

HEC
PARIS

MBA PROGRAM



EMPLOYMENT REPORT **2024**

“As I embarked on my MBA journey at HEC Paris, I was eager to connect the dots among my engineering background, my professional experience in operations and supply chain, and the broader realms of business, finance, and sustainability. The program enriched my understanding of how a product's lifecycle interacts with various business functions, while also illustrating the impact of its end-to-end value chain on society and the environment on a global scale. The opportunity to learn from my peers and explore my target industry during a summer internship was invaluable. I can confidently say that I would not have secured my new role without the HEC Paris MBA.”

Matthias Schmitz,

Team Lead, Supply Chain and Procurement Transformation,
HelloFresh SE
Berlin, Germany





2024 TRENDS & STATISTICS

2024 posed significant challenges for the global job market due to economic instability, driven by inflation, geopolitical risks, and substantial corrections across key sectors such as consulting and technology. Despite these headwinds, the graduates of the HEC Paris MBA program demonstrated character, competence, and courage, underscoring the enduring value of their education. While market conditions tested their readiness and flexibility, our graduates successfully navigated these challenges, exemplifying their capacity to thrive in a complex and dynamic business environment.

Among the Class of 2024* graduates, 83 percent secured employment within three months of graduation. The average salary package reached \$109,487, reflecting the continued recognition of the caliber of HEC Paris MBA graduates. Our graduates—representing 48 nationalities—embody a global perspective, prepared to impact business and society. Notably, 61 percent secured positions outside their home countries, 62 percent switched sectors, and 54 percent changed locations. A remarkable 28 percent achieved the coveted MBA 'triple jump,' changing sector, location, and function.

Consulting, Technology, and Financial Services remained key sectors for our graduates, collectively accounting for 63 percent of placements. While consulting experienced a substantial market correction (25 percent vs. 37 percent in 2023), financial services saw an increased demand (22 percent vs. 17 percent in 2023), and technology faced a slight recalibration (16 percent vs. 20 percent in 2023).

HEC Paris MBA participants engage with a broad spectrum of industries early in their journey, empowering them to make informed decisions about their career aspirations. While some pursued paths aligned with their pre-MBA goals, many uncovered unexpected opportunities through internships and immersive experiences, achieving success in new and exciting sectors. The program's rigorous curriculum fosters agility, leadership, and strategic decision-making—qualities highly sought after by employers in an increasingly uncertain global economy.

HEC Talents (the career center) continued to play a pivotal role in supporting participants' career development. Tailored to the unique needs of the 2024 cohort, our career curriculum featured 144 career-development workshops across 60 topics, and over 1,080 individual coaching sessions.

We extend heartfelt gratitude to the growing network of recruiters and the unwavering support of our alumni, whose engagement has been instrumental in facilitating these outcomes. For prospective students, HEC Talents will be an invaluable partner in your career journey. From helping you understand your strengths and aspirations to connecting you with industry leaders and opportunities, the team is dedicated to empowering your success.

Jean-Amiel Jourdan

Senior Executive Director, HEC Talents, HEC Paris

* The HEC Paris MBA Class is defined according to the MBA CSEA guidelines



CLASS PROFILE

MBA CLASS OF 2024

NUMBER OF PARTICIPANTS 

243

GENDER 

38%
WOMEN

AVERAGE AGE 

30

INTERNATIONAL PARTICIPANTS 

95%

NATIONALITIES 

48

AVERAGE WORK EXPERIENCE 

6

GMAT AVG 

690

GEOGRAPHIC ORIGINS (NATIONALITIES)

14%
NORTH
AMERICA

17%
EUROPE

43%
ASIA &
OCEANIA

15%
LATIN
AMERICA

11%
AFRICA
& MIDDLE
EAST

29% Americas

28% EMEA

43% Asia & Oceania




CLASS PROFILE

MBA CLASS OF 2026

NUMBER OF PARTICIPANTS 

265

GENDER 

40%
WOMEN

AVERAGE AGE 

30

INTERNATIONAL PARTICIPANTS 

94%

NATIONALITIES 

61

AVERAGE WORK EXPERIENCE 

6

GMAT AVG 

690

GEOGRAPHIC ORIGINS (NATIONALITIES)

9%
NORTH AMERICA

19%
EUROPE

49%
ASIA & OCEANIA

13%
LATIN AMERICA

10%
AFRICA & MIDDLE EAST

22% Americas

29% EMEA

49% Asia & Oceania



SALARIES

MBA CLASS OF 2024



83%

OF THE CLASS ACCEPTED
JOB OFFERS WITHIN
THREE MONTHS OF
GRADUATION

On average, MBA graduates from HEC Paris doubled their pre-MBA salaries.

