



oxford
SAID BUSINESS SCHOOL

MBA CAREERS SERVICE
**EMPLOYMENT
REPORT 2007**





PROFESSOR COLIN MAYER
Peter Moores Dean

A MESSAGE FROM THE DEAN

2007 was a good year for recruitment and I am pleased to share the employment success of our MBA graduates with you.

The report provides an overview of the services we offer to potential employers of MBAs, a summary of the recruitment experience of our MBA graduates during 2006/07, and a comparative review of the destinations of our MBA graduates for the five year period 2003–07.

The levels of recruitment activity at the School continued to increase in 2007, (15% above 2006) reflecting our growing relationships with employers across all sectors.

Our 90% placement result is particularly impressive when considering the fact that our MBAs have been employed across a wide and diverse range of sectors around the world, with 48% having transferred between countries, 33% having changed their employment sector and a significant proportion having changed their functional area of employment. This highlights the career change aspirations of our MBA

graduates and reflects very positively on their immense potential to employers in transferring their particular skills and talents in this way.

Sectors employing our MBA graduates include investment banking, pharmaceuticals, energy and resources, consumer goods and retail, hi-tech, media, management consulting and the public sector.

Our partnership with recruiters is of great importance, and we look forward to developing this significantly with a number of initiatives during 2008. These include the injection of significant resources into our Careers Service and Corporate Relations activities, the recent launch of the Centre for Corporate Reputation, and the new India Business Centre, with its focus on research on Indian business and executive education. Our outreach plans include China, Singapore and the United States.

The full time MBA programme remains the flagship course of the School, with the Executive MBA programme now well established, along with our MSc. in Financial Economics (MFE).

The Oxford MBA Programme was again ranked as a top twenty School in the Financial Times global survey in January 2008. The School was ranked twelfth (12) for 'career progression'. Europe remains the destination of choice for the majority of our MBA graduates (59%), with the UK the largest employing country (48%).

We are committed to helping you to achieve your objectives in recruiting from our diverse and exceptional student talent pool, and look forward to working with you in 2008.

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KEY STATISTICS

ON-CAMPUS ACTIVITIES

Recruitment presentations are encouraged at the School.

Panel discussions are hosted at the School and attended by company representatives to discuss developments and challenges arising across key business sectors of interest to students. Please contact us for further information.

Interviews with selected students can be arranged to take place in our Employer Interview Suite. We will be happy to arrange this and to notify students on your behalf.

Corporate literature and publicity material is available to students at the Career Management Centre. Please forward literature to the Career Management Centre as it becomes available, preferably in electronic format.

OFF-CAMPUS ACTIVITIES

Job vacancies can be posted to our students online via our careers intranet.

Students' CVs are available to view for the MBA Class of 2008. Online access can be obtained via our website.

RECRUITING AT OXFORD IN 2008

Below please find some information to assist you in deciding on the most appropriate recruitment channels to achieve your objectives. Options include building your company's profile with students, selecting potential candidates, arranging an on-campus presentation and the subsequent interview process and attending a sector-specific panel discussion.

MBA PROGRAMME DATES 2008	MICHAELMAS TERM: 02 October–15 December	HILARY TERM: 07 January–14 March	TRINITY TERM: 14 April–30 June	FINAL SESSION: September
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CONTACT INFORMATION
Career Management Centre
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Park End Street
Oxford OX1 1HP

www.sbs.ox.ac.uk
careers@sbs.ox.ac.uk
+44 (0)1865 288873



STUDENT PROFILE
KEAT LEE

Home country
Malaysia

Previous education
BSc in Chemical Engineering, University of Technology, Malaysia

Work history
Six years in consultancy, including Schlumberger and KPMG

Post-MBA employment
Manager, Deloitte, London



STUDENT PROFILE
TASSAWAN HONGSKRAI

Home country
Thailand

Previous education
Bachelor of Business Administration, Chulalongkorn University, Thailand

