Employment Report

MBA class of 2019/20
Resilience in the face of disruption

Following an unprecedented year in global terms, the inevitability of a disrupted employment landscape was met positively by the 2019/20 Oxford MBA Students. Despite the first wave of the pandemic colliding with the critical experienced-hire season, the employment rate for our students was 87% (compared to 95% the previous year), thus demonstrating resilience and fortitude against an uncertain employment market. As the pandemic unravelled, this has prompted slower and altered hiring cycles, and our students continued to receive strong offers from top employers beyond the reporting deadline cut-off.

As organisations emerge reshaped from this pandemic, rethinking how they work and deliver business, we saw 20.8% of Oxford MBAs heading into consulting roles (a rise of 4%). Finance careers accounted for just under 30% of offers (down a slim 1%), with roles in Social Impact, an area important to the Business School, seeing a drop through this unstable period – 8.4% compared to 11.9% last year. Most roles (41%) were achieved in Global Industries, and within this, unsurprisingly, Technology accounted for 27% of positions secured (up from 23.8%) reflecting continuing commercial confidence and growth.

Oxford Said celebrates a highly diverse student cohort, which includes geography. This year’s global uncertainty was reflected in a shift in the destination countries of Oxford MBA students, and maybe unsurprisingly, given the Covid-19 context, saw arguably a greater proportion of students returning to home geographies. 20% of students won roles in North America (up from 17.3% the previous year). There were corresponding rises too in Asia (20% this year vs 17.8% last year), and Australia and Oceania (5% this year vs 2.2% last year), whilst fewer (43% versus 51% last year) students secured jobs in the UK and Europe.

The average salary this year is £71,940 (compared to £73,433 last year) during a period of, arguably, less robust negotiating. The drop in average salaries was reflected across all the employment sectors, with the notable exception of Technology roles, averaging £74,941 (against £70,970 last year), reflecting market activity and confidence in this arena. Amidst the flux in global salaries, there has been a shift in average salaries across regions, with increases noted in the UK and the US, in contrast to downward shifts in most other geographies.

Other key markers for Oxford Said, celebrating the true diversity of the student population, include women achieving the highest individual salaries for this cohort and the School is proud of having near parity of male and female students, with 47% female MBAs in this class.
Class profile

MBA class of 2019/20

309 Graduating students
44% female participants
64 nationalities
94% international students

5 years work experience
681 average GMAT
29 average age
24-41 age range

Employment summary - Graduating students: 309

Seeking employment
- Accepted an offer within 3 months of graduation 178
- Did not accept an offer within 3 months of graduation 26

Not seeking employment
- Continuing education 3
- Sponsored 21
- Postponing job search 1
- Starting a new business 19
- Not seeking for other reasons 27
- No recent information available 34

Employment rate 87%

Note: Not seeking for other reasons includes students in the following categories: returning to pre-MBA employer in the same/similar role, returning to own business, not seeking MBA-level role
## Employers and industries

### Industries

- **Finance**
  - Admiral Group
  - Ashmore Asset Management
  - Bank of America
  - Bank of New Zealand
  - BEENEXT Capital Management Pte. Ltd.
  - Broadridge
  - CCB Trust
  - CDC Group plc*
  - Deetken Impact
  - Essence International Financial Holdings Limited
  - Forecastr
  - Goldman Sachs*
  - Grandeur Peak Global Advisors
  - Hong Kong Exchange Group
  - Houlihan Lokey*
  - ING
  - Intellect Design Arena
  - International Finance Corporation (IFC)
  - JAZZ VP
  - JP Morgan (UK)
  - Konfio
  - KPMG*
  - Munich RE
  - Neper Capital LLC*
  - New York Life Insurance
  - Old Mutual Limited
  - Paragon Partners
  - Peal Investment Partners
  - Plan International
  - Pro Capital
  - Qian Hai PE Fund of Fund
  - RBC
  - ReGen Ventures
  - Round Hill Capital
  - Speedinvest
  - Taikang Insurance Company
  - Tencent Holdings Limited
  - The CID Group
  - The World Bank Group
  - Tide
  - UNCDF
  - Vantage Capital

- **Consulting**
  - 14 North Strategies
  - Agnisus Consulting
  - AlixPartners
  - Bain & Company*
  - Boston Consulting Group*
  - Business Sweden
  - Deloitte*
  - EY
  - FTI Consulting
  - Longevity Partners
  - McKinsey & Company*
  - Metris
  - Open Capital Advisors
  - Partners in Performance*
  - Prophet
  - PwC
  - Samagra | Transforming Governance
  - Superlead Advisory
  - Tetra Tech International Development
  - The Birchman Group
  - Visagio
  - Wood Mackenzie
  - ZS Associates

- **Impact**
  - 60 Decibels
  - BCGDV / Digital Boost
  - Boster Group
  - Creative Destruction Lab
  - Festival de Lanaudiere
  - GIZ
  - Harvard Humanitarian Initiative
  - Harvard Pilgrim Health Care
  - IADB
  - IMAGINE
  - Integrate Health
  - LilacBuds (an Admitas Advisory Services initiative)
  - UNESCO
  - Vefor Pharma Management Ltd

- **Global Industry**
  - Agoda
  - AGT Retail Ltd
  - Air New Zealand
  - Alibaba Cloud International
  - Amazon*
  - Amazon Web Services*
  - Arctoris
  - Axiad
  - Biocon
  - Boeing
  - Bolt
  - ByteDance/ TikTok
  - Chewy
  - Clifford Chance
  - Competitive Media Technologies
  - Dataminr
  - DaVita
  - Delivery Hero
  - EZ Techspace Pvt. Ltd.
  - EnergyAustralia
  - Flixmedia
  - Ford Motor Company
  - Genesis Energy Holding
  - Genpact*
  - Google*
  - Havas UK
  - Huawei
  - Intelligent Office
  - iSize Limited
  - Johnson & Johnson*
  - Kepler
  - Kheiron Medical
  - LeanTaaS
  - L’Oréal
  - MainStreet
  - NEAPOLI
  - Neptune Energy
  - NetEase
  - Nexans
  - NR Instant Produce Public Company Limited
  - Roche
  - Sela
  - Shopee*
  - SK hynix
  - Slice
  - Sock
  - Ste Michelle Wine Estates
  - Sumup
  - SYSTEMIQ
  - Toggled
  - Trebor RX
  - Twitch
  - Ve Global
  - Vestergaard

* organisations hired two students or more

**Global Industry includes:** Consumer Packaged Goods, Energy/Utilities, Healthcare (including products & services), Hospitality, Manufacturing, Media/Entertainment, Other, Retail, Technology, Telecomms

**Impact includes:** Government, Non-profit, and Social Impact
Destinations

Cities
Graduates went on to work at organisations in 36 countries around the world including these cities:

Abuja
Amsterdam
Asunción
Auckland
Austin
Bangalore
Bangkok
Basel
Beijing
Berlin
Bogota
Cape Town
Chennai
Chicago
Denver
Dubai
Düsseldorf
Hong Kong
Islamabad
Istanbul
Jakarta
Johannesburg
Kuala Lumpur
Lausanne
London
Los Angeles
Luxembourg
Manila
Melbourne
Mexico City
Miami
Milan
Mumbai
Munich
Nairobi
New Delhi
New York
Oslo
Oxford
Paris
Philadelphia
Riyadh
Seattle
Seoul
Shanghai
Shenzhen
Singapore
Sydney
Taipei
Tallinn
Tokyo
Toronto
Vancouver
Zurich
## Salaries

<table>
<thead>
<tr>
<th>Region</th>
<th>Mean salary (£)</th>
<th>Min salary (£)</th>
<th>Max salary (£)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Africa</td>
<td>£59,293</td>
<td>£41,243</td>
<td>£95,015</td>
</tr>
<tr>
<td>Asia</td>
<td>£57,450</td>
<td>£15,163</td>
<td>£154,659</td>
</tr>
<tr>
<td>Australia and Oceania</td>
<td>£90,979</td>
<td>£55,000</td>
<td>£132,897</td>
</tr>
<tr>
<td>Central America and the Caribbean</td>
<td>I/D</td>
<td>I/D</td>
<td>I/D</td>
</tr>
<tr>
<td>UK</td>
<td>£70,409</td>
<td>£25,376</td>
<td>£125,000</td>
</tr>
<tr>
<td>Europe (excl. UK)</td>
<td>£68,536</td>
<td>£32,000</td>
<td>£114,157</td>
</tr>
<tr>
<td>Middle East &amp; North Africa</td>
<td>£75,537</td>
<td>£26,954</td>
<td>£118,070</td>
</tr>
<tr>
<td>North America</td>
<td>£91,291</td>
<td>£45,182</td>
<td>£175,000</td>
</tr>
<tr>
<td>South America</td>
<td>I/D</td>
<td>I/D</td>
<td>I/D</td>
</tr>
</tbody>
</table>

**Note:** I/D = Insufficient data points. MBA CSEA standard requires that values should not be displayed where there are less than 3 data points in a category.

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<th>Mean salary (£)</th>
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<th>Max salary (£)</th>
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<tr>
<td>Financial sector</td>
<td>£69,819</td>
<td>£25,376</td>
<td>£175,000</td>
</tr>
<tr>
<td>Consulting</td>
<td>£78,373</td>
<td>£29,091</td>
<td>£128,178</td>
</tr>
<tr>
<td>Global Industry</td>
<td>£72,531</td>
<td>£15,163</td>
<td>£154,659</td>
</tr>
<tr>
<td>- Global Industry exc. Tech</td>
<td>£67,482</td>
<td>£15,163</td>
<td>£115,219</td>
</tr>
<tr>
<td>- Global Industry - Tech</td>
<td>£74,941</td>
<td>£44,474</td>
<td>£154,659</td>
</tr>
<tr>
<td>Non-Profit Impact</td>
<td>£58,006</td>
<td>£18,729</td>
<td>£114,157</td>
</tr>
<tr>
<td>Overall mean</td>
<td>£71,940</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>