OVERALL MEAN SALARY

Overall Average Salary Package

\$109,847

\$100,125 (MEDIAN)

Sign-on Bonus

\$25,301

\$19,806
(MEDIAN)

LOCATION

AFRICA

Annual Salary (Mean)	\$75,902
Minimum Annual Salary	\$55,000
Maximum Annual Salary	\$93,992
Annual Salary (Median)	\$72,565
Sign-on Bonus (Mean)	\$15,697
Performance Bonus (Median)	\$9,295

ASIA (including Oceania)

Annual Salary (Mean)	\$73,909
Minimum Annual Salary	\$40,180
Maximum Annual Salary	\$138,919
Annual Salary (Median)	\$73,487
Sign-on Bonus (Mean)	\$9,830
Performance Bonus (Median)	\$9,721

FRANCE

Annual Salary (Mean)	\$86,735
Minimum Annual Salary	\$43,587
Maximum Annual Salary	\$139,914
Annual Salary (Median)	\$82,270
Sign-on Bonus (Mean)	\$11,033
Performance Bonus (Mean)	\$10,897

LATIN AMERICA

Annual Salary (Mean)	\$111,301
Minimum Annual Salary	\$60,067
Maximum Annual Salary	\$200,000
Annual Salary (Median)	\$105,231
Sign-on Bonus (Mean)	\$67,473
Performance Bonus (Median)	\$10,600

MIDDLE EAST/GULF REGION

Annual Salary (Mean)	\$137,483
Minimum Annual Salary	\$65,351
Maximum Annual Salary	\$174,268
Annual Salary (Median)	\$147,879
Sign-on Bonus (Mean)	\$27,534
Performance Bonus (Median)	\$24,934

NORTH AMERICA

Annual Salary (Mean)	\$167,517
Minimum Annual Salary	\$64,800
Maximum Annual Salary	\$373,000
Annual Salary (Median)	\$141,450
Sign-on Bonus (Mean)	\$33,100
Performance Bonus (Median)	\$60,000

EUROPE (excluding France)

Annual Salary (Mean)	\$120,342
Minimum Annual Salary	\$66,470
Maximum Annual Salary	\$277,213
Annual Salary (Median)	\$105,698
Sign-on Bonus (Mean)	\$22,118
Performance Bonus (Median)	\$19,614

“HEC Paris transformed my career and ignited a sense of purpose that goes far beyond my initial goals. Entering the MBA program from Amazon, I aimed to deepen my expertise in cross-border e-commerce, but HEC equipped me with much more. Through courses like the Inclusive & Social Business Certificate, Sustainability Fundamentals, and AI-driven Innovation, HEC taught me to ask the right questions, challenge the status quo, and become the changemaker I aspired to be. Today, as a senior leader at Zalando, I’m not only shaping the future of e-commerce in Europe but also driving meaningful change, guided by principles of sustainability, innovation, and social impact—areas I was only beginning to explore before HEC.



Leading the MBA Women in Leadership Club was another powerful part of my journey, connecting me with inspiring individuals who showed me the strength of community, resilience and allyship. The warmth, ambition, and shared values of my peers were life-changing, and I am privileged to call them friends and future changemakers. HEC Paris didn't just prepare me for a career; it empowered me to lead with vision, purpose, and a commitment to building a more inclusive future."

