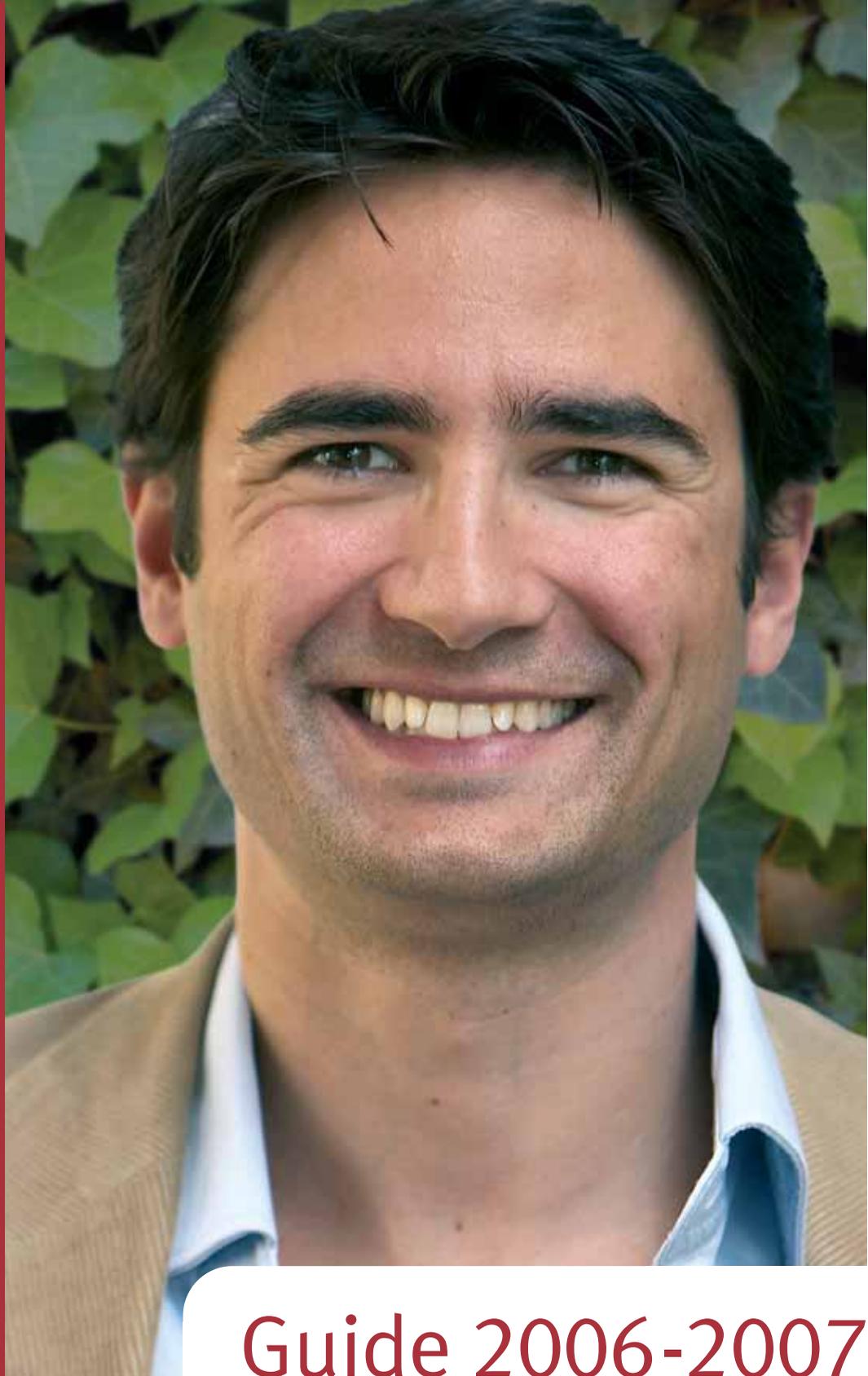


MBA CAREER
SERVICES



Guide 2006-2007



University of Navarra

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WELCOME

A warm welcome from IESE and IESE's MBA Career Services team!

We are delighted to present our student profile and the services we offer to make MBA recruitment an efficient and cost-effective process for you.

Running since 1964, IESE's bilingual MBA is consistently ranked among the top five programs in Europe. Every year around 215 students from over 40 countries graduate from the program to join some of the world's most important corporations.

