

2023/2024 MSc IN MANAGEMENT







EMPLOYMENT REPORT



Message from the Executive Director



I am pleased to present the 2023/2024 MSc Employment Report on behalf of Career Management at Ivey.

The report showcases the achievements of graduates from our Business Analytics, Digital Management, and International Business programs. Every recruiting cycle is different, and these classes faced an uncertain economy as they prepared for entry into full-time employment.

In the face of these challenges, we remained dedicated to offering students personalized career support that provided the foundational knowledge, skills, and connections needed to navigate career transitions across one's lifetime.

Key highlights for the 2023/2024 MSc class

World-class support

Ivey MSc students are a talented group, and their career journey is supported by a Career Management team that is doing more than ever to prepare them for internships, post-graduate employment needs, and long-term career success. Through one-on-one coaching and an innovative approach to career curriculum, we prepared Ivey students to take immediate and actionable steps associated with recruiting and gave them the tools they need to navigate their careers long after they leave Ivey.

Robust alumni and industry partnerships

Drawing on our nearly 34,000-member global Alumni base and our established and emerging relationships with corporate partners, we helped our students make the connections they needed to be successful in the marketplace. We are grateful to our recruiting partners in top organizations in financial services, consulting, technology, and many other industries for their active engagement with our students through career exploration panels, coffee chats, preparatory workshops, networking events, and of course, hiring initiatives.

Success in a challenging market

Students at Ivey and beyond experienced an economic climate that resulted in fewer opportunities than expected, and this is reflected in the post-graduation employment outcomes for grads at many schools. Despite these challenges, many Ivey students did realize good employment outcomes. Our recruiting partners tell us that they have confidence in Ivey students' job readiness, ethical leadership, and the positive contributions they make to organizational teams. As hiring rebounds, we expect a corresponding increase in opportunities.

We take pride in the achievements of the 2023/2024 MSc class and their resiliency in the face of challenges. We extend our special thanks to our Alumni network and to our corporate partners for their ongoing support and confidence in the Ivey Business School.

All the best.

Kim Miller

Executive Director, Career Management

Kim Miller

Understanding the data

The Employment Report provides prospective MSc students with a snapshot of post-graduation outcomes, helping them compare top programs, refine their school choices, and find the best fit.

While not all reports are created equal, their goal remains the same: to help prospective students understand where recent graduates have gone in their post-MSc careers.





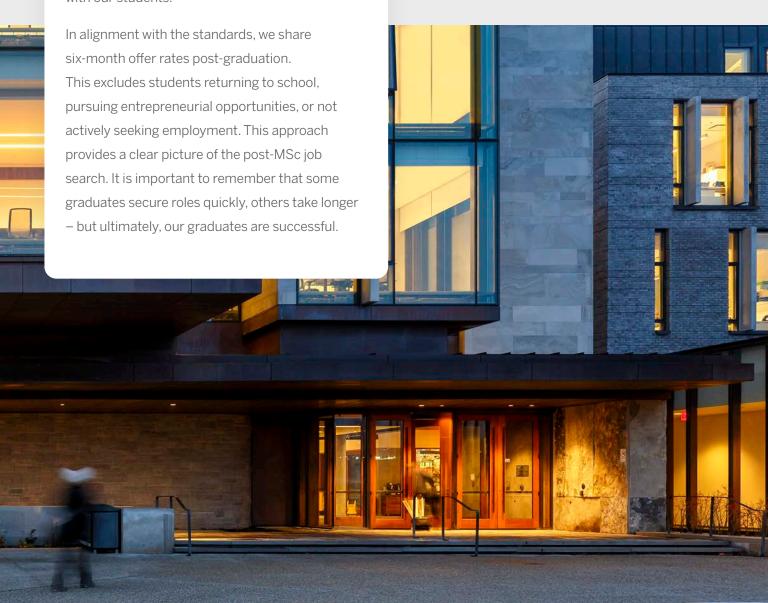
Offers and Reporting Rate

The best schools adhere to a globally recognized standard for reporting employment outcomes, governed by the Career Services and Employer Alliance. While most schools report the percentage of students who have received job offers, at Ivey, we believe transparency and detail are the basis of a trusting and lasting relationship with our students.



Salary

In the interest of protecting individual students salary data, salaries are reported only at an aggregate level for each of the MSc program fields.



MSc in Management (Combined)



85%

Overall Offer Rate

Full-Time Base Salary

Where students have reported roles outside of Canada, all salary details have been converted to Canadian dollars.

