



Career  
Advancement  
Centre

# MBA 2025

## EMPLOYMENT REPORT

# 82%

accepted an offer  
by 6 months  
post-graduation

# 75%

accepted an offer  
by 3 months  
post-graduation

# \$104,496

average  
base salary

Average base Salary Delta  
85% increase  
from pre-MBA job

# \$10,167

average signing bonus

# \$25,104

average other  
guaranteed  
compensation

# \$113,490

Average Total  
Compensation

## EXECUTIVE SUMMARY

I am pleased to share the **Employment Report for the Smith MBA Class of 2025**. Designed for prospective and current students, recruiters, alumni, faculty, and staff, this report highlights key career outcomes, labour-market trends, and corporate engagement activities.

### Employment Outcomes

In a challenging North American MBA job market—where recruitment timelines have lengthened and job acquisition rates have declined across most programs—Smith graduates continued to achieve strong career results. Within three months of graduation, 75% of the class had accepted job offers, increasing to 82% within six months, reflecting the extended hiring cycles seen across the region and demonstrating the persistence and strategic networking of our graduates.

Graduates also realized meaningful career and financial progression. The class achieved an average base salary of \$104,496, representing an 85% increase over pre-MBA earnings, and 84% successfully advanced their careers through functional, industry, or geographic transitions. These outcomes underscore the lasting value of the Smith MBA in enabling significant professional mobility.

### Industry & Functional Trends

Financial Services continued to expand as the leading destination for graduates, rising nine percentage points year-over-year to 35% of accepted offers. Consulting remained steady at 15%, and the remaining graduates secured roles across ten industries—including Healthcare (10%), Energy & Resources (8%), Technology (8%), and Consumer Goods (6%)—demonstrating the breadth of opportunities available to Smith MBAs. Graduates entered functions spanning business development, accounting, strategy, marketing, and data & analytics.

Congratulations to the Class of 2025, and thank you to our faculty, staff, and alumni for your ongoing support in shaping student success. We look forward to celebrating the impact our graduates will continue to make as members of the Smith alumni community.



Sincerely,

**Karen Jackson-Cox**

Executive Director, Career Advancement Centre  
Smith School of Business

# Ranked #1 in Canada for

**FT** GLOBAL MBA  
2026 RANKING


**BEST** Salary  
Increase




**BEST** Return on  
Investment

**BEST** Career  
Services

**BEST** Career  
Advancement



# Class Profile

  
**80**  
STUDENTS IN CLASS

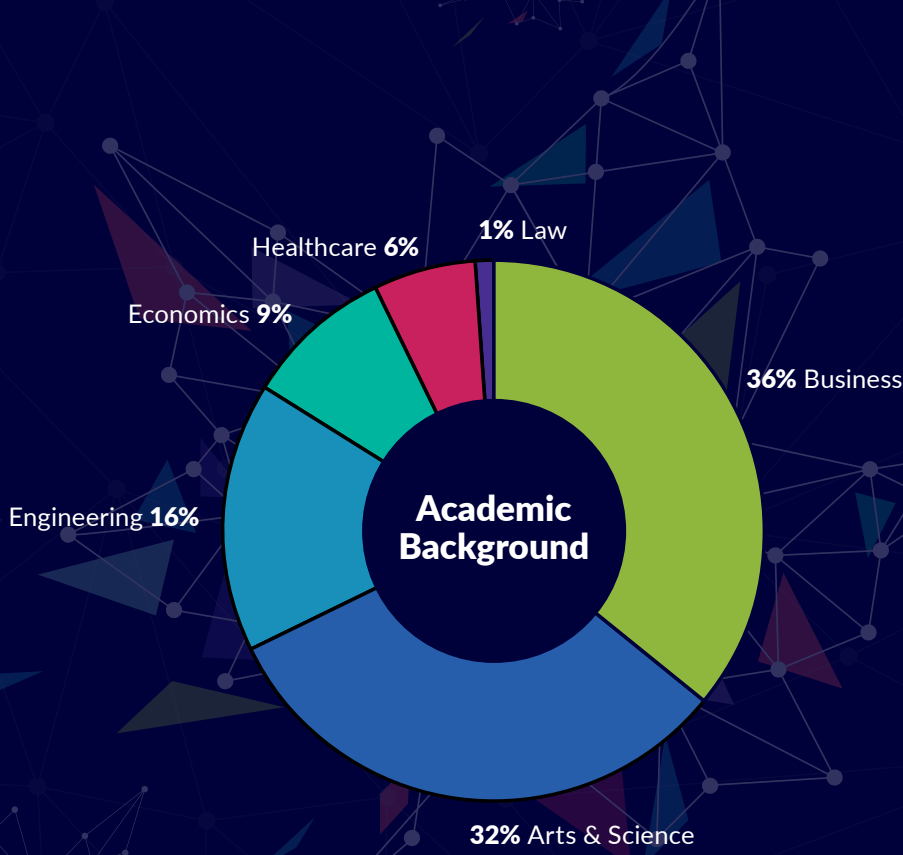
 **33%** WOMEN  
 **1%** NON-BINARY  
 **66%** MEN