IESE's MBA program focuses on general management and develops a framework for analyzing and taking decisions on the challenges and opportunities faced by organizations today. The program is structured to develop capabilities in teamwork, communication, leadership and cross-cultural management.

Thank you for considering students enrolled in the IESE MBA Program as potential candidates for your company. If there is anything we can do to make your recruitment easier, please do not hesitate to contact us!

Best regards,
Alex Herrera
Director

MBA Careers Website

For further information on our services, upcoming events, on-line access to CVs and posting your positions, please access: www.iese.edu/MBARecruiting

For more information

Please contact:
Alex Herrera, Director
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(MBA Careers)

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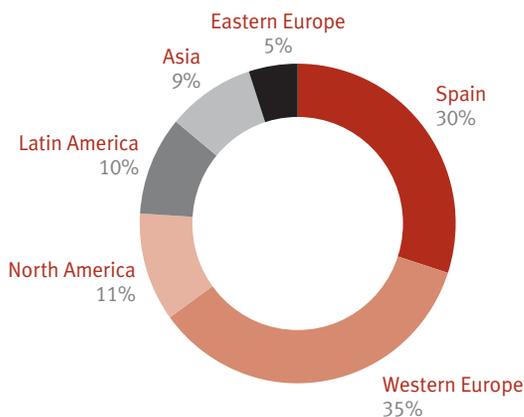


PROFILE

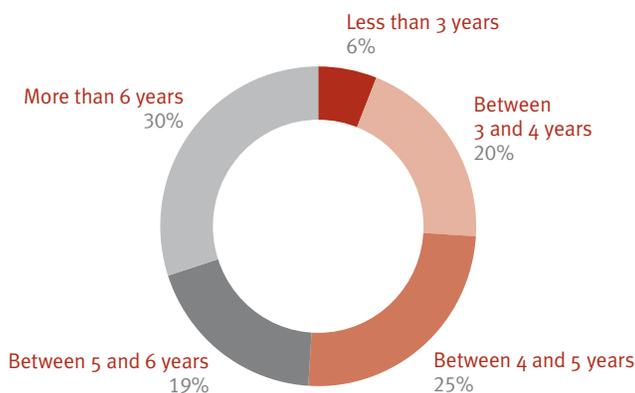
CLASS OF 2007

Number of students	223
Age (average)	27
Average work experience	4.5 years
GMAT (average)	670
Number of countries represented in the student body	55
Female students	25%

WHERE THEY COME FROM



WORK EXPERIENCE



Previous studies:

Engineering	37%
Economics	34%
Sciences	15%
Humanities	8%
Political Science & Law	6%

Age:

Under 26	20%
27-28	20%
28-29	21%
29-30	17%
Over 30	22%

Some countries represented

Andorra	Malaysia
Austria	Mexico
Belarus	Nepal
Belgium	Norway
Brazil	Peru
Bulgaria	Portugal
Canada	Romania
Chile	Russia
Colombia	Spain
Denmark	Switzerland
Dominican Republic	The Netherlands
Ecuador	Turkey
Finland	Ukraine
France	United Kingdom
Germany	United States
Greece	
India	
Italy	
Japan	
Luxembourg	

ON CAMPUS RECRUITMENT

Facilitating your recruitment process

MBA Career Services' aim is to simplify the recruitment process for companies by ensuring the alignment of company needs with student profiles and interests. To initiate a recruitment process, just contact MBA Career Services or post your positions through our website address: www.iese.edu/recruit/post

Your company will be assigned to a key account manager who will facilitate access to student résumés, provide advice on recruitment strategy, and coordinate student agendas for interviews.

On-line access to our student curricula

Student résumés for Corporate Internship or Full-Time positions are only available on-line through the MBA Recruiting Companies website of the IESE web. To obtain your user name and password, please contact us.

RECRUITMENT CALENDAR

Each sector has a different recruitment calendar. To ensure you are able to access students, it is advisable to consult this.

