



Employment Report

MBA class of 2019/20

Resilience in the face of disruption



Joy Bussell

Director of Career Development
Saïd Business School
University of Oxford

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 Saïd 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.

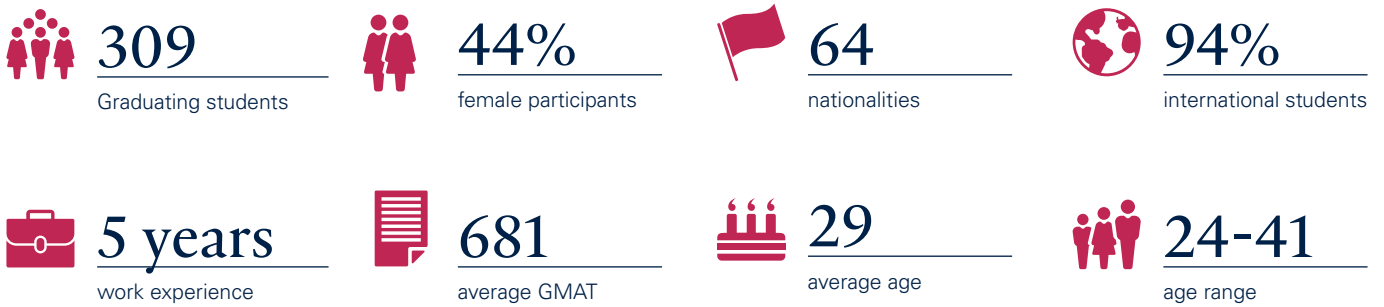
The average salary this year is £71,940 (compared to £73,433 last year) during a period of, arguably, less robust negotiating. The drop in average salaries was reflected across all the employment sectors, with the notable exception of Technology roles, averaging £74,941 (against £70,970 last year), reflecting 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 Saïd, 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

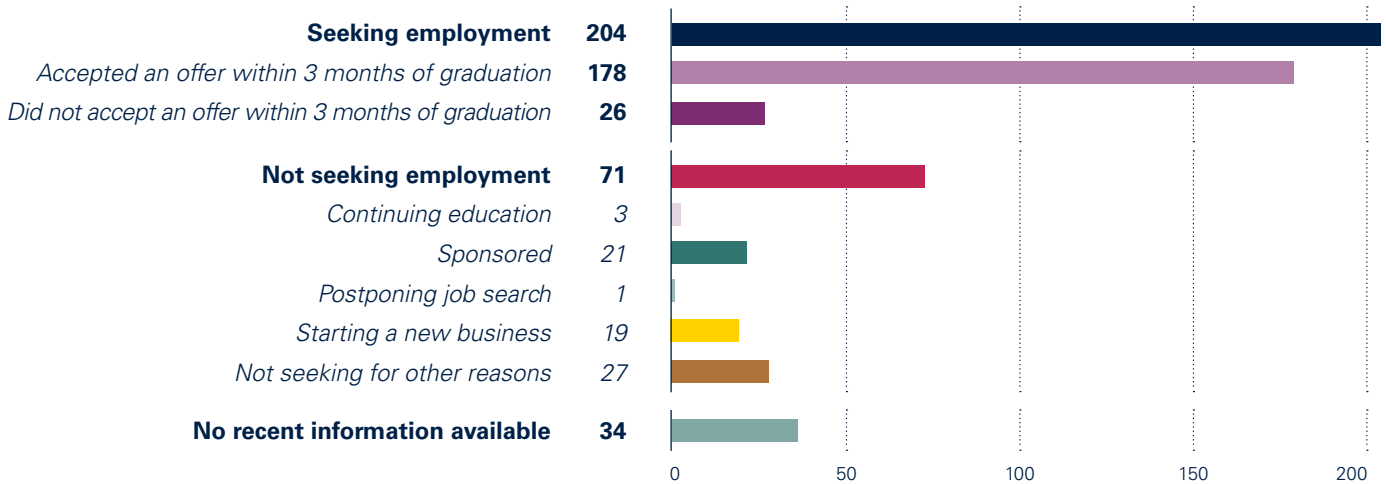


MBA class of 2019/20



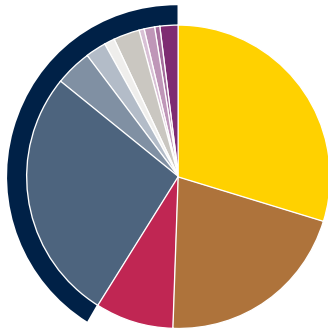
Employment summary - Graduating students: 309

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	29.8%	● Other	2.2%
● Consulting	20.8%	● Retail	1.1%
● Impact	8.4%	● Energy / Utilities	2.8%
● Global Industry, of which:	41%	● Manufacturing	0.6%
● Technology	27%	● Consumer Packaged Goods	1.1%
● Healthcare	3.9%	● Media/Entertainment	0.6%
(including products and services)		● Transport	1.7%

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
- Discovery Limited
- ELMA philanthropic services
- 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
- Agnus Consulting
- AlixPartners
- **Bain & Company***
- **Boston Consulting Group***
- Business Sweden
- **Deloitte***
- EY
- FTI Consulting
- Longevity Partners
- **McKinsey & Company***
- Metyis
- 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

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
- E2 Techspace Pvt. Ltd.
- EnergyAustralia
- Flixxmedia
- Ford Motor Company
- Genesis Energy Holding
- **Genpact***
- **Google***
- Havas UK
- Huawei
- Intelligent Office
- iSize Limited
- **Johnson & Johnson***
- Kepler
- Kheiron Medical
- LeanTaaS
- L'Oreal
- MainStreet
- NEAPOLI
- Neptune Energy

- NetEase
- Nexans
- NR Instant Produce Public Company Limited
- Roche
- Sela
- **Shopee***
- SK hynix
- Slice
- Sook
- Ste Michelle Wine Estates
- Sumup
- SYSTEMIQ
- Toggled
- Trebor RX
- Twitch
- Ve Global
- Vifor Pharma Management Ltd

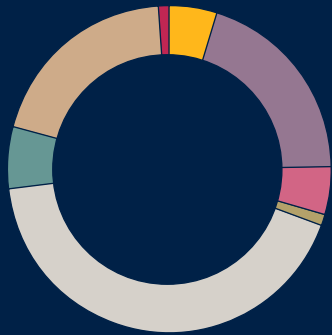
Impact

- 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
- Verdance Group Pty Ltd
- Vestergaard

Red 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



● Africa	5%	● Europe	43%
● Asia	20%	● Middle East and North Africa	6%
● Australia and Oceania	5%	● North America	20%
● Central America and the Caribbean	1%	● South America	1%

Cities

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

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



Salaries

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

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

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