Shubhi Khare,
Senior Partner Consultant,
Zalando
Berlin, Germany





SALARIES

MBA CLASS OF 2024

SECTOR

CONSULTING

Annual Salary (Mean)	\$112,144
Minimum Annual Salary	\$46,311
Maximum Annual Salary	\$290,000
Annual Salary (Median)	\$98,026
Sign-on Bonus (Mean)	\$27,785
Performance Bonus (Median)	\$20,000

CONSUMER PACKAGED GOODS

Annual Salary (Mean)	\$91,899
Minimum Annual Salary	\$59,515
Maximum Annual Salary	\$130,761
Annual Salary (Median)	\$88,660
Sign-on Bonus (Mean)	\$66,999
Performance Bonus (Median)	\$20,442

ENERGY

Annual Salary (Mean)	\$133,826
Minimum Annual Salary	\$70,829
Maximum Annual Salary	\$208,898
Annual Salary (Median)	\$137,500
Sign-on Bonus (Mean)	N/A
Performance Bonus (Median)	\$23,605

FINANCE

Annual Salary (Mean)	\$115,767
Minimum Annual Salary	\$48,803
Maximum Annual Salary	\$373,000
Annual Salary (Median)	\$100,125
Sign-on Bonus (Mean)	\$10,549
Performance Bonus (Median)	\$13,470

GOVERNMENT/NON-PROFIT

Annual Salary (Mean)	\$97,227
Minimum Annual Salary	\$60,150
Maximum Annual Salary	\$140,000
Annual Salary (Median)	\$91,532
Sign-on Bonus (Mean)	N/A
Performance Bonus (Median)	\$70,000



SALARIES

MBA CLASS OF 2024

SECTOR

HEALTHCARE

Annual Salary (Mean)	\$141,542
Minimum Annual Salary	\$43,587
Maximum Annual Salary	\$277,213
Annual Salary (Median)	\$130,761
Sign-on Bonus (Mean)	\$33,269
Performance Bonus (Median)	\$31,460

MANUFACTURING

Annual Salary (Mean)	\$96,288
Minimum Annual Salary	\$40,180
Maximum Annual Salary	\$124,223
Annual Salary (Median)	\$99,755
Sign-on Bonus (Mean)	\$10,342
Performance Bonus (Median)	\$10,897

RETAIL

Annual Salary (Mean)	\$121,349
Minimum Annual Salary	\$105,698
Maximum Annual Salary	\$137,000
Annual Salary (Median)	\$121,349
Sign-on Bonus (Mean)	\$15,000
Performance Bonus (Median)	\$22,000

TECHNOLOGY

Annual Salary (Mean)	\$93,513
Minimum Annual Salary	\$39,807
Maximum Annual Salary	\$175,000
Annual Salary (Median)	\$87,800
Sign-on Bonus (Mean)	\$30,448
Performance Bonus (Median)	\$19,602

TRANSPORTATION AND LOGISTICS SERVICES

Annual Salary (Mean)	\$105,231
Minimum Annual Salary	\$105,231
Maximum Annual Salary	\$105,231
Annual Salary (Median)	\$105,231
Sign-on Bonus (Mean)	N/A
Performance Bonus (Median)	\$13,680



CAREER TRANSFORMATION

MBA CLASS OF 2024

At the HEC Paris MBA, we pave the way for students to transform their careers. The majority of our students made a career transformation, with 62 percent changing sector, 59 percent changing function and 54 percent changing their location. In the Class of 2024, 34 percent changed at least two of these three career elements, while 28 percent made the “triple jump.” International mobility continued to be a strong trend in our post-graduation placements, with 61 percent of the class securing employment outside of their home country.