	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Base Salary	\$30,000	\$135,000	\$73,037	\$75,000
Signing Bonus	\$500	\$15,000	\$6417	\$5,000
Total Compensation	\$30,000	\$150,000	\$74,543	\$75,000



Alumni Industry of Employment



* Other: Aerospace, Automotives, Charities/Non-Profit, Construction,
Distribution/Transport, Electricity/Gas/Water, Engineering, Entertainment,
Environmental, Cosmetic/Personal Care/Household, Metals/Mining,
Pharmaceuticals/Medical, Printing/Publishing/Media, Tourism/Leisure

- Financial Services (30%)
- Consulting (14%)
- Technology (11%)
- Education (5%)
- Real Estate (4%)
- Retail (3%)
- Consumer Products (3%)
- Healthcare (3%)
- Manufacturing (2%)
- Law and Legal Services (2%)
- Marketing/PR/Advertising (2%)
- Government (2%)
- Other* (20%)



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WELCOME TO WEY ME

BUSINESS ANALYTICS

Class of 2023 at a glance

Overview

97%

of those seeking, received at least one job offer six months post-graduation.

\$78,001

Average Base Salary.

\$6,367

Average Signing Bonus.

\$79,104

Average Total Compensation (Includes: base salary, signing bonus, and other guaranteed compensation).







Total Students in the Class



45%

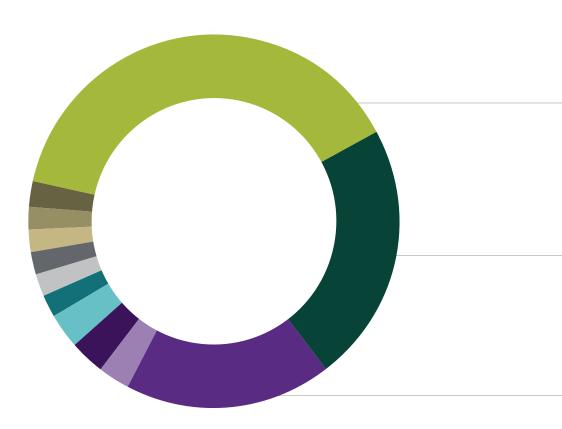
Self-Identify as Women



63%

International Citizenship

Industry of Accepted Full-Time Employment



- Financial Services (39%)
- Consulting (23%)
- Technology (18%)
- Government (3%)
- Healthcare (3%) Hospitals, Clinics, Healthcare Providers & Services
- Education (3%)
- Retail (2%)

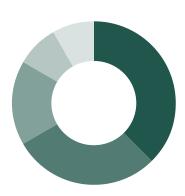
- Public Administration/ Regulatory Groups (2%)
- Consumer Products (2%) Alcohol (Wine, Spirits, Beers, etc.)
- Charities/Non-Profit (2%)
- Accounting/Audit/Tax (2%)
- Energy/Resources (2%) Utility Services

Financial Services Breakdown



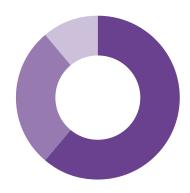
- Financial Services (22%)
- Financial Services
 Business/Commercial Banking (5%)
- Financial Services
 Insurance (4%)
- Financial ServicesCorporate Banking (4%)
- Financial Services
 Risk (2%)
- Financial Services
 Asset Management
 (Investment, Portfolio, Wealth) (2%)

Consulting Breakdown



- Consulting IT/Technology/Digital (8%)
- Consulting (7%)
- ConsultingFinancial Advisory (4%)
- Consulting
 Risk (2%)
- ConsultingHuman Capital (2%)

Technology Breakdown



- Technology
 Information and Communication
 (Telecommunications) (11%)
- Technology Computer Software and Services (5%)
- Technology
 Hardware & Equipment (2%)

Function of Accepted Full-Time Employment

- Data Analytics (32%)
- Consulting/Corporate Strategy (28%)
- Finance (12%)
- Project Management (9%)
- IT (7%)
- Leadership Development/Rotational Program (5%)
- Accounting (2%)
- Sales/Business Development (2%)
- Marketing (2%)
- Operations/Logistics (2%)



Geography of Accepted Employment



Canada

80% 11% 6%

Toronto/GTA

Other*

London



International

Other*

* Other: France, Norway

^{*} Other: Burlington, Calgary, Montreal, Port Colborne, Victoria, Waterloo

Full-Time Base Salary

Where students have reported roles outside of Canada, all salary details have been converted to Canadian dollars.