Work history
Three years' experience at Natural Park PCL

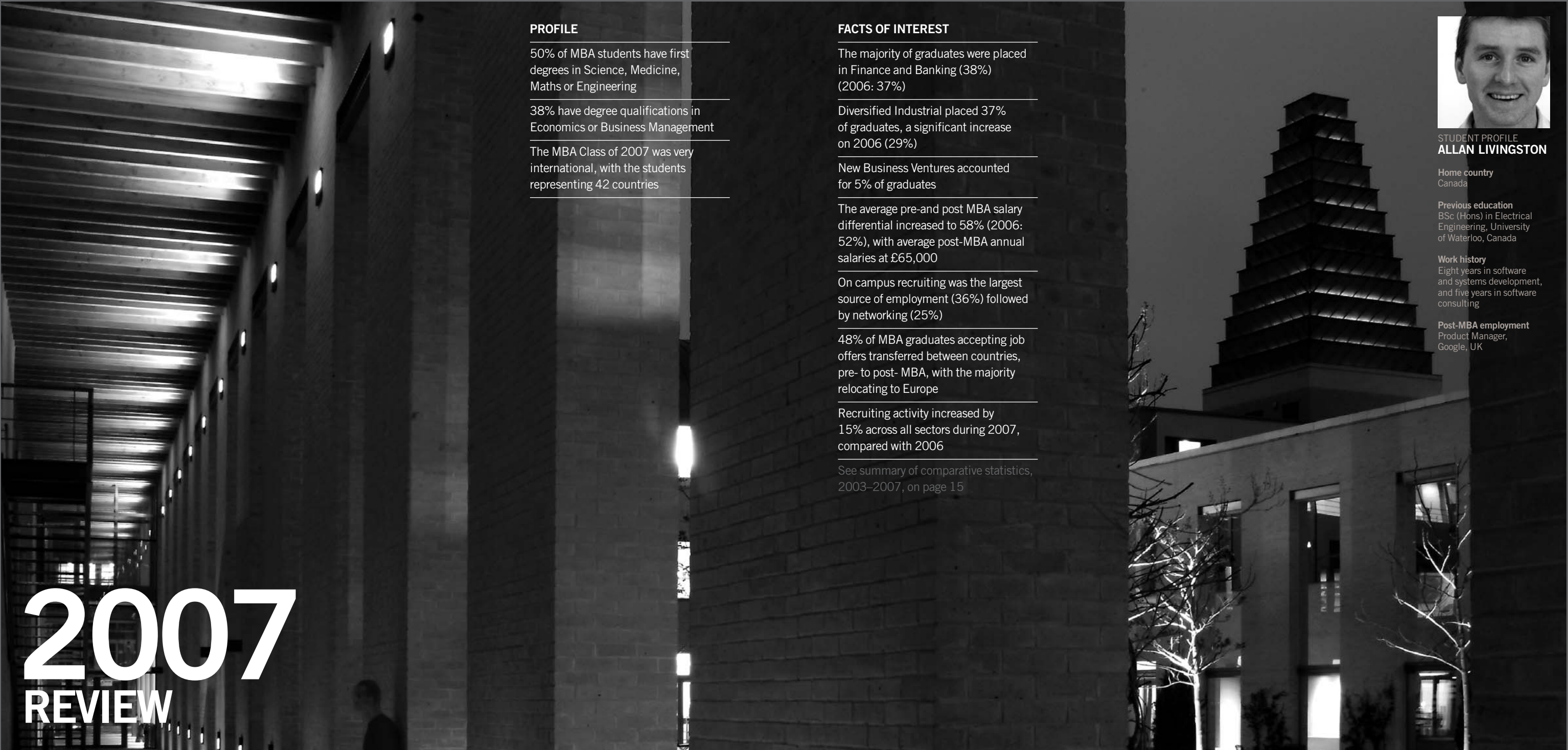
Post-MBA employment
Associate, JP Morgan

“We enjoyed meeting your students and look forward to developing our recruitment relationship with the School.”
Mike Hopkins,
Global Talent Manager, Resourcing, Rolls-Royce plc

“The stock picking event we run at the School is well received and visiting Oxford is always an enjoyable part of our recruitment calendar.”
Laura Everingham,
Recruitment Manager, Fidelity International

