



INSEAD



# A World of Talent

Employment Statistics 2018  
MBA Programme

The Business School  
for the World®



# CONTENTS

Introduction	02
A World of Talent	03
Profile of 2018 INSEAD MBA Graduates	06
Full-time Jobs and Compensation Trends	07
• Job Locations	10
• Career Changes	11
• Compensation Trends by Region and Country	13
• Management Consulting	15
• Financial Services	18
• Technology, Media & Telecommunications (TMT)	21
• Corporate Sectors (excluding TMT)	25
• Entrepreneurship	30
Summer Internships/Projects and Compensation Trends	31
• Monthly Base Salaries	32
Employers of 2018 INSEAD MBA Graduates	34
• Top Employers	34
Working with the Career Development Centre	35
List of Recruiting Companies	37



# FROM THE DIRECTOR



**INSEAD saw a record 91% of our MBA students (December 2017 and July 2018 graduates) receiving an offer three months post-graduation as compared to 90% in 2017, and 89% in 2016.**

The median annual base salary and median sign-on bonus also saw increases from the previous year at US\$ 109,800 and US\$ 27,000 respectively. INSEAD, as the business school for the world, maintained its diverse and global footprint; our graduates accepted offers in 65 countries.

Consulting firms remain very attractive with 36% of students deciding to join this sector (36% new hires and 16% remaining in the industry, making it 52% in total). This is a result of growing offering of tech and business transformation-related projects, as well as new opportunities in APAC and Southern and Eastern Europe. We observed an increasing interest from scale-ups to engage with our talent, given the complementary skill set our students bring to fuel their expansion plans. The Financial Services sector saw an increase of 2%: 2018 students benefited from a comprehensive preparation process for Investment Banking, as well as from access to lateral roles through the excellent INSEAD network. Within the Corporate Sectors and Technology, Media and Telecommunications sector, more companies were offering leadership development programmes in 2018, and we noticed new roles emerging such as Chief of Staff; International Growth Manager/ Consultant; Lead, Project & Change Management.

In 2018, INSEAD inaugurated the Hoffmann Global Institute for Business and Society to shape new theories, business models and responsible leaders that address global challenges.

The Career Development Centre supports students' many initiatives to learn and gain exposure to our alumni and recruiting partners who see "business as a force for good". A group of students from the 18D class went on the Summer Start-up Tour to visit tech-for-good businesses from various sectors including education, energy, fintech, food and healthcare.

With the changing job market, the Career Development Centre team remains very focused on the transformative partnership we offer to students to best prepare for lifelong career management: from reflecting, communicating and proving value, to building relationships and finding the right fit. We engage with almost 1200 recruiting partners, with experts of the Future of Work and with our alumni, to empower and prepare students for this change. We are proud to work with students who are committed to having an impact on the business world, and we thank our recruiters for acknowledging their value propositions.

A handwritten signature in black ink that reads "Agnès Cosnier-Loigerot".

**Agnès Cosnier-Loigerot**

Global Director,  
Career Development Centre  
INSEAD

# A WORLD OF TALENT

Leadership positions in major international rankings.

## Bloomberg Businessweek

**#1** International MBA, 2017

## Poets&Quants

**#1** International MBA ranking, 2018

## Financial Times

**#2** Global MBA Programme ranking, 2018

## Financial Times 500 CEOs

**#2** in total number of Fortune 500 CEOs who are INSEAD Alumni

## Forbes

**#2** Highest Return on Investment of any MBA Programme in the world, 2017

Our campuses in Europe, Asia and Middle East provide graduates with a global perspective.



**70%**

of participants transfer between campuses during the year.



**96**

Total number of nationalities



**65**

Students went to work in

countries



**709**

Average GMAT Score (2018)

# SUCCESSFUL SOCIAL VENTURE FOUNDED BY INSEAD GRADUATE

PeoplePods is a corporate solution to provide dignified co-living communities for migrant workers in Southeast Asia. It was co-founded by an INSEAD student who won the 1st Place Thomas C. Barry Prize and the Coromandel Social Impact Prize at the 35th INSEAD Venture Competition in December 2017. The initial feasibility study was made possible by the INSEAD Social Stipend. The concept also won the 2017 Kellogg Real Estate Venture Competition, and was awarded the Nudge Global Impact Award 2018 at the International Court of Justice, The Hague for focusing on the UN Sustainable Development Goals.



PeoplePods founders (Anacelle Bautista and Daniel Layug, MBA'17D) hold the IVC prize cheque that partly funded the development of the building in the background

## Social Impact

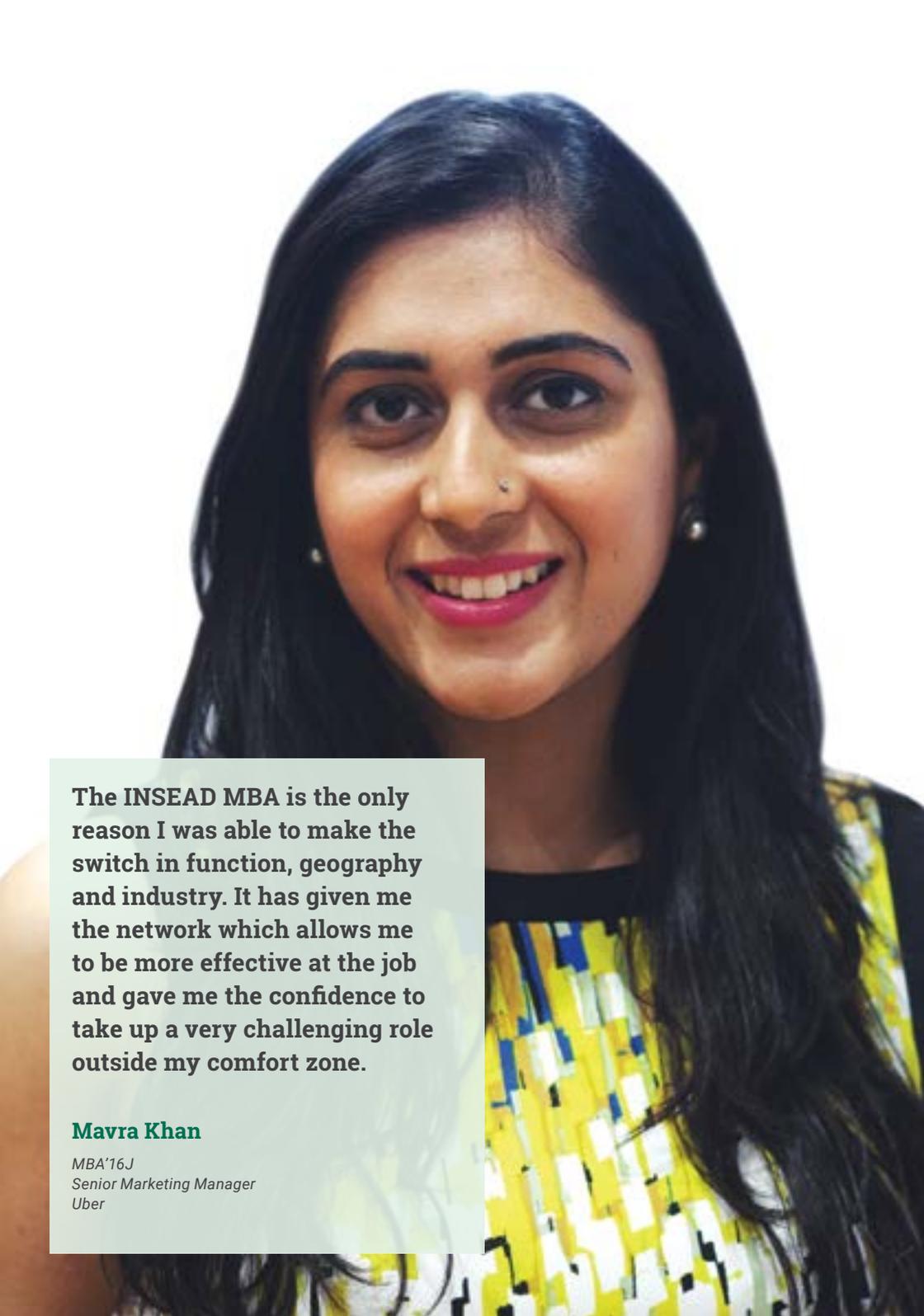
50+

students pursued summer internships and full-time roles in the Social Impact field across all sectors (Management Consulting, Financial Services, Corporate Sectors and TMT\*)

### Note:

MBA students can benefit from the INSEAD Social Impact Award (for internships) and Loan Assistance Award (for Full-Time jobs) if they accept employment with an organisation registered as a not-for-profit organisation, NGO, public sector organisation, for-profit social venture, or social investment firm.

\* Technology, Media & Telecommunications.

A portrait of Mavra Khan, a woman with long dark hair, smiling. She is wearing a black top with a yellow and blue patterned scarf. The background is plain white.

**The INSEAD MBA is the only reason I was able to make the switch in function, geography and industry. It has given me the network which allows me to be more effective at the job and gave me the confidence to take up a very challenging role outside my comfort zone.**

**Mavra Khan**

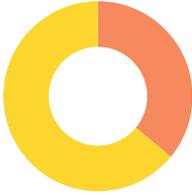
*MBA'16J  
Senior Marketing Manager  
Uber*

# PROFILE OF 2018 INSEAD MBA Graduates

Total MBA Graduates **1020**

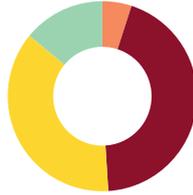
Average Age **29** Years

Average Work Experience **6** Years



## Gender

Female	36%
Male	64%



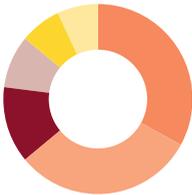
## Age

< 26 years	5%
26 – 28 years	44%
29 – 31 years	37%
> 31 years	14%



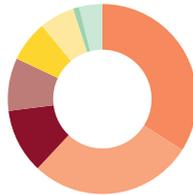
## Work Experience

1 – 2 years	6%
3 – 5 years	34%
6 – 7 years	36%
> 7 years	24%



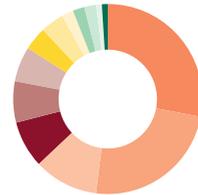
## Nationality

Asia Pacific	33%
Northern, Southern and Western Europe	31%
North America	13%
Africa / Middle East	9%
Latin America	7%
Central / Eastern Europe	7%



## Education

Business / Administration	34%
Engineering	28%
Economics	11%
Sciences	9%
Law / Political Sciences	7%
Humanities & Arts	6%
Media & Communication	1%
Other	4%



## Pre-MBA Sector

Management Consulting	28%
Financial Services	24%
TMT*	11%
Energy	8%
Retail, Consumer and Luxury Goods	7%
Manufacturing / Conglomerates / Construction	6%
Healthcare	4%
Public Sector / Social Impact	4%
Corporate Services	2%
Primary Industries	2%
Transportation	2%
Education	1%
Travel / Leisure Services	1%

\* TMT includes: E-Commerce / Internet / Media / Entertainment & Advertising, Information Technology / Telecommunication.

