

# MBA Hiring Marketplace Overview



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# Understanding the MBA Marketplace

An initial step in discerning a career path that is right for you is helped by understanding and distinguishing between the following:

## Industry

A group of corporations that produce a particular kind of goods or services. Common MBA hiring industries include **Financial Services, Technology, Consulting, and Consumer Products.**

## Function

A set of tasks or activities undertaken by a person in that position. Common MBA functional areas include **Corporate Finance, Consulting, Marketing, and Product Management.**

## Role

The function you will provide for a company, usually outlined in the **responsibilities found in a job description.**

# Focus for This Learning Module

## Industry

- Highlight what industries tend hire MBAs
- Better inform your own personal understanding of the MBA hiring marketplace and discernment of your fit in it through key data and insights on MBA-hiring industries
- Provide preliminary direction on how to develop a successful job search strategy

# Industry: Things to Consider

How much an Industry hires. For example...



29%

US MBA hires



1.2%

US MBA hires

Source: National Outcome Data last 5 years

# Industry: Things to Consider – Cont'd

...how much they pay...



\$161K

Avg Base Salary



\$106K

Avg Base Salary

Source: ND DOME Outcome Data for 2022



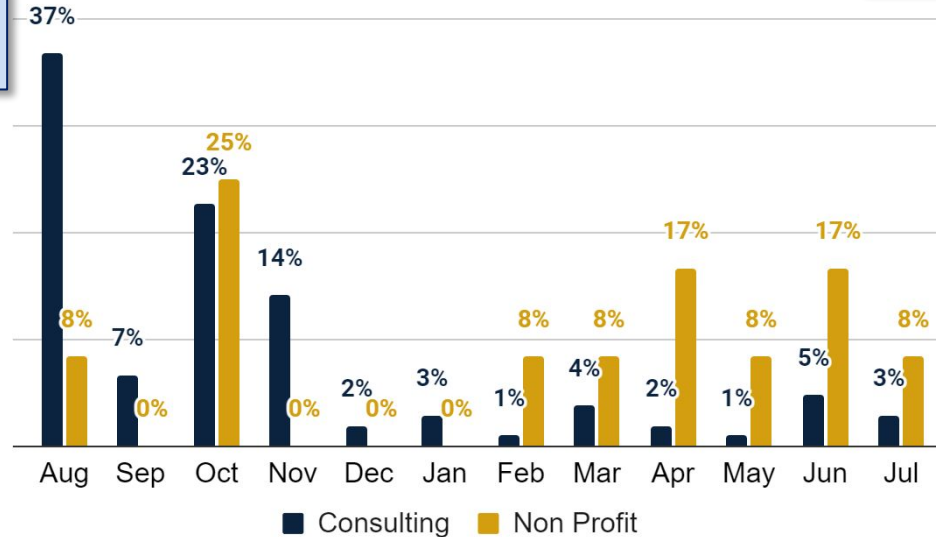
# Industry: Things to Consider – Cont'd

...and how aggressively they recruit them

82% of Consulting Offers Locked Down by Christmas

50% of Non-Profit Offers Secured after Spring Break

% of MBA Full-Time Offers by Month



Source: DOME National Data

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# Companies: Things to Consider

## Varying MBA Hiring Practices

Top 10 Companies  
(3% of hiring firms)



44% of MBA Roles

Top 30 Companies  
(10% of hiring firms)



67% of MBA Roles

Source: DOME National Data

# Companies: Things to Consider - Cont'd

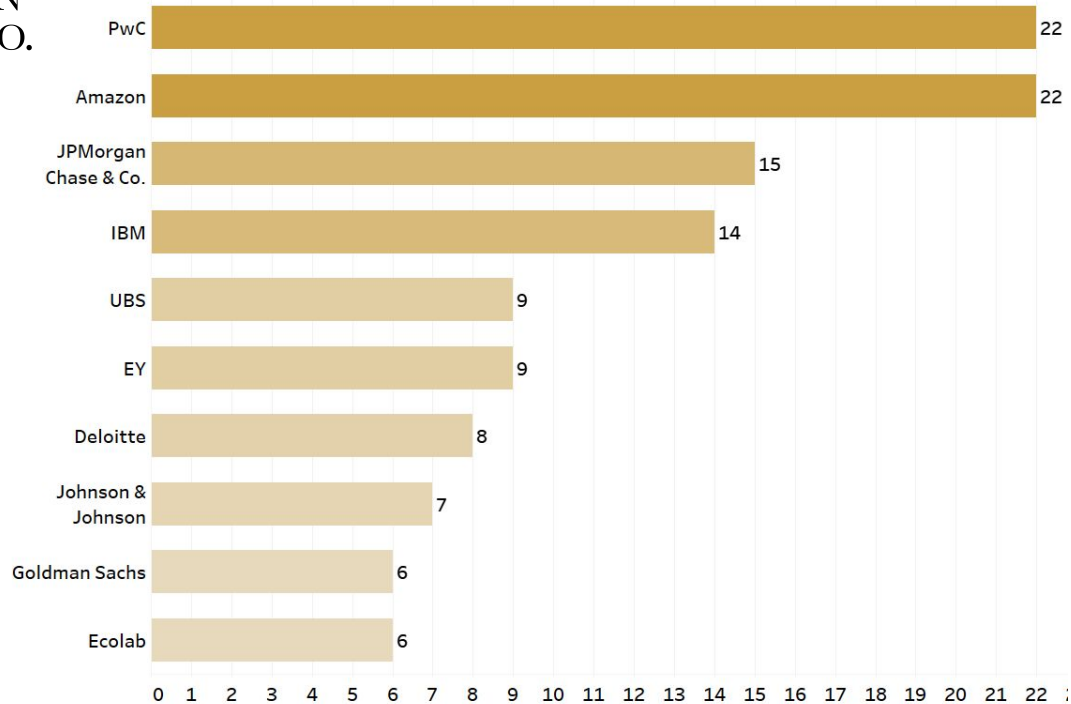
## Top 10 Companies Hiring MBAs Nationally