	% SHARE OF TOTAL REPORTED SALARIES	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Base Salary	68%	\$60,000	\$105,000	\$78,001	\$79,249
Signing Bonus	21%	\$2,000	\$15,000	\$6,367	\$4,200
Total Compensation	68%	\$60,000	\$105,000	\$79,104	\$80,000

Salary data in this report is based on a 68 per cent salary reporting rate from our students and reflects base salary and/or signing bonus and other guaranteed compensation (e.g., other taxable payroll compensation such as a guaranteed annual bonus). It is important to remember that not every role includes a signing bonus or other guaranteed compensation. Signing bonuses are most common in select industries. Of the students who shared their salary data, just over a fifth reported receiving a signing bonus.







ABBEY HORNER Senior Specialist, Infrastructure. **ONTARIO HEALTH** MSc '23

What inspired you to pursue your MSc degree at Ivey?

I was really interested in data analysis, and I knew that was something I wanted to emphasize moving forward, but I also had an interest in business. Ivey's MSc program seemed like a great fit because it had that business and data analytics combination, which would enhance my technical skills while also looking at operations and the broader needs of a business.

What were your goals coming into the program?

I wanted something a bit more tangible than my undergrad, and I knew the combination of an Ivey program and the focus on business and data analytics would open a lot of doors. I wanted to work in healthcare and policy but make recommendations based on data. The MSc made my career a lot more versatile, which is what I was looking for.

How did the Career Management team and your Ivey network help you in achieving your career goals?

I did my Ivey Analytics Lab (IAL) (a required summer internship for Ivey MSc Business Analytics students) with Ontario Health in the same field of capacity capital planning that I work in now. I really enjoyed my time

there, and thought I'd like to go back. After I finished the program, my former manager recommended me for my current position. The conversations I had with the Career Management team also helped me figure out how to merge all my education and experience into this pathway and find a way to pursue my own unique interests.

Was there a standout moment you'd like to share?

Through the program, I was able to go to Norway and study at the Norwegian School of Economics, for a dual degree in Economics and Business Administration. I would never have thought I would see myself in Norway studying economics, but with Ivey, that just became possible. What's more, it led to an opportunity to work on AI and data policy in healthcare in Paris, at the Organisation for Economic Co-operation and Development (OECD). I was able to travel the world and gain this amazing experience because of the Ivey MSc.

BUSINESS ANALYTICS MSc ALUMNI SPOTLIGHT



JENNA
WILSON
Consultant,
FACTSET
MSc '23

What inspired you to pursue your MSc degree at Ivey?

I've always been very technical, but I was looking for a role that also involved working with people. When I learned about the MSc through a friend who was in the Digital Management stream, I felt like the Business Analytics program would help direct me into a role that involved both the technical and client facing sides – and it did.

What were your goals coming into the program?

I didn't have a strong business foundation coming in, and I wanted a good base when it came to those core courses in finance and accounting. I also wanted to broaden my network, and everyone who's been to Ivey takes such pride in being a part of that community, which is something I hadn't experienced in my undergrad and wanted to be part of.

How did the Career Management team and your Ivey network help you in achieving your career goals?

The weekly classes with Career Management (CM) were especially helpful when it came to resume building and thinking about my career path. They helped put my goals into perspective, and helped direct the job search and application process. The CM team set up

mock interviews and events to help us network and boost our connections with the Ivey alumni network. Hack the Case, a case competition which was judged both by Ivey professors and an outside industry partner, also gave us great real-world experience to both learn from and put on our resume.

Was there a standout moment you'd like to share?

A course that really stood out for me was an elective called Systems Thinking. The whole class was essentially one big case, where we had to deal with a problem a company was facing, but our instructor really pushed us to think deeper with it, to consider it from different viewpoints, and it really opened up my way of thinking. Just like with Hack the Case we then had to present our findings to industry professionals, and the whole experience of getting their feedback and making those connections was extremely helpful.

Overview

The Ivey Analytics Lab (IAL), is a critical and required component of the Business Analytics program. It presents an important opportunity for Ivey's Business Analytics students to gain real-world experience working in an analytics-intensive environment.

\$1,040

Average Weekly Salary

47

Companies our 2024 IAL students accepted employment with.

 $\overline{9}1$

Companies that posted jobs to the class





Total Students in the Class



45%

Self-Identify as Women



45%

International Citizenship

Industry of Accepted IAL Employment



- Financial Services (28%)
- Technology (22%)
- Consulting (8%)
- Education (8%)
- Healthcare (8%)
- Energy/Resources (6%)
- Consumer Products (5%)
- Other (15%)

^{*} Other: Accounting, Advertising (Marketing Services, Ad Agencies, Communications, Public Relations), Charities/Non-Profit, Consumer Services, Retail

Function of Accepted IAL Employment

- Data Analytics (69%)
- Finance (8%)
- Sales/Business Development (5%)
- Consulting/Corporate Strategy (5%)
- Other (14%)





Geography of Accepted Employment



Canada

Other*

63%

25%

Toronto/GTA

London

12%

* Other: China, New Victoria, Sagamok, Tiverton, U.A.E.