62%

CHANGED
SECTOR

59%

CHANGED
FUNCTION

54%

CHANGED
LOCATION

34%

CHANGED AT
LEAST TWO OF
THREE

28%

CHANGED
ALL THREE



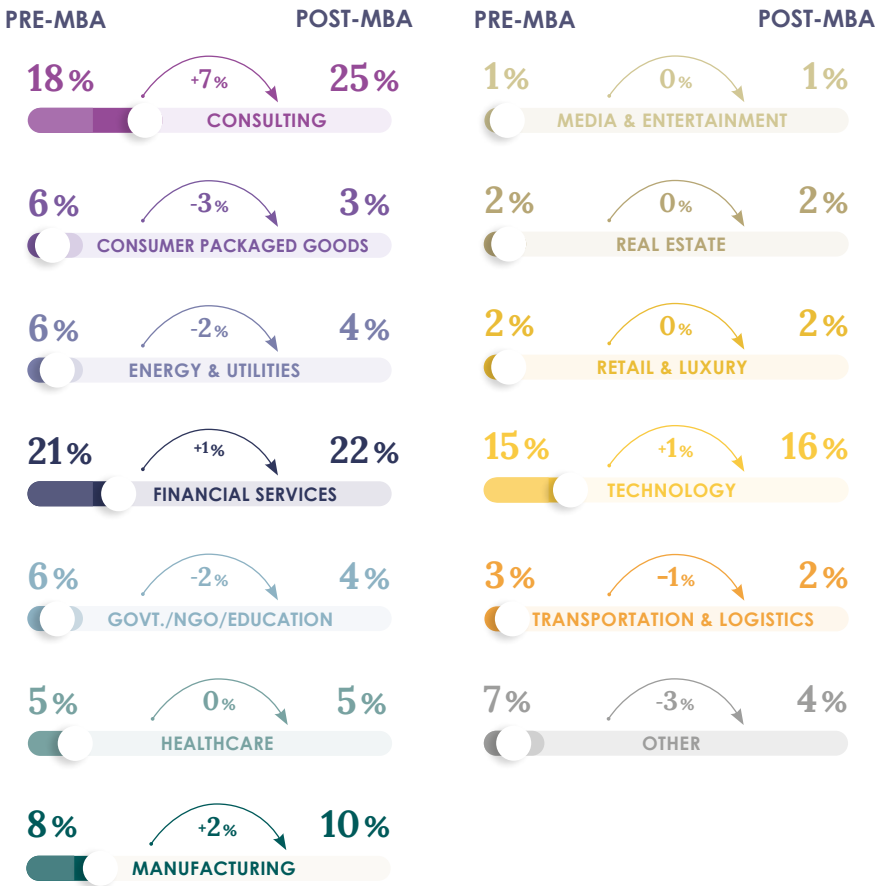


CAREER TRANSFORMATION

MBA CLASS OF 2024

SECTOR CHANGE

Consulting, Technology, and Financial Services continued to be key sectors for the Class of 2024, collectively accounting for 63 percent of placements.





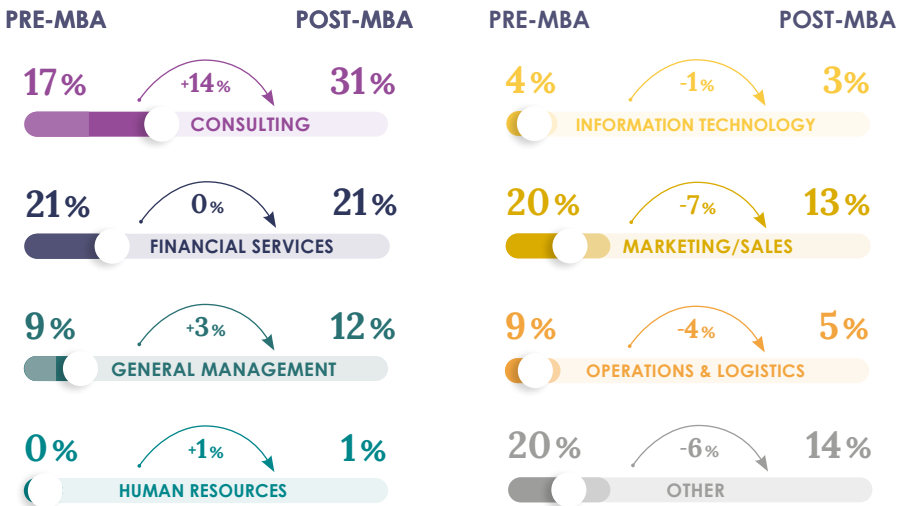
CAREER TRANSFORMATION

MBA CLASS OF 2024



FUNCTION CHANGE

Consulting remained the first function of destination (31 percent) although decreased by 7 points compared to 2023. Financial services and General Management remained stable compared to 2023, respectively 21 percent and 12 percent.