Financial Services	
Corporate Internship	
November	Job Postings
Early January	1st-2nd Round Interviews
January	Offers
Full-Time	
September	Job Postings
October	1st Round Interviews
November	2nd Round Interviews
Dec.-January	Offers

Consulting	
Corporate Internship	
November	Job Postings
Early January	1st Round Interviews
Jan.-February	2nd Round Interviews
Feb.-Early March	Offers
Full-Time	
September	Job Postings
October	1st Round Interviews
November	2nd Round Interviews
Dec.-January	Offers

Industry	
Corporate Internship	
December-April	Job Postings
February-May	1st Round Interviews
March-Early June	2nd Round Interviews
March-Early June	Offers
Full-Time	
September-Feb.	Job Postings
October-March	1st Round Interviews
March-April	2nd Round Interviews
February-May	Offers

PRESENT YOUR COMPANY TO STUDENTS

Career Forum 2006

October 23-24

Taking place at the beginning of the academic year and with the participation of over 45 of the world's top corporations, the Career Forum is MBA Career Services' most important recruiting event. The event combines three main activities: company presentations, a career fair and full-time position interviews. Many companies also organize networking events.

Company presentations

Company presentations can be arranged outside classroom hours throughout the year.

Recommended times: 12:45-13:45 hrs or 18:00-19:00 hrs.

Companies coming in the evening often follow their presentation with a networking event.

COMPANIES PARTICIPATING IN THE 2006 CAREER FORUM:



Booz | Allen | Hamilton



LEHMAN BROTHERS

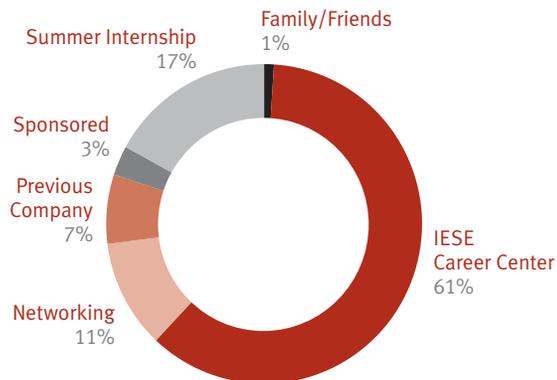


THE BOSTON CONSULTING GROUP

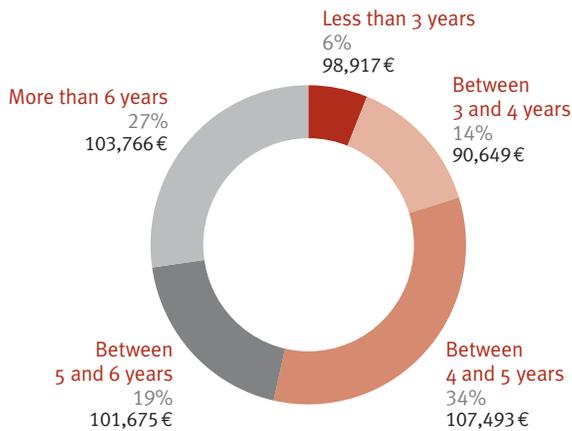


PLACEMENT REPORT STATISTICS 2006

SOURCE OF THE OFFER



PREVIOUS WORK EXPERIENCE (YEARS)



Geographical Zone:

		Base Salary	Total Salary
Eastern Europe	2%	58,333 €	67,333 €
North America	3%	82,436 €	124,938 €
Asia	5%	71,886 €	123,096 €
Latin America	8%	66,010 €	83,344 €
Spain	40%	55,337 €	77,728 €
W. Europe (outside Spain)	42%	81,919 €	126,190 €
International	60%	77,623 €	117,901 €
Spain	40%	55,337 €	77,728 €
Total	100%	68,868 €	102,118 €



CLASS OF 2006 BY FUNCTIONAL AREAS

Total Salary by Functional Areas:

		Latin America	Spain	Western Europe	Rest	Average
Banking	31%	92,792€	91,108€	157,387€	133,026€	134,556€
Consulting	21%	109,300€	85,808€	129,659€	135,598€	106,188€
Marketing	16%	70,000€	73,398€	97,688€	75,000€	85,461€
General Management	7%	69,718€	55,625€	76,000€	55,000€	64,494€
Operations	6%			106,125€	90,374€	98,249€
Sales	5%	79,000€	48,167€	85,659€		68,640€
Finance	5%	63,000€	69,000€			68,143€
Internal Consulting	3%	59,752€		89,341€	96,106€	83,635€
Others	6%	101,169€	73,440€	51,213€		80,213€
Av. Total Salary	100%	83,344€	77,728€	126,190€	110,635€	102,118€
Av. Base Salary	100%	66,010€	55,337€	81,919€	69,240€	68,868€