Overview

84%

of those seeking, received at least one job offer six months post-graduation.

\$69,824

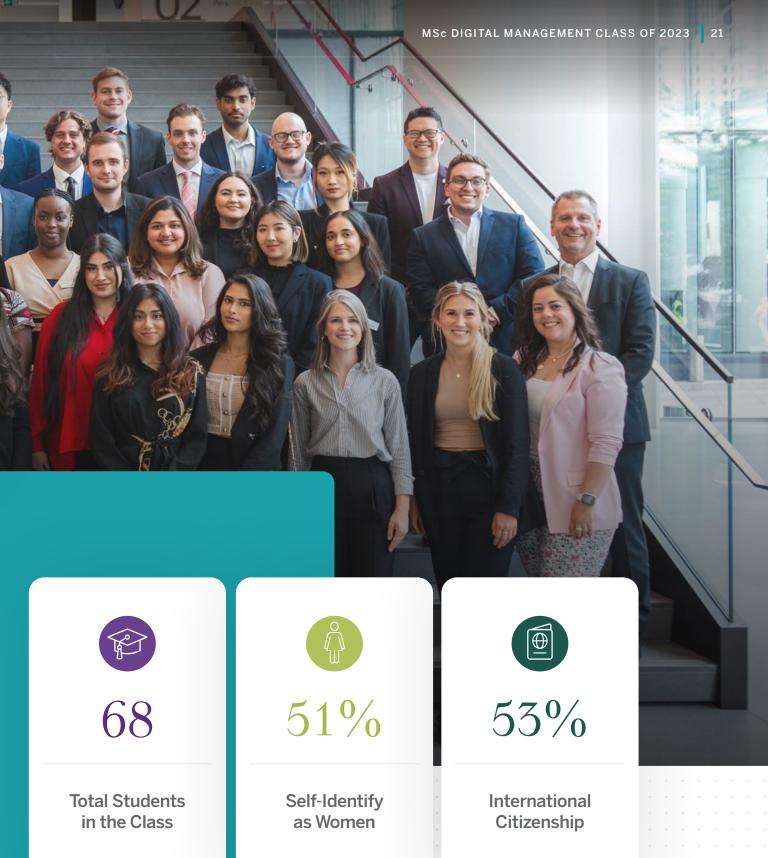
Average Base Salary.

\$7,500

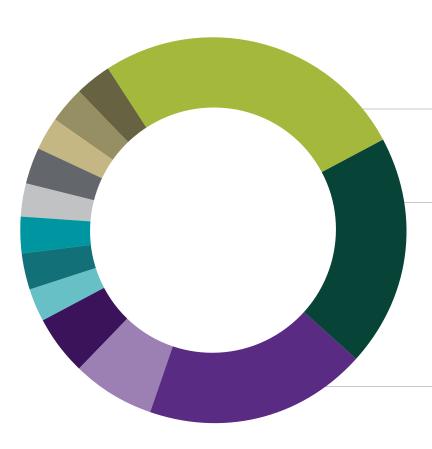
Average Signing Bonus.

\$71,281

Average Total Compensation (Includes: base salary, signing bonus, and other guaranteed compensation).



Industry of Accepted Full-Time Employment



- Consulting (27%)
- Financial Services (20%)
- Technology (19%)
- Advertising (7%) Marketing Services, Ad Agencies, Communications, Public Relations
- Retail (5%)
- Food Service/Restaurant (3%)
- Healthcare (3%) Hospitals, Clinics, Healthcare Providers & Services

- Accounting/Audit/Tax (3%)
- Consumer Products (3%) Beverages/Food
- Consumer Products (3%) Furniture
- Transportation/Distribution/ Logistics (3%)
- Energy & Resources (3%) Utility Services (Electric, Water, Hydro, etc.),
- Entertainment (3%) Sports & Sports Management





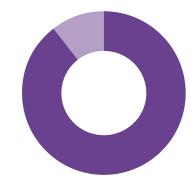
- Consulting (20%)
- Consulting
 Risk (5%)
- ConsultingFinancial Advisory (2%)