CAREER TRANSFORMATION

MBA CLASS OF 2024

WOMEN'S STATS

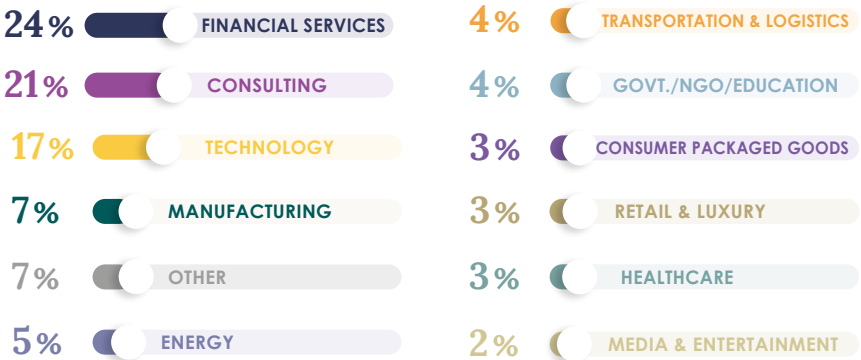
WOMEN-FOCUSED CAREER EVENTS

Women-focused career events are held throughout the year, mainly focused on career opportunities in consulting, finance, tech/AI, and healthcare, and are hosted by top-tier employers or by HEC Paris. Last year we had a Women in Finance conference on campus that included panel discussions and a networking session with professionals in the finance industry. Panels included women alumnae, who work in M&A, Private Equity, Capital Markets, and Asset Management. Discussions focused on how diversity, equity, and inclusiveness contribute to better collaboration and innovation in the workforce.

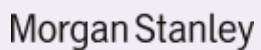
The MBA Women in Leadership Club, HEC Talents, and the MBA Tech Club recently collaborated to host the third edition of the Women in Tech Roundtable, with six inspiring women across sectors from AI Builders, Amazon, Artefact, L'Oréal, Uber, and Worldline. They shared powerful insights from their personal journeys covering inclusivity, effective leadership, and tips for females navigating a traditionally male-dominated industry.



PLACEMENT BY SECTOR



HIRING COMPANIES INCLUDED (2 women hires or more)





RECRUITER ACTIVITY

MBA CLASS OF 2024

TOP RECRUITERS

(2 hires or more)

amazon

L'ORÉAL

Morgan Stanley

SCOR
— INVESTMENT PARTNERS —

Schneider
Electric

HCLTech

Lilly

Roland
Berger

DC
advisory

LEK™

BAIN & COMPANY

HILTI

McKinsey
& Company

accenture

BCG

KEARNEY

OliverWyman

wipro

Uber

“The HEC Paris MBA program provided me with the invaluable opportunity to learn from a distinguished group of professors and collaborate with a diverse cohort of peers. Through class discussions, teamwork, and shared experiences both inside and outside the classroom, I gained new insights that broadened my perspective. This exposure deepened my appreciation for the value of diverse viewpoints within teams and highlighted the challenges of working in or leading such teams. The skills acquired to address these challenges, listen to all perspectives, and ensure that every voice is heard will be invaluable throughout my career. I am deeply grateful to my classmates, professors, and the HEC MBA program for shaping this transformative journey. In a nutshell, as I expected when I applied, the program gave a boost to my professional career. The environment, the world class professors, and my classmates made this year and a half, a life-changing experience.”

Matias Valdes D.,
Project Manager Office,
IANSA
Santiago, Chile



“The HEC Paris MBA program profoundly transformed my perspective on private equity in Africa where the sector is still developing. Initially, I viewed private equity as a promising avenue for investment, but my studies revealed the complexities and challenges that companies face in accessing funding, particularly in Africa. The MBA journey ignited a passion within me to pivot my career toward consulting. I realized that I could make a more meaningful impact by addressing the root causes of funding barriers that hinder African businesses. Now, as a consultant, I work tirelessly to develop innovative strategies that not only attract investment but also strengthen the entire funding ecosystem in East Africa. Ultimately, the HEC Paris MBA equipped me with the tools to become a consultant dedicated to driving meaningful change in African markets, ensuring that companies can thrive and contribute to the region's economic development.”

Elijah Gachohi Wangari,
Consultant,
The Boston Consulting Group
Nairobi, Kenya

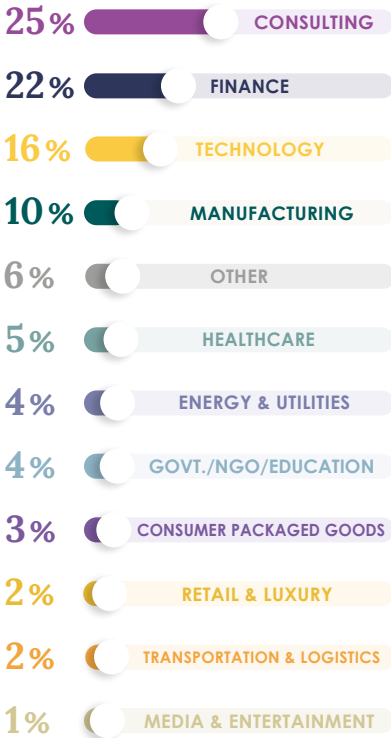




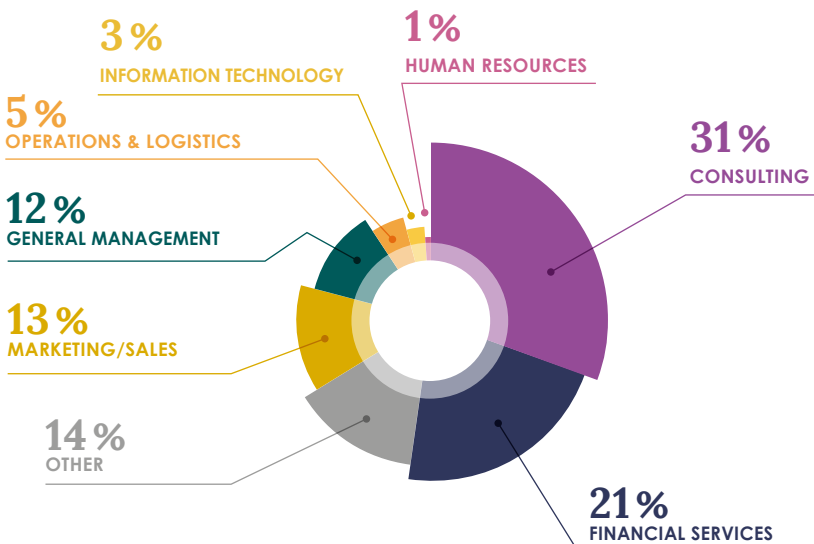
CAREER CHOICES

MBA CLASS OF 2024

PLACEMENT BY SECTOR



PLACEMENT BY FUNCTION





REGION ANALYSIS

MBA CLASS OF 2024

MOBILITY

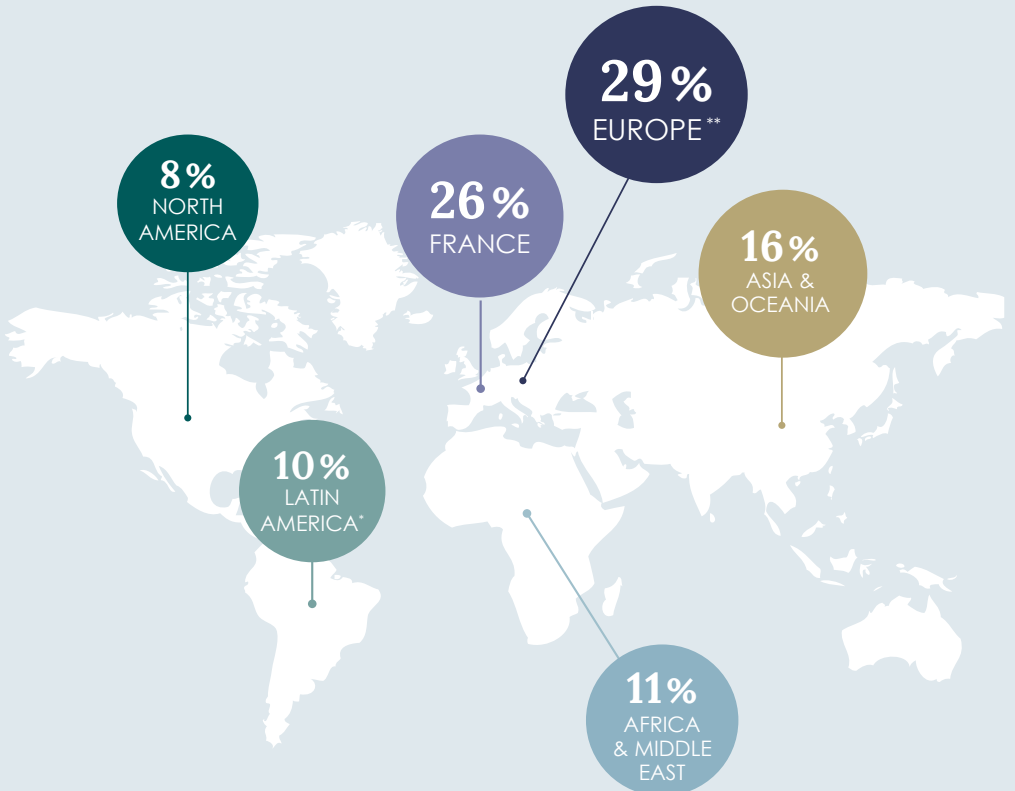


61%

OF GRADUATES SECURED
EMPLOYMENT OUTSIDE
OF THEIR HOME
COUNTRIES

JOB LOCATION

*And Caribbean **Excluding France



18% Americas

66% EMEA

16% Asia & Oceania

“The HEC Paris MBA has changed the course of my life, empowering me to make bold shifts - in the continent, industry, job, while immersing me in a diverse and inspiring community. Through experiences uniquely offered at HEC like TEC, a mentorship and business-leadership program designed to help students define their long-term personal and professional goals, the Social Entrepreneurship Certificate, the HEC Incubator, and the MBA project I learned to take risks, embrace change, build my specific expertise, and redefine how I measure success. The program’s focus on building your technical, human, and conceptual skills equipped me to lead with empathy, navigate complexity, and to lead in our rapidly changing world. I continue to feel the HEC spirit in my decisions in my career, in maintaining work-life balance, and as a global citizen. HEC Paris didn’t just help me achieve my goals, it gave me the competence and confidence to set new ones. I am deeply grateful for this journey and ready to chart new adventures through the extraordinary HEC community. ”

Allison Steen,
Information Systems
Engagement Section
Manager AMEIO,
Nissan Automotive,
AMEIO Headquarters
Paris, France





GLOSSARY

MBA CLASS OF 2024

COMPANIES WHO RECRUITED FROM THE CLASS OF 2024

The following is a list of companies where students accepted full-time positions.

A

Accenture*
Adidas
Africa Global Logistics
AFRY
Agoda
Allianz Consulting
Allied Irish Bank
Alvarez and Marsal
Amazon**
American Express
Ardian
Arma Partners
Armée de Terre
Artemis Eye clinic
Arthur D. Little
Arup
Ascend Commerce
ATCO Properties & Management
Atsumi & Sakai
Autonomo Technologies
AVS Capital

B

B1 Consulting
BAI Capital
Bain & Company*
Banco de Credito del Peru
Bank of America*
Barclays CIB
Bassam Rentals
BCG Platinion
Beauchene Group Limited
Bien merecido
BioNTech SE
Black Haven
BNP Paribas*
Boston Consulting Group*
B-Part Consulting
British International Investment

C

Capital Mills
CarbonFarm
Celonis
CMA CGM*
CMPC
Cobee
Coty
Creative Destruction Lab - Paris
CrossBoundary Group

D

DBS Bank Ltd
DC Advisory
Deloitte**
Destinus
Dimensional Fund Advisors
Duckfund
Duplay

E

Echo Analytics
Ecolab
Eli Lilly and Company
Exhalon.io

F

Flowsalt
Frontier Management
Frumar Agri Foods Pvt Ltds

G

Globalpraxis
Goldman Sachs
Goomza
Government of Japan
Grupo Auro
Grupo México Transportes

H

HCL Tech
HelloFresh SE
Hill and Knowlton
Hilti**
Hospitality Brand
Hunter Douglas
Hystra

I

IANSA
Incepto
Intesa Sanpaolo
Intescia Group
IPSEN

J

JAFCO
Jera
Johnson & Johnson

*Corporate partners of HEC Paris

** Corporate member of the Club Campus



K

Kearney**
 Kombo
 Kotak Alternate Asset Managers Limited
 KPMG*

L

L.E.K. Consulting
 Life5
 L'Oréal*
 Luminae

M

Marcellus Investment Managers
 McKinsey & Company*
 Médecins sans Frontières
 Midway
 Mitsubishi
 Morgan Stanley
 MyBarika