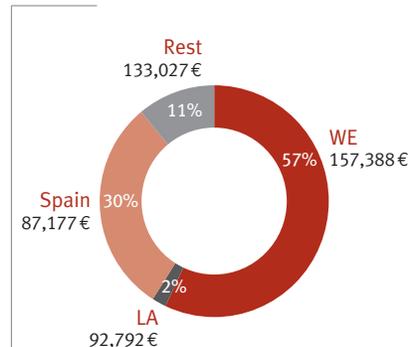
CLASS 2006 BY SECTORS

	2001	2002	2003	2004	2005	2006
Consulting	36%	19%	21%	32%	35%	21%
Finance	32%	23%	21%	16%	24%	31%
Industry	32%	58%	58%	52%	41%	48%

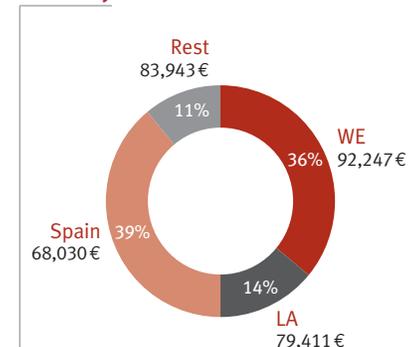
Consulting



Finance



Industry



Industry Salary by Sector:

		Latin America	Spain	Western Europe	Rest	Average
FMCG	9%	79,000€	65,950€	84,356€	55,000€	72,435€
Healthcare	24%	70,000€	82,536€	102,216€		94,052€
Heavy Industry	26%	63,000€	59,667€	82,516€	93,274€	75,835€
High Tech	6%		76,000€	70,500€	75,000€	73,000€
Others	21%	85,212€	49,625€	96,744€	84,507€	78,289€
Real Estate	14%	76,636€	73,963€			74,260€
Total	100%	79,411€	68,030€	92,247€	83,943€	80,076€

EMPLOYMENT BRANDING AT IESE

Sponsoring or taking part in our student career skills events provides an excellent opportunity to increase brand awareness among the student body. Activities organized throughout the year include:

1st Year Student Career Workshops

September and January.

1st Year Mock Interviews

November and throughout the year with student clubs.

Value-Added Presentations

Executives and recruiters from various companies come to talk about the latest trends in their sector, functional roles and the skills required to be successful.

IESE STUDENT CLUBS

Collaboration with student clubs is an effective means of increasing brand awareness among those students most interested in pursuing a career in a specific sector/function.

The professional clubs include:

Finance Club	Latin American Business Club
Consulting Club	High-Tech & Media Club
Healthcare Club	Real Estate Club
Marketing Club	Women in Business Club

All of these work closely with MBA Career Services to organize two types of events:

Content	Format	Examples
Career-Related Events	Workshops	<ul style="list-style-type: none"> • Mock interviews • Sector specific applications
	Conferences, panels, Lunches with top executives	<ul style="list-style-type: none"> • Careers in specific sectors • Job functions: “A Day in the Life of” • Strategic vs. operational marketing • Navigating your way through a multinational • National vs. global careers • Rotational MBA programs vs. set positions post-MBA
	Case presentations, with IESE faculty & top executives	<ul style="list-style-type: none"> • Analyzing a company’s business model or on a particular issue faced by the company
	Company visits	<ul style="list-style-type: none"> • London banking tour • Latin American business tour
Content-Driven Events	Conferences, company visits, panels	<ul style="list-style-type: none"> • Set by students, faculty or company

Your account manager will provide advice on the type of events which would best suit your objectives and coordinate activities with the student clubs.



CORPORATE INTERNSHIP

The Corporate Internship is an integral part of the IESE MBA Program and takes place for a maximum of 14 weeks between mid-June and the end of September. Our students have the experience and expertise to solve specific business problems that permanent staff do not have the time to undertake. Many companies use the internship as a means of testing candidates for full-time positions.

Company Objectives

- Corporate internships are a means of solving a particular business problem which cannot be otherwise undertaken by permanent employees due to staff or time constraints.
- The internship is also an excellent means of testing potential candidates for full-time positions and seeing whether they have the right competencies or cultural fit.