Financial Services Breakdown



- Financial Services (12%)
- Financial Services Insurance (2%)
- Financial Services Risk (2%)
- Financial Services
 Asset Management
 (Investment, Portfolio, Wealth) (2%)
- Financial Services
 Business/Commercial Banking (2%)

Technology Breakdown



Technology

Computer Software and Services (17%)

Technology Information and Communication (Telecommunications) (2%)

Function of Accepted Full-Time Employment

- Consulting/Corporate Strategy (32%)
- Finance (22%)
- Marketing (12%)
- Research and Development (7%)
- Sales/Business Development (7%)
- Operations/Logistics (5%)
- Accounting (5%)
- Product Management (3%)
- Data Analytics (3%)
- IT (3%)
- Leadership Development/Rotational Program (3%)



Geography of Accepted Employment



Canada

77% 10% 5%

Toronto/GTA

London

Other*



International

Other*

* Other: Gueph, Kitchener

* Other: China, United States

Full-Time Base Salary

Where students have reported roles outside of Canada, all salary details have been converted to Canadian dollars.

	% SHARE OF TOTAL REPORTED SALARIES	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Base Salary	83%	\$30,000	\$100,000	\$69,824	\$71,000
Signing Bonus	17%	\$500	\$15,000	\$7,500	\$10,000
Total Compensation	83%	\$30,000	\$100,000	\$71,281	\$73,500

Salary data in this report is based on a 83 per cent salary reporting rate from our students and reflects base salary and/or signing bonus and other guaranteed compensation (e.g., other taxable payroll compensation such as a guaranteed annual bonus). It is important to remember that not every role includes a signing bonus or other guaranteed compensation. Signing bonuses are most common in select industries. Of the students who shared their salary data, just under a fifth reported receiving a signing bonus.







NABILA NAZ Data Analytics Consultant. DELOITTE.

MSc '23

What inspired you to pursue your MSc degree at Ivey?

I have a computer science engineering degree from India, and have worked as a Developer for Deloitte, which I enjoyed and wanted to continue doing, but I also wanted to be a leader who understands the bigger picture. I wanted to have the capability to do both the technical and strategy sides. And I thought Ivey's Case Method of teaching would provide the real-life, practical business experience I was looking for.

What were your goals coming into the program?

I wanted to help bridge the communication gap between engineers and business leaders, and fully understand how to use business concepts in technical settings to accelerate growth and efficiency. As an engineer, your first thought is solving the problem technically, but with Ivey, I was able to add a layer and see it from a business perspective as well. It's important to hold both those things, because when you go to a client, you cannot talk in a purely technical manner, you have to tell them a story, and that story has to be a good balance of the two.

How did the Career Management team and your Ivey network help you in achieving your career goals?

Career Management was great in connecting us with alumni in fields we were interested in, which could help us understand the roles we were applying for and how to frame our resumes for those jobs and industries. They also offered many resources we could use in our job search, which were helpful around the workings of the job market in Canada.

Was there a standout moment you'd like to share?

I was the co-president of the MSc Product Management Club, and along with my co-president, we organized IveyHacks, a hackathon to bring together Computer Science students and Digital Management students. The way the world is evolving, every business student should understand the language of tech and engineers' way of thinking, which is what the Digital Management program aims to do. We had great support from Ivey in funding and execution, which led to its success.





AARON DOERFLER Technology Consultant,

MSc '23

What inspired you to pursue your MSc degree at Ivey?

I started the MSc right after my undergrad, which was also at Western in Media Information and Techno-culture. I had looked at technology from a societal perspective and I knew I wanted to work in tech, but the MSc in Digital Management brought in the business aspect. It felt like a great way to bridge the gap between business and technology, and once I started the program, I realized there were even more avenues than I originally thought possible.

What were your goals coming into the program?

I knew our society was increasingly moving toward one that made use of technology, and many businesses are still quite far behind when it comes to modernizing, or even just incorporating tech to make their lives easier. I don't think I would have identified this without Ivey, but the idea of helping businesses find the best ways to leverage new technology to improve their operations seemed like a great way to integrate my interests.

How did the Career Management team and your Ivey network help you in achieving your career goals?

I wouldn't be where I am without Career Management (CM) and the Ivey alumni network. When I got to Ivey, I wasn't sure how I wanted to explore technology, and they gave me the tools and connections to delve into different possibilities. CM helped me figure out how to go into conversations with alumni and ask the right questions, as well as to prepare for job interviews. The alumni are always willing to connect, to come back to Ivey and help us with projects or mentor. In fact, my network helped me get the job I have now. Ivey just helps you create connections and opens doors in a way you don't see everywhere.