N

N26 Bank
 NetZero
 Notano Group LLC
 NTT East

O

OA Adviosry
 OC&C Strategy Consultants
 Oliver Wyman**
 Open capital

P

Pernod Ricard
 Pronoe
 Proparco

Q

Qantev
 Qonto

R

Relax Solutions
 Revolut
 Roland Berger**
 RWE

S

Saudi Aramco
 Savoir Strategies
 Schneider Electric*
 Scor Investment Partners
 Shell Western Supply and Trading
 Shionogi & Co., Ltd.
 Siemens Advanta Consulting
 Siemens AG
 Sika
 Skeepers
 Strategy&
 Swan
 Syensqo
 Systemanova.vc

T

Tarkett France
 TD Securities
 The Sustainability Consortium
 The Trade Desk
 Tierra Armada Chile
 Topcon Corporation

U

Uber
 Ulvetanna
 Urbanova

V

Via
 Vosyn Inc

W

Wells Fargo
 Whiteshield
 Wipro
 WITH Paris
 Wonderful Dreams SL
 WWZ Energie AG

W

Xellia Pharmaceuticals
 XRPL Commons

Y

Yinson Production
 YKK AP Inc.

Z

Zalando

*Corporate partners of HEC Paris

** Corporate member of the Club Campus

RECRUITING EVENTS 2025-2026

The majority of recruiting events in 2025 – 2026 will be offered in hybrid format – companies can choose to come on campus in-person, or conduct their presentations/networking sessions online. The HEC Talents team values our corporate partners and are dedicated to providing partners with the talent they are looking for today. For more information on our employer engagement opportunities, please contact us at hectalents-employerengagement@hec.fr.

MBA-SPECIFIC

MBA Connections - September Edition: A week-long event focusing on full-time and end-of-studies internship MBA recruitment for the MBA Class of 2026 (September 2025).

MBA Connections - January Edition: MBA-specific event focusing on internship recruitment for MBA Class of 2027 (January 2026).

MBA Retail & Luxury Fair: Inter-school career fair for students specifically interested in Retail and Luxury (February 2026).

MBA Connections - May Edition: MBA-specific event focusing on just-in-time recruiting for 2026 (internship and full-time) plus commencing pipeline for 2027 (May 2026).

MBA Connections – Finance & Consulting Editions: MBA-specific networking events for companies recruiting for finance and consulting positions (September and November 2025).

MBA Connections - Corporate Stand-Alone Presentations: Company presentations can occur anytime from September to November 2025 and from January to April 2026.

HEC-WIDE

Regional-focused Career Fairs: "World of Opportunities" event focused on certain regions, including Africa, Asia, Germany, Middle East, among others (October 2025).

HEC Carrefours Career Fair: The flagship career fair for full-time and internship positions across all programs at HEC (January 2026).

Sector-focused Career Fairs: Events held for companies recruiting or interested in networking with students specifically interested in their sectors, such as Digital and Technology or Impact (November 2025 - February 2026).

OTHER OPTIONS

Career Treks: Regional and/or sector-focused visits by students to companies in April.

Club Activities: HEC Paris MBA professional clubs aim to strengthen the relationship between the HEC Paris MBA community and specific sectors. They organize panel discussions, evening guest speakers, company visits, networking dinners with HEC Paris alumni, and so on.

Job/Internship Postings: Job opportunities can be posted on our careers portal. For more information, email : hectalents-employerengagement@hec.fr.

“HEC Paris was a transformative journey that empowered me to achieve the coveted triple jump—changing my location, company, and career path from operations to marketing. The program's global network, rigorous curriculum, and support from peers and faculty equipped me with the confidence and skills to redefine my professional trajectory.”

Shreya Kailash,
Senior Program Manager,
Amazon UK
London, UK



TIMING AND AVAILABILITY

We offer both a 16-month format (for both September and January intakes) and an accelerated, 12-month format (available only to January intake students). Students are available for internships and full-time positions, as follows:

SEPTEMBER INTAKE

- Summer internships: From May to end of August
- End-of studies internships: From January to April of their graduating year
- Full-time positions: From January of their graduating year (15 months after the start of the program)

JANUARY INTAKE

(Same timing for students who are part of 16-month or 12-month format)

- Summer internships: From July to end of August
- End-of-studies internships: From January to April of their graduating year
- Full-time positions: From January of their graduating year (12 months after the start of the program)

HEC

PARIS

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