# FULL-TIME JOBS

## and Compensation Trends

1020



participants in the two classes completed the INSEAD MBA programme in December 2017 and July 2018

97%



responded to the Employment Statistics survey

985



participated in formal recruitment activities

91%



reported having received at least one job offer 3 months after their graduation date

85%



gave us details of their career decision

79%

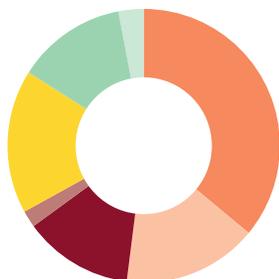


reported full salary information

### How did they find their job?

	#	%
Career Development Centre & Alumni Network	460	55%
Returns and / or Sponsored Students	175	21%
Own contacts	94	11%
Summer Internship*	76	9%
Creating own company	29	4%
<b>Total</b>	<b>834</b>	<b>100%</b>

\* Summer Internship is only open to the December class (2 months, July-August). Considering December class only, 18% found their job via summer internship.



### Career decisions by sector group

	New Hires	Returns*
Management Consulting	36%	16%
Financial Services	13%	2%
Technology, Media & Telecommunications	17%	
Corporate Sectors	13%	3%

\* Returns are former employees returning to the organisation after graduation.

## Leadership Development Programme

10% of graduates joined a Leadership Development Programme.



# IW50 SUMMIT

Bringing greater attention to gender imbalance while recognising 50 years of women at INSEAD.

– 29 June 2018



# JOB LOCATIONS

## 65 countries of employment post-graduation



No single country accounted for more than 17% of jobs accepted

# CAREER CHANGES

## An Appetite for Change



**78%**

changed sector or country or function



**26%**

changed all 3 dimensions



**51%**

changed country



**49%**

changed sector



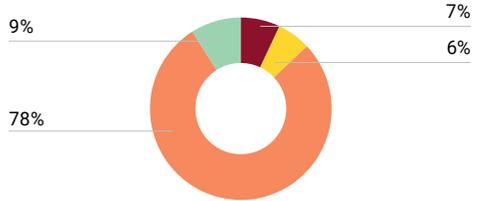
**59%**

changed function

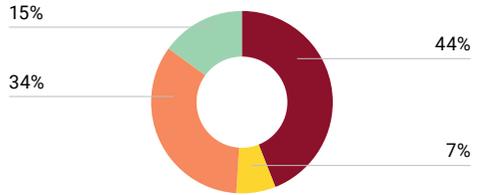
## Changes of Business Sector

Before INSEAD

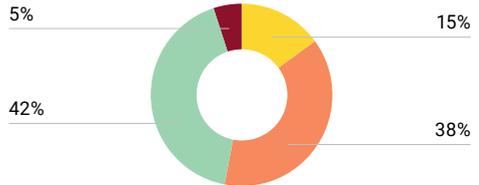
Former Consultants



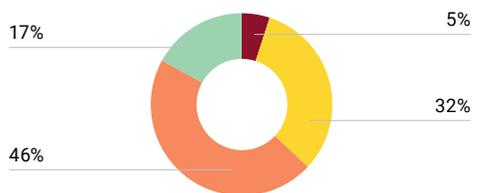
Former Financial Services Professionals



Former TMT\* Professionals



Former Corporate Sectors Professionals



After INSEAD

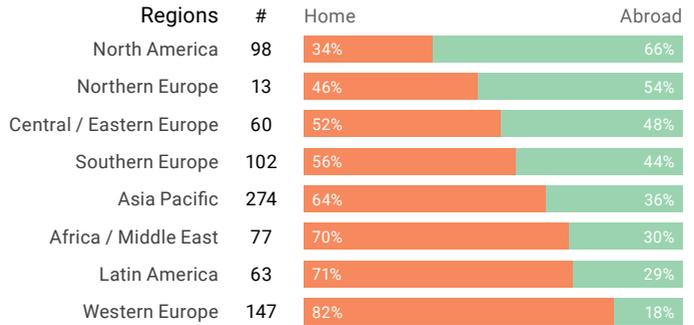


\* TMT stands for Technology, Media & Telecommunications.

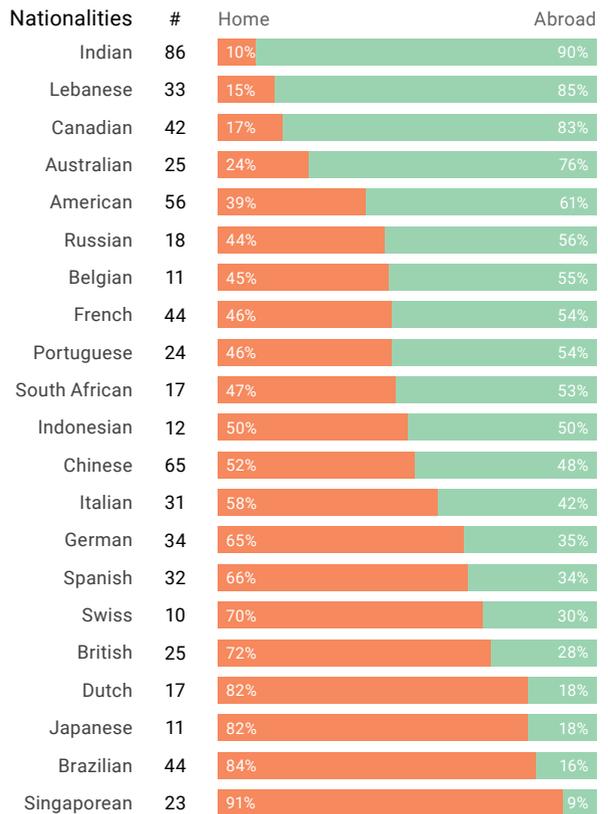
Region or country changes

Nationalities: who stays home and who goes abroad\*

Total: 834



Within selected nationalities\*



\* Includes nationalities with more than 10 participants

# COMPENSATION TRENDS BY COUNTRY

Overall Annual Mean Salary	Overall Annual Median Salary	Overall Median Sign-on Bonus*	Overall Median Performance Bonus*
<b>US\$ 110,400</b>	<b>US\$ 109,800</b>	<b>US\$ 27,000</b>	<b>US\$ 23,900</b>

\* 66% of salaries overall reported with sign-on bonus and 76% with performance bonus

By country in local currency*	#	Range	Mean	Median	Median Sign-on Bonus*	Median Performance Bonus*
Australia (A\$)	17	118,000 - 250,000	155,100	150,000	40,000	30,000
Belgium (€)	7	70,000 - 108,500	90,800	95,000	-	-
Brazil (Real)	40	200,000 - 665,000	339,800	322,700	129,000	106,900
Canada (C\$)	8	90,000 - 190,000	135,900	135,050	30,000	40,000
China (RMB)	38	300,000 - 1,113,000	700,300	750,000	150,000	190,000
Czech Republic (Koruna)	5	1,875,000 - 2,815,500	2,192,300	2,111,600	-	-
France (€)	34	65,000 - 160,000	89,200	85,000	24,000	15,000
Germany (€)	42	65,000 - 175,000	98,900	100,000	20,000	20,000
Hong Kong (HK\$)	12	674,100 - 1,200,000	921,000	948,500	193,000	295,650
India (Rupee)	8	2,200,000 - 6,000,000	4,105,000	3,770,000	-	900,000
Indonesia (Rupiah)	9	650,000,000 - 1,720,000,000	1,249,555,600	1,230,000,000	214,000,000	400,000,000
Italy (€)	18	60,000 - 100,000	76,200	75,000	20,000	15,000
Japan (¥)	13	4,650,000 - 20,000,000	11,168,100	11,000,000	3,000,000	2,400,000
Korea (Won)	6	72,400,000 - 119,956,400	112,030,300	119,956,400	45,665,200	23,991,300
Lebanon (LBP)	5	63,732,900 - 197,268,600	156,904,400	197,268,600	-	-
Malaysia (Ringgit)	6	216,000 - 400,000	333,300	377,900	-	75,000
Netherlands (€)	25	51,000 - 155,000	90,700	89,000	6,000	15,000
Norway (NOK)	5	585,000 - 1,300,000	960,300	1,000,000	-	-
Poland (PLN)	5	300,000 - 360,900	332,500	339,700	-	-
Portugal (€)	11	65,000 - 84,000	68,200	65,000	17,100	15,000
Russia (Ruble)	9	3,600,000 - 7,284,400	6,162,200	6,847,300	-	2,447,600
Singapore (S\$)	73	72,000 - 320,000	145,900	145,000	20,000	35,000
South Africa (Rand)	8	700,000 - 1,380,000	1,098,900	1,091,000	-	500,000
Spain (€)	30	48,000 - 102,000	76,900	78,000	20,000	20,000
Switzerland (CHF)	30	75,500 - 300,000	139,500	139,050	40,000	26,700
Thailand (Baht)	6	1,440,000 - 3,600,000	2,473,300	2,280,000	-	500,000
UAE (Dirham)	64	360,000 - 668,000	486,600	477,600	100,000	93,400
United Kingdom (£)	134	50,000 - 156,000	83,300	82,800	25,000	16,800
USA (US\$)	47	60,000 - 200,000	137,500	145,000	25,000	30,000
<b>Total</b>	<b>715</b>					

\* where at least 5 salaries were reported

Salary data includes returnees and / or sponsored students to best represent choices INSEAD MBA graduates make

By Region*	#	Range US\$	Mean US\$	Median US\$	Median Sign-on Bonus US\$*	Median Performance Bonus US\$*
Africa / Middle East	86	42,000 - 181,800	125,100	130,000	30,000	25,000
Asia Pacific	197	32,900 - 238,600	103,300	107,400	20,850	23,000
Central / Eastern Europe	28	41,800 - 132,500	95,000	96,950	30,450	22,700
Latin America	50	45,500 - 187,600	94,900	91,000	36,050	30,000
North America	55	60,000 - 200,000	132,800	138,000	25,000	30,000
Northern Europe	11	72,500 - 161,200	112,000	116,100	-	25,100
Southern Europe	64	57,300 - 143,200	90,400	89,500	23,900	17,900
Western Europe	288	60,900 - 308,000	115,200	111,950	29,800	23,800
<b>Total</b>	<b>779</b>					

\* where at least five salaries or bonuses were reported

Salary data include returnees and / or sponsored students to best represent choices INSEAD MBA graduates make

