



# MBA Employment Report

MBA class of 2021/22

# Graduates show continued resilience as world emerges from pandemic disruption

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**Joy Bussell**

Director of Career  
Development Centre,  
Saïd Business School

In this post-pandemic environment, we continue to support our MBA 21-22 cohort to navigate increasingly complex career goals, including transitioning to new sectors, function and countries or all three. Two thirds of those who began a new role moved to a new geography (spanning 36 countries), 58% of those who started new jobs pivoted to a new sector, 64% switched job function and 27% transitioned in all three areas.

There has been steady growth in our students achieving consultancy roles (31.9%), of which the highest proportion achieved strategy roles and 53% pivoted from non-consulting backgrounds pre-MBA. Notably, the average salary for consulting has increased by £6,015 to £83,989, indicating continued strong demand. Movement within financial services remained resilient with over half of those students returning to new roles in finance, with similar trends in technology, while healthcare, energy and media continue to be a strong focus for students.

The long-established impact reputation at Oxford Saïd often results in more conventional routes to NGOs, non-profits, governance and social enterprise. However, this year, over half of those joining the School from impact backgrounds

have progressed to positions within mainstream sectors; in finance, technology and consulting firms. This shows the growth and integration of more impact roles within established industries.

Overall, our largest cohort (up 13% to 354) has seen a significant shift in the average salary, with a rise of 5.7% to £83,989. Regionally the Middle East (MENA) has witnessed the largest salary increase (up 26.33% to £108,883) while many graduates have remained in the UK to pursue their career ambitions. Meanwhile 8.5% of the class started their own ventures.

Through our varied programme of workshops, online resources, industry insights, personalised coaching, and employer connections, we encourage students to build their skills, networks, and confidence to help them take ownership of their careers. We warmly congratulate our newest global alumni citizens on securing a diverse range of rewarding roles and we are committed to continuing our connection with them as they embark on their individual journeys.



# MBA 21-22 Career outcomes: The metrics that matter

Celebrating the milestones of our MBA 2021-22 cohort

## MBA class of 2021/22



354

Class size



71

nationalities



94%

international  
students



44%

female participants



5 years

average work  
experience



690

Median GMAT

87%

accepted an offer within  
three months of graduation

88%

received an offer within  
three months of graduation

90%

reporting  
rate

Average  
base salary

£83,410

Number  
of countries

36

Companies that recruited  
Oxford MBAs

150+

# A Roadmap to Success

Tracking our graduates' journey from Pre-MBA to Post-MBA roles

**58%**

Switched sector

**66%**

Switched location

**64%**

Switched job function

**27%**

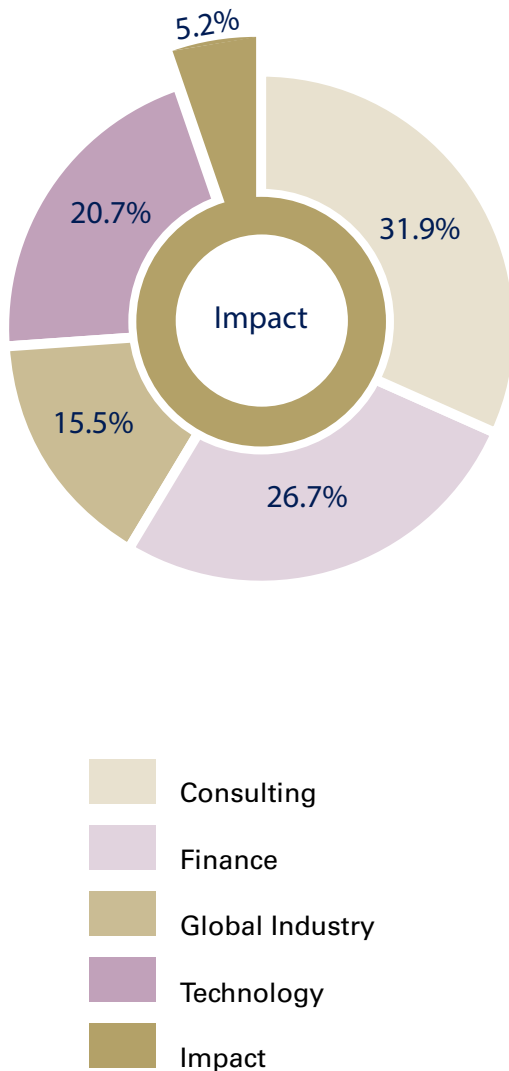
Switched sector,  
location and job  
function