Was there a standout moment you'd like to share?

One of my favourite parts of the program was the practicum at the Ivey Digital Innovation Studio, where we did three consecutive consulting projects for a small, medium and then large company. I knew if I wanted to get into consulting, I needed to have some real-world experience. That practicum really gives you a taste of what it's like to be in some of these environments, have client facing conversations, and present to executives, all in a safe environment. One of the clients said they would be implementing some of what they learned working with us for years down the road, and it was great to feel that we could make a lasting impact.



Class of 2024 at a glance

Overview

MSc

VEY

75%

of those seeking, received at least one job offer six months post-graduation.

\$69,258

Average Base Salary.

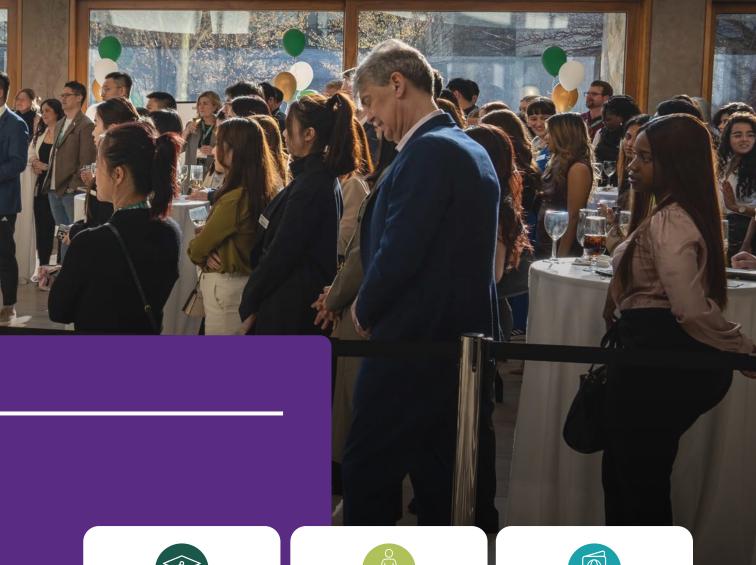
\$2,930

Average Signing Bonus.

\$71,572

Average Total Compensation (Includes: base salary, signing bonus, and other guaranteed compensation).

CHROMINSKA HALL





Total Students in the Class



55%

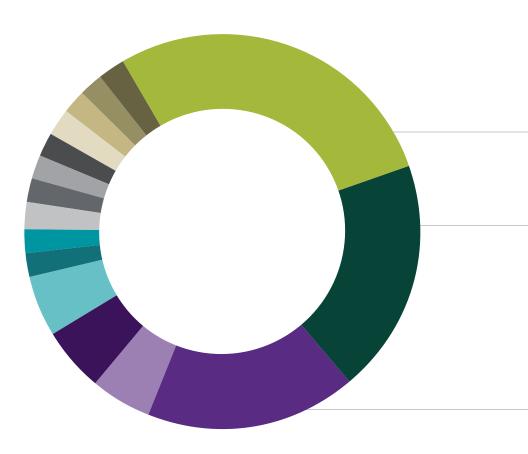
Self-Identify as Women



71%

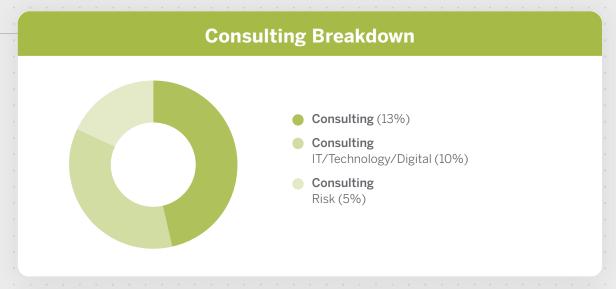
International Citizenship

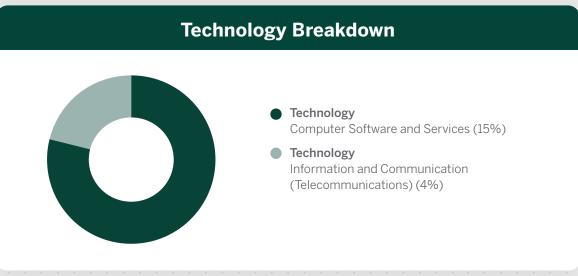
Industry of Accepted Full-Time Employment