#### How salaries have evolved within selected countries: comparison over 5 years in local currency (median salary)

	2018	2017	2016	2015	2014
Brazil (Real)	322,700	292,500	280,000	250,000	230,000
France (€)	85,000	85,000	85,000	80,000	80,000
Germany (€)	100,000	100,000	92,400	95,000	95,000
Singapore (S\$)	145,000	144,500	140,000	140,000	145,000
Switzerland (CHF)	139,050	135,000	135,000	135,000	135,000
United Kingdom (£)	82,800	81,500	80,000	75,000	75,000
USA (US\$)	145,000	131,000	130,000	120,000	128,000

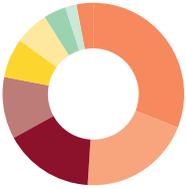
#### Exchange Rates\*

Currency	per US\$	Currency	per US\$	Currency	per US\$
Australia (A\$)	0,758433	India (Rupee)	0,014966	Poland (PLN)	0,281098
Brazil (Real)	0,282171	Indonesia (Rupiah)	0,000072	Russia (Ruble)	0,016394
Canada (C\$)	0,7775	Japan (Y)	0,009095	Singapore (S\$)	0,745697
China (RMB)	0,153424	Korea (Won)	0,000917	South Africa (Rand)	0,077761
Czech Republic (Koruna)	0,04663	Lebanon (LBP)	0,000659	Switzerland (CHF)	1,026787
Eurozone (€)	1,193244	Malaysia (Ringgit)	0,250019	Thailand (Baht)	0,030987
Hong Kong (HK\$)	0,127586	Norway (NOK)	0,123994	UAE (Dirham)	0,272219

\* Source: Oanda.com - average exchange rate 01/12/2017 – 30/09/2018

- from graduation date of 1st class (17D) to 3 months out of 2nd class (18J)

# MANAGEMENT CONSULTING



## Nationality

Western Europe	31%
Asia Pacific	20%
Africa / Middle East	16%
Southern Europe	11%
Latin America	7%
North America	6%
Central / Eastern Europe	4%
Northern Europe	2%



## Within Asia Pacific

Singapore	35%
China	23%
Australia	17%
Indonesia	6%
Other*	19%

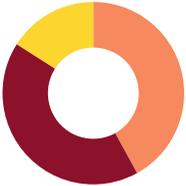
\* includes countries where fewer than 5 jobs were reported: Hong Kong, India, Japan, Malaysia, Philippines, Taiwan, Thailand and Vietnam



## Within Europe

United Kingdom	33%
Spain	10%
Germany	8%
France	8%
Italy	7%
Netherlands	7%
Switzerland	6%
Portugal	5%
Russia	3%
Norway	2%
Other*	12%

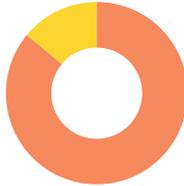
\* includes countries where fewer than 5 jobs were reported: Armenia, Austria, Belgium, Croatia, Czech Republic, Denmark, Greece, Hungary, Ireland, Poland, Romania, Sweden, Turkey and Ukraine



## Within Americas

United States	42%
Brazil	42%
Other*	16%

\* includes countries where fewer than 5 jobs were reported: Canada, Colombia, Chile, Mexico and Panama



## Within Africa / Middle East

United Arab Emirates	86%
Other*	14%

\* includes countries where fewer than 5 jobs were reported: Angola, Iran, Lebanon, South Africa and Swaziland

## How did they find their job?

	#	%
Career Development Centre / Alumni network	248	58%
Returns / Sponsored Students	133	31%
Summer Internship*	38	9%
Own contacts	10	2%
Creating own company	1	0%
<b>Total</b>	<b>430</b>	<b>100%</b>

\* Summer Internship is only open to the December class (2 months, July-August). Considering December class only, 19% found their job via summer internship.

# MANAGEMENT CONSULTING SALARIES AND BONUSES

Overall Annual Mean Salary	Overall Annual Median Salary	Overall Median Sign-on Bonus*	Overall Median Performance Bonus*
<b>US\$ 113,800</b>	<b>US\$ 113,400</b>	<b>US\$ 27,000</b>	<b>US\$ 24,000</b>

\* 79% of Management consulting salaries were reported with sign-on bonus and 86% with performance bonus

By Region*	#	Range US\$	Mean US\$	Median US\$	Median Sign-on Bonus US\$*	Median Performance Bonus US\$*
Africa / Middle East	69	75,400 - 181,800	131,600	130,000	28,600	25,450
Asia Pacific	88	46,000 - 135,500	109,400	114,450	22,800	24,400
Central / Eastern Europe	17	81,900 - 132,500	106,200	102,500	30,450	23,300
Latin America	32	73,400 - 163,700	91,700	91,000	41,050	28,500
North America	27	95,000 - 180,000	145,000	147,000	25,000	35,000
Northern Europe	7	92,600 - 161,200	118,200	116,100	-	24,800
Southern Europe	49	71,600 - 121,700	90,600	89,500	23,900	17,900
Western Europe	133	74,300 - 175,500	115,800	113,400	28,350	22,050
<b>Total</b>	<b>422</b>					

Within Selected Countries*	#	Range US\$	Mean US\$	Median US\$	Median Sign-on Bonus US\$*	Median Performance Bonus US\$*
Australia	15	89,500 - 133,500	113,600	113,800	30,300	22,800
Brazil	25	73,400 - 163,700	90,300	91,000	46,500	28,200
China	20	46,000 - 135,500	117,500	122,700	23,000	30,700
France	17	90,700 - 129,000	110,000	112,200	29,800	18,500
Germany	16	113,400 - 131,300	124,900	125,300	17,900	23,900
Indonesia	5	79,200 - 123,800	93,600	88,600	-	-
Italy	15	83,500 - 119,300	91,900	89,500	23,900	-
Netherlands	14	102,600 - 131,300	108,300	107,400	7,200	17,900
Portugal	10	77,600 - 100,200	81,200	77,600	20,400	-
Russia	6	111,000 - 119,300	114,000	113,400	-	47,700
Singapore	31	64,100 - 126,800	111,800	116,300	16,400	26,100
Spain	20	76,400 - 121,700	94,500	94,300	23,900	23,900
Switzerland	12	121,200 - 162,200	142,000	141,200	-	27,450
United Arab Emirates	61	98,000 - 181,800	133,900	130,000	27,200	26,550
United Kingdom	69	74,300 - 175,500	112,900	112,100	32,100	20,150
United States	24	95,000 - 180,000	146,100	147,000	25,000	35,000
<b>Total</b>	<b>360</b>					

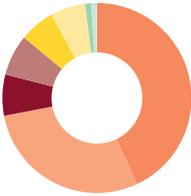
\* where at least 5 salaries were reported

# INSEAD GLOBAL TALENT NETWORKING FORUMS

Organised by the Career Development Centre in Dubai, Paris and Singapore.

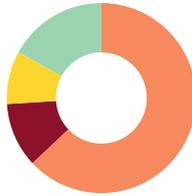


# FINANCIAL SERVICES



By Region

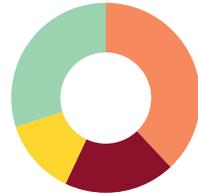
Western Europe	43%
Asia Pacific	29%
Africa / Middle East	7%
Southern Europe	7%
North America	6%
Latin America	6%
Central / Eastern Europe	1%
Northern Europe	1%



Within Europe

United Kingdom	63%
Germany	11%
Spain	9%
Other*	17%

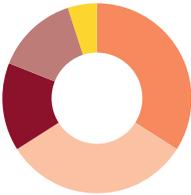
\* includes countries where fewer than 5 jobs were reported: Austria, France, Hungary, Italy, Norway, Portugal, and Switzerland.



Within Asia Pacific

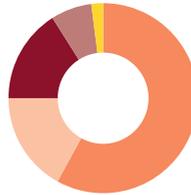
Singapore	38%
Hong Kong	19%
Japan	13%
Other*	30%

\* includes countries where fewer than 5 jobs were reported: Australia, China, India, Indonesia, New Zealand, Philippines and Thailand.



By Sub-Sector

Investment Banking / Banking / Sales & Trading	34%
Private Equity / Venture Capital	32%
Investment Management / Hedge Funds	15%
Other Financial Services	14%
Real Estate	5%



By Top Job Title

Analyst / Associate / Senior Associate	58%
Manager / Consultant	17%
Vice President / Director / Principal	16%
CEO / Founder / Partner	7%
Other	2%

## How did they find their job?

	#	%
Career Development Centre / Alumni network	45	36%
Own contacts	32	26%
Returnees / Sponsored Students	19	15%
Summer Internship*	22	17%
Creating own company	7	6%
<b>Total</b>	<b>125</b>	<b>100%</b>

\* Summer Internship is only open to the December class (2 months, July-August). Considering December class only, 33% found their job via summer internship.

# FINANCIAL SERVICES SALARIES AND BONUSES



Overall Annual Mean Salary	Overall Annual Median Salary	Overall Median Sign-on Bonus*	Overall Median Performance Bonus*
<b>US\$ 112,900</b>	<b>US\$ 108,000</b>	<b>US\$ 31,100</b>	<b>US\$ 56,850</b>

\* 46 % of finance salaries were reported with sign-on bonus and 63% with performance bonus

By Sub-Sector*	#	Range US\$	Mean US\$	Median US\$	Median Sign-on Bonus US\$*	Median Performance Bonus US\$*
Investment Banking / Banking / Sales & Trading	40	54,400 - 238,600	118,800	108,000	43,200	54,000
Investment Management / Hedge Funds	15	38,200 - 200,000	116,100	108,000	26,000	60,800
Other Financial Services	7	72,800 - 168,000	102,400	91,700	-	-
Private Equity / Venture Capital	34	67,500 - 189,000	111,800	108,250	18,600	55,100
<b>Total</b>	<b>96</b>					

By Top Job Title*	#	Range US\$	Mean US\$	Median US\$	Median Sign-on Bonus US\$*	Median Performance Bonus US\$*
Analyst / Associate / Senior Associate	68	71,500 - 182,300	113,700	108,550	40,500	59,700
Manager / Consultant	18	38,200 - 210,600	93,600	89,750	11,700	30,450
Vice President / Director/ Principal	16	77,600 - 238,600	132,700	117,150	-	71,600
<b>Total</b>	<b>102</b>					

<b>By Region*</b>	<b>#</b>	<b>Range US\$</b>	<b>Mean US\$</b>	<b>Median US\$</b>	<b>Median Sign-on Bonus US\$*</b>	<b>Median Performance Bonus US\$*</b>
Africa / Middle East	8	54,400 - 120,000	95,900	101,200	-	39,150
Asia Pacific	27	38,200 - 238,600	120,800	119,300	24,900	55,350
Latin America	7	56,400 - 168,000	94,300	90,300	-	36,100
North America	6	70,000 - 200,000	110,600	98,500	-	-
Southern Europe	9	71,600 - 107,400	86,800	83,500	-	38,150
Western Europe	46	67,500 - 210,600	120,400	109,600	40,500	60,800
<b>Total</b>	<b>103</b>					