Student Objectives

- To apply knowledge learned during the MBA.
- To assess own work style and capabilities.
- A stepping stone towards obtaining a full-time position.

SALARY

- Corporate internship salaries vary enormously depending on the work experience of the student involved and the type and duration of the project, and should hence be directly negotiated between the student and the company. Any expenses associated with the project (travel, food, accommodation, etc.) are covered by the company.
- Companies are able to conveniently pay students through the IESE Trust, as an MBA research project.
- Health insurance is provided for the duration of the MBA Program by IESE. It is important that the company informs IESE in which country the student will be conducting the project, in order to inform the insurance provider.



IESE'S RECRUITING COMPANIES

Top 15 Recruiting Companies

CITIGROUP CORPORATE AND INVESTMENT BANK

JOHNSON & JOHNSON

BANCO SANTANDER CENTRAL HISPANO

CELSA

MCKINSEY & COMPANY

THE BOSTON CONSULTING GROUP

AMGEN

BAIN & COMPANY

EUROPRAXIS

GRUPO LAR

LEHMAN BROTHERS

MORGAN STANLEY & CO

ERNST & YOUNG

MAERSK LOGISTICS

MERRILL LYNCH INTERNATIONAL BANK

COMPANIES WHO EXTENDED OFFERS TO OUR STUDENTS IN 2006

CONSULTING

ADVANCED LOGISTICS GROUP

ALFA CONSULTING

ALTAIR MANAGEMENT

CONSULTANTS

ARTHUR D. LITTLE

A.T. KEARNEY

BAIN & COMPANY

BOOZ ALLEN & HAMILTON

DELTA PARTNER GROUP

DIAMONDCLOUD

EUROPRAXIS

GLOBAL PRAXIS GROUP

IDOM

MCKINSEY & COMPANY

PRTM

ROLAND BERGER STRATEGY

CONSULTANTS

SIEMENS MANAGEMENT

CONSULTING

THE BOSTON CONSULTING GROUP

VALORIS IBERIA

ZS ASSOCIATES

FINANCIAL SERVICES

ALLIED PRIVATE EQUITY PARTNERS

AMERICAN EXPRESS SERVICES

BANC DE SABADELL

BANK OF AMERICA SECURITIES

BANCO SANTANDER CENTRAL

HISPANO

BARCLAYS CAPITAL

BBVA

BNP PARIBAS

CAIXA D'ESTALVIS DE TERRASSA

CITIGROUP CORPORATE AND

INVESTMENT BANK

CREDIT SUISSE FIRST BOSTON

DEUTSCHE BANK COMPANY

ERNST & YOUNG

FITCH RATINGS

FORTIS

GOTTEX ASSET MANAGEMENT

INTERNATIONAL FINANCE

CORPORATION

LA CAIXA

LEHMAN BROTHERS

MERRILL LYNCH

MORGAN STANLEY & CO

NMAS¹

PYRENEES INVESTMENT

MANAGEMENT

UBS INVESTMENT BANK

UNISON CAPITAL PARTNERS

INDUSTRY

ABBOTT LABORATORIES

AGUAS DE BARCELONA

