I am delighted to share our Employment Report for the MBA Class of 2023. This report has been developed for prospective and current students, recruiters, alumni, faculty, and staff, and highlights student placement statistics, student desires, and corporate engagement.

The Class of 2023 marked the transition back to “normal” in many ways, as they pivoted to the in-class learning experience, following two months of online learning due to COVID restrictions. Additionally, they experienced the dynamic return of on-campus recruitment with many employers participating in Information Sessions, Industry Nights and Coffee Chats in Goodes Hall. While they faced an uncertain economic climate that impacted hiring across industries, this class demonstrated exceptional resilience and career search skills with 90% accepting offers by graduation, and 96% within three months of graduation.

The average base salary for MBA 2023 graduates has increased again to $101,385 (97% reporting), representing a substantial 89% increase compared to pre-MBA salaries. This significant growth reaffirms the value of a Smith MBA in propelling our graduates towards rewarding and fulfilling career paths.

Financial Services regained the top spot as the industry where the greatest number of students landed, at 38%. Consulting and Technology were next highest, at 28% and 10%, respectively. The remaining 24% of placements were spread across 9 additional industries, demonstrating the versatility of a Smith MBA and the impact our graduates have across a wide variety of roles and sectors.

We extend our heartfelt congratulations to the MBA Class of 2023 for their outstanding achievements. Thank you to the entire Smith community for their remarkable dedication to our students and supporting their ongoing personal and professional growth. As our graduates embark on this next step, we eagerly anticipate their continued success and contributions to business and society.

Congratulations to the Class of 2023! We look forward to seeing you back on campus as alumni and future recruiters!

Sincerely,
Karen Jackson-Cox
Executive Director, Career Advancement Centre
Smith School of Business
Class Profile

- **78** students in class
- **40%** women
- **1%** non-binary
- **59%** men
- **4.2** average years of work experience
- **58%** Canadian/Permanent resident
- **42%** international
- **28** average age

**Academic Background**
- Technology: 11%
- Sciences: 11%
- Economics: 9%
- Technology: 11%
- Law: 4%
- Healthcare: 2%
- Engineering: 22%
- Business: 21%
- Arts: 20%

Class profile data is based on the incoming class of 2023 as of 2021.
Employment Outcomes

**EMPLOYMENT OUTCOMES BY INDUSTRY**

- Financial Services 38%
- Consulting 28%
- Technology 10%
- Healthcare 4%
- Energy & Resources 3%
- Manufacturing 3%
- Real Estate 3%
- Retail 3%
- Airlines 1%
- Telecommunications 1%
- Transportation 1%
- Other 5%

**Industry** | **Avg. Base $**
--- | ---
Financial Services | $103,390
Consulting | $113,005
Technology | $99,429
Healthcare | $100,510
Other | $91,667

Note: In accordance with MBA CSEA regulations, salaries are not published for industries with fewer than 3 data points.

**EMPLOYMENT OUTCOMES BY FUNCTION**

- Finance 35%
- Consulting 28%
- General Management 10%
- Sales 6%
- Product Management 5%
- Operations & Logistics 3%
- Strategy 3%
- Accounting 1%
- Business Development 1%
- Digital Transformation 1%
- Technology 1%
- Other 6%

**Function** | **Avg. Base $**
--- | ---
Finance | $93,500
Consulting | $100,000
General Management | $98,140
Sales | $93,000
Product Management | $97,500
Other | $75,000

Note: In accordance with MBA CSEA regulations, salaries are not published for functions with fewer than 3 data points.
Source of Job Offer

School Facilitated (49%)
- Quest Posting 25%
- Networking with Alumni and Corporate Partners 10%
- Referral from Smith Alumni/Classmate 4%
- Referral from Smith Staff or Faculty 3%
- Case Competition 2%
- Rehired from Smith-Facilitated Internship 2%
- Other Assistance from Smith 3%

Graduate Facilitated (51%)
- Personal Network 24%
- Public Job Board 10%
- Executive Search/Headhunter 6%
- Returned to Employer/Internal Promotion 6%
- Rehired From Other Internship 2%
- Other 3%

Placement by Geography

81% Toronto (GTA)
5% Eastern Ontario
1% Waterloo
1% Montreal
4% Halifax
1% Peru
1% Calgary
1% Edmonton
3% Vancouver
1% unreported
Corporate Engagement

**Firms Engaged in MBA Events**: 61
**Firms Posting MBA Level Jobs**: 164
**MBA Job Postings**: 412
**Firms Students Signed With**: 55
**OF MBA Grads Made at Least One Career Transition**: 96%
**Employer Events**: 109

*Number of firms engaging in networking or other career centre events
**Function, Industry, or City

Employer Testimonials

“Smith students are prepared in all aspects for career success, validating the well-rounded curriculum of the program. The consulting club leaders support the students with extracurriculars that make the students stand out in a competitive job market. It’s exciting to partner with Queen’s which has similar values when it comes to creating a diverse and inclusive culture. Our partnership with Smith’s MBA program allows us to connect with a diverse candidate pool who is prepared to succeed in the consulting world.”