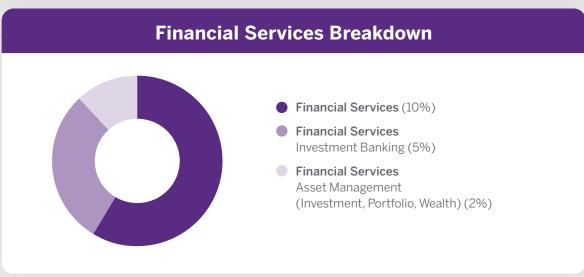


- Consulting (28%)
- Technology (19%)
- Financial Services (17%)
- Charities/Non-Profit (5%)
- Manufacturing (5%)
- Consumer Products (5%) Beverages/Food
- Education (2%)
- Energy & Resources (2%) Alternative Energy/Renewable Energy
- Food Service/Restaurant (2%)

- Environmental Services (2%) Sustainability, CleanTech
- Market Research (2%)
- Real Estate (2%) Residential
- Accounting/Audit/Tax (2%)
- Economic Development (2%)
- Packaging and Containers (2%)
- Consumer Products (2%) Household/Personal/Cosmetics







Function of Accepted Full-Time Employment

- Consulting/Corporate Strategy (23%)
- Finance (21%)
- Sales/Business Development (19%)
- Marketing (9%)
- Research and Development (6%)
- Leadership Development/Rotational Program (6%)
- Project Management (5%)
- Operations/Logistics (5%)
- Product Management (5%)
- IT (2%)



Geography of Accepted Employment



Canada

64% 7% 10%

Toronto/GTA

London

Other*



International

19%

Other*

* Other: China, Ghana, India, Switzerland, United Arab Emirates, United Kingdom, United States

^{*} Other: Fredericton, Hamilton, Montreal, Vancouver

Full-Time Base Salary

Where students have reported roles outside of Canada, all salary details have been converted to Canadian dollars.

	% SHARE OF TOTAL REPORTED SALARIES	MIN \$	MAX \$	AVERAGE \$	MEDIAN \$
Base Salary	42%	\$37,440	\$135,000	\$69,258	\$62,000
Signing Bonus	4%	\$860	\$5,000	\$2,930	\$2,930
Total Compensation	42%	\$37,440	\$150,000	\$71,572	\$65,000

Salary data in this report is based on a 42 per cent salary reporting rate from our students and reflects base salary and/or signing bonus and other guaranteed compensation (e.g., other taxable payroll compensation such as a guaranteed annual bonus). It is important to remember that not every role includes a signing bonus or other guaranteed compensation. Signing bonuses are most common in select industries. Of the students who shared their salary data, less than 5 per cent reported receiving a signing bonus.







GENEVIÈVE LADOUCEUR

Commercial Associate.

USERLED

IB-CEMS '23

What inspired you to pursue your MSc degree at Ivey?

I knew that I wanted to go abroad for work, and Ivey has a great reputation not just in Canada but also internationally, and that's invaluable, especially when it comes to networking. I did the International Business (IB) stream but also the CEMS program, which is an alliance of business schools. CEMS is big in Europe – and Ivey is the only university in Canada that holds the title of being a CEMS school. In addition to the international internship that's part of the IB program, I was also able to do an internship in Vietnam and work on a project in another culture.

What were your goals coming into the program?

I wanted to shift into a new industry, broaden my thinking and get international experience, and I felt the Case Study Method would push me to be a lot more creative. Throughout the Ivey program, I got to work on a lot of consulting projects that I enjoyed, but I wanted to work at a startup where I could be creative and have a bigger impact. I'm now working at a marketing tech startup in London, U.K., and I can say without a doubt, if I hadn't done this degree, I wouldn't be here.

How did the Career Management team and your Ivey network help you in achieving your career goals?

By the time I was doing interviews, I had lived and worked in three countries, and I could relate a lot of experiences back to being at Ivey. In my interview for my current job, I had to do a case study, which Ivey prepped me for. Career Management (CM) also helped me polish my resume and my LinkedIn. When I was in Barcelona, CM was super flexible. I would have biweekly meetings with them if I had any questions and they would review my resume and help me tailor it to the industry I was applying to. It was an Ivey alum in the U.K. that helped me prepare to get this job and gave me all the right resources and pointed me in the right direction.

Was there a standout moment you'd like to share?

The most memorable was the CEMS graduation ceremony in Norway. I remember standing on stage with my closest friends, that I made through the program, representing Ivey. Just thinking that I was representing one of the best business schools in the world for Canada alongside my best friends was an unbeatable experience.





HRITIK CHAWLA, Founder, SOCIAL BREW IB '24

What inspired you to pursue your MSc degree at Ivey?