“There is always a need for excellent people, and we know we can rely on your School for this.”
Caren B Spieker,
Senior Manager, Recruiting and People Development, Siemens

“Our firm values the links we are building with the Saïd Business School.”
Kumar Ramamoorthy,
Global Brand Manager, Novartis Pharma AG



2007

REVIEW

PROFILE

50% of MBA students have first degrees in Science, Medicine, Maths or Engineering

38% have degree qualifications in Economics or Business Management

The MBA Class of 2007 was very international, with the students representing 42 countries

FACTS OF INTEREST

The majority of graduates were placed in Finance and Banking (38%) (2006: 37%)

Diversified Industrial placed 37% of graduates, a significant increase on 2006 (29%)

New Business Ventures accounted for 5% of graduates

The average pre-and post MBA salary differential increased to 58% (2006: 52%), with average post-MBA annual salaries at £65,000

On campus recruiting was the largest source of employment (36%) followed by networking (25%)

48% of MBA graduates accepting job offers transferred between countries, pre- to post- MBA, with the majority relocating to Europe

Recruiting activity increased by 15% across all sectors during 2007, compared with 2006

See summary of comparative statistics, 2003–2007, on page 15



STUDENT PROFILE
ALLAN LIVINGSTON

Home country
Canada

Previous education
BSc (Hons) in Electrical Engineering, University of Waterloo, Canada

Work history
Eight years in software and systems development, and five years in software consulting

Post-MBA employment
Product Manager, Google, UK

PROFILE: CLASS OF 2007

NUMBER OF GRADUATES	215
AVERAGE GMAT SCORE	680
NUMBER OF NATIONALITIES	42
WOMEN %	23
AVERAGE AGE AT COMMENCEMENT	29
AVERAGE LANGUAGES	2
AVERAGE YEARS WORK EXPERIENCE	6
INTERNATIONAL STUDENTS %	95

PREVIOUS EMPLOYMENT

	%	0	10	20	30	40	50
CONSULTING	10						
ENGINEERING	7						
FINANCE/ACCOUNTING	24						
IT/TELECOMS	19						
LEISURE/RETAIL	5						
MANUFACTURING	6						
PROFESSIONAL SERVICES	8						
PROFIT/NOT FOR PROFIT	7						
OTHER	14						

PLACEMENT PER REGION

	%	0	10	20	30	40	50
UK	48						
ASIA/AUSTRALASIA	14						
NORTH AMERICA	20						
REST OF EUROPE	11						
OTHER	7						

TRANSFER BETWEEN REGIONS

	%	0	10	20	30	40	50
ASIA/AUSTRALASIA TO EUROPE	38						
NORTH AMERICA TO EUROPE	16						
WITHIN EUROPE (incl. UK)	14						
OTHER TO EUROPE	10						
ASIA/AUSTRALASIA TO NORTH AMERICA	6						
EUROPE TO NORTH AMERICA	5						
WITHIN ASIA	4						
EUROPE TO ASIA	3						
NORTH AMERICA TO ASIA	2						
EUROPE TO OTHER	2						

NATURE OF UNDERGRADUATE DEGREE

	%	0	10	20	30	40	50
LIBERAL ARTS	8						
LAW	4						
ECONOMICS	15						
BUSINESS MANAGEMENT	23						
SCIENCE/MEDICINE	14						
MATHS/ENGINEERING	36						

NATIONALITIES

	%	0	10	20	30	40	50
NORTH AMERICA	24						
AFRICA/MIDDLE EAST/S AMERICA	9						
ASIA/AUSTRALASIA	50						
UK	11						
OTHER EUROPE (excl. UK)	6						



STUDENT PROFILE
VAIBHAV PURI

Home country
India

Previous education
BSc in Computer
Engineering, University
of Pune, India

Work history
Three years in consulting,
including time at McKinsey
& Company, Asia Pacific

Post-MBA employment
Associate, Goldman Sachs



SOURCE OF POSITION

On campus recruiting (36%) was the largest source of hiring, followed by net-working (25%) and external advertising (15%). The number of jobs sourced via business projects and on campus recruiting combined was 47%.