  
**28**  
AVERAGE AGE

  
**4+**  
AVERAGE YEARS OF WORK EXPERIENCE

 **66%** CANADIAN/  
PERMANENT RESIDENT  
 **34%** INTERNATIONAL

  
**13**  
NATIONS REPRESENTED



Class profile data is based on the incoming class of 2025 as of 2024

# Employment Outcomes

## EMPLOYMENT OUTCOMES BY INDUSTRY

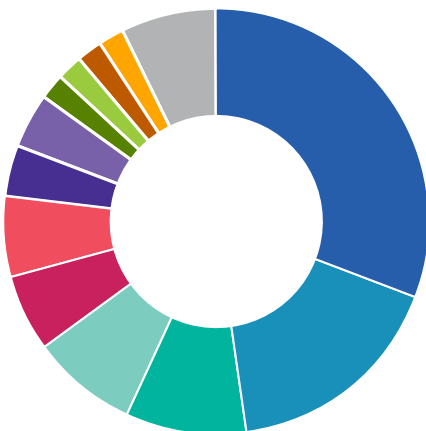


- Financial Services **35%**
- Consulting **15%**
- Healthcare **9%**
- Energy & Resources **8%**
- Technology **8%**
- Consumer Goods **6%**
- Government **4%**
- Human Resources **2%**
- Manufacturing **2%**
- Media & Entertainment **2%**
- Retail **2%**
- Other **7%**

Industry	Avg. Base \$
Financial Services	\$98,938
Consulting	\$111,688
Healthcare	\$137,373
Energy & Resources	\$90,814
Technology	\$129,750
Consumer Goods	\$83,388
Other	\$101,410

Note: In accordance with CSEA regulations, salaries are not published for industries with fewer than 3 reported salaries

## EMPLOYMENT OUTCOMES BY FUNCTION

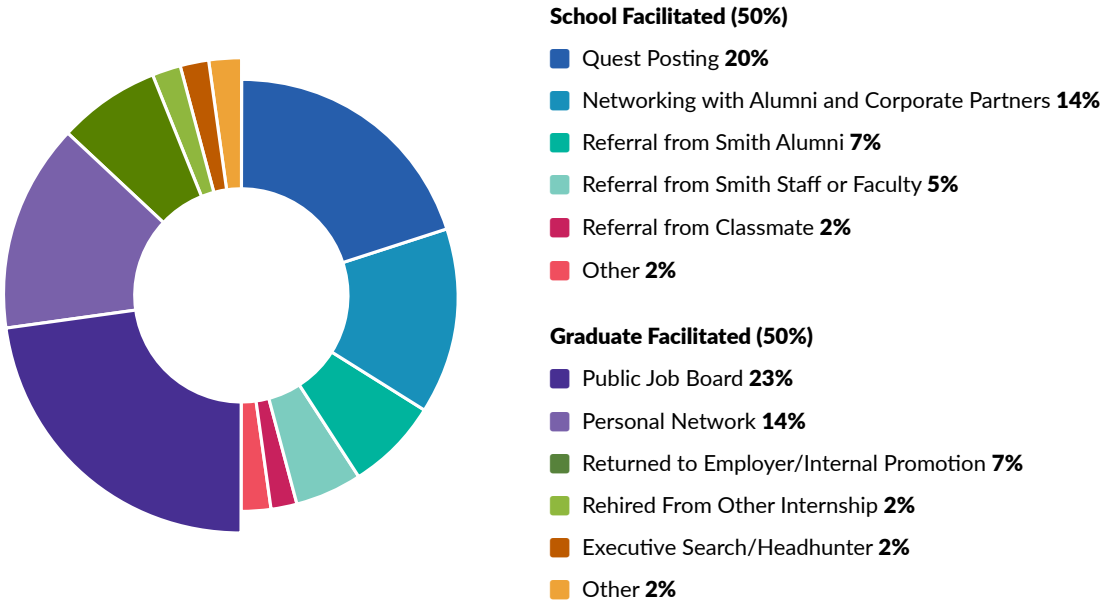


- Finance **31%**
- Consulting **17%**
- Business Development **9%**
- Accounting **8%**
- Strategy **6%**
- Marketing **6%**
- Data & Analytics **4%**
- General Management **4%**
- Digital Transformation **2%**
- Innovation **2%**
- Operations & Logistics **2%**
- Sales **2%**
- Other **7%**

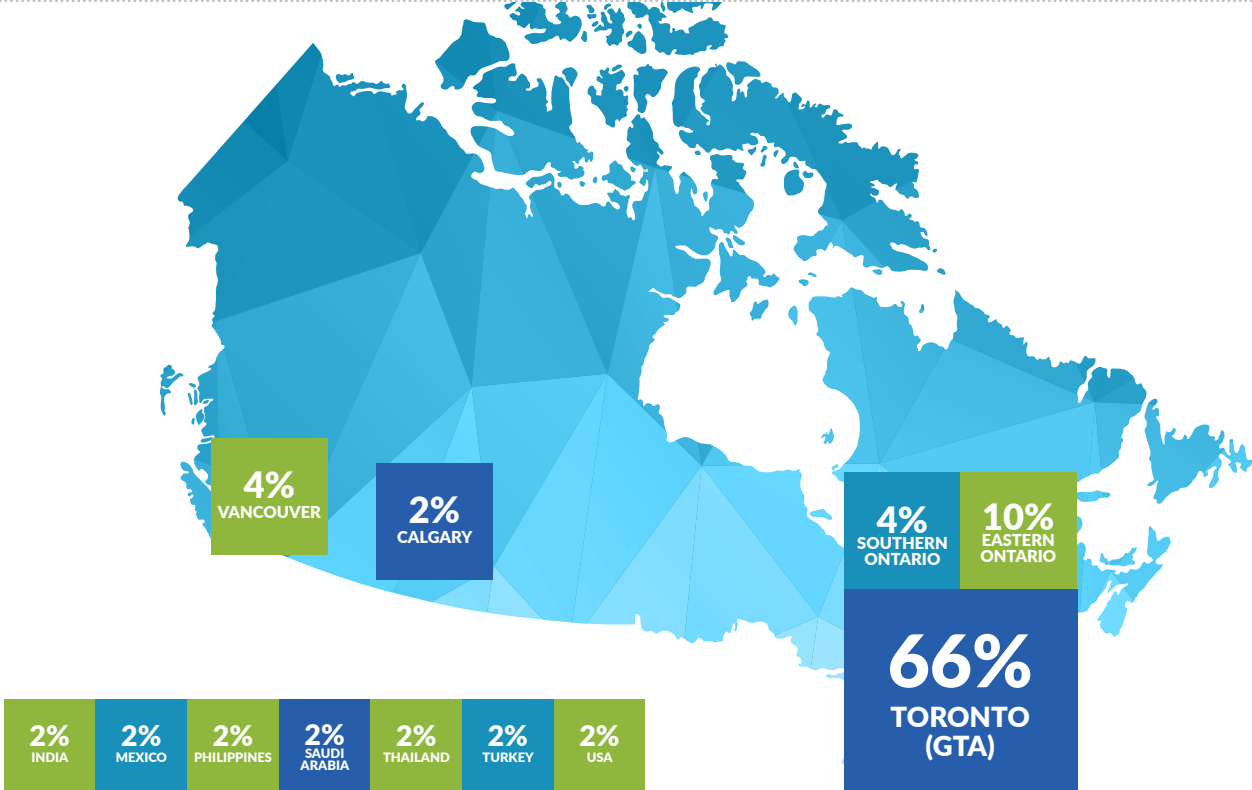
Function	Avg. Base \$
Finance	\$107,321
Consulting	\$117,767
Business Development	\$88,361
Accounting	\$92,307
Strategy	\$110,833

Note: In accordance with CSEA regulations, salaries are not published for functions with fewer than 3 reported salaries

# Source of Job Offer



# Placement by Geography



# Corporate Engagement



\*Number of firms engaging in networking or other career centre events

\*\*Function, Industry, or City

# Employer Testimonials



“EY-Parthenon has developed a strong partnership with the Smith MBA program, from which we have recruited exceptional talent that has significantly impacted our organization. Having access to high caliber MBA students, enables us to engage with top talent aligned with our strategic objectives. This collaboration not only enhances our workforce but also supports our organizational goals, driving innovation and excellence in our efforts to advance the industry.”

**Conor Crump**  
Director  
Strategy & Execution  
EY-Parthenon



“At RBC, we highly appreciate the outstanding quality of Smith MBA students. Our collaboration has consistently resulted in successful placements across various positions at RBC, as evidenced by the significant number of alumni thriving within our organization. The invaluable support from Smith’s knowledgeable Career Centre team has greatly facilitated our recruitment process. Looking forward to interacting with the upcoming class!”

**Tenzin Zongdho**  
Director  
Early Talent Functions  
Technology & Operations  
RBC



“Scotiabank always values and looks forward to working with Smith School of Business. The caliber of talent is always impressive, and the MBA students are a top choice when it comes to students that are career ready and demonstrate qualities that align with Scotiabank’s values. We look forward to continued success and a healthy partnership that has been in the making for many years!”

**David Bogusz**  
Manager  
Technology & Data Analytics Campus  
Scotiabank

# 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.

## Consulting

**Accenture**, **Accuracy**, Adaptovate, **Adastra**, Alpha FMC, **Alvarez & Marsal**, AvonDx, **Bain & Company**, **BCG**, **BDO**, Burnie Group, Capgemini, **Carly Rian Group**, Carpedia International Corp., **Cognizant**, **Deloitte**, **EY (Ernst & Young)**, Galleon Advisors, **Gartner**, **JTE Claims Consultants**, **Kearney**, **KPMG**, McKinsey & Company Inc, **Oliver Wyman**, **PwC**, **Revenue Management Labs**, Simon-Kucher & Partners, **STS Capital Partners**, **The Barrington Consulting Group**, ZS

## Consumer Goods

Bimbo Canada, **Hershey**, Procter & Gamble, **Reckitt**

## Energy & Resources

**Doğuş Mining**, **FLINT Corp.**, **HyC light**, **Brookfield Renewable**

## Other

**Four Seasons Hotels & Resorts**, **Innovate Calgary**, Klick Inc.

## Real Estate

Brookfield Asset Management, CBRE Group, **Crombie REIT**, **Oxford Property Group**

## Financial Services

Agentis Capital Partners, American Express, ATB Financial, Aviva, Birch Hill Equity Partners, Blackrock, **BMO Financial Group**, Burgundy Asset Management, **Canaccord Genuity Corp**, **Capital One Financial Corporation**, Chubb, CI Global Asset Management, **CIBC**, **CLSA**, **Connor, Clark & Lunn**, **Conqora Capital Partners**, Cormark Securities, CPP Investment Board, **Desjardins**, Empire Life Insurance Company, **Equitable Bank**, First National Financial, **HSBC**, **JP Morgan**, **Magenta Capital Corporation**, **Mastercard**, **National Bank**, **Northleaf Capital Partners**, Ontario Teachers' Pension Plan, **Ontario Wealth Management Corporation**, **Purves Redmond Ltd.**, **RBC**, **Red Cloud Securities**, **Scotiabank**, **TD Bank Group**, **The51**, **Zurich Insurance**

## Telecommunications

**Bell**, TELUS

## Transportation

**Air Canada**, **Left Lane Associates**

## Healthcare

Apotex Inc, **DNAstack**, **Essilor**, Johnson & Johnson, **Knight Therapeutics**, **Medicenna Therapeutics Corp.**, **Quinte and District Rehabilitation**, **Sanofi**, **St. Michael's Hospital**, **Unity Health Toronto**, **University Health Network (UHN)**, **Vancouver Coastal Health**

## Manufacturing

**Aurora Hydrogen**, Celestica Inc, **Magna International**

## Media & Entertainment

MLSE, **Newport Sports Management**, **Pittsburgh Penguins**

## Retail

**Aritzia**, **Canadian Tire Corporation**, **Loblaw Companies Limited**

## Technology

**3motionAI**, AlayaCare, **Amazon**, **Avertium**, **circuit**, **Dayforce Digital Peak Innovation Co.**, Google, **HealthHub**, **Hitachi Vantara**, IBM, **LumiQ**, **Lyft**, **Microsoft**, **Peak Power**, **Pinterest**, **Quantiphi**, **Think Academy**, **Uber**, **Vosyn**

# Corporate Relations Team

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



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