Alysia DaSilva
Associate
Kearney

“Finding great talent is hard work and partnering with Smith School of Business to achieve this makes it easier! It is a pleasure to work with a responsive Career Centre that knows exactly what we seek and to hire talented graduate students with ease and support. We appreciate and value the opportunities to connect with Smith’s impressive MBA cohorts and look forward to recruiting this talent year after year.”

Christine Keleshian
Senior Manager, Talent Acquisition
Royal Bank of Canada

“When RBC is looking for high caliber MBA students, we know we will meet them at Smith School of Business. It’s always a pleasure to connect with your students and they have been a great match for our Leadership Development Program and our Wealth Management Generalist Program. Can’t wait to meet the next class!”

Tenzin Zongdho
Senior Manager, Early Talent Acquisition
Royal Bank of Canada

“For years, Deloitte Canada has partnered with Smith’s Career Advancement Centre. Always supportive, reliable, and proactive, they understand our needs as an employer and create opportunities to engage with the MBA class. Smith continues to be a dependable source of talented students, ready to enter the workforce. We know that diverse perspectives and life experiences make us better — we want you to feel like you belong here. I look forward to collaborating with Smith and welcoming the MBA graduates!”

Nicole Salavati
Manager, Early Talent Acquisition, Consulting
Deloitte Canada
Corporate Engagement

This is a sampling of the companies that have posted or engaged with Smith MBA students in the past 3 years through job postings, networking and other Career Centre events. Companies highlighted in blue hired one or more Smith MBA graduates in the past 3 years.

Accounting/Consulting

Consumer Goods
Hershey, Hexo, Kindle, PepsiCo, Procter & Gamble, Tealeaves, Wells

Energy & Resources
Bruce Power, e-Zinc, Enbridge, Reliance Home Comfort, Shell Canada, Suncor, Tenaska Marketing Ventures, Toronto Hydro

Financial Services

Government

Healthcare
Althom Health, Apotex Inc, AstraZeneca, Bayer, DNA Genotek, Essilor, GE Healthcare, GoodLife Fitness, GSK, Janssen, McKesson, PRA Health Sciences, Providence Care, Roche, Sanofi, SickKids (The Hospital for Sick Children), Stryker, Unity Health Toronto, University Health Network (UHN)

Hospitality & Tourism
A&W Foodservices of Canada, Chick-fil-A, Four Seasons Hotels & Resorts, Restaurant Brands International, Starbucks

Manufacturing
3M, Aurora Hydrogen, BMW, Brother, BRP, Canada Goose Inc, Carbon Utilized, Ford, Magna International, Mazda, Porsche, Roboplast Canada, Shawcor, SpaceRyde, Toyota, Yamaha

Marketing Services
Klick Inc., LoyaltyOne, Nielsen Corporation

Media & Entertainment
Bell Media, Canadian Broadcasting Corporation, Corus Entertainment, Flutter Entertainment, MLSE, Rugby ATL, Wasserman

Non-Profit
KEYS, Mitacs, Right to Play International

Other

Real Estate
Cadillac Fairview, CBRE, Crombie REIT, Dream Unlimited, Oxford Properties Group, Propra

Retail
Canadian Tire Corporation, Delhi Organic Farmers Bazaar, Silk Express Toronto, Walmart

Technology
3motionAI, Amazon, BlackBerry, CGI, circuit, Cloudflare, D2L, Dassault Systemes, Dynac, eBay, Ecobe, Ferveret, Flashfood, Flexera, Glo3D, Google, HealthHub, IBM, Instacart, Interac, Jonas Software, LinkedIn, MaRS Discovery District, Max Sold, McAfee, MeasureUp, Microsoft, Moneris, Naborly, Newcomp Analytics, Oracle, Prophix Software, Provana, Questrade, Rakuten Kobo Inc., Rose Rocket, Salesforce, Samsung, SAP, SAS, Scribd, Shopify, Tableau, Telus Health, Thomson Reuters, Trend Micro, Uber, X (formerly Twitter)

Telecommunications
Bell, Ericsson, Huawei, Rogers Communications, TELUS, Virgin Plus

Transportation & Airlines
Air Canada, CN Rail, Left Lane Associates, Metrolinx, Toronto Transit Commission (TTC), WestJet
Corporate Relations Team

Our team is based in Toronto and Kingston to assist with your recruitment needs.

Andrea Cuthbert
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Melissa Shorrock
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