Pre-MBA	Post-MBA				
	Consulting	Financial	Global Industry	Impact	Technology
Consulting	47%	16%	14%	2%	20%
Financial	22%	57%	7%	–	14%
Global Industry	35%	11%	27%	5%	22%
Impact	31%	21%	10%	24%	14%
Technology	14%	19%	19%	–	48%

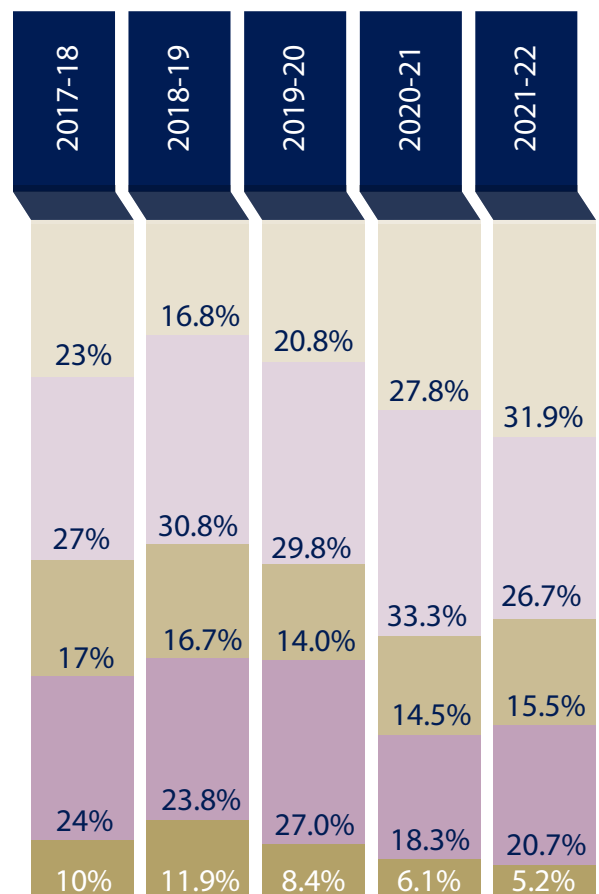
# Employers and industries

The diversity of our MBA 2021/22 destinations is outlined by the breakdown by sector, the corresponding average salary and key organisations that employ our Oxford MBAs in full-time positions.

## MBA 2021/22 Industry sectors



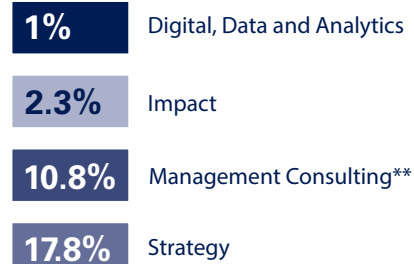
## Industry sector variation over the last five years



## Consulting:



**31.9%**  
of total jobs reported



\*\* Includes Finance, Operations,  
Performance Improvement, Healthcare

Average Salary: £83,989

A selection of Consulting organisations\* who employed our MBA 2021/22 graduates in full-time positions:

- **Alvarez and Marsal**
- **Accenture**
- **Bain**
- **BCG**
- **Dalberg**
- **EY-Parthenon**
- **Guidehouse**
- **Kearney**
- **McKinsey**
- **ZS Associates**

A selection of Finance organisations\* who employed our MBA 2021/22 graduates in full-time positions:

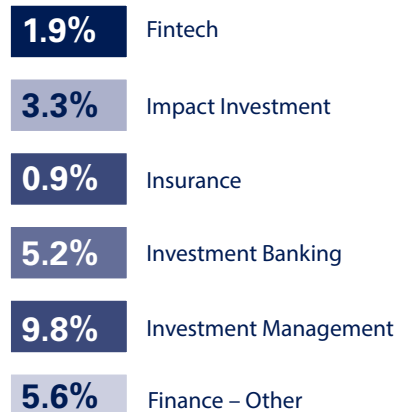
- **AMEX**
- **Bank of America**
- **CITI**
- **Goldman Sachs**
- **Hermes Gpe**
- **Inovia Capital**
- **JP Morgan**
- **Octopus Ventures**
- **Ontario Teachers Pension Fund**
- **UBS**

## Finance:



**26.7%**  
of total jobs reported

Average Salary: £86,218



\*A full list of employers can be found on page 11

A selection of Global Industry organisations\* who employed our MBA 2021/22 graduates in full-time positions:

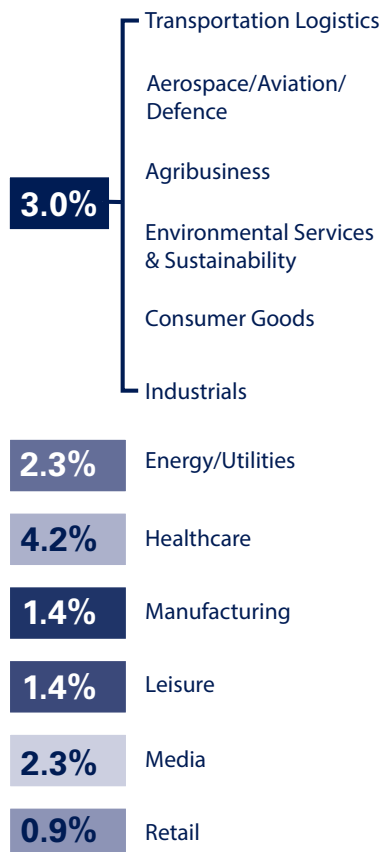
- **AstraZeneca**
- **Marriott International**
- **Novartis**
- **Oxford Space Systems**
- **Procter & Gamble**
- **Qdot Technology**
- **Samsung**
- **SMA Solar UK**
- **Statkraft**
- **The Walt Disney Company**

## Global Industry:



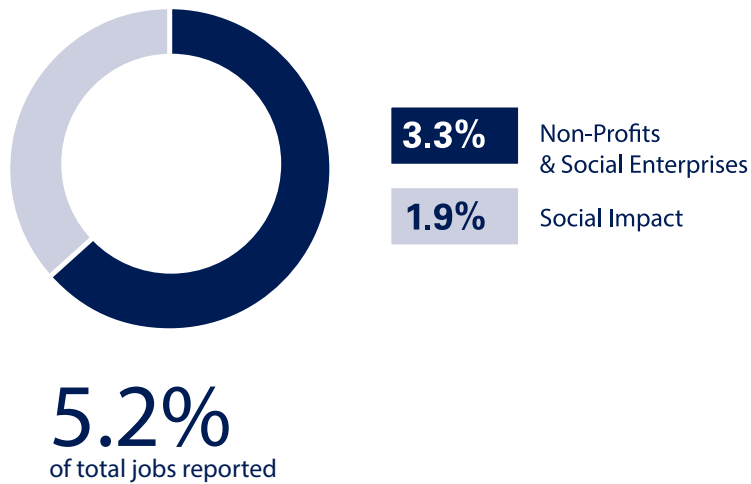
**15.5%**  
of total jobs reported

Average Salary:  
£74,702



\*A full list of employers can be found on page 11

## Impact:



A selection of Impact organisations\* who employed our MBA 2021/22 graduates in full-time positions:

- **CIMMYT**
- **Climate Collective**
- **Ocean Wise Conservation Association**
- **OECD**
- **UNDP**
- **World Food Programme/Fulbright Programme**

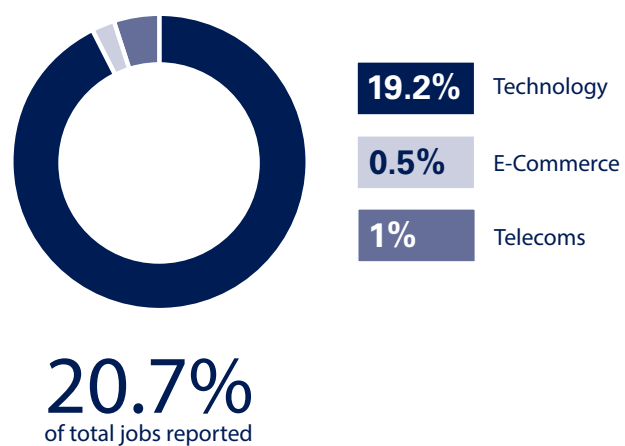
**Average Salary: £57,695**

Oxford Saïd has a strong reputation of supporting students to effectively explore social enterprise and/or impact roles. We also actively support transitions to impact roles within mainstream sectors, such as impact consulting and investing as highlighted in our consulting and finance sector breakdowns above.