AMGEN

ANSELL HEALTHCARE EUROPE

CEMEX

CARREFOUR

CHEP

CELSA

DU PONT DE NEMOURS

ENDESA INTERNACIONAL

EUROFRED

GAS NATURAL

GE EUROPE

GRUPO ABRISA

GRUPO LAR

GRUPO LLANERA

HENKEL

INDITEX

JOHNSON & JOHNSON

LEROY MERLIN

MAERSK LOGISTICS

MEDIA PLANNING GROUP

MEDTRONIC

MERCK SHARP & DOHME

MITTAL STEEL

NESTLE

NIKE

NOVARTIS

NTT DoCoMo

RUSSULA

TACA INTERNATIONAL AIRLINES

TRADEBE

UCB

UNITED BISCUITS

VUELING AIRLINES

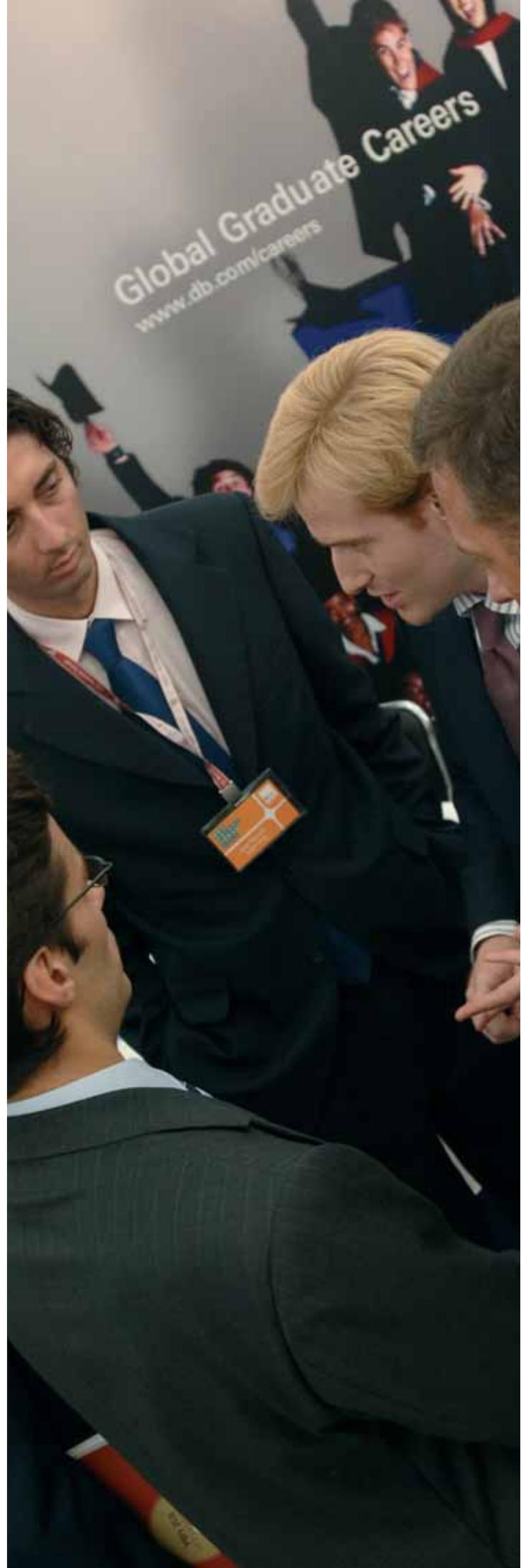
GENERAL ACADEMIC CALENDAR

MBA 1st Year 2007-08

1st Term	September	26, 27, 28 28, 29	Orientation Week Career Workshop I
	October	2 12, 13 19 23, 24	First Day of Class Public Holiday, <i>La Hispanidad</i> Clubs Presentation Career Forum
	November	1 9, 10 13, 14, 15 24	Public Holiday, <i>All Saints' Day</i> Mid-Term Exams Mock interviews Thanksgiving
	December	6 7, 8 18, 19, 20	Public Holiday, <i>La Constitución</i> Public Holiday, <i>La Inmaculada</i> End of Term Exams
	Dec/January	21-9	Christmas Holidays (both dates inclusive)
	2nd Term	January	8, 9, 10 10 11
February		8, 9	Mid-Term Exams
March		21, 22, 23	End of Term Exams
March/April		31-9	Easter Break (both dates inclusive)
3rd Term	April	10 27	Spring Term begins Holiday (Graduation Day, 2nd Year Students)
	May	10, 11	Mid-Term Exams
	June	11, 12 3rd week	End of Term Exams Students can start Internship

MBA 2nd Year 2007-08

1st Term	September	28	First Day of Class
	October	12, 13 19 23, 24	Public Holiday, <i>La Hispanidad</i> Clubs Presentation Career Forum
	November	1 15 25	Public Holiday, <i>All Saints</i> Job Search Day Thanksgiving
	December	6 7, 8 18, 19, 20	Public Holiday, <i>La Constitución</i> Public Holiday, <i>La Inmaculada</i> End of Term Exams
	Dec/January	21-9	Christmas Holidays (both dates inclusive)
2nd Term	January	10 17	First Day of Class Job Search Day
	February	7	Job Search Day
	March	7 30	Job Search Day Last Day of Class
	April	27	Graduation



Citigroup's strong relationship with IESE affords us the opportunity to work closely with the school's entire community. Over the years, many world-class students from IESE have joined us.

Sarah Wheatley

Graduate Recruitment

Citigroup Corporate and Investment Banking



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