We are pleased to share our MBA 2020 Employment Report on student placement statistics, student desires and corporate engagement. This report has been developed for prospective and current students, recruiters, alumni, faculty and staff. Given the tumultuous year with a weakened job market, the Class of 2020 had an exceptional placement rate with 85% of students receiving offers within three months of graduation, and 95% within the first 6 months of graduation.

Despite the market headwinds, our MBA 2020 graduates increased their pre-MBA base salary by 87%. Average base salary grew 1.7% from the Class of 2019 to $92,084; average signing bonus was $15,125 and the average other guaranteed bonuses were $16,033. While consulting and financial services continued to dominate class placements at 33% and 28% respectively, placement for the remainder of the class was highly diversified across technology, consumer goods, telecommunications, healthcare, real estate, non-profit, government and others.

Jobs facilitated from the school continue to be the main source of jobs for MBA students at 64%. This includes postings from the Smith job board, referrals from Smith staff, classmates or faculty and networking with alumni, advisory board members and Smith corporate partners. We are extremely grateful that most employers were able to honour their commitments and continued to hire our students in spite of an uncertain climate. Additionally, through strong partnership, our employers pivoted quickly and seamlessly to the virtual landscape, hosting innovative online events, virtual interviews and onboarding.

Thank you to the entire Smith community who stepped up to support our students through coffee chats, networking events, referrals and ongoing recruiting events. And, our heartfelt congratulations to the Class of 2020 on their perseverance and success. We look forward to celebrating with you on campus in the near future!

Sincerely,

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

- **Students in Class:** 88
- **Female:** 39%
- **Male:** 61%
- **Average Age:** 27
- **Average Years of Work Experience:** 4
- **Domestic:** 66%
- **International:** 34%
- **Nationalities:** 16

**Academic Background**
- Business 25%
- Arts 20%
- Sciences 16%
- Engineering 13%
- Economics 10%
- Technology 10%
- Healthcare 6%
Employment Outcomes

EMPLOYMENT OUTCOMES BY INDUSTRY
- Consulting 33%
- Financial Services 27%
- Consumer Goods 8%
- Technology 8%
- Government 4%
- Telecommunications 4%
- Energy & Resources 2%
- Healthcare 2%
- Real Estate 2%
- Other 10%

EMPLOYMENT OUTCOMES BY FUNCTION
- Consulting 41%
- Finance* 15%
- Data & Analytics 8%
- Sales 8%
- General Management** 6%
- Marketing & Communications 6%
- Technology 6%
- Operations & Logistics 6%
- Other 4%

Industry | Avg. Base $  
Consulting  | $100,500  
Technology  | $96,250  
Consumer Goods  | $86,000  
Financial Services  | $84,833  
Other*  | $88,571  

*Includes Energy & Resources, Government, Healthcare, Manufacturing, Non-Profit, Real Estate, Retail, Telecommunications, Transportation, and Other.

Function | Avg. Base $  
Technology  | $99,000  
Consulting  | $97,175  
Operations & Logistics  | $97,033  
Sales  | $89,000  
General Management **  | $85,775  
Finance*  | $82,833  
Data & Analytics  | $79,625  
Other***  | $91,875  

*Includes Asset Management, Capital Markets, Corporate Finance, Private Equity, Venture Capital, Wealth Management, Commercial Banking & Financial Leadership Programs  
**Includes General Leadership Programs  
***Includes Marketing and Communications among Other
Source of Job Offer

**SCHOOL-FACILITATED (64%)**
- Smith Job Postings 38%
- Smith Referrals (Alumni, Faculty, Staff) 20%
- Networking with Alumni & Corporate Partners 6%

**GRADUATE-FACILITATED (36%)**
- Personal Network 14%
- Returned to Previous Employer 10%
- External Job Postings 8%
- Other Student-Facilitated Sources 4%

Placement by Geography

66% of jobs were in Toronto, 2% in each of the following cities: Barrie, Ottawa, Montreal, Kingston, Vancouver, Edmonton, and Asia, and 2% in the UK.
Corporate Engagement

**150**
FIRMS ENGAGED IN MBA EVENTS *

**298**
FIRMS POSTING MBA LEVEL JOBS

**879**
MBA JOB POSTINGS

**38**
FIRMS STUDENTS SIGNED WITH

**94%**
OF MBA GRADS MADE AT LEAST ONE CAREER TRANSITION **

**145**
EMPLOYER EVENTS

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

**Function, Industry, or City

Employer Testimonials

"Smith School of Business continues to excel past expectations. The students continue to amaze our Talent Attraction Team with their experiences and readiness to start their career in consulting. The Career Centre has been phenomenal in connecting us with top talent and support for on-campus activities. KPMG is truly lucky to work with such an amazing counterpart and we look forward to maintaining our relationship with Queen’s University."

Erum Khan
Talent Attraction Specialist, Management Consulting
KPMG Canada

"We absolutely love working with Smith School of Business! From the friendly and accessible staff to the well-prepared, driven students — it is always a pleasure recruiting at Queen’s."

Sabrina Swinden
National Consulting Campus Recruiting Leader
EY

“I’ve sincerely appreciated working with you for our Leadership Development program recruitment cycles over the past year. It has been absolutely seamless to connect with your talented MBA students, and I’m grateful for all your support in keeping the engagement and energy level high.”

Melanie Dorval, MBA
Sr. Manager, Technology Career Programs (TLAP & ILDP), Talent Acquisition
CIBC

“It was a pleasure speaking to the MBA candidates through virtual engagement … such an accomplished group of individuals! I’ve connected with them on LinkedIn and have continued the conversation. I loved the virtual format.”

Joanna Shore
Senior Manager, Transformation
TD Insurance
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 students in the past 3 years.

Consulting

Consumer Goods, Pharmaceutical, Retail, Marketing Services

Energy and Resources

Financial Services, Insurance, Real Estate

Government

Healthcare
Abbott, AlayaCare, Cardinal Health, Eli Lilly, eSight Eyewear, GSK, Health Quality of Ontario, Life Labs, Marcan Pharmaceuticals, McMaster University Medical Center, Medcan, Medcor, Medisys Health Group, Merck, Ontario Bioscience Innovation Organization (OBIO), Ontario Health Association, Sanofi Pasteur, Shift Health, Sinai Health System, South West LHIN, Sunnybrook Healthcare Sciences/ Sunnybrook Research Institute, Therapure Biopharma, Trillium Health Care Products, Trillium Health Partners

Technology
Amazon, AppArmor, Borrowell, Canadian Bank Note, Canarmor Corp, CDW, Cisco, Coinsquare, Communitech, Dell, Ecobee, Element AI, Equifax Canada, Fintros, Freshbooks, Gameloft, Geotab, Google, HelloFresh, Homestars, HootSuite HP, IBM, Ideal.com, Ingram Micro, Maple, Maxsold, Microsoft, Nudge Rewards, Oracle, Peak Power, Pintrest, Plum, PointClickCare, Quicstrade, Rangle.io, RepRisk AG, SAP, SAS, Shopify, Skip the Dishes, SOTI, StackAdapt, Street Context, Top Hat, TouchBistro, Trend Micro, Tulip, Twitter, Uber, UberEats, Zoom.ai

Telecom, Media & Entertainment
Bell, CBC, Cineplex, Cirque du Soleil, Fongo, IMAX, MLSE, NFL, Rogers Communications, SBX Group, Sweeven, Telesat, TELUS, The Walt Disney Company, T-Mobile, Toronto Blue Jays Baseball Club, Travelzoo, Vidyard

Other
Air Canada, BMW, Bombardier, BRP, Engineers without Borders, Ford, GM, Heart and Stroke Foundation, Magna, Mazda, Porsche, Toyota, TTC, United Way, Volkswagen, Westjet
Our team is based in Toronto and Kingston to service your recruitment needs.

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