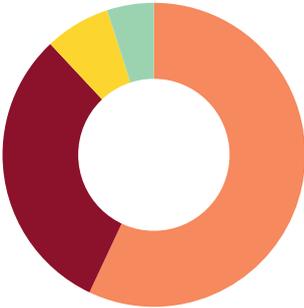
<b>Within Europe*</b>	<b>#</b>	<b>Range US\$</b>	<b>Mean US\$</b>	<b>Median US\$</b>	<b>Median Sign-on Bonus US\$*</b>	<b>Median Performance Bonus US\$*</b>
Germany	7	107,400 - 143,200	119,700	119,300	-	-
Spain	6	74,600 - 107,400	88,500	85,000	-	53,700
United Kingdom	36	67,500 - 210,600	122,000	109,400	41,900	67,500
<b>Total</b>	<b>49</b>					

<b>Within Asia Pacific*</b>	<b>#</b>	<b>Range US\$</b>	<b>Mean US\$</b>	<b>Median US\$</b>	<b>Median Sign-on Bonus US\$*</b>	<b>Median Performance Bonus US\$*</b>
Hong Kong	5	100,000 - 140,000	123,000	127,600	-	-
Japan	5	72,800 - 168,300	106,400	100,000	-	-
Singapore	11	85,800 - 238,600	129,900	119,300	18,600	44,700
<b>Total</b>	<b>21</b>					

<b>Within Latin America*</b>	<b>#</b>	<b>Range US\$</b>	<b>Mean US\$</b>	<b>Median US\$</b>	<b>Median Sign-on Bonus US\$*</b>	<b>Median Performance Bonus US\$*</b>
Brazil	6	56,400 - 168,000	95,000	91,000	-	36,100
<b>Total</b>	<b>6</b>					

\* where at least 5 salaries were reported

# TECHNOLOGY, MEDIA AND TELECOMMUNICATION

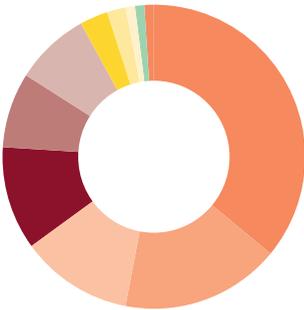


## By Sub-Sectors

E-Commerce / Internet*	57%
Information Technology / Telecommunications **	31%
Media / Entertainment / Advertising	7%
Fintech	5%

\* Includes Tech-enabled businesses  
(Fashion-Tech, Food-Tech, Online travel agencies, etc.)

\*\* Includes Computer Software, Hardware, Consumer Electronics,  
Semiconductors



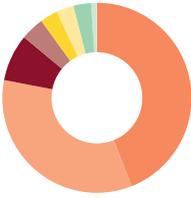
## By Function

Leadership Development Programmes	36%
Corporate Planning / Business Development	17%
Marketing / Sales	12%
General Management	11%
Finance	8%
Production / Operations Management	8%
Consulting	3%
Project Management	2%
Technology Management	1%
Other	1%

## How did they find their job?

	#	%
Career Development Centre / Alumni network	102	71%
Own contacts	16	11%
Summer Internship*	13	9%
Creating own company	11	8%
Returnees / Sponsored Students	2	1%
<b>Total</b>	<b>144</b>	<b>100%</b>

\* Summer Internship is only open to the December class (2 months, July-August).  
Considering December class only, 33% found their job via summer internship.



### By Region

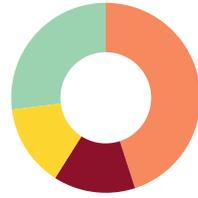
Western Europe	44%
Asia Pacific	34%
North America	8%
Africa / Middle East	4%
Central / Eastern Europe	3%
Latin America	3%
Southern Europe	3%
Northern Europe	1%



### Within Europe

United Kingdom	27%
Germany	18%
France	14%
Luxembourg	14%
Netherlands	8%
Other*	19%

\* includes countries where fewer than 5 jobs were reported: Czech Republic, Ireland, Italy, Poland, Romania, Russia, Spain, Sweden and Switzerland.



### Within Asia Pacific

Singapore	45%
China	14%
Korea	14%
Other*	27%

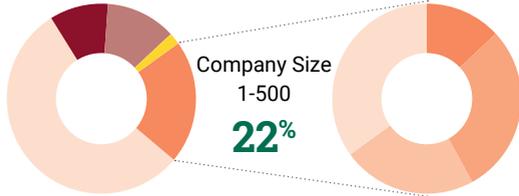
\* includes countries where fewer than 5 jobs were reported: Australia, Hong Kong, India, Indonesia, Japan, Malaysia, and Thailand.



### Within Americas

United States	70%
Other*	30%

\* includes countries where fewer than 5 jobs were reported: Brazil and Colombia



### By Company Size (No. of Employees)

> 10 000	55%
5001 - 10 000	10%
1001 - 5000	12%
501 - 1000	2%
1 - 500	22%

### By Company Size 1-500 (No. of Employees)

201 - 500	13%
51 - 200	29%
11 - 50	23%
1 - 10	35%

# TECHNOLOGY, MEDIA AND TELECOMMUNICATION SALARIES AND BONUSES



Overall Annual  
Mean Salary

**US\$ 102,800**

Overall Annual  
Median Salary

**US\$ 104,000**

Overall Median  
Sign-on Bonus\*

**US\$ 24,450**

Overall Median  
Performance Bonus\*

**US\$ 19,550**

\* 67% of TMT salaries were reported with sign-on bonus and 57% with performance bonus

## By Sub-Sector\*

	#	Range US\$	Mean US\$	Median US\$	Median Sign-on Bonus US\$*	Median Performance Bonus US\$*
E-Commerce / Internet	77	32,900 - 170,800	95,800	101,400	26,850	16,900
Fintech	5	67,500 - 165,100	105,900	89,500	-	-
Information Technology / Telecommunications	39	57,600 - 187,600	111,100	110,000	20,950	19,550
Media / Entertainment / Advertising	8	85,000 - 185,000	127,600	124,600	33,800	-
<b>Total</b>	<b>129</b>					

## By Function\*

	#	Range US\$	Mean US\$	Median US\$	Median Sign-on Bonus US\$*	Median Performance Bonus US\$*
Corporate Planning / Business Development	25	54,000 - 185,000	104,200	107,400	16,400	17,500
Finance	12	57,300 - 187,600	102,300	98,900	12,200	24,500
General Management	8	59,700 - 165,100	110,800	113,750	-	-
Leadership Development Programmes	49	73,600 - 155,100	105,200	105,000	40,000	22,300
Production / Operations Management	9	45,500 - 137,200	94,400	89,500	-	-
Marketing / Sales	16	32,900 - 125,300	91,400	94,000	22,750	16,400
<b>Total</b>	<b>119</b>					

<b>By Region*</b>	<b>#</b>	<b>Range US\$</b>	<b>Mean US\$</b>	<b>Median US\$</b>	<b>Median Sign-on Bonus US\$*</b>	<b>Median Performance Bonus US\$*</b>
Asia Pacific	43	32,900 - 170,800	95,500	93,500	14,900	18,900
Latin America	5	45,500 - 187,600	112,000	88,000	-	-
North America	11	85,000 - 165,000	129,800	130,000	25,000	20,000
Western Europe	59	60,900 - 185,000	106,100	104,000	29,800	19,700
<b>Total</b>	<b>118</b>					

<b>Within Europe*</b>	<b>#</b>	<b>Range US\$</b>	<b>Mean US\$</b>	<b>Median US\$</b>	<b>Median Sign-on Bonus US\$*</b>	<b>Median Performance Bonus US\$*</b>
France	6	82,700 - 101,400	98,300	101,400	27,400	-
Germany	13	77,600 - 155,100	106,800	105,000	25,100	16,550
Netherlands	6	60,900 - 185,000	117,700	112,750	-	-
United Kingdom	20	67,500 - 124,200	98,800	104,000	60,800	15,200
<b>Total</b>	<b>45</b>					

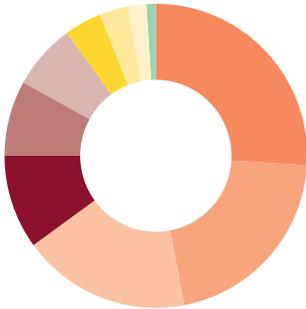
<b>Within Asia Pacific*</b>	<b>#</b>	<b>Range US\$</b>	<b>Mean US\$</b>	<b>Median US\$</b>	<b>Median Sign-on Bonus US\$*</b>	<b>Median Performance Bonus US\$*</b>
China	6	75,600 - 170,800	99,100	85,950	-	29,800
Korea	6	66,400 - 110,000	102,700	110,000	41,900	22,000
Singapore	19	67,100 - 149,100	103,400	98,400	10,100	18,600
<b>Total</b>	<b>31</b>					

<b>Within North America*</b>	<b>#</b>	<b>Range US\$</b>	<b>Mean US\$</b>	<b>Median US\$</b>	<b>Median Sign-on Bonus US\$*</b>	<b>Median Performance Bonus US\$*</b>
United States	11	85,000 - 165,000	129,800	130,000	25,000	20,000
<b>Total</b>	<b>11</b>					

\* where at least 5 salaries or bonuses were reported

# CORPORATE SECTORS SALARIES AND BONUSES

(Excluding Technology, Media & Telecommunications)

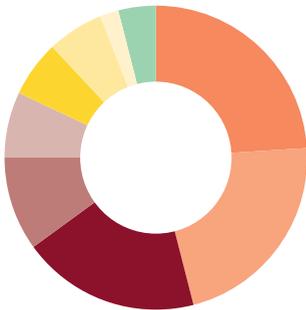


## By Sub-Sectors

Retail / Consumer & Luxury Goods	26%
Manufacturing / Conglomerates*	21%
Healthcare	18%
Public Sector / Social Impact	10%
Primary Industries**	8%
Corporate Services	7%
Energy	4%
Education	3%
Travel / Leisure Services	2%
Transportation / Logistics	1%

\* includes Automotive, Aviation and aerospace, Building Materials, Construction, Electrical/Electronic Manufacturing, Machinery, Mechanical or Industrial Engineering

\*\* includes Agriculture, Chemicals, Mining & Metals and Plastics.



## By Function

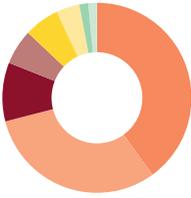
Leadership Development Programmes	24%
Corporate Planning / Business Development	22%
General Management	19%
Marketing / Sales	10%
Management Consulting	7%
Finance	6%
Project Management	6%
Human Resource Management	2%
Other*	4%

\* includes Legal, Logistics/Purchasing, Production / Operations Management

## How did they find their job?

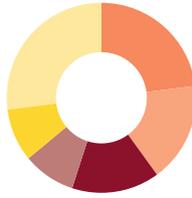
	#	%
Career Development Centre / Alumni network	65	48%
Own contacts	35	27%
Returnees / Sponsored Students	21	16%
Creating own company	10	7%
Summer Internship**	3	2%
<b>Total</b>	<b>135</b>	<b>100%</b>

\* Summer Internship is only open to the December class (2 months, July-August).  
Considering December class only, 4% found their job via summer internship.