## Technology:

A selection of Technology organisations\* who employed our MBA 2021/22 graduates in full-time positions:

- **Amazon**
- **Amazon Web Services (AWS)**
- **Google**
- **IBM**
- **Microsoft**
- **Palantir**
- **Paypal Inc**
- **SAP**
- **TomTom**
- **Uber Technologies**

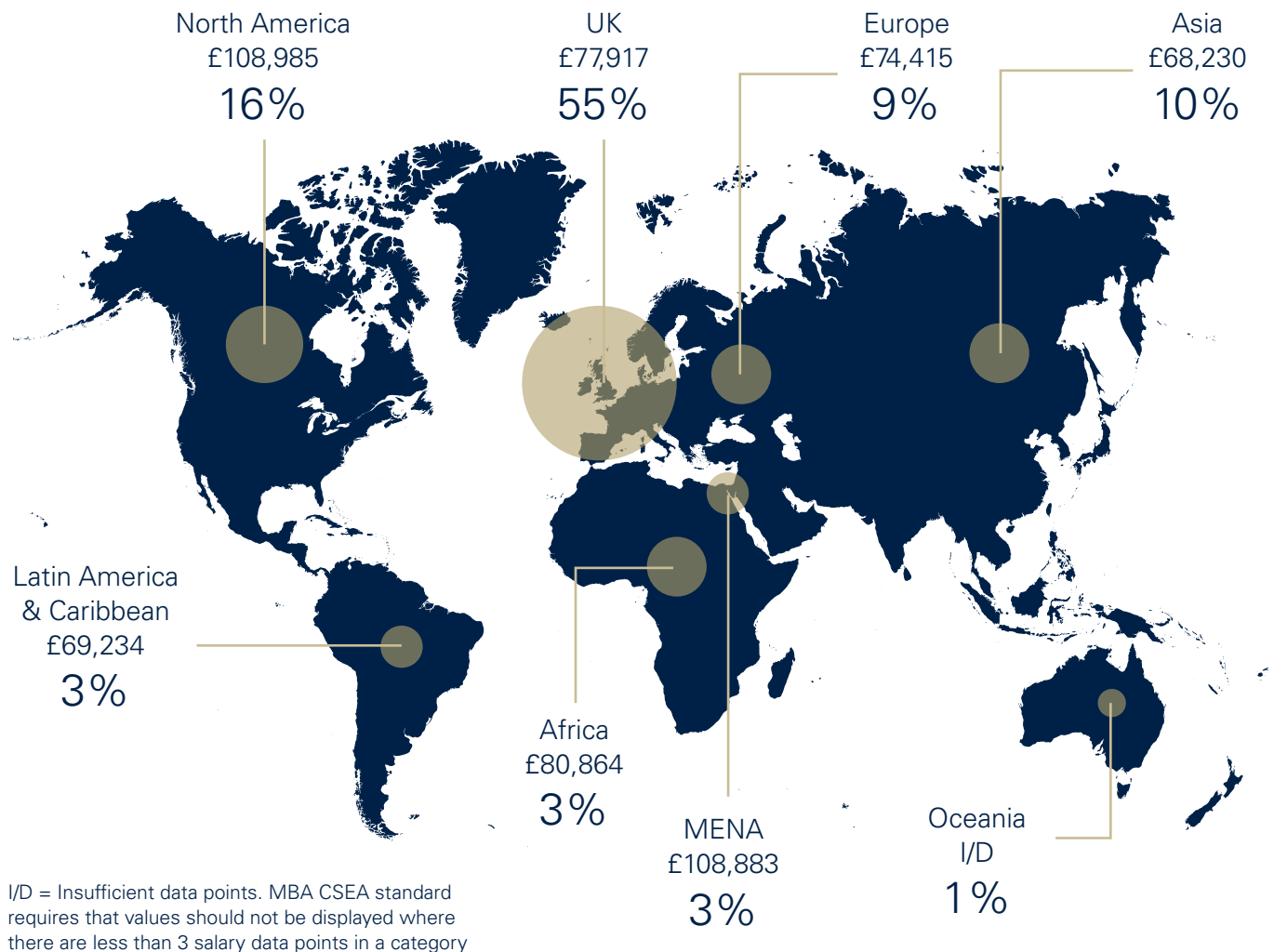


**Average Salary: £89,554**

\*A full list of employers can be found on page 11



# Job location and average salary



## Average salary by industry sector

	Mean salary (£)	Min salary (£) -Max salary (£)
Consulting	£83,989	£30,000 - £141,765
Finance	£86,218	£26,178 - £163,173
Global Industry	£74,702	£23,397 - £135,192
Impact	£57,695	£35,263 - £74,575
Technology	£89,554	£50,000 - £161,344