# Top 10 MBA Employers (for Notre Dame)

(Includes all offers, not merely accepted offers)

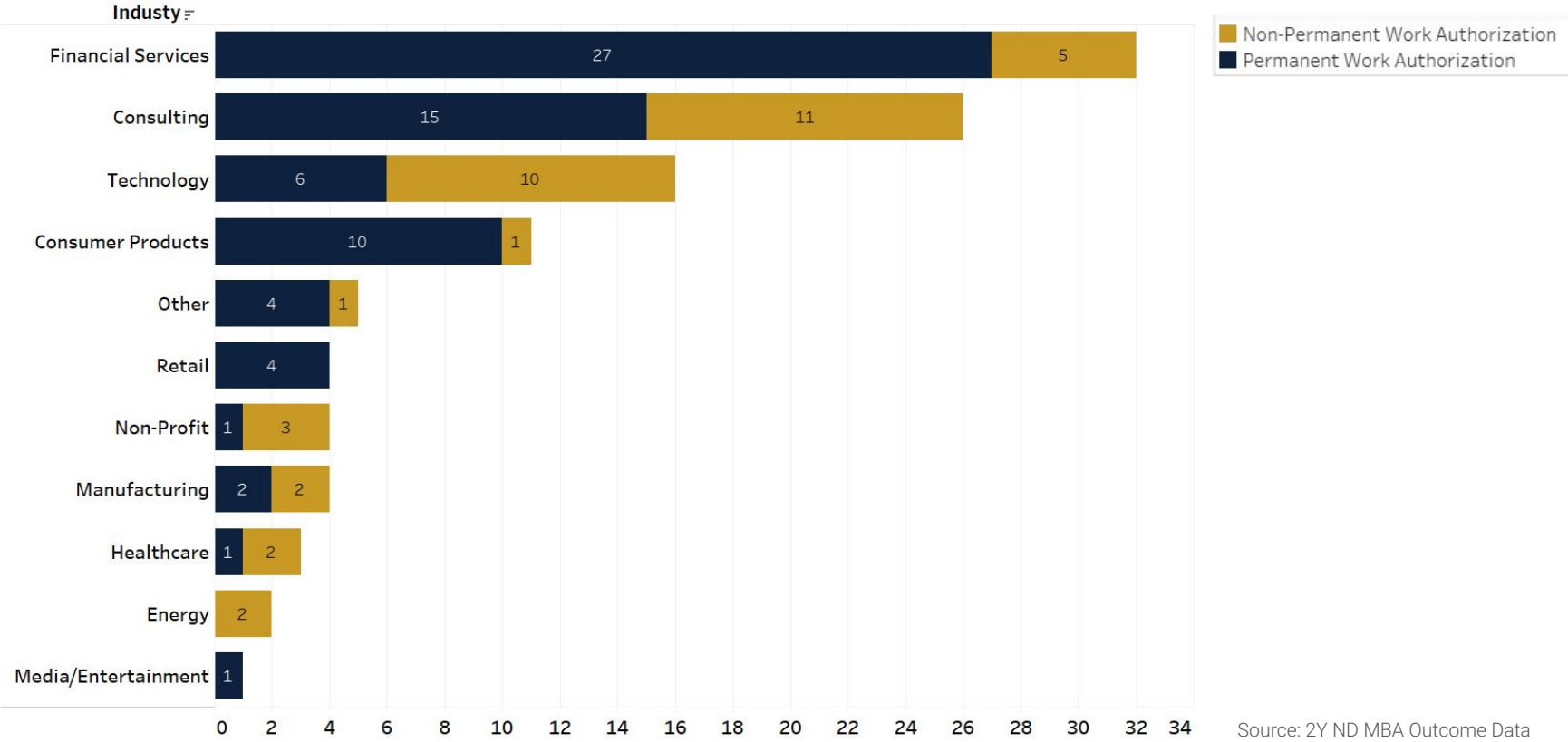


# Companies: Things to Consider – Cont'd

Companies with little to no MBA hiring activity

The logo for IDEO, consisting of the word "IDEO" in white capital letters on a red background.The logo for NETFLIX, consisting of the word "NETFLIX" in red capital letters.The logo for patagonia, consisting of the word "patagonia" in a lowercase, black, sans-serif font.The Costco logo, consisting of the word "COSTCO" in red capital letters.