EMPLOYERS RECRUITING

Recruitment activity continued to increase at the School, reflecting the buoyant employment market, during the first half of 2007. 80 employers visited the School to recruit, representing half of the employers reported as interviewing students. The diversity of employers visiting the School was particularly pleasing to note.

SECTOR PANEL DISCUSSIONS

Representatives from 36 companies across six sectors visited the campus to meet with students. The events were co-hosted by the student leadership of the sector-based Oxford Business Networks and provided an opportunity to receive a unique insight into the challenges and business drivers in specific sectors of interest to students. Sectors included: investment banking, hi-tech, energy and utilities, management consulting, consumer and luxury goods.

PROJECTS AND INTERNSHIPS

Students had the option to pursue internships during the summer or to complete a team based strategic consulting project. A significant number of students receive job offers directly related to their assessment based upon their contribution to the projects they undertake as a requirement of the MBA Programme. Employers hiring students included Cisco, Macquarie Bank and Nokia. Entrepreneurial projects, pursued in the second term, provide students with the opportunity to develop a business plan for a new commercial venture. Some of these plans have received funding and are running as start-up ventures. The School also allows students to convert their 12 month MBA studies to 15 months, to provide the flexibility that employers need in order to meet their recruitment requirements.

EMPLOYMENT FUNCTIONS

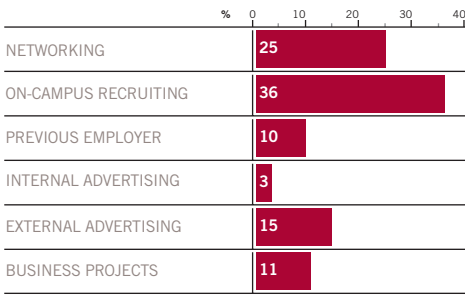
Marketing and Consulting account for 32% of MBA graduates, with General Management representing 19% of roles pursued.

**COMPANIES OFFERING
PROJECTS INCLUDED**

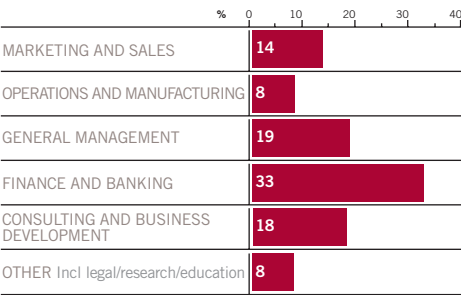
Cisco
Dell
Echostar
Infineum
Intel
Jambase
Macquarie Bank
Nokia
P3 Capital
Volkswagen