# Addendum

## Employment summary chart

	Number of graduates	Graduation class (354)
<b>Seeking employment</b>	<b>245</b>	<b>69.2%</b>
Accepted an offer within 3 months of graduation	<b>213</b>	<b>60.2%</b>
Did not accept an offer within 3 months of graduation	<b>32</b>	<b>9.0%</b>
<b>Not seeking Employment</b>	<b>75</b>	<b>21.2%</b>
Continuing education	<b>6</b>	<b>1.7%</b>
Sponsored	<b>27</b>	<b>7.6%</b>
Starting a new business	<b>30</b>	<b>8.5%</b>
Not seeking for other reasons	<b>12</b>	<b>3.4%</b>
<b>No recent information available</b>	<b>34</b>	<b>9.6%</b>

# Employer list

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Note: Those organisations marked in bold hired multiple students.

4impact	Genisis Capital Partners	Palantir
60 Decibels	Goldman Sachs	Paypal Inc
<b>Accenture</b>	<b>Google</b>	Pollination
Accenture Strategy	Greentech Technology Asset Management	Ponderosa Ventures
Acumen	<b>Guidehouse</b>	Procter & Gamble
Advantage Partners Inc	Guidehouse Europe Ltd	PwC
Advisory Board for the Arts	Harvard University	Qdot Technology
AFRY	Hermes GPE	RSA
Agathos Management LLP	<b>IBM</b>	RSM
<b>Alvarez and Marsal</b>	illio	Sahel Capital
<b>Amazon</b>	Infosys	Samsung (All)
<b>Amazon Web Services</b>	ING Bank London	Samsung global strategy group
American Conservatory Theater	<b>Inovia Capital</b>	SAP
American Express	Insurtech Insights	<b>SAPI</b>
Anthesis	Introsight Advisors	SCB 10X
Appian Capital Advisory LLP	ISI-Dentsu of America   ISID	Schneider-Electric
Arca Blanca	ISPD Global	Sequoia China
Aserra Capital	JP Morgan (UK)	SET ventures
AstraZeneca	Kearney	Siemens AG
Atellio	Kiatnakin Phatra Financial Group	Silicate
<b>Bain &amp; Company</b>	KPMG	SMA Solar UK
<b>Bank of America</b>	KPMG Global Strategy	Solano Partners
Barclays	<b>Liberty Global</b>	Solina Center for International Development and Research
Bark.com	Local Pensions Partnership Investments	Statkraft
<b>BCG</b>	Magnite	StoneX Group Inc
Beacon Capital Partners	Manufacture 2030	Strategy&
Black & White Zebra	<b>Marriott International</b>	Susquehanna International Group
Brass of Qazaqstan	<b>McKinsey &amp; Company</b>	SyncVR
Busuu	Mckinsey Health Institute	<b>t2.world</b>
Caelum Capital Limited	Microsoft	The Leading Hotels of the World, Ltd.
CIL Management Consultants	Monitor Deloitte	The Walt Disney Company
CIMMYT	Motive Partners	<b>TomTom</b>
Citibank	NALA	Twenty/Twenty Therapeutics
Climate Collective	Nerd United	Uber Technologies
Climate Risk Services	New Frontier Group	UBS
Conscient Strategies	Novartis	UNDP
Corporate Value Associates	Nykaa	University of Oxford
<b>Credit Suisse</b>	Ocado Solutions	Veld Capital
Crestone Venture Capital	Ocean Wise Conservation Association	Victory Hill Capital Partners LLP
CrossBoundary	Octopus Ventures	Visa USA
CW8 Communications	OECD	Visual Meaning
CytoSwim Ltd	Oliver Wyman	Walden Mutual Bank
<b>Dalberg</b>	One Enterprises	Watchfinder
Deloitte	Ontario Teachers' Pension Plan	Woodside Energy
Digital Village	Onto	World Food Programme/Fulbright Programme
Eastdil Secured LLC	Orios Venture Partners	X, the moonshot factory
Expedia	Owen Mumford	YVP GROUP
<b>EY-Parthenon</b>	Oxford Health NHS Foundation Trust	Zipline
Federated Hermes	Oxford Space Systems	ZS Associates
Forth Mobility	Paladin capital	
FT Partners		