I had always wanted to get a master's degree to further my education after my undergrad, and I was drawn to Ivey's stellar reputation. I was living in India but had friends in Canada who spoke highly of the business school, and when I came across Ivey's Case Method of teaching in my own research, I was sold on the curriculum.

What were your goals coming into the program?

I wanted to learn from other businesses and join the Canadian job market. I had been working but also dabbling in entrepreneurship, and the International Business stream seemed like a great fit to learn how a business operates holistically. Even though my focus is marketing, I know it's important to understand how a business runs: The financial aspects. how to model, how to analyze better, and how to make projections. I ended up taking an entrepreneurial track after graduating, but I may want pivot to a more traditional path in the future, and I'll be able to use everything I learned. There are also a hundred things I learned in Ivey's entrepreneurship course that I have implemented it in my business, and many more I can see benefitting from in coming years.

How did the Career Management team and your Ivey network help you in achieving your career goals?

The team at Career Management was really helpful when it came to working on my resume and teaching me how to network on LinkedIn and in person. I also met an alum at an MSc CEMS networking event who spoke with me about his entrepreneurial journey. His approach and advice gave me the motivation to invest my time into building something of my own.

Was there a standout moment you'd like to share?

The Ivey Global Lab (IGL), an international internship that's part of the program, was a great experience because I not only got to travel but also live and work in another country. When I was in Thailand, I also started looking at opportunities to work freelance, making socials for local businesses, and when I came back to Canada, I got my first client. Those clients eventually grew, and I was able to onboard a team for what turned into my company, Social Brew.





SIGGI HANSEN

Business Development Manager,

THE BUTCHER SHOPPE

How has hiring MSc students helped your organization achieve its goals?

MSc students bring a high level of professionalism to the organization, and they're able to quickly jump into projects and make an impact. I believe this is largely due to Ivey's case-based learning method. They have learned how to gather information, who to reach out to, and how to present complex information to the management team on a variety of projects. They showcase a high level of engagement and a self-starting attitude which we like to see. The Butcher Shoppe is a very hands-on business environment, where you can learn a lot about how business is done – from working directly with customers to pricing, margin analysis and market research. We spend a considerable amount of time developing talent, and we make a deliberate effort to source that talent through the Ivey Career Management Center.

What would you say to other organizations considering hiring Ivey MSc students?

The most significant benefit in hiring graduates from the MSc program is that the programs that are available to MSc students provide specialized knowledge that makes it a lot easier for them to excel into different roles. For example, If you're looking for a finance candidate, the data analytics program offers some great courses in terms of finance, data analytics, data usage and interpretation as well as digital management, which is crucial as Al begins to have a bigger impact across industries. MSc students also have the opportunity to experience a diverse selection of in-

ternships through the MSc global lab program which provides a great introduction to working in a variety of business environments.

What stands out in terms of this partnership with lvey for the recruitment process?

Throughout our partnership there has been a high level of engagement from the career management center with regular touchpoints and invitations to meet with the students in person as well as participate in info sessions which were a great way to promote the company and recruit top talent. This high level of engagement has been especially important for us as we hire candidates for full time positions as well as our internship program. As an alumni myself, I attend many Ivey alumni events and try to make myself available to current students. Everyone on our team is also encouraged to interact with students on LinkedIn and set up coffee chats as we look for great talent for our business. As we continue to grow having a robust relationship with career management has been important in finding staff to support our growth goals.

What advice would you give to current or prospective MSc students preparing to enter the job market?

My advice for students going through interviews is to be yourself, answer the questions honestly, and do your research on the companies you interview with. People can tell when you're trying to use buzzwords, hit specific talking points, or say things that you think that they might like. Know about the company, know about what they do, where they're from, what kind of services they provide, and explain how you can be an asset to the team. I'd also encourage students to find a role that resonates with them. When I graduated, I didn't think that I would enjoy working in finance as much as I did. It's really about learning – take advantage of the opportunities provided to you when you're doing your MSc to learn about yourself and what kind of career path you would like to go down.







ALEX CARDOSO

Senior Manager, Campus Recruitment & Programs,

SCOTIABANK

How has hiring MSc students helped your organization achieve its goals?

What really stands out about Ivey MSc students is their ability to think critically and adapt quickly to complex business challenges. We value their strong analytical skills, structured problem-solving approach, and ability to work through ambiguity - qualities that are essential in the banking industry. But beyond technical skills, we also see a high level of leadership potential. They come in with confidence, a collaborative mindset, and the ability to communicate their ideas effectively. Another key differentiator is their ability to step into roles and add immediate value. We've noticed that Ