Finance roles are prominent with gains in Global Industry and Impact

We are delighted to have supported our MBA 22-23 class into corporate roles across different organisations, sectors and countries. Our students have excelled in securing a range of positions in 51 cities worldwide, through both traditional and non-traditional career paths. They have achieved this by transitioning sectors, countries or function (88%) or by venturing into entrepreneurship.

This year, there is a 9% average salary increase, maintaining a trend of strong growth since 2020, notably in the Global Industry and Impact sectors. Reflecting Oxford Saïd’s long-term commitment to creating impact from within, we’ve witnessed more students returning or pivoting to a wide range of impact roles in foundations, government, and mainstream employers.

There is a continued growth in sponsored students (10%), and 1 in 10 students have initiated their own ventures, primarily in the Technology and Energy sectors, with locations spanning Africa, North America, and the UK. Geographic mobility continues to remain significant, with increased moves to the Middle East (up 9%) and a continued strong representation in Asia and North America. Despite the challenges of the UK market, this remains a strong area for relocation with some notable roles attained.

Finance roles are prominent, with 32% of students securing an increasing number of positions in diverse specialisms. Whilst consulting hiring patterns have shifted, strategy consulting remains a key focus area among a wider diversity of firms. Despite market conditions and the expected universal drop in technology hires, our employment rate stands at 80%, emphasising our commitment to supporting students through their early alumni years, a crucial phase of career development.

Congratulations to our newest global alumni on their diverse and rewarding roles. We remain dedicated to staying connected and supporting them as they embark on their individual journeys.

MBA class of 2022/23

<table>
<thead>
<tr>
<th>Graduating class size</th>
<th>Female participants</th>
<th>International students</th>
</tr>
</thead>
<tbody>
<tr>
<td>311</td>
<td>48%</td>
<td>93%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Nationalities</th>
<th>GMAT Median score</th>
<th>Average work experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>64</td>
<td>690</td>
<td>5 years</td>
</tr>
</tbody>
</table>

Joy Bussell
Director of Career Development Centre, Saïd Business School
MBA 22-23 career outcomes: the metrics that matter

82% received an offer within three months of graduation
80% accepted an offer within three months of graduation
127 companies recruited Oxford MBAs
93% students reported

£91,198 average salary
88% switched sector, country or function
51 number of cities

A Roadmap to Success: Tracking our graduates’ journey from Pre-MBA to Post-MBA roles

<table>
<thead>
<tr>
<th>Industry sector</th>
<th>Consulting</th>
<th>Financial Services</th>
<th>Global Industries</th>
<th>Impact</th>
<th>Technology</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre MBA Consulting</td>
<td>42%</td>
<td>22%</td>
<td>14%</td>
<td>8%</td>
<td>14%</td>
</tr>
<tr>
<td>Financial Services</td>
<td>20%</td>
<td>64%</td>
<td>9%</td>
<td></td>
<td>7%</td>
</tr>
<tr>
<td>Global Industries</td>
<td>28%</td>
<td>21%</td>
<td>38%</td>
<td>3%</td>
<td>1%</td>
</tr>
<tr>
<td>Impact</td>
<td>25%</td>
<td>13%</td>
<td>8%</td>
<td>54%</td>
<td></td>
</tr>
<tr>
<td>Technology</td>
<td>13%</td>
<td>27%</td>
<td>20%</td>
<td>7%</td>
<td>33%</td>
</tr>
</tbody>
</table>
Sectors and salaries

The diversity of our MBA 22-23 class destination is shown by the breakdown by sector, the corresponding average salary and key organisations that employ our Oxford MBAs in fulltime positions.

MBA 2022-23 Industry sectors

Post MBA Industry Sector destination over the last four years

Average base salary for graduates in a new post-MBA role
Consulting

‘Prior to my MBA, I worked in the not-for-profit sector in the UK, most recently leading a team of account managers in the corporate partnerships team of an international NGO. When I started my MBA, I was still exploring different career paths and learning more about the range of options available.

Being able to have a tangible impact through my career was an important factor for me, so I prioritised firms whose values aligned with mine. The Career Development Centre supported me every step of the way in my journey through resources, advice and knowledge sharing. Working closely with them, I was able to navigate the application process – their help with mock interviews, CV reviews and case preparation was invaluable.’

Celeste Mottahedin-Fardo
Consultant, BCG, Dubai

Employment outcomes

27.2% of total jobs reported
£94,520 average salary

A selection of Consulting organisations* who employed our MBA 22-23 graduates in full-time positions

AlixPartners
Bain & Company
BCG
Dalberg
Efficio
EY-Parthenon
Kearney
McKinsey & Company
Roland Berger
ZS Associates

* A full list of employers can be found on page 15
Sector insights
from the Oxford Said Consulting Careers team

We are delighted that 55% of our consulting roles were successfully secured in leading strategy firms. A greater number of consulting firms are hiring our students, up 12%, driven by more students achieving roles in the Middle East and also securing more roles aligned to sustainability and impact. In common with other sectors, there has also been a significant rise in the average salary for those entering the consulting field.

‘I have worked with over 100 impact-focused businesses across diverse sectors throughout my decade-long career. I chose the Oxford MBA to equip me to navigate the evolving global marketplace confidently and competently. The resources and opportunities provided by Oxford Said’s education and career development played a pivotal role in guiding my career transition and fostering personal growth. It has given me the holistic understanding and practical skills necessary to drive worldwide, impactful change’

Annatu Neina Abdulai
Program Manager, Dalberg
Financial Services

‘With a background as a software developer in the financial services sector, my participation in the co-curricular Finance Lab, Asset Management Masterclass, and Hedge Funds programme, reignited my passion for investment banking.

I had dropped ideas of investment banking (IB), thinking I lacked the skills required for it despite having cleared CFA Level II. Finance Lab helped me build on my skills via live cases and modelling exercises. With encouragement from my classmates and the careers team, I applied for IB roles and was successful with Bank of America!’

Prafull Gupta
Investment Banking Associate, Bank of America

Employment outcomes

32.3% of total jobs reported
£88,749 average salary

A selection of Finance organisations*
who employed our MBA 22-23 graduates in full-time positions

Bank of America
Barclays
British International Investment
Goldman Sachs
International Finance Corporation (IFC)
JP Morgan
Morgan Stanley
PATRIZIA
Revolut
The World Bank Group

*A full list of employers can be found on page 15
Sector insights
from the Oxford Said Finance Careers team

The financial services employment backdrop for our MBA 2022-2023 class was tough. With US interest rates continuing to rise to combat inflation, (the US Fed Funds Rate rose well over 2% during the period), there was more bank firing than hiring. Higher interest rates effectively halted much Private Equity and Venture Capital activity, and thus job opportunities for our students were harder to come by. Given that backdrop, we are delighted that over 32% of the class still found jobs in Financial Services with buy-side jobs leading the way, and fintech and investment banking not that far behind.

'Before Oxford, I worked as an investor focusing on the infrastructure sector for the IFC in the South Asia region. Attracted to the impact focus of Oxford Said, I wanted to change my geography and pursue a one-year MBA. I aspired to continue working at the intersection of finance and impact. My belief was further strengthened after coming to Oxford and interacting with my colleagues and career coaches. Co-curricular activities and career support helped me a lot in securing an internship which has now converted to a full time role.'

Preeti Mohan
Investment Executive, British International Investment, London
Global Industry and Impact

‘My background is in strategy consulting, working for Deloitte, Mexico for four years. The Career Development Centre helped me uncover my career vision and develop a long-term career aspiration alongside providing a structured approach on how to apply for a job. As the programme progressed and I started applying to several positions, I realised companies need specialists to fill post-MBA roles. Therefore, I decided to stay in the same function: Strategy, what I was already good at, but change to a different industry, ultimately landing a role in the sports industry.’

Andrés Lara Oriani
Senior Strategy Manager at Formula E, London

Employment outcomes – Global Industry

17.7% of total jobs reported
£90,709 average salary

A selection of Global Industry organisations* who employed our MBA 22-23 graduates in full-time positions

BHP
ByteDance/TikTok
ExxonMobil
Formula E
Hilton Worldwide
Iove, Bonito
NBC Universal
Nissan Motor Corporation
Siemens Gamesa
Steinway and Sons

*A full list of employers can be found on page 15
Sector insights
from the Oxford Said Global Industry and Impact team

Energy, Manufacturing and Retail are all sectors that have held up well, although we have seen a dip in Healthcare as they reduce their Leadership Development Programmes. We see consistent hiring across familiar household names and multinationals, and in less well known but exciting startups and scale-ups. Roles are varied though strategy, finance and product functions remain popular choices. There has been an increase in MBAs finding jobs in North America and fewer in the UK, perhaps reflecting the relative strength of the two economies.

It is good to see growth in impact outcomes, across a range of non-profit, social enterprise and public sector organisations. It’s also worth noting the range of roles in the sector, which includes data science and product management as well as more traditional fundraising and programme management functions.

Employment outcomes – Impact

Oxford has a strong reputation of supporting students building careers with a positive social or environmental impact. Some of these students find employment in NGOs, non-profits, social enterprises, and the public sector, as this chart shows. We also see students find roles in impact investment and impact consulting, as highlighted elsewhere in the report, and in ESG, DEI and Sustainability functions in industry.

A selection of Impact organisations*
who employed our MBA 22-23 graduates in full-time positions

- Accountant-General’s Department, Government of Singapore
- Bill and Melinda Gates Foundation
- Clinton Health Access Initiative
- Human Rights Watch
- Ministry of Investment of Saudi Arabia
- Nesta
- Tony Blair Institute for Global Change
- USAID
- World Relief

*A full list of employers can be found on page 15
Technology and Entrepreneurship

‘I was certain about my desire to shift industries, leveraging the skills I had cultivated in banking in Canada. I dedicated time to expanding my technical skill set and familiarising myself with new industries, laying the groundwork for a successful career transition. The Career Development Centre proved invaluable in addressing challenges I encountered along the way, offering personalised assistance and resources. Moreover, their support was instrumental during negotiations for job offers, ensuring favourable outcomes and opportunities for advancement.’

Juliet Zhu
Manager, EMEIA Credit, Apple, London

Employment outcomes – Technology

11.4% of total jobs reported
£89,973 average salary

A selection of Technology organisations* who employed our MBA 22-23 graduates in full-time positions

Amazon
Apple
Canonical
Experian
Google
Liberty Global
Shein
Thread
Uber Technologies
Virgin Media

*A full list of employers can be found on page 15
Sector insights from the Oxford Said Technology team

The widespread layoffs and hiring freezes in the Tech sector were headline news in 2022/23, when the tech giants re-evaluated their workforce needs, which translated into a notable downturn in MBA hiring. Most impact was felt with firms like Amazon, where large numbers of MBAs are traditionally hired. Despite the turmoil, we were delighted to see an increase in roles at Liberty Global and Apple, as well as more roles in emerging tech companies and startups, where the strategic and analytical skills of our MBA graduates remained in high demand. It was also encouraging to see a continuing rise in salaries in this sector.

‘Embarking on an MBA programme, especially one as intensive as a one-year course, demands strategic focus due to the necessity of making hard choices. The Career Development Centre helped me do the groundwork which allowed me to strategically enhance my narrative through targeted networking and school introductions to Oxford alumni at Google. A comprehensive approach that included personal initiative with institutional support, was key in shaping and advancing my career trajectory.’

Tanvi Nautiyal
Strategy and Operations Lead, Google, Stockholm

Employment outcomes – Entrepreneurship

10% of the total class recorded that they started their own venture. The start-up industry focus was on energy and technology, and among the recorded locations, Africa, North America and the UK were most popular.

The countries* recorded by students who started their own venture.

Australia
Bolivia
Canada
France
Germany
Ghana
India
Kenya
Nigeria
Tanzania
United Kingdom
USA

*Please note that seven start-up locations were not recorded
# Destinations

## MBA Job location and salary*

<table>
<thead>
<tr>
<th>Region</th>
<th>Average Salary</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>North America</td>
<td>£95,869</td>
<td>17%</td>
</tr>
<tr>
<td>UK</td>
<td>£86,417</td>
<td>45%</td>
</tr>
<tr>
<td>Europe</td>
<td>£103,882</td>
<td>6%</td>
</tr>
<tr>
<td>MENA</td>
<td>£117,782</td>
<td>12%</td>
</tr>
<tr>
<td>Asia</td>
<td>£71,819</td>
<td>11%</td>
</tr>
<tr>
<td>Latin America/Caribbean</td>
<td>I/D**</td>
<td>1%</td>
</tr>
<tr>
<td>Africa</td>
<td>£76,385</td>
<td>4%</td>
</tr>
<tr>
<td>Oceania</td>
<td>£92,280</td>
<td>2%</td>
</tr>
</tbody>
</table>

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

*1% location not reported
Salaries and Employment Summary

<table>
<thead>
<tr>
<th>Region</th>
<th>Average salary (£)</th>
<th>Min salary (£)</th>
<th>Max salary (£)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Africa – sub Saharan</td>
<td>£76,385</td>
<td>£46,960</td>
<td>£111,339</td>
</tr>
<tr>
<td>Asia</td>
<td>£71,819</td>
<td>£30,000</td>
<td>£129,950</td>
</tr>
<tr>
<td>Australia and Oceania</td>
<td>£92,280</td>
<td>£86,051</td>
<td>£96,186</td>
</tr>
<tr>
<td>Europe (excl. UK)</td>
<td>£103,882</td>
<td>£51,000</td>
<td>£250,000</td>
</tr>
<tr>
<td>Latin America and the Caribbean</td>
<td>I/D*</td>
<td>I/D*</td>
<td>I/D*</td>
</tr>
<tr>
<td>Middle East and North Africa (MENA)</td>
<td>£117,782</td>
<td>£76,000</td>
<td>£256,737</td>
</tr>
<tr>
<td>North America</td>
<td>£95,869</td>
<td>£34,407</td>
<td>£205,920</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>£86,417</td>
<td>£38,000</td>
<td>£151,000</td>
</tr>
</tbody>
</table>

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

Employment summary – Graduating students: 311

- **Seeking employment**
  - Accepted an offer within three months of graduation: 64%
  - Did not accept an offer within three months of graduation: 36%

- **Not seeking employment**
  - Continuing education: 1%
  - Sponsored: 10%
  - Postponing job search: 2%
  - Starting a new business: 10%
  - Not seeking for other reasons: 7%

- No recent information available: 7%
Employers

Consulting

Acumant
AFRY
Afton Bloom
AlixPartners
Bain & Company
BCG
CRU Consulting
Curzon Consulting
Dalberg
Dalberg Advisors
Efficio
EY-Parthenon
Gartner
Gobeyond Partners
Kearney
McKinsey & Company
Oliver Wyman
Rebel Group
Roland Berger
Thinking Spree
Wood Mackenzie
ZS Associates

Financial Services

American Express
Attento Capital
Backbase Ltd
Badwa Capital
Bank of America
Barclays
Barka Capital
British International Investment
Chapel Hill Denham
Checkout.com
Citi UK
Credit Saison Mexico S.A.
DE C.V., SOFOM E.N.R
Development Innovation Ventures
First Abu Dhabi Bank
Global Brain Corporation
Goldman Sachs
HSBC Innovation Banking
HSBC UK
Hudson River Trading
International Finance Corporation (IFC)
JP Morgan
Metier Capital
Moonah Technologies Inc.
Morgan Stanley
MUFG Securities
Northleaf Capital
Ozone API
Paddle

Note: Those organisations marked in bold hired multiple students

Palladium Impact Capital
Patrimium
PATRIZIA
Pepper Money UK
Plenary
Prath Ventures
Revolut Limited
R-evolution / Hexagon
S&P Global
Sarona Asset Management
The Global Fund
The World Bank Group
TLG Capital
US International Development Finance Corporation
VenCap International plc
Volpi Capital LLP
Wise Ltd
Global Industries

- Arena labs
- BHP
- Burnco
- ByteDance/ TikTok
- Caely Renewables
- Dialogue Health Technologies, Inc.
- Dollarama
- EQTEC
- ExxonMobil
- Flexsea
- Formula E
- Getir
- Gren
- Helm Club
- Hilton Worldwide
- Jardine Cycle & Carriage
- Life Fitness
- love, Bonito
- Mach Industries
- Medtronic
- Minimax Holdings Ltd
- NBCUniversal
- Nissan Motor Corporation
- Roketsan
- Siemens Gamesa
- Steinway & Sons
- TES
- Winsome Business Solutions
- Woodside Energy

Impact

- 100x Impact Accelerator
- Accountant-General's Department, Government of Singapore
- Allia Ltd
- Bill & Melinda Gates Foundation
- Children’s Investment Fund Foundation
- Clinton Health Access Initiative
- Human Rights Watch
- LEVRA
- Midwest Trust Company
- Ministry of Investment of Saudi Arabia
- Ministry of Tourism of Saudi Arabia
- Nesta
- Teaching Lab

Tony Blair Institute for Global Change

USAID

World Relief

Technology

- Amazon
- Apple
- Canonical
- Experian
- Gigamon
- Google
- Liberty Global
- Lightbricks
- Odicci
- SHEIN
- Thread
- Uber Technologies
- Virgin Media
- Zerobroker