# Industry Insights - 2023 Hiring Outcomes by Industry



Source: 2Y ND MBA Outcome Data



**To achieve success, you must first  
understand the marketplace...  
and where you fit into it**

# Consulting

# Consulting

## What It's All About

- Helping organizations improve their performance
- Analyzing existing problems
- Developing improvement plans
- Providing external/objective advice
- Leveraging specialized expertise

## The Numbers

- 29% of post-MBA hires
- 8% of job postings
- \$160,000 salary / \$44,000 bonus
- 22% of offers to int'l students

## Drivers of Interest

- Variety and growth opportunity
- Strong prep for other significant internal strategy roles
- Exposure to C-level execs/big issues
- Exceptional pay & benefit packages
- Opportunities to travel
- Networking opportunities

## The Companies



McKinsey&Company

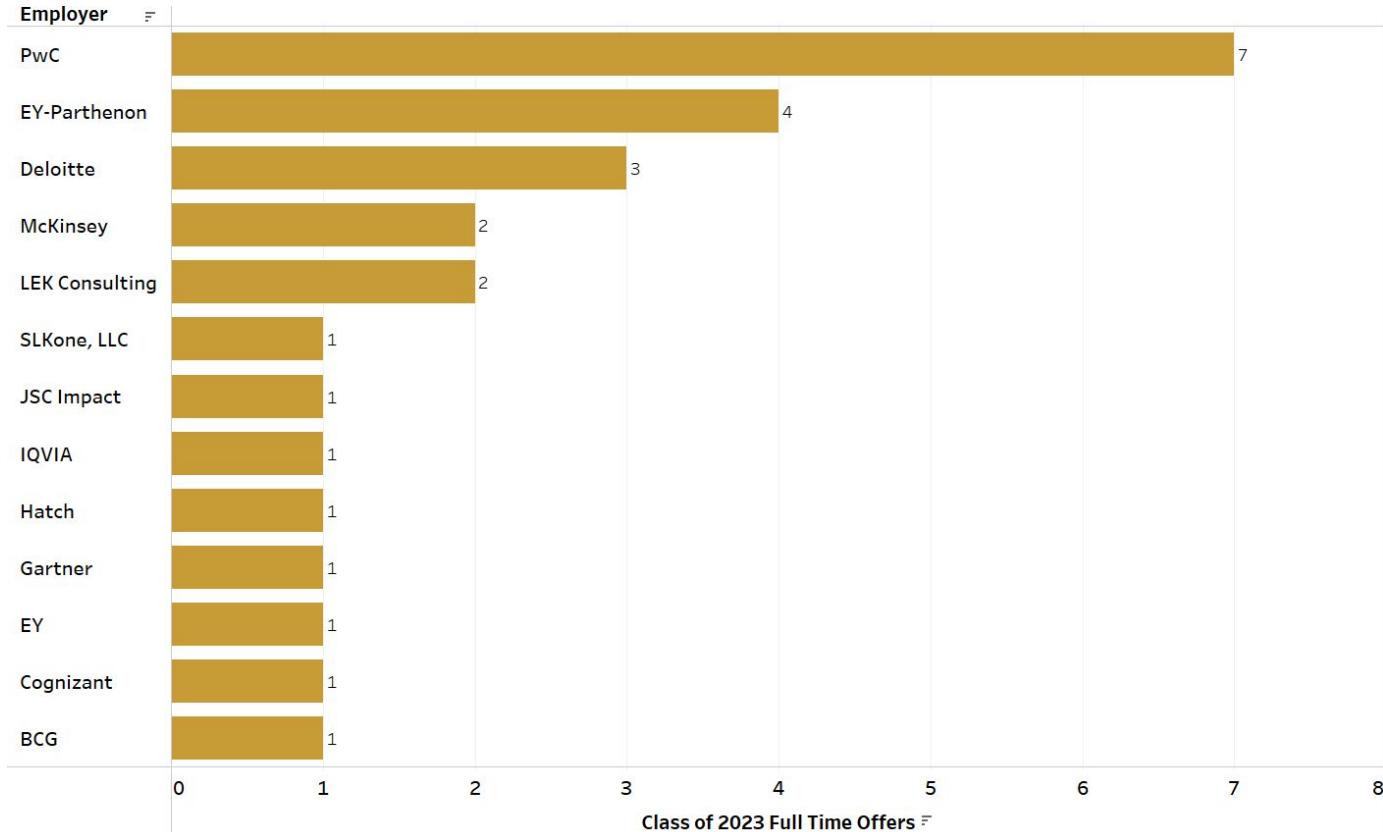
Deloitte.



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Source: US 2Y MBA L5 Years; incl. sponsored offers



# Consulting Companies



# Financial Services:

Investment Banking, Corporate Finance,  
Alternative Investments

# Financial Services

## What It's All About

- Analysis and transaction of acquiring financial goods
- Activities include advising, investing, forecasting, lending, insuring & issuing/trading securities
- Clients include corporations, high-worth individuals & government agencies

## The Numbers

- 23% of post-MBA roles
- 18.8% of job postings
- \$150,000 salary / \$42,000 bonus
- 25% of offers to int'l students

## Drivers of Interest

- Opportunity for high impact
- High personal growth opportunities
- Diverse work environment
- Boot camp for many other careers
- Generous compensation packages

## The Companies

BANK OF AMERICA 

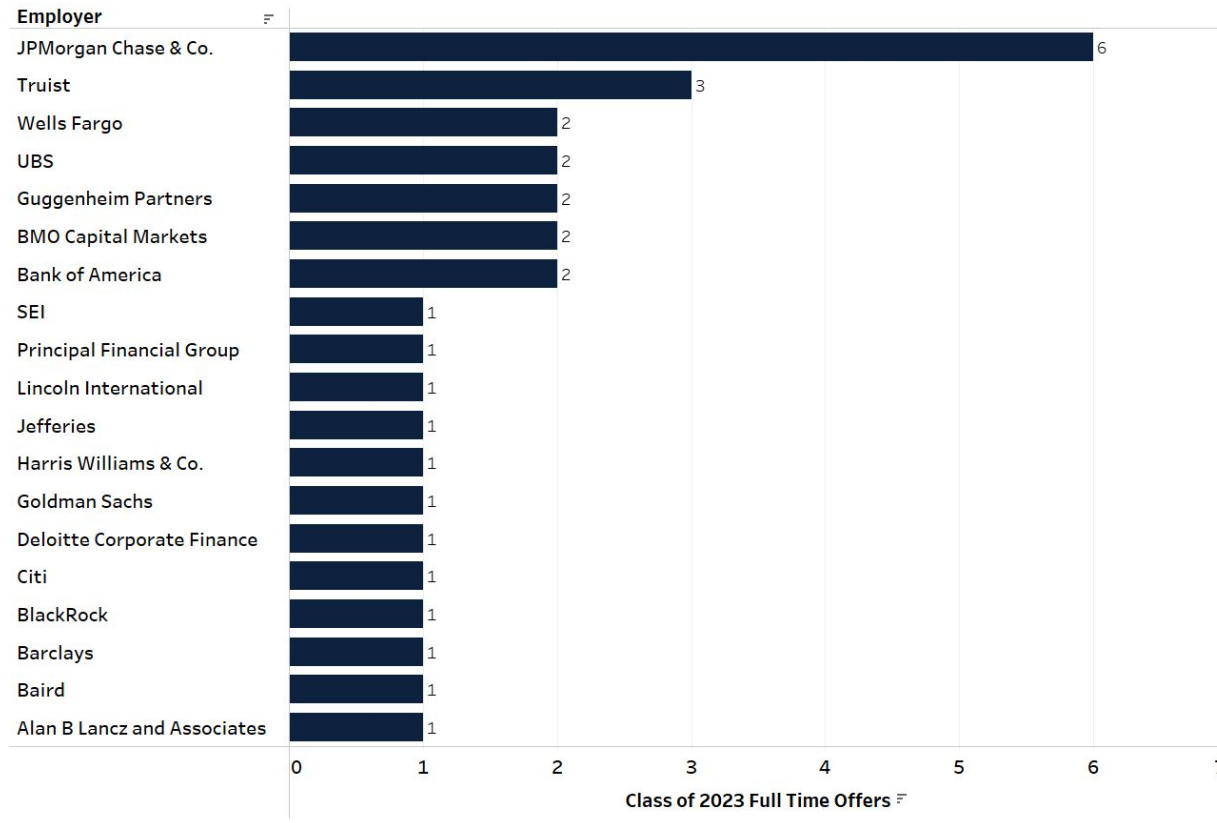
citigroup

Goldman Sachs

JPMorganChase

WELLS FARGO

# Financial Services Companies



# Technology

# Technology

## What It's All About

- The use of advanced methods, modern equipment, and unique approaches to solve problems
- Variety of technical & non-technical functions available across software, hardware, services, health tech, fintech etc.

## The Numbers

- 18.7% of post-MBA hires
- 37% of job postings
- \$135,000 salary / \$38,447 bonus
- 35% of offers to int'l students

## Drivers of Interest

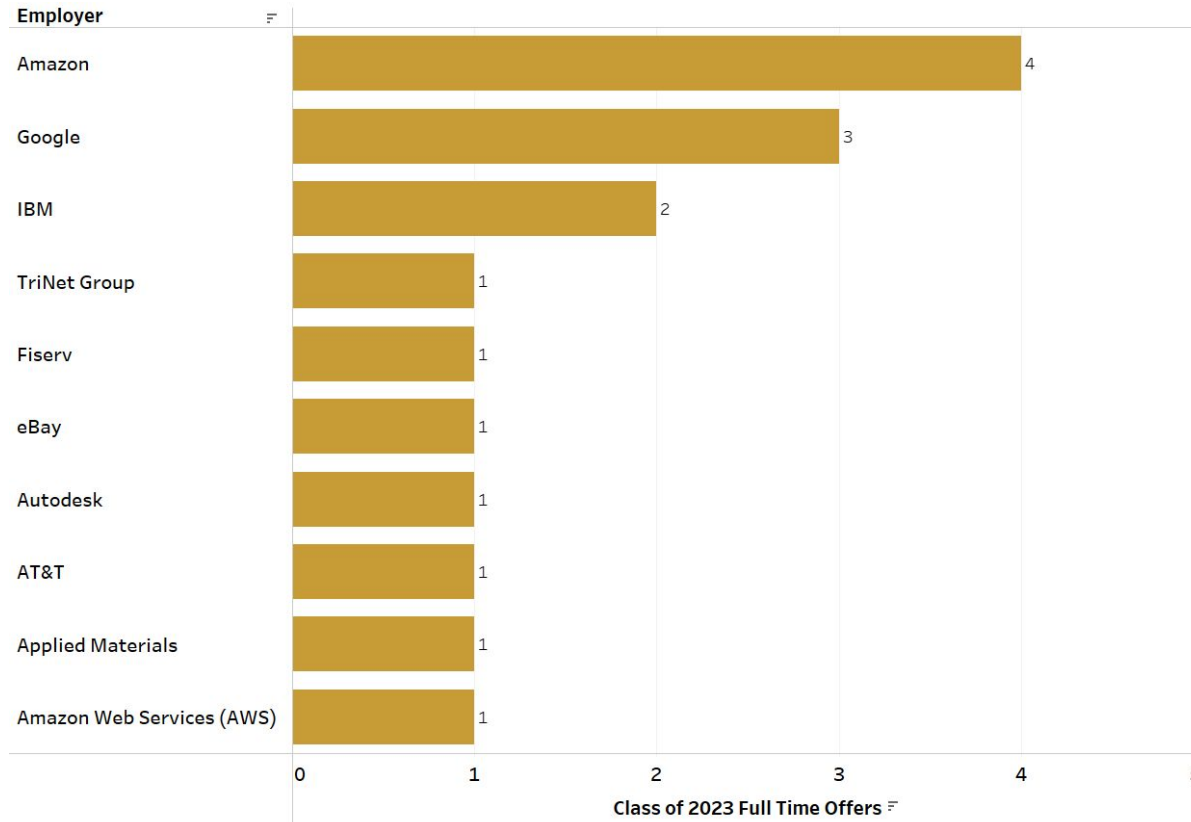
- Meaningful work
- Flexible work cultures common
- Significant responsibility early on
- Strong equity/benefits common
- Fast-paced, dynamic environment

## The Companies





# Technology Companies



# Consumer Products

# Consumer Products

## What It's All About

- Making, marketing, and selling tangible goods to consumers
- Includes everything from food and beverages, to toiletries, to small appliances

## The Numbers

- 5% of MBA hires
- 7% of job postings
- \$115,000 base / \$23,000 bonus
- 14% of offers to int'l students

## Drivers of Interest

- Training and development
- Consumer-focused, tangible products
- "Scoreboard" to track results
- Workplace variety

## The Companies



**PEPSICO**

**Colgate**



GENERAL MILLS

**P&G**



Nestlé

# Consumer Products Companies (multiple functions)



# Healthcare

# Healthcare

## What It's All About

- Providing goods and services to treat patients with curative, preventative, rehabilitative, and palliative care
- Divided into many sectors (pharma, biotech, devices, facilities, etc.)

## The Numbers

- 5.8% of MBA hires
- 9% of job postings
- \$127,000 base / \$27,855 bonus
- 14.5% of offers to int'l

## Drivers of Interest

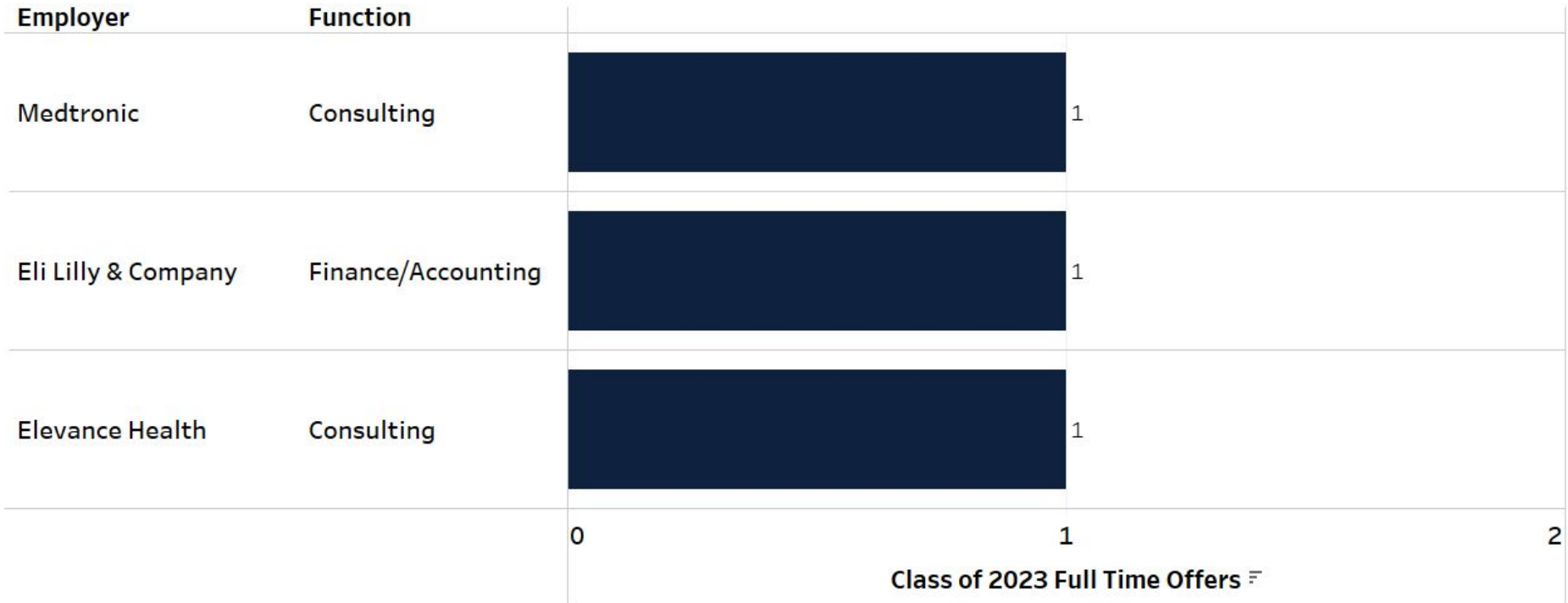
- Incredible growth
- Positive, high-impact work
- Workplace variety
- Complexity □ Drives innovation
- Work/life balance

## The Companies





# Healthcare Companies



# Manufacturing

# Manufacturing

## What It's All About

- Production of things for use or sale using labor and machines, tools, or chemical/biological processing
- Commonly refers transformation of raw materials into finished goods on a large scale

## Drivers of Interest

- Focus on technology & innovation
- Global exposure & impact
- Opportunities to hone leadership skills
- Increasingly going green

## The Numbers

- 2.9% of MBA hires
- 8% of job postings
- \$117,000 base / \$24,000 bonus
- 27% of offers to int'l students

## The Companies

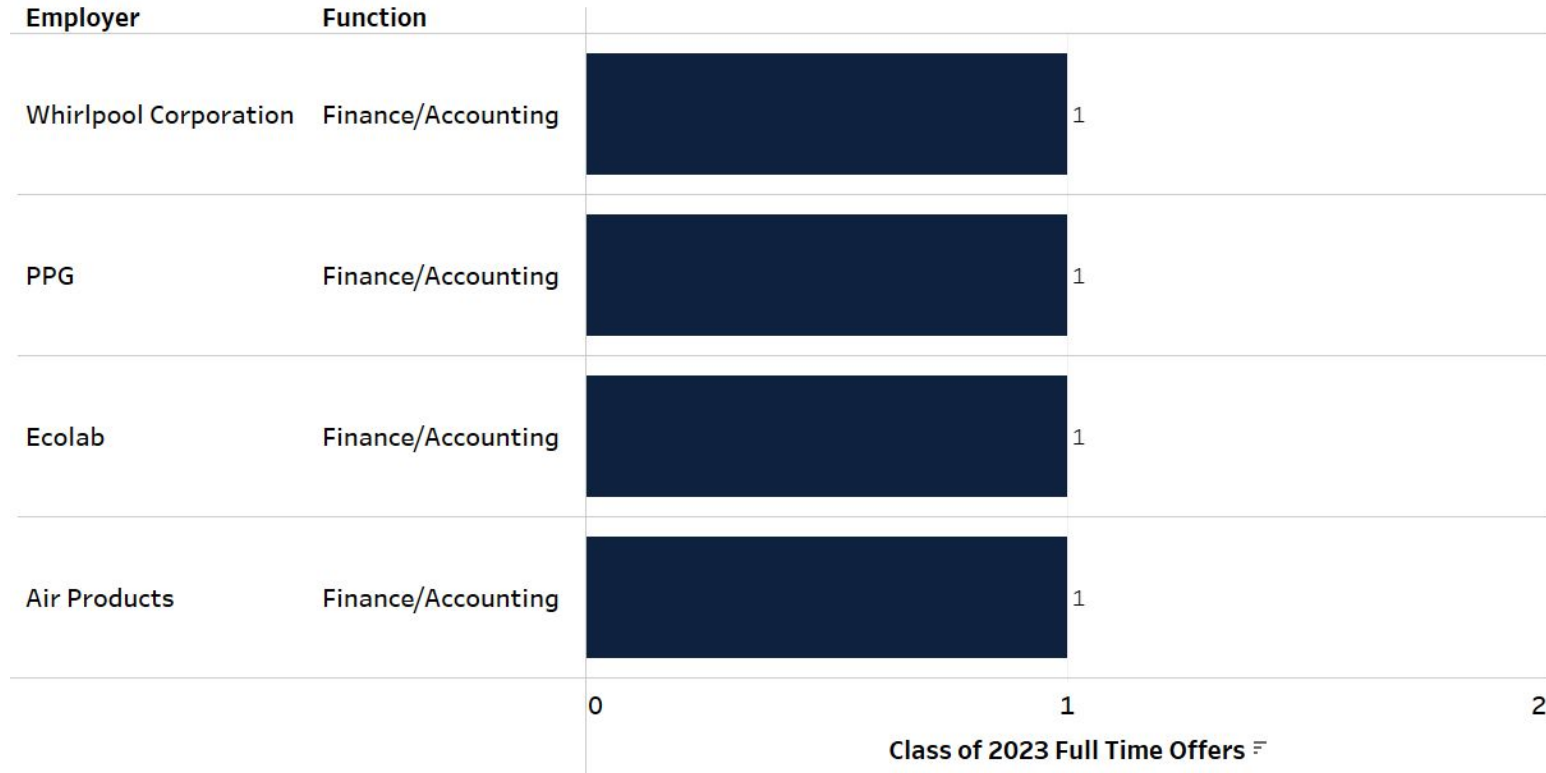


CORNING

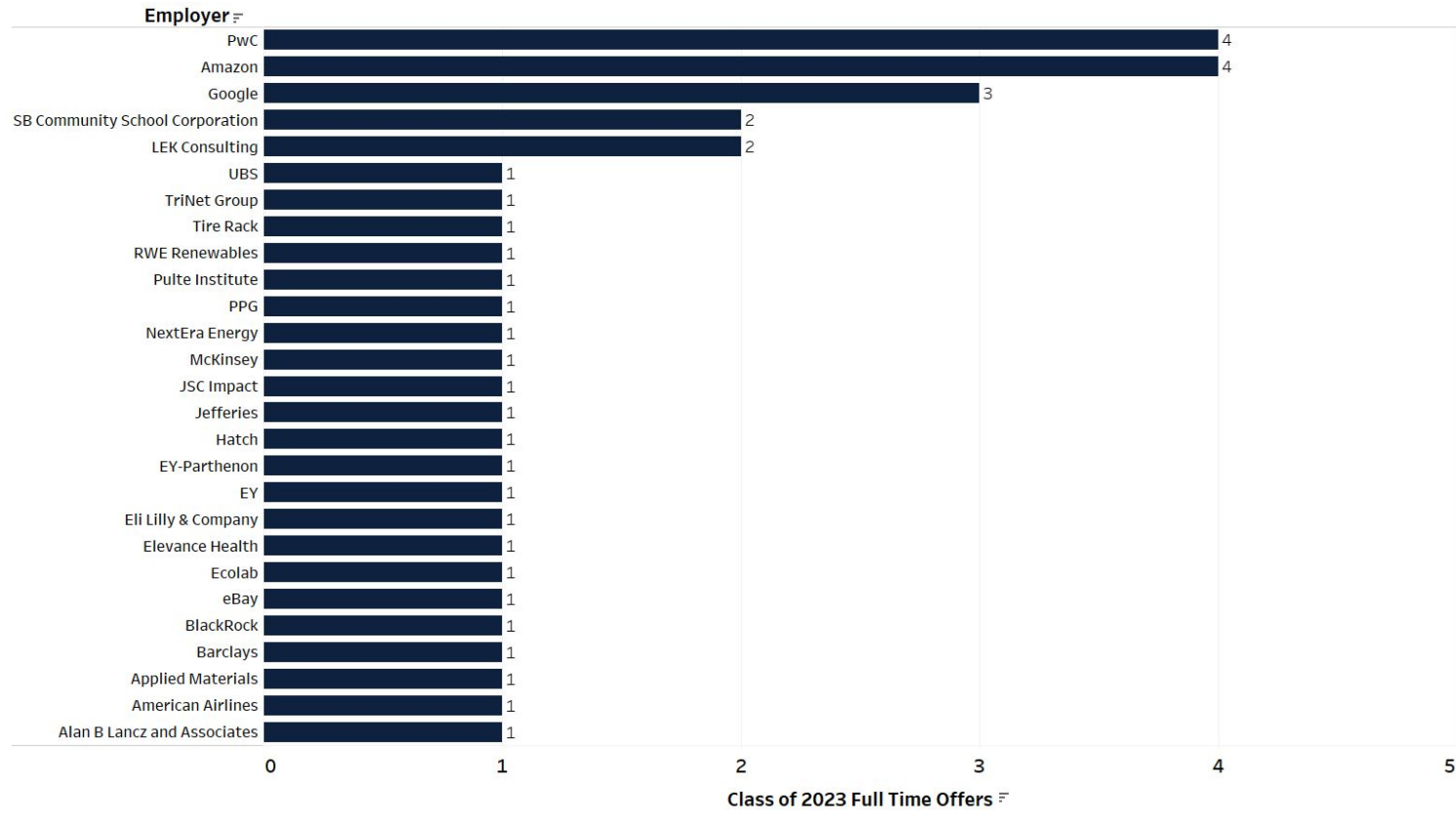


DANAHER

# Manufacturing Companies



# Companies Offering International Student Jobs



# Career Pathways

## Consulting

External  
Consulting

Internal  
Consulting

## Finance

Investment  
Banking

Corporate  
Finance

Risk, Wealth, and  
Asset Mgmt

## Marketing

Brand  
Management

Marketing  
Management

Product Management

B2B Sales

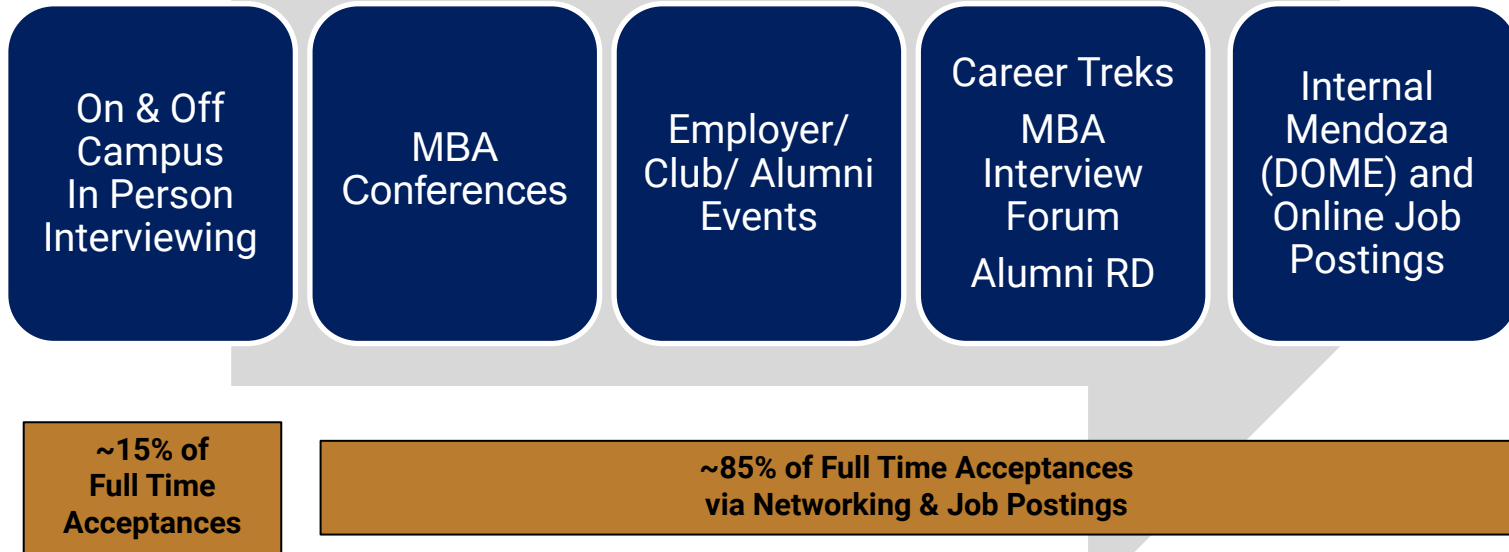
## Tech

Operations /  
Logistics

Finance



# Variety of Job Search Channels



*Main Takeaway: Alumni and External Networking and Interview Preparation are KEY to success*

# Key Takeaways

- Achieve success with your job search by understanding...
  - Which industries value the MBA skill set more than others
  - Which functions rely on the MBA skill set more than others
- If undecided, work *quickly* to educate yourself on your options
  - The biggest determinant of your success is having a solid plan of attack earlier vs. later
  - Leverage Career Leader discernment tool (available in Career Coaching Enrollment Form)

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