### By Region

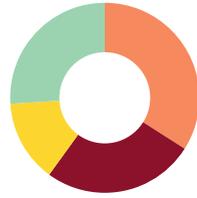
Western Europe	40%
Asia Pacific	31%
North America	10%
Africa / Middle East	6%
Central / Eastern Europe	6%
Latin America	4%
Northern Europe	1.5%
Southern Europe	1.5%



### Within Europe

Switzerland	23%
France	17%
United Kingdom	15%
Germany	9%
Netherlands	9%
Other*	27%

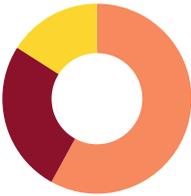
\* includes countries where fewer than 5 jobs were reported: Belgium, Czech Republic, Denmark, Georgia, Greece, Kazakhstan, Liechtenstein, Poland, Romania, Russia, and Spain.



### Within Asia Pacific

Singapore	34%
China	26%
Japan	14%
Other*	26%

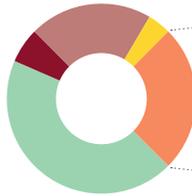
\* includes countries where fewer than 5 jobs were reported: Cambodia, Hong Kong, India, Indonesia, Pakistan, Philippines and Thailand.



### Within Americas

United States	58%
Brazil	26%
Other*	16%

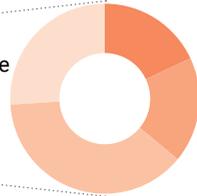
\* includes countries where fewer than 5 jobs were reported: Canada and Chile.



### By Company Size (No. of Employees)

> 10 000	44%
5001 - 10 000	6%
1001 - 5000	21%
501 - 1000	4%
1 - 500	25%

Company Size  
1-500  
**25%**



### By Company Size 1-500 (No. of Employees)

201 - 500	18%
51 - 200	18%
11 - 50	38%
1 - 10	26%

# CORPORATE SECTORS SALARIES AND BONUSES

(Excluding Technology, Media & Telecommunications)

Overall Annual Mean Salary	Overall Annual Median Salary	Overall Median Sign-on Bonus*	Overall Median Performance Bonus*
<b>US\$ 104,700</b>	<b>US\$ 98,200</b>	<b>US\$ 20,500</b>	<b>US\$ 17,900</b>

\* 37% of corporate sector salaries were reported with sign-on bonus and 73% with performance bonus

By Sub-Sector*	#	Range US\$	Mean US\$	Median US\$	Median Sign-on Bonus US\$*	Median Performance Bonus US\$*
Corporate Services	9	42,300 - 190,900	112,800	110,000	-	15,000
Energy	5	69,900 - 308,000	146,600	124,500	-	-
Healthcare	22	53,900 - 208,800	105,600	98,350	20,000	19,050
Manufacturing / Conglomerates	27	62,600 - 179,000	103,300	99,200	19,350	16,650
Primary Industry	11	53,700 - 119,300	91,600	85,800	-	12,900
Public Sector / Social Impact	11	36,000 - 175,900	88,800	85,900	-	-
Retail, Consumer & Luxury Goods	32	42,000 - 181,900	109,500	105,650	35,000	18,100
<b>Total</b>	<b>117</b>					

See page 25 for details of sub-sectors

By Function*	#	Range US\$	Mean US\$	Median US\$	Median Sign-on Bonus US\$*	Median Performance Bonus US\$*
Corporate Planning / Business Development	30	42,300 - 208,800	105,200	97,950	18,200	19,400
Finance	7	44,600 - 308,000	115,800	100,000	-	-
General Management	20	41,800 - 181,900	100,000	95,500	-	20,300
Leadership Development Programmes	32	57,600 - 179,000	113,200	110,750	27,050	24,300
Management Consulting	8	91,700 - 175,900	134,900	133,500	-	15,400
Marketing / Sales	13	53,900 - 111,600	84,600	87,800	7,050	12,200
Project Management	6	36,000 - 117,100	73,100	72,500	-	-
<b>Total</b>	<b>116</b>					

<b>By Region*</b>	<b>#</b>	<b>Range US\$</b>	<b>Mean US\$</b>	<b>Median US\$</b>	<b>Median Sign-on Bonus US\$*</b>	<b>Median Performance Bonus US\$*</b>
Africa / Middle East	7	42,000 - 175,900	100,600	98,000	-	-
Asia Pacific	39	36,000 - 181,900	85,900	79,800	11,900	15,000
Central / Eastern Europe	7	41,800 - 131,300	80,500	78,700	-	-
Latin America	6	57,600 - 135,400	98,200	93,700	22,600	35,750
North America	11	60,000 - 170,000	118,100	117,000	10,000	21,350
Western Europe	50	72,900 - 308,000	119,700	113,400	23,900	16,850
<b>Total</b>	<b>120</b>					

<b>Within Europe*</b>	<b>#</b>	<b>Range US\$</b>	<b>Mean US\$</b>	<b>Median US\$</b>	<b>Median Sign-on Bonus US\$*</b>	<b>Median Performance Bonus US\$*</b>
France	10	83,500 - 190,900	108,400	98,450	-	10,100
Germany	6	81,100 - 208,800	121,900	116,350	-	-
Netherlands	5	83,500 - 119,300	96,900	95,500	-	-
Switzerland	14	77,600 - 308,000	148,200	146,700	41,100	32,050
United Kingdom	9	72,900 - 135,000	102,200	101,300	13,500	17,000
<b>Total</b>	<b>44</b>					

<b>Within Asia Pacific*</b>	<b>#</b>	<b>Range US\$</b>	<b>Mean US\$</b>	<b>Median US\$</b>	<b>Median Sign-on Bonus US\$*</b>	<b>Median Performance Bonus US\$*</b>
China	10	68,700 - 127,300	89,100	85,950	-	14,550
Japan	6	42,300 - 181,900	96,600	66,250	-	21,800
Singapore	12	53,700 - 126,800	90,400	94,300	-	16,100
<b>Total</b>	<b>28</b>					

<b>Within Americas*</b>	<b>#</b>	<b>Range US\$</b>	<b>Mean US\$</b>	<b>Median US\$</b>	<b>Median Sign-on Bonus US\$*</b>	<b>Median Performance Bonus US\$*</b>
Brazil	5	57,600 - 135,400	98,600	91,400	-	39,500
United States	9	60,000 - 170,000	122,700	125,000	-	21,350
<b>Total</b>	<b>14</b>					

\* where at least 5 salaries or bonuses were reported

A portrait of Luca Verre, a man with dark, wavy hair, wearing black-rimmed glasses, a white dress shirt, and a dark suit jacket. He is smiling and looking directly at the camera. The background is plain white.

**I joined INSEAD because I wanted to become an entrepreneur. Three months before graduation, I started my own company which I still run today, employing more than 80 people in France, US, Japan and China.**

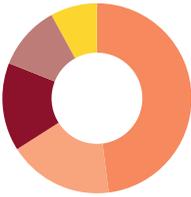
**Luca Verre**

*MBA'14J  
Co-Founder & CEO  
PROPHESSEE*

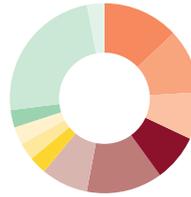
# ENTREPRENEURSHIP

4% of the 2018 graduates are entrepreneurs

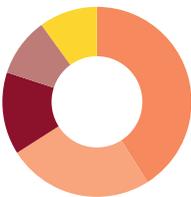
The mission of the Rudolf and Valeria Maag INSEAD Centre for Entrepreneurship (ICE) is to accelerate the entrepreneurial ambitions of INSEAD students. We do this by providing inspiration, driving team formation, and facilitating venture development through activities like Start-up Bootcamp, mentorship opportunities with Entrepreneurs in Residence, and the INSEAD Venture Competition. Aspiring entrepreneurs can also participate in our dynamic entrepreneurship ecosystem by connecting with and learning from INSEAD alumni who have founded successful start-ups.



## By Type of Company Created



## By Sector



## By Region



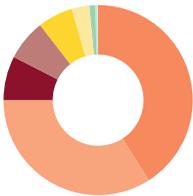
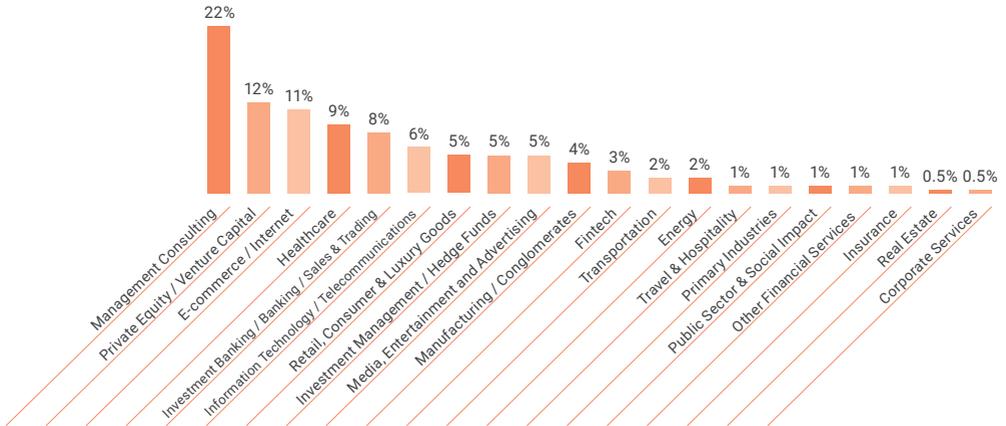
# SUMMER INTERNSHIPS / PROJECTS

67% of our December 2018 class did a summer internship or project

## By Sector

Total: 363

40% of students did an internship within a startup or small / mid-size business (< 500 employees)



## By Region

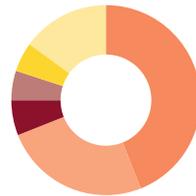
Western Europe	41%
Asia Pacific	34%
Africa / Middle East	7.5%
Southern Europe	7%
North America	6%
South America	4%
Northern Europe	1%
Eastern Europe	0.5%



## Within Europe

United Kingdom	37%
France	18%
Germany	12%
Spain	8%
Netherlands	8%
Switzerland	6%
Luxembourg	4%
Italy	3%
Other*	4%

\* includes countries where fewer than 5 jobs were reported: Denmark, Greece, Norway, Portugal, Russia and Sweden.



## Within Asia Pacific

Singapore	44%
China	25%
Indonesia	6%
Hong Kong	5%
India	5%
Other*	15%

\* includes countries where fewer than 5 jobs were reported: Australia, Cambodia, Japan, Korea, Philippines, Taiwan, Thailand and Vietnam.

# SUMMER INTERNSHIPS / PROJECTS MONTHLY BASE SALARIES

Overall Monthly  
Mean Salary

**US\$ 5,200**

Overall Monthly  
Median Salary

**US\$ 5,200**

By Sector*	#	Range US\$	Median US\$
E-commerce / Internet	41	700 - 8,400	5,600
Energy	6	400 - 5,800	3,700
Fintech	9	400 - 3,500	1,450
Healthcare	34	300 - 11,600	3,700
Information Technology / Telecommunications	22	400 - 8,900	2,600
Investment Banking / Banking / Sales & Trading	29	1,200 - 10,300	8,700
Investment Management / Hedge Funds	18	900 - 11,300	5,500
Management Consulting	80	900 - 15,100	8,600
Manufacturing / Conglomerates	16	1,000 - 7,400	6,500
Media, Entertainment and Advertising	17	1,500 - 9,600	2,300
Primary Industries	5	600 - 5,800	3,000
Private Equity / Venture Capital	42	700 - 7,300	2,950
Retail, Consumer & Luxury Goods	19	500 - 9,000	3,700
Transportation	8	1,400 - 7,000	2,100
Travel & Hospitality	5	2,500 - 4,000	2,500

By Country*	#	Range US\$	Median US\$
Brazil	12	1,300 - 6,500	4,700
Canada	7	7,200 - 9,900	7,600
China	30	400 - 10,300	5,200
France	31	900 - 9,300	1,700
Germany	21	1,700 - 11,600	4,650
Hong Kong	6	1,000 - 11,300	10,700
India	6	2,200 - 10,000	3,000
Indonesia	7	1,000 - 8,200	6,600
Italy	6	4,100 - 15,100	5,600
Kenya	6	400 - 7,000	2 000
Luxembourg	7	6,500 - 8,400	6,500
Netherlands	14	500 - 11,600	4,300
Singapore	54	900 - 10,200	2,200
Spain	14	1,300 - 9,300	2,300
Switzerland	10	1,500 - 11,600	7,800
United Arab Emirates	17	2,500 - 10,800	7,500
United Kingdom	66	1,300 - 9,800	7,250
United States	15	1,000 - 12,500	5,800

\* where 5 or more salaries were reported | Exchange rate: Oanda, average for the period: 01/07/18 – 31/08/18

# THE FORCE FOR GOOD CAMPAIGN LAUNCH

INSEAD is committed to developing the next generation of global leaders who will change the world. This €250 million fundraising campaign strives to fortify our academic excellence, drive breakthrough innovation and transform society on a global scale. – 5 October 2018



# TOP EMPLOYERS OF 2018 INSEAD MBA GRADUATES

## Top Employers 2018

McKinsey & Company	131 (55)	Microsoft	5
Boston Consulting Group	78 (26)	Oliver Wyman	5 (5)
Bain & Company	65 (22)	Samsung	5
Amazon	36	Agoda	4
Strategy&	31 (9)	Booz Allen Hamilton	4
A.T. Kearney	23 (4)	Danaher	4
Accenture	23 (5)	Dell	4
L.E.K. Consulting	16 (2)	Deloitte	4 (1)
Roland Berger	10 (4)	Delta Partners	4
Goldman Sachs	8	Google	4
OC&C Strategy Consultants	8 (1)	GSK	4 (1)
Restaurant Brands International	7	The Kraft Heinz Company	4
Morgan Stanley	6 (1)	Nissan	4
Apple	5	Uber	4
Credit Suisse	5	Wayfair	4
EY-Parthenon	5 (2)		

Numbers in brackets are former employees returning to the organisation after graduation.

# WORKING WITH THE CAREER DEVELOPMENT CENTRE

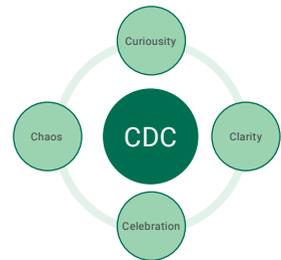
The global team at the INSEAD Career Development Centre (CDC) is committed to helping MBA students find their true career passions or maximise their pre-determined goals. The CDC is comprised of 36 full-time staff located across our three campuses. Our staff mirrors the student diversity of INSEAD: CDC members represent 20 nationalities, speak 11 languages, and come from varied backgrounds including business development, recruiting, law, operations, and product management.

The CDC team includes personal career coaches, employer engagement specialists, and operations team members. Together they deliver thousands of individual sessions and workshops, host hundreds of companies on campus and co-organise with career clubs nearly 40 treks in various locations throughout the year. The CDC partners with students in their career searches, offering support from self-assessment to relationship building with employers.

## Our mission is simple: Partnering with students and employers to move from here to there.

We follow a unique approach working with students known as The Personalised Career Model: Four Cs

Four Cs is a framework that informs all CDC interactions with students to ensure that engagement is on an individual level encouraging information gathering and testing to find the right industry, function and company culture fit.



**Students are able to customise their career development experience with our distinctive approaches prior, during, and after their arrival on campus:**

### Pre-INSEAD

Prior to their arrival, students will have an opportunity to engage with CDC through a series of live webinars covering CDC basics, CV and Cover Letter creation, and Summer Experience. These webinars best position students to arrive at INSEAD ready to engage with CDC and take ownership of the world of opportunities that INSEAD provides.

### Careers Core

During Period 1 and Period 2, CDC offers six core courses, eight industry overviews, and a series of Practice & Perfect sessions to equip students with the skills and competencies to find their first post-MBA job, capitalise on their current employment status, and manage their long-term career.

### Careers Electives

Over the remaining three periods, CDC offers a variety of career electives covering a range of subjects. Students have the freedom and flexibility to pick and choose what is most relevant to their career paths and job search focuses.

## General Enquiries

### Europe Campus

T. +33 (0)1 60 72 90 90  
E. careers.fb@insead.edu

### Asia Campus

T. +65 6799 7228  
E. careers.sgp@insead.edu

### Middle East Campus

T. +971 2 651 52 00  
E. careers.me@insead.edu



**Not only did INSEAD help in my first post-MBA job, but it also has consistently helped in being recognised by companies as a programme of highest pedigree and reputation, which has bolstered my upward career trajectory.**

**June-Mee Hong**

*MBA'10J*

*Vice President, Merchandising & Planning  
SMCP (Sandro, Maje, Claudie Pierlot)*

# 2018 RECRUITING ORGANISATIONS

Organisations marked ^ are participants' own company.

Organisations marked \* participated in on-campus recruiting activities.

Organisation Name	Full-time		Internships	
	Hire 1 or 2	Hire 3+	Hire 1 or 2	Hire 3+
1984 transmission ^	●			
A.T.Kearney *		●		●
AB Bernstein *	●			●
AB InBev *				
Abbott *			●	
AccelerAsia *				
AccelerateHER			●	
Accenture *		●	●	
Ace The Fit Inc. ^	●			
Actis *	●			
Activision Blizzard	●			
Adenia Partners	●			
Aditlys	●			
Admiral Group Plc *		●	●	
Adyen *				
Agape Ace			●	
Agility *				
Agoda (Booking Holdings)		●		
Agorapulse *				
Airbnb *	●			
Airsorted			●	
Akershus Eiendom	●			
Al Mal Capital PSC *				
Align Technology *				
Aliseda Inmobiliaria			●	
AlixPartners *				
Allianz Technology SE	●			
Alpha Private Equity	●			
Alvarez & Marsal *		●		
Amazon *		●		●
Amcor *			●	
American Express *	●		●	
AMP Capital	●			
Amphenol *	●			●
AngelsCube *				
Anterra Capital			●	
Apple *		●		

Organisation Name	Full-time		Internships	
	Hire 1 or 2	Hire 3+	Hire 1 or 2	Hire 3+
Apttus *	●			
AQWA			●	
Acelor Mittal	●			
Arctic Stream ^	●			
Ardo	●			
Ark Wellness *				●
Arla Foods *				
Arma Partners *			●	
Arthrex Inc.	●			
Arthur D. Little *				
ArtiCares *				
Ashoka *				
Asia Pacific Internet Group (APACIG) *				
Asian Development Bank	●			
Aspira			●	
Aster DM Healthcare *				
AstraZeneca	●			
Atlas A.I.			●	
Atomico	●			
Aurubis AG			●	
Auxenta *				
Avencore *				
Avery Dennison *				
Aviva *				
Ayala Corporation	●			
Azimo			●	
B3	●			
Backbase	●			
Bain & Company *		●		●
Bain Capital Private Equity	●			
Balenciaga (Kering Group)	●			
Bank Mandiri	●			
Bank of America Merrill Lynch *	●			
Banovo ^	●			
BASF *	●			

Total: 647 organisations of which 195 hired Summer Interns and 298 Full-time Graduates

Organisation Name	Full-time		Internships	
	Hire 1 or 2	Hire 3+	Hire 1 or 2	Hire 3+
Bayer *				●
BBOXX			●	
Beamy - The Retail App Store *				
Benefit Cosmetics (LVMH Group) *				
Bertelsmann AG *	●			
BESIX			●	
Bill & Melinda Gates Foundation *			●	
Billie.io	●			
BindEx Machinery Co.,Ltd	●			
Biofourmis			●	
Biogeneration Ventures			●	
BioSerenity *			●	
Biotraq			●	
Biotronik *				
Birchbox *				
BlackRock	●			
Blasonné ^			●	
Blueground			●	
BM Holdings	●			
BMW Group *				
BMW i Ventures	●			
BNL Gruppo *				
BNP Paribas *	●			
Boehringer Ingelheim *				
Booking.com (Booking Holdings)	●			
Booster			●	
Booz Allen Hamilton *		●	●	
Borouge	●			
Boston Consulting Group *		●		●
Boston Scientific	●			
Boubyan Petrochemical	●			
BP *				
Bridges Fund Management *	●			

Organisation Name	Full-time		Internships	
	Hire 1 or 2	Hire 3+	Hire 1 or 2	Hire 3+
Brighteye Ventures *				
British American Tobacco *				
Brookfield Global Relocation Services (BGRS)	●			
Broome *				
Bulgari (LVMH Group) *				
Burda Principal Investments			●	
Bytedance (Toutiao)	●			
Byton	●			
Caisse de Dépôt et Placement du Quebec (CDPQ)	●			
Canada Goose	●			
Canon *				
Capillary Technologies	●			
Capital Group   American Funds *				
Careem *	●			
Careme			●	
Cargill	●			
Carousell *				
Cartier (Richemeont)			●	
CDC Group *			●	
Celonis SE *				
Cerberus Operations and Advisory Company	●			
Cerner Corporation *				
Chalhoub Group *				
Change NOW *			●	
Charme Capital Partners			●	
Chevron *	●			
China Fortune Land Development (CFLD) *	●			
Circles.Life *				
Cisco *	●		●	
Citi *	●		●	

# 2018 RECRUITING ORGANISATIONS

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Organisation Name	Full-time		Internships	
	Hire 1 or 2	Hire 3+	Hire 1 or 2	Hire 3+
Climate-KIC *				
Clinton Health Access Initiative *				
Coast2Coast Capital	●			
CognaLearn *				
Cognite			●	
Coherent Capital Advisors, Ltd *				
Colgate-Palmolive *				
Coller Capital *	●			
Consolidated Edison	●			
Coorpacademy *				
Cornerstone Research *				
Coty			●	
COUP Urban Mobility S.L			●	
Coya AG			●	
Creandum	●			
Creatella			●	
Credit Suisse *		●		●
Crescent Group *				
Crossboundary	●			
Crunchtime			●	
CSOP Asset Management			●	
CVC Capital Partners			●	
CYLAD Consulting *				
Dai-ichi Seiko *			●	
Daimler *				
Dairy Farm (Jardine Matheson) *				
Daiwa Capital Markets *				
Dalberg Global Development Advisors *	●		●	
Dana Cita			●	
Danaher Corporation *		●		
Daniel Wellington *				
Danone *	●			
Dassault Systèmes *				

Organisation Name	Full-time		Internships	
	Hire 1 or 2	Hire 3+	Hire 1 or 2	Hire 3+
Dataiku	●			
DBS *	●		●	
DeepCloud AI ^	●			
Deezer				●
Deliveroo *	●		●	
Delivery Hero *	●			
Dell		●	●	
Deloitte *		●		●
Delta Partners *		●	●	
Deutsche Bank	●		●	
DFS Group Limited (LVMH Group) *	●		●	
DHL *				
Didi Chuxing	●			
Disperse.io	●			
Distell	●			
DJI			●	
Doctolib *				
DreamQuarks *				
DuPont *				
Dyson	●			
Earlybird Venture Capital			●	
Echo			●	
EF Education First *	●			
EFA Group			●	
Egremont International   Stone & River *				
Element AI	●			
Eli Lilly and Company *	●			
Elistair			●	
EMAAR *				
Emerging Capital Partners			●	
Emerson *				
Emirates Leisure *				
Empirica Investimentos			●	
Energy Access Ventures	●			
Engie *			●	

Total: 647 organisations of which 195 hired Summer Interns and 298 Full-time Graduates

Organisation Name	Full-time		Internships	
	Hire 1 or 2	Hire 3+	Hire 1 or 2	Hire 3+
Enso Ventures *				
Equitativa Group *				
Ericsson *				
Ethos private equity	●			
Eunimart *				
Eurasian Resources Group *				
European Bank for Reconstruction and Development (EBRD) *				
Everstone Capital *				
Exact *	●			
Exergy			●	
Expedia	●			
EY-Parthenon *		●		
Facebook	●			
Faction ^	●			
Falabella Group	●			
Fastned B.V. *	●			
FDM Group *				
Fedex *				
Felix Capital *				
FinLeap *				
First Abu Dhabi Bank (FAB) *				
Fitlov ^	●			
Flixbus *				
Fluence (Siemens & AES joint venture)	●			
Flywire *				
Fondo Italiano d'Investimento	●			
Foodpanda			●	
Foodstho NV ^	●			
Forbion Capital Partners			●	
Force Over Mass Capital			●	
Fosun Group	●		●	
Founders Factory *				

Organisation Name	Full-time		Internships	
	Hire 1 or 2	Hire 3+	Hire 1 or 2	Hire 3+
Franklin Templeton International	●			
FUGRO *				
Fuld & Company	●			
Futurelabs Ventures	●		●	
G=mc2 *				
Gavi			●	
GBS Finance	●			
GCPH	●			
General Motors *				
Generation Investment Management			●	
GGG Associates *				
Global Fund to End Modern Slavery	●			
Global Leisure Partners			●	
GoCompare			●	
Go-Jek	●		●	
Golden Gate Ventures	●			
Goldman Sachs *		●		●
Good Pharma Dermatology *				
Google *		●		●
Gospodarstwo Rolne	●			
Government of Georgia	●			
Grab *				●
Gramado Parks	●			
Grassroots Business Fund *				
GREE Ventures *				
Green Court Capital Management			●	
Green Grass Group			●	
Groupe PSA *	●			
Gruss *				
GS SHOP			●	
GSK *		●		●
GSquare Capital	●			
Gulf Capital *				

# 2018 RECRUITING ORGANISATIONS

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Organisation Name	Full-time		Internships	
	Hire 1 or 2	Hire 3+	Hire 1 or 2	Hire 3+
Gulf Marketing Group *				
H.I.G.			●	
H2 Equity Partners *				
Hakluyt & Company *				
Health Advances *				
Heidrick & Struggles	●			
Heinemann Asia Pacific *				
Hellman & Friedman	●			
Henkel *	●			
HgCapital	●			
Hikma Pharmaceuticals	●			
Hilti Group *		●		
Honestbee *				
Honeywell Europe SA	●		●	
Horvath & Partners *				
HSBC	●			
Hua Dan *				
Huaxing Healthcare Fund	●			
HUM Nutrition			●	
Hummingbird Technologies			●	
Hypera *	●			
I squared capital	●			
iBionext *				
IBM *				
Icefield Capital LLC *				
IDEO			●	
Illumexico			●	
Impakter			●	
Imperial Tobacco *				
IMS Consulting Group			●	
Infineon	●			
Infocomm Media Development Authority (IMDA)	●			
InfraRed Capital Partners	●			
InMobi			●	

Organisation Name	Full-time		Internships	
	Hire 1 or 2	Hire 3+	Hire 1 or 2	Hire 3+
Innosight *	●			
InnovaFeed	●			
Institute for Canadian Citizenship			●	
Integration Consulting			●	
Intel Corporation *	●			
International Finance Corporation (IFC) *		●	●	
International Flavors & Fragrances Inc	●			
Intigral *				
Invesco	●			
Investec Bank Ltd	●			
Investor Group Services	●			
iprice group *	●			
IQVIA *				
Islamic Corporation for the Development of the Private Sector (ICD) *				
ISUZU *				
Itau Unibanco	●		●	
J. Works, Inc.	●			
J.P. Morgan	●		●	
Japan Exchange Group, Inc.*				
Japan Growth Investments Alliance (J-GIA)	●			
Jardine Matheson	●			
JD.com *		●		
Jebsen and Jessen	●			
Johnson & Johnson *	●			●
Julo			●	
Kaligo Solutions *	●			
Kantar Consulting	●			
Kaodim	●			
Karl Storz	●			
Ker Juliette			●	
Kering *				

Total: 647 organisations of which 195 hired Summer Interns and 298 Full-time Graduates

Organisation Name	Full-time		Internships	
	Hire 1 or 2	Hire 3+	Hire 1 or 2	Hire 3+
Kerry *				
Kinase			●	
King *	●			●
Kirkland & Ellis *				
Kobre & Kim LLP	●			
KOIS Invest *				
Kora Capital Management			●	
Korea Investment Corporation *				
Kout Food Group *				
KPMG		●	●	
Kuwait Finance House *				
L.E.K. Consulting *		●	●	
La Despensa Natural *				
Land Transport Authority (LTA) Singapore *				
Landis+Gyr	●			
Larco	●			
Lavan ^	●			
Lazada *				
Leet Design			●	
Leica Biosystems (Danaher Group)	●			
Lenddo *				
Lenovo			●	
Lesara GmbH *				
Libanconsult AGM	●			
Light Rail Manila Corp (Ayala Corp)	●			
Linet	●			
LinkedIn *				
Lion's Head Global Partners			●	
Litasco SA/Lukoil	●			
LoanLink GMBH			●	
Lodestone Advisory Group			●	
Lombard Odier	●			
LongHash			●	

Organisation Name	Full-time		Internships	
	Hire 1 or 2	Hire 3+	Hire 1 or 2	Hire 3+
L'Oréal *				●
Loulis Mills SA	●		●	
Loyal Valley Capital			●	
Loyens & Loeff	●			
LYFE Capital			●	
Lynk Kenya			●	
Maersk Management Consulting *			●	
Magnum Industrial Partners	●			
Majid Al Futtaim *				
Makeen Advisors *				
Makers.do *				
Mango			●	
Manor Group			●	
Marakon *	●			
Mars & Co *				
MasterCard *				
Mattex Group			●	
McKinsey & Company *		●		●
McMakler	●			
Medica Superspeciality Hospital	●			
Medtronic *				●
Meraki Fund			●	
Merck Group *	●			
Metier	●			
Microsoft *		●		●
Middle East Venture Partners *				
Ministry of Finance of Japan	●			
Mirakl *			●	
Mithqal				●
Mitsui & Co., Ltd. *				
Mizuho International plc *				
MM1 *				
Mobike *				
Moelis & Company	●			

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Organisation Name	Full-time		Internships	
	Hire 1 or 2	Hire 3+	Hire 1 or 2	Hire 3+
Moët Hennessy (LVMH Group)	●			
Mokastory *				
Momentum Holding	●			
MoneySmart *	●			
Monk's Hill Ventures			●	
Morgan Stanley *		●		●
Morrison Express			●	
MotorK *			●	
Mutual Benefits *				
Namshi *				
Native Spaces			●	
Neeuro *				
Nestlé		●		
Netflix	●			
Network International *				
Newhope Group	●			
Next47 (Siemens Group) *				
Nike *				
Nissan Motor Corporation *		●		
Nokia *			●	
Nokor Tep Foundation	●			
Noon.com *				
Norma Group	●			
Novartis *				
NRGene	●			
Nubank	●			
Nykaa.com	●			
Oakley Capital	●			
Oath *				
OC&C Strategy Consultants *		●		
Ofo *	●			
Oliver Wyman *		●	●	
On Running	●			
Opera Solutions *	●			
Oracle *				

Organisation Name	Full-time		Internships	
	Hire 1 or 2	Hire 3+	Hire 1 or 2	Hire 3+
Orange Hill *				
Orica *				
Orrick	●			
Orsted *				
Over	●			
Oxford Space Systems			●	
Oxx VC			●	
Pala Investments			●	
Palantir *	●			
Paragon Partners	●			
Parcel Perform *			●	
Paris.Shopping *				
Partners Group	●		●	
Partners in Performance International (PIP) *	●			
Pavilion Energy	●			
Pawame			●	
PayLead			●	
PayPal *				
People Pods ^	●		●	
PepsiCo *				
Per Sé Beauty	●			
Perella Weinberg Partners	●			
Philanthropy in Motion (PIM) *				
Philips *				
PHYSEE			●	
Pimco *	●		●	
Pingan Fintech			●	
Pinnacle Advisory and Consulting Services (PACS) *				
Plum Food *				
Pô Cosmétiques ^	●			
Pomelo Fashion			●	
Porsche *				
Portify			●	

Total: 647 organisations of which 195 hired Summer Interns and 298 Full-time Graduates

Organisation Name	Full-time		Internships	
	Hire 1 or 2	Hire 3+	Hire 1 or 2	Hire 3+
Position Business Ltd			●	
Prestigious *				
ProA Capital	●			
Procter & Gamble	●			
Prophesee *			●	
Prophet *	●			
Prorsum Capital			●	
Prudential *				
PUMA Group *				
PwC	●			
Qiming Venture Partners			●	
Qualgro			●	
Qualitas Equity			●	
Quandoo *				
Quero Education			●	
QVARTZ	●			
Radiometer (Danaher Group)	●			
Ramboll	●			
Reap ^	●			
Red Oak Succession Capital ^	●			
Red Ventures	●			
Restaurant Brands International *		●		●
Result	●			
RF Capital	●			
Robert Bosch *				
Rockefeller Foundation *				
Rocket Internet	●			
Roland Berger *		●		●
Royal Bank of Canada	●			
Russian Direct Investment Fund			●	
SailDrone *				
Saint Gobain *	●		●	
Samsung *		●		
Sanofi				●

Organisation Name	Full-time		Internships	
	Hire 1 or 2	Hire 3+	Hire 1 or 2	Hire 3+
Santander	●			
SAP *				
Saudi Customs	●			
SBI	●			
Schindler Digital Group	●			
Schneider Electric *				
Scrum Ventures			●	
SEA Group *	●			
SearchElect *				
Seats2meet.com (S2M) *				
Seawood Resources			●	
Secom	●			
Sendy Ltd			●	
Seniorgrowth *				
Sennder			●	
Shanghai Pharmaceutical Group Holdings Ltd.	●			
Shaza Hotels	●			
Shell *	●			
Shopee *	●		●	
Shunwei Capital Partners			●	
Sia Partners *				
Sibur *	●			
Siemens AG *	●			
Siemens Management Consulting *			●	
Signify (former Philips Lighting) *				
Silver Straits Capital ^	●			
Simon-Kucher & Partners *	●			
Sinar Mas Group	●			
SingTel *				
Sinno Trading Company	●			
Siteflow Solution *				
Sixth Sense Ventures Advisors LLP	●			
Skillcapital	●			

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Organisation Name	Full-time		Internships	
	Hire 1 or 2	Hire 3+	Hire 1 or 2	Hire 3+
SkinVision	●			
Sleek Corporate *				
Smartr365	●			
Smurfit Kappa *				
Social Finance *				
Social Stock Exchange *				
Société Générale	●			
Sodexo *	●			
SoftBank	●			
SolidEnergy Systems *				
Solon			●	
Solvay *				
Souq.com (Amazon Group) *				
SQL Contracting *				
SSENSE			●	
Stallergenes Greer *				
Standard Chartered Bank	●			
Stanton Chase *				
Star Capital *				
StashAway *				
Stradegi Investment Management Consulting *				
Strategy& *		●		●
Summit Rock Advisors	●			
Swan Housing Group	●			
Swiss Alternative Capital (SACA) *				
Symbiotics *				
Symphony Asia Holdings *				
TabSquare *				
Tagit *				
Taiger *				
Talaria Networks ^	●		●	
Talixo *				
Target Global			●	
Taxa *				

Organisation Name	Full-time		Internships	
	Hire 1 or 2	Hire 3+	Hire 1 or 2	Hire 3+
TD Bank Group	●			
TDF	●			
Techstyle ^	●			
Teck Resources Limited *				
Tectus	●			
Terra Kaffe ^	●			
Tetris Capital	●			
The Carlyle Group	●			
The Development Bank of Japan	●			
The Estée Lauder Companies Inc. *				
The Kraft Heinz Company *		●		
The World Bank	●			
Thermo Fisher Scientific	●			
ThirdWay Africa Partners	●			
Thorek / Scott and Partners *				
Tikehau Capital			●	
Tiller Systems *				
Tokopedia	●			
Tonic *				
Toquity ^	●			
TOSHI Technologies Ltd			●	
Toters Delivery			●	
Tower Research Capital	●			
Tracks			●	
Traveloka *				
Travelzoo Ltd *				
Tsetinis Consulting	●			
Twitter *				
Uber *		●		●
UBS *	●			
UDS			●	
United Nations	●		●	
Universal Diagnostics (UDX)			●	
Untangle AI			●	

Total: 647 organisations of which 195 hired Summer Interns and 298 Full-time Graduates

Organisation Name	Full-time		Internships	
	Hire 1 or 2	Hire 3+	Hire 1 or 2	Hire 3+
UTC Building & Industrial Systems *	●			
Vaniday			●	
Varde Partners	●			
Vedanta Resources				●
Vente Privée *				
Venture Builders				●
Venture Founders *				
ViaVan	●			
ViiBE			●	
Virgin Mobile *				
Visa *	●			
Vmware	●			
Volaris Group	●			
Volkswagen Group *				
Volt bank	●			
Waitrr *				
Walmart			●	
Wamda Capital			●	
Warner Bros.	●			
Waterland	●			
Waterman Capital Partners	●			

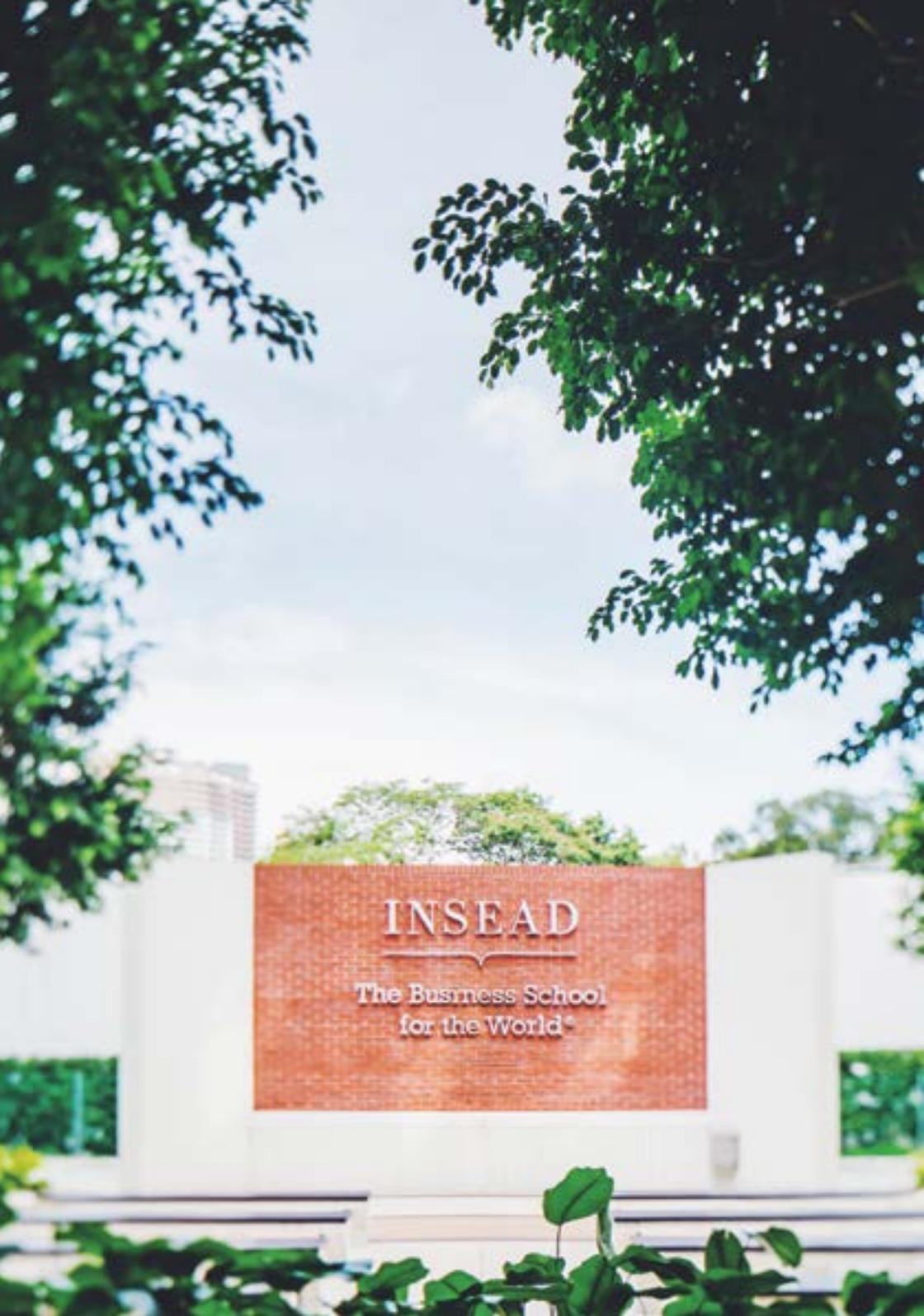
Organisation Name	Full-time		Internships	
	Hire 1 or 2	Hire 3+	Hire 1 or 2	Hire 3+
Wavecell *				
Wavy Global	●			
Wayfair *		●		
Wego *			●	
WeissBeerger			●	
WhatIf *				
Wilson Perumal & Company	●			
Wipro Technologies *	●			
Wise&Miller *				
World Food Programme *				
Wowcher	●			
WPP *				
XSEED Education *				
Yandex	●			
Yeomans Executive *				
YoRipe ^	●			
Zalando *				
ZEISS Group *				
Zenith Industrial Chemicals	●			
Zephyre Energy			●	
ZS Associates	●			
Zurich Insurance *				

In line with INSEAD's academic calendar, this report is based on December 2017 and July 2018 classes

**Disclaimer:**

The information included in this report was provided by both MBA graduates and recruiters and has not been independently verified. INSEAD Career Development Centre gives no guarantee as to its accuracy.

INSEAD does not discriminate on the basis of race, gender, religion, national or ethnic origin, age, sexual orientation, or infirmity.

A photograph of an INSEAD sign. The sign is a rectangular brick wall with a white border. The text 'INSEAD' is written in large, white, serif capital letters. Below it is a decorative flourish. Underneath the flourish, the text 'The Business School for the World' is written in a smaller, white, serif font. The sign is set against a background of green trees and a cloudy sky. The foreground shows some green foliage.

INSEAD

The Business School  
for the World®

## INSEAD Europe Campus

Boulevard de Constance  
77305 Fontainebleau Cedex, France  
Tel: +33 (0)1 60 72 40 00

## INSEAD Asia Campus

1 Ayer Rajah Avenue  
Singapore 138676  
Tel: +65 6799 5123

## INSEAD Middle East Campus

Al Khatem Tower, ADGM Square  
Al Maryah Island  
Box 48049, Abu Dhabi, U.A.E  
Tel: +971 2 651 5200

[www.insead.edu](http://www.insead.edu)