RECRUITMENT ACTIVITY

SOURCE OF POSITION



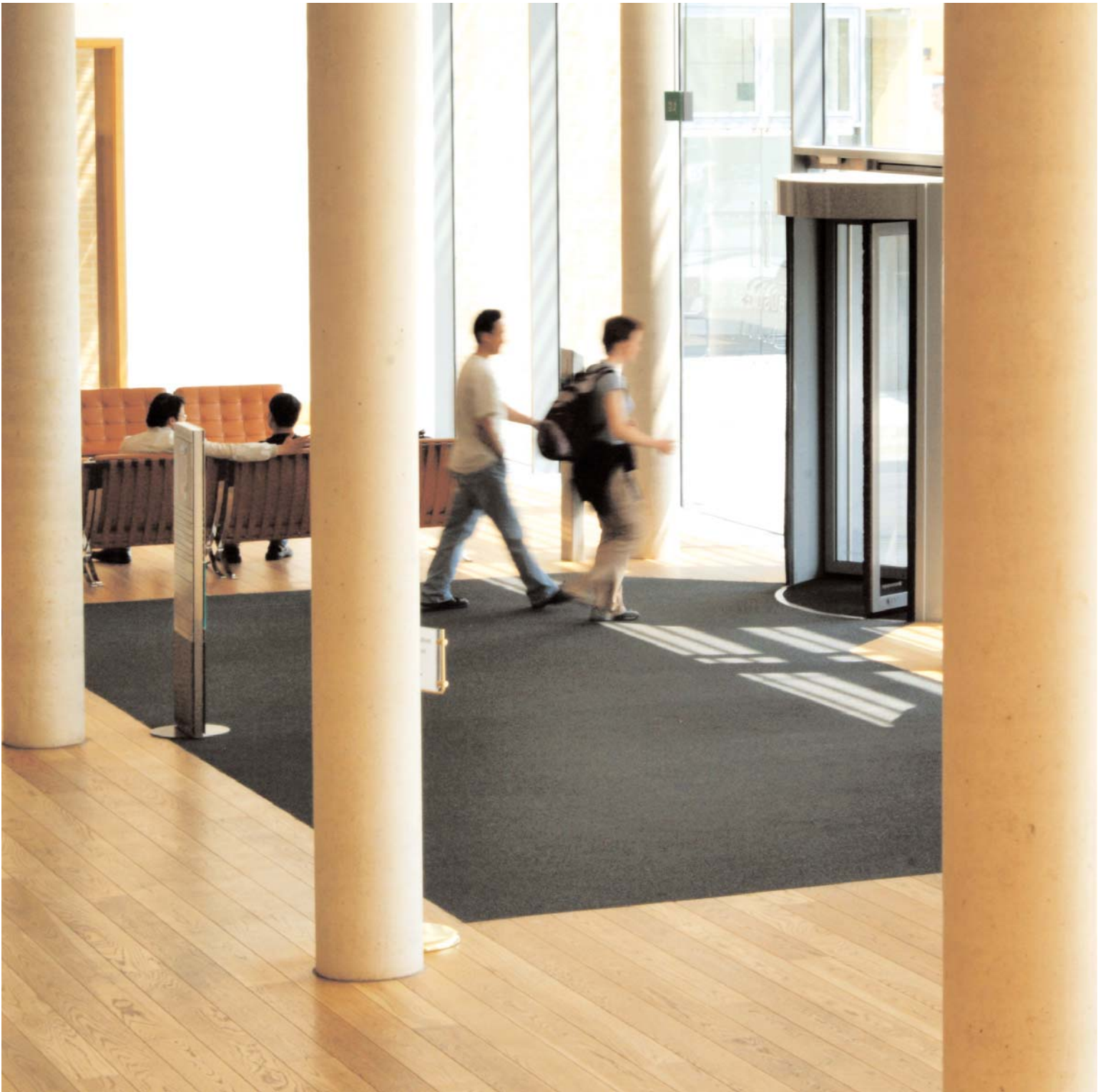
FUNCTIONAL AREA



EMPLOYERS

YEAR	TOTAL ON CAMPUS	TOTAL INTERVIEWING	ALL INTERVIEWS
2003	26	92	398
2004	32	98	436
2005	53	136	632
2006	67	152	682
2007	80	168	725

Excludes panel discussions



STUDENT PROFILE
KATHARINE THIER

Home country
United States of America

Previous education
BSc in Economics,
Wharton, University
of Pennsylvania

Work history
Seven years' work
experience, including
time at Accenture

Post-MBA employment
Business Intelligence
Manager, Siemens
Medical Solutions, UK



STUDENT PROFILE
ANDREW BERGBAUM

Home country
United Kingdom

Previous education
BEng (Hons) in Automotive
Design and Manufacture,
University of Sunderland

Work history
Nine years' experience,
including General Domestic
Appliances and Honda
Motor company

Post-MBA employment
Associate, McKinsey &
Company

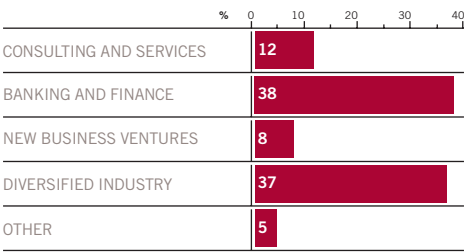
SECTORS
Finance and Consulting accounted for half of all placements (50%), and Diversified Industry increased to 37% of graduates (2006: 29%), with Hi-Tech (50%) and FMCG/Retail (16%) the largest diversified industry recruiting sectors.

GEOGRAPHIC REGIONS
Europe (including UK) is the largest location accounting for 59% of all graduates. The rate of transfer of MBA graduates between countries was 48%.

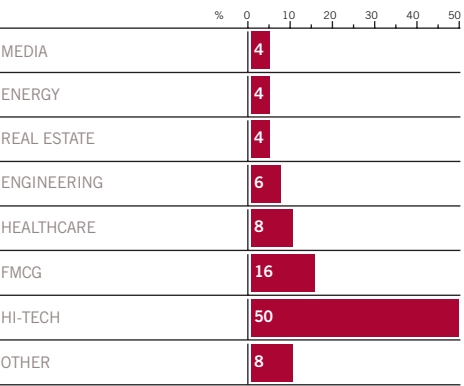
MOTIVATION FOR ACCEPTING OFFERS
Key reasons for accepting offers of employment were career prospects (28%) and job content (26%). The least important motivators were sector experience (9%) and package (9%). The high level of international mobility is linked to the demand for skills and employment prospects, as well as the relative ease with which graduates can obtain work authorisation in their country of choice.

OUTCOMES

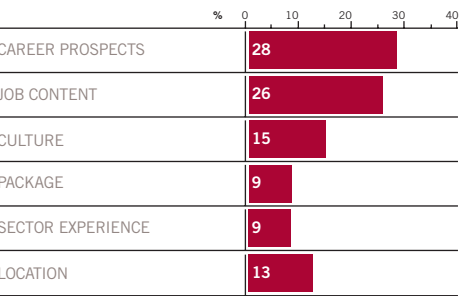
PLACEMENT BY SECTOR



PLACEMENT: DIVERSIFIED INDUSTRY



PRIMARY MOTIVATOR FOR OFFER ACCEPTANCE

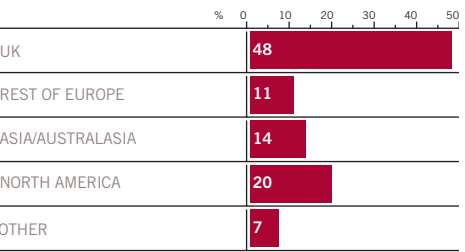


COMPARATIVE PLACEMENT STATISTICS

YEAR	% PLACEMENT ON COMPLETION (12 MTHS)	% PLACEMENT AFTER COMPLETION (15 MTHS)
2003	65	76
2004	72	83
2005	78	89
2006	80	92
2007	77	90

90% of graduates reporting placement three months after completion (2006: 92%).
(Note: 2007 statistics based on 86% return rate).

PLACEMENT BY GEOGRAPHIC REGION



TOP EMPLOYERS (alphabetical order)

ACCENTURE	JOHNSON & JOHNSON
ACTIS	KPMG
BT	MACQUARIE BANK
CITIGROUP	MCKINSEY & COMPANY
DELOITTE	OFCOM
GE	PRTM
GOLDMAN SACHS	REALEYES DATA SERVICES
GOOGLE	SMBC
INFOSYS CONSULTING	TECH MAHINDRA
ISIS INNOVATION	WIPRO



STUDENT PROFILE
ERIC WOBIG

Home country
United States of America

Previous education
BA in Mechanical Engineering, University of Wisconsin

Work history
Nine years' experience, including time at Dell Inc

Post-MBA employment
Associate, PRTM



STUDENT PROFILE
CHRISTINA BOETTNER

Home country
Germany

Previous education
BA in International Relations, Technical University of Dresden/ Université Paris X

Work history
Seven years' experience, including Sony BMG Music Entertainment

Post-MBA employment
Business Intelligence Manager, Johnson & Johnson



MBA salaries for 2007 were slightly higher than 2006 levels.

COMPENSATION

KEY STATISTICS

	SALARIES (£000'S)
Range*	28–150
Average basic salary	65
Median basic salary**	64
Average signing bonus	7
Range (signing bonus)	2–20
Average total compensation**	73

*See differences between sectors
**Including all guaranteed earnings in first year

SALARIES 2003–2007

YEAR	AVERAGE PRE-MBA	AVERAGE POST-MBA	DIFFERENTIAL (%INCREASE)
2003	44	63	43
2004	45	63	40
2005	44	64	45
2006	42	64	52
2007	41	65	58

The differential between pre- and post-MBA (58%) is higher than the previous year (2006: 52%) and reflects in part the aggregate value that employers attribute to the potential hire of Oxford MBA graduates.

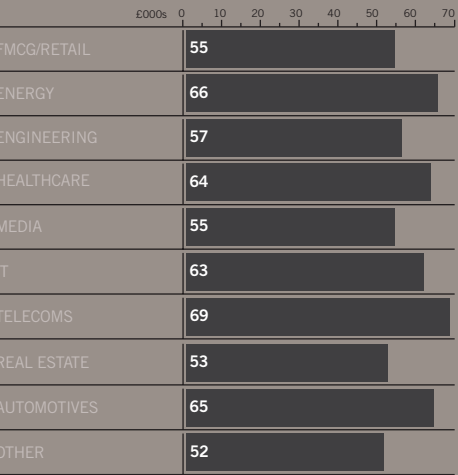
BASIC SALARIES: PRE- AND POST-MBA



AVERAGE BASIC SALARIES BY SECTOR



AVERAGE BASIC SALARIES BY INDUSTRY SECTOR

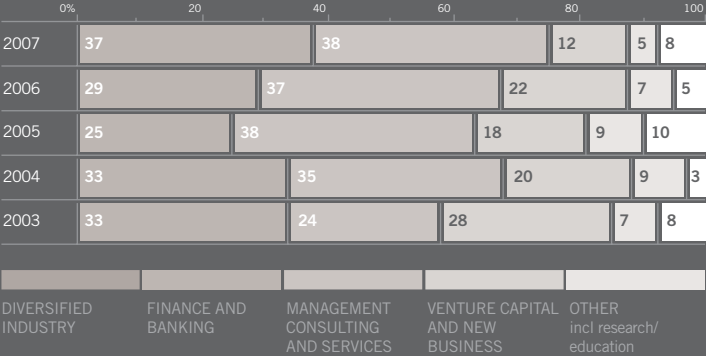




EMPLOYERS AND SUMMARY OF KEY STATISTICS 2003–07

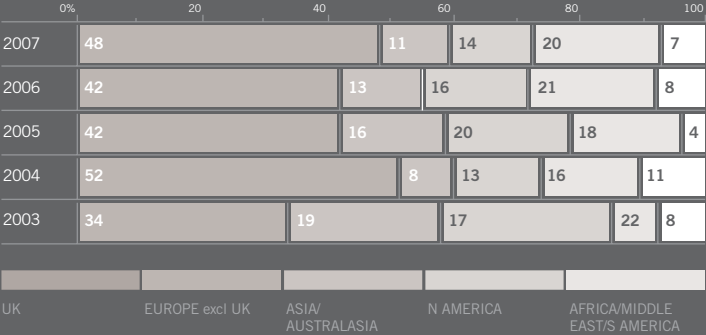
EMPLOYMENT SECTOR

8% increase in Diversified Industry hiring.



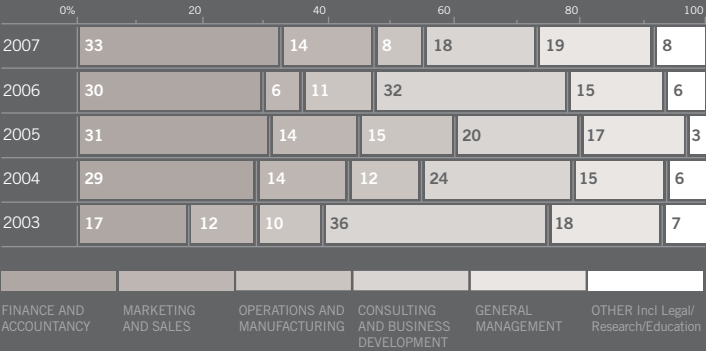
GEOGRAPHIC LOCATION

Europe accounts for 59% of all hires (2006: 56%)
48% relocation between countries post-MBA



FUNCTIONAL AREA

Finance and Banking and Consulting and Business Development represent 51% of all functional areas (2006: 62%).
General management increasing (19%).



EMPLOYERS RECRUITING OXFORD MBA STUDENTS (BY SECTOR) NB. Employers in bold type have employed two or more graduates

FINANCE

- American Express

Bank of New York

Bear Stearns

BNP Paribas

Chatham Financial

Chesapeake Group

Chescor Capital

CIBC

Citigroup

Credit Suisse

Deloitte & Touche

Deutsche Bank

Dubai Investment Group

Eiger Capital

Ernst & Young

Gerson Lehrman Group

Goldman Sachs

Grant Thornton
- Greater Pacific Capital

Gryphon

H2O Venture Partners

HAL Investments

HSBC

JP Morgan

KPMG

Lloyds TSB Bank

London Capital Group

Macquarie Bank

Mizuho Corporate Bank

Momentum Ventures

Morgan Stanley

Nevada State Bank

Omni Partners

Orbis Investment Advisory

Oxford Capital Partners

Prudential & Financial
- Ruffer LLP

Schroders

Seabury Group

SMBC

Societe Generale

Standard Bank

Standard Chartered Bank

Zions Bank

INDUSTRY

- BT**

Carvajal SA

CB Richard Ellis

COLT Telecom

Creative Technologies

CRP Jewelry

Cummins Inc

E*Trade

Eaton Corporation

Ericsson

Existing Networks

FIM

GE

Google

Hutchinson Port Holdings

IBM

Infosys

Isis

- Johnson & Johnson**

L Labs

Lockheed Martin

Mars Inc (formerly Masterfoods)

Mitsui OSK Lines Ltd

Nestle

Nokia

OFCOM

Omni Partners

Pluck Corp

Procter & Gamble

Reach Media

Realeyes Data Services

Risk Metrics

RWE TradingGmbH

Samsung

Saurer Embroidery Systems

Showa Shell Sekiyu

- Siemens Medical Solutions

Sonata Software

Symbian Ltd

Tayshaun Holdings Limited

Tech Mahindra

Trilogy Software

Truveo

Unilever

Yahoo Inc.

Zensar Technology Solutions

CONSULTING

- Accenture

Amdocs Consulting

Boston Consulting Group

Caxton Associates

Cognizant Technology Solutions

Deloitte Consulting

Gartner Consulting

Infosys Consulting

LEK Consulting

McKinsey & Company

Oliver Wyman

OTM Consulting

PRTM

Risk Metrics

Roland Berger Strategy Consultants

Tata Consulting Services

Wipro

OTHER

- Berwin Leighton Paisner

Copal Partners

GSM Association

International Crisis Group

Isis Innovation

Linden Advisors

METI

The Corporate Executive Board

The Prince's Foundation

VAC

World Health Organisation



SAID BUSINESS SCHOOL

The Saïd Business School is Europe's fastest growing business school. An integral part of The University of Oxford, the School embodies the academic rigour and forward thinking that has made Oxford a world leader in education. The School is dedicated to developing a new generation of business leaders and entrepreneurs and conducting research not only into the nature of business, but the connections between business and the wider world.

TAUGHT PROGRAMMES

Diploma in Financial Strategy

Executive MBA

MBA

MSc in Financial Economics

RESEARCH PROGRAMMES

MSc in Management Research

DPhil Programme

EXECUTIVE EDUCATION

Today's Leaders

Oxford Strategic Leadership

What Next? For leaders with more to offer

Leadership Development

The Oxford Advanced Management Programme

The Oxford Programme on Negotiation

The Oxford High Performance Leadership Programme

The Oxford-HKU Senior Programme in Corporate Leadership

Strategy and Change

The Oxford Scenarios Programme

The Oxford Scenarios Masters Class

Consulting and Coaching for Change

The CIO Academy

Finance

The Oxford Finance for Executives Programme

The Oxford Private Equity Programme

Custom Programmes