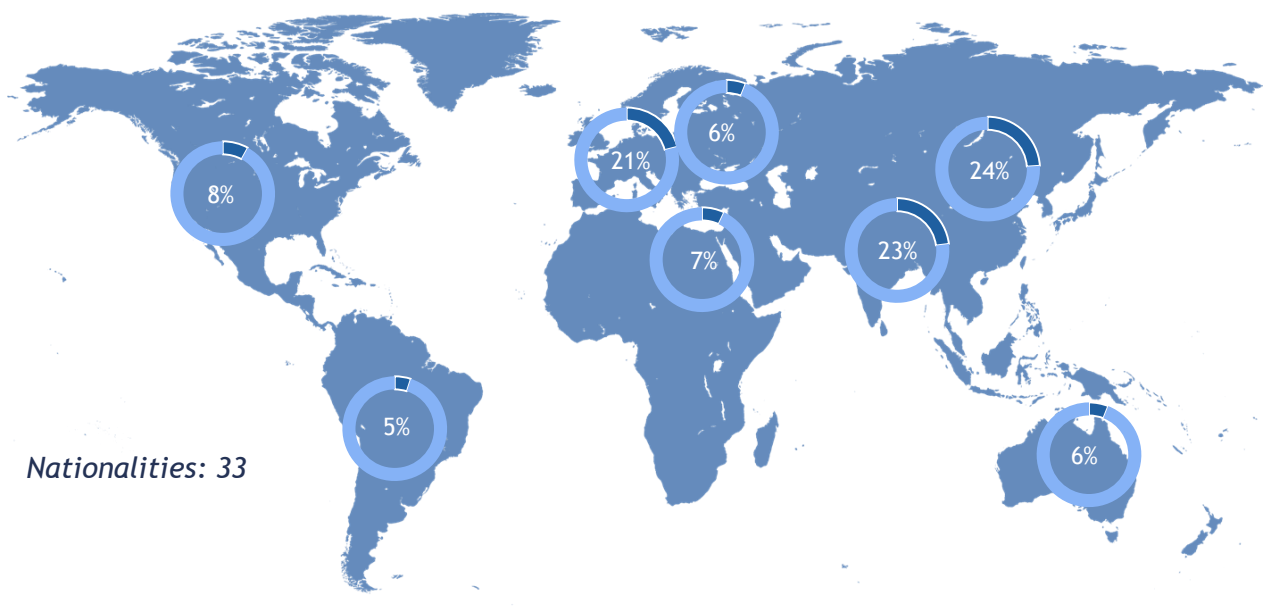


AGE DISTRIBUTION		WORK EXPERIENCE	
≤ 25 years	5%	≤ 3 years	3%
25 to 30 years	55%	3 to 6 years	49%
30+ years	40%	> 6 years	48%
Average age	29	Average work experience	6 years

ACADEMIC BACKGROUND	
Economics & Business	42%
Engineering	28%
Science & Medicine	7%
Other	7%
Humanities	5%
Marketing	4%
Law	4%
Management	3%



GEOGRAPHIC DISTRIBUTION



Argentina	2	India	25	Portugal	3
Austria	1	Indonesia	2	Romania	1
Bolivia	1	Italy	9	Russian Federation	6
Brazil	5	Japan	3	South Africa	5
Canada	1	Kazakhstan	1	South Korea	8
Chile	3	Malaysia	3	Switzerland	1
China	8	Mexico	1	Turkey	1
Colombia	1	Netherlands	4	Taiwan	6
France	3	Nigeria	1	Ukraine	1
Georgia	1	Pakistan	1	United States	7
Germany	4	Peru	11	Uzbekistan	1



EMPLOYMENT STATISTICS

Over the past 40 years, the Rotterdam School of Management, within the Erasmus University, has firmly established its reputation as one of Europe's leading business schools. RSM is ranked amongst Europe's top 10 business schools for education and amongst the top three for research.

Based in the international port city of Rotterdam - a vital nexus of business, logistics and trade - RSM provides groundbreaking research and education,

furthering excellence in all aspects of management.

RSM's primary focus is on developing business leaders with international careers who carry innovative ideas into a sustainable future.

This section includes an overview of employment statistics over the past three years. These statistics provide the foundation for the information submitted to the MBA rankings of The Financial Times, Businessweek, and The Economist.

EMPLOYMENT

<i>Job Offers</i>	<i>2014</i>	<i>2015</i>	<i>2016</i>
Pre-graduation	63%	53%	%66
Post-graduation (within 3 months)	17%	27%	%22
<i>Job Accepted</i>	<i>2014</i>	<i>2015</i>	<i>2016</i>
Pre-graduation	54%	50%	%62
Post-graduation (within 3 months)	26%	30%	%25

COMPENSATION

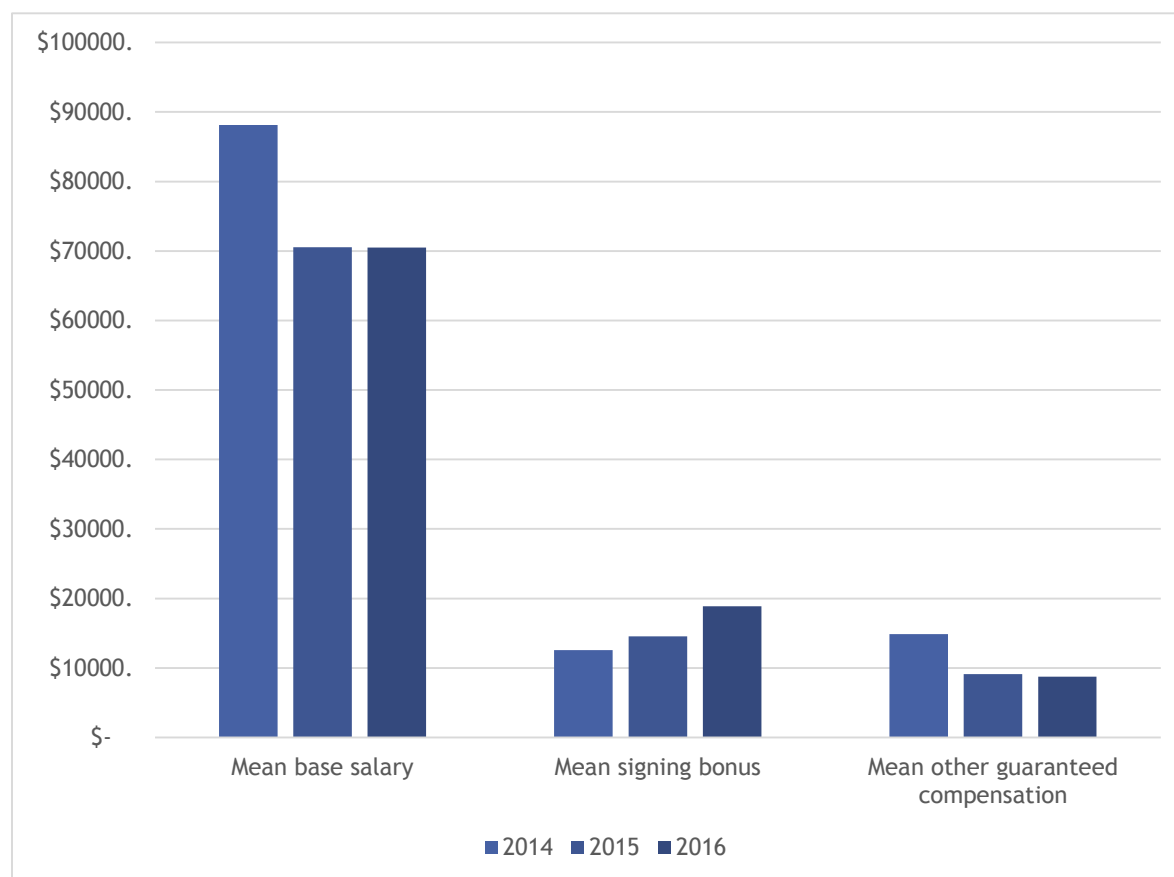
- Mean base salary is showing a downward trend over the past three years
- Bonuses increased compared to 2015, showing an upward trend over the past three years
- Overall other guaranteed-compensation has remained quite stable

Overall annual mean salary \$ 70,512

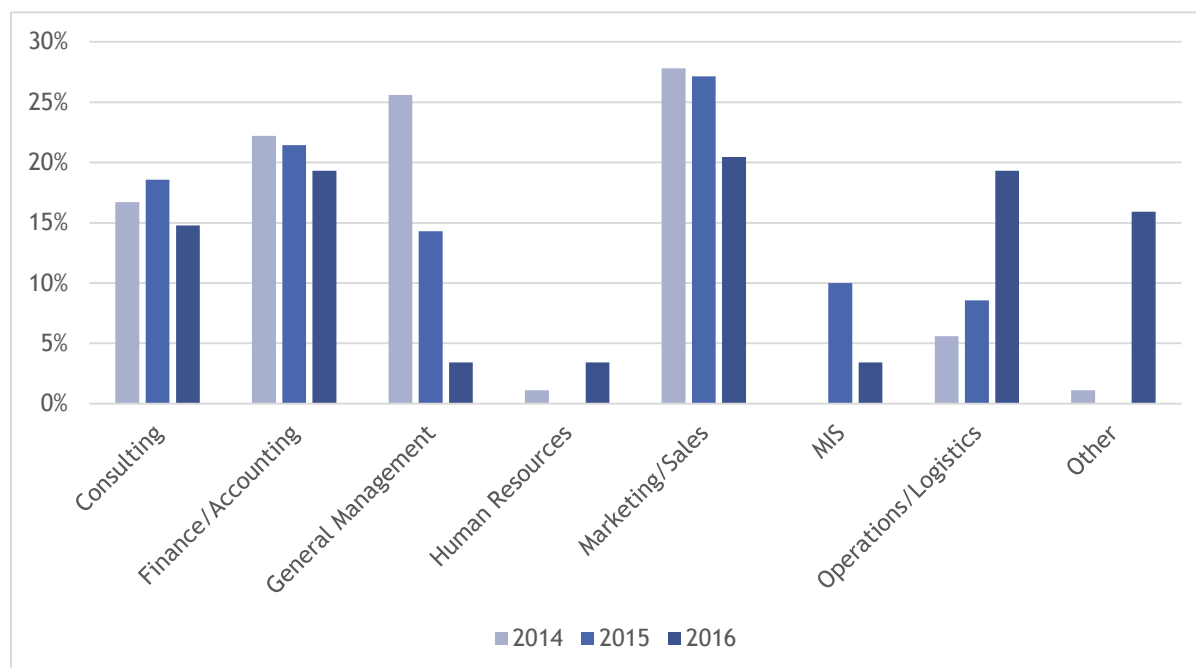
Overall annual median salary \$ 66,866

Overall mean sign-on bonus \$ 18,887

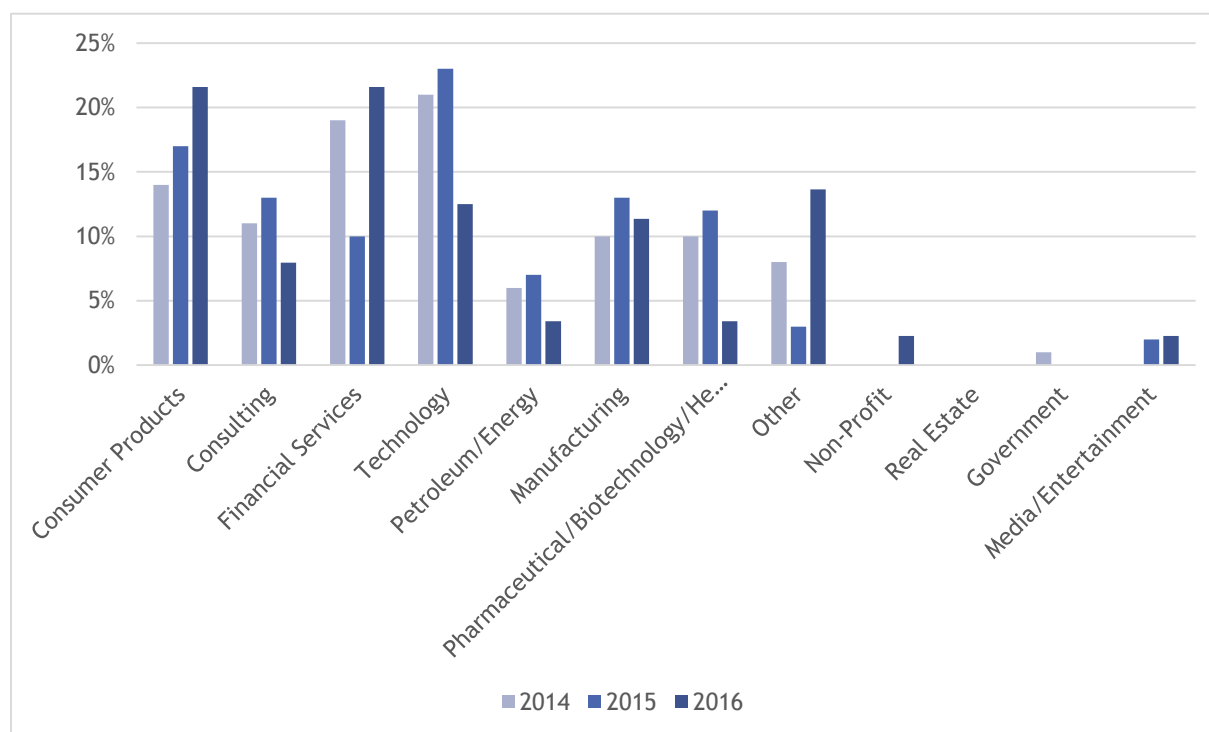
Overall mean other guaranteed-compensation \$ 8,736



FUNCTIONAL AREA



INDUSTRY



CORPORATE INVOLVEMENT

TOP EMPLOYERS FOR THE CLASS OF 2016

Employers who recruited the most RSM MBA graduates in 2016:



PHILIPS

Deloitte.



amazon

AkzoNobel

TOP INTERN EMPLOYERS FOR THE CLASS OF 2016

Graduates have the opportunity to do an optional internship during the MBA programme to further develop in their career. The top internship employers in 2016:

PHILIPS

MONSANTO



Heineken

**circle
economy**

TESLA

CORPORATE INVOLVEMENT FOR THE CLASS OF 2016

The companies listed in this section were involved with various recruiting activities at RSM, participating in on-campus recruiting events, company visits, career events, networking events, offering career opportunities, and hiring RSM MBA graduates.

The CDC aims to meet and exceed the expectations of our students with regard to their future careers. In doing so we serve both students and corporate contacts in order to help them both find a match.



WOULD YOU LIKE TO RECRUIT OUR RSM MBA GRADUATES?

The CDC offers a range of services to our students which you could be part of:

- Alumni Interaction
- Annual RSM Career Events:
- Career Panels
- Case Competitions
- Company Presentations, Visits, Inhousedays and workshops
- CV, Cover Letter and Interview Training Sessions
- 'MentorMe" Mentorship Programme
- Networking Drinks
- Online Job-search platform
- Personal Development Workshops

By means of the above, we strive to offer opportunities addressing a range of industries and companies. Furthermore, we collaborate closely with the MBA Student Associations and the RSM Alumni Office in order to facilitate alumni interaction and in organising additional activities.

If you want to recruit MBAs or get involved in RSM recruitment activities, feel free to get in touch with the Career Development Centre by calling +31 (0)10 408 2222 or mailing to mbacareers@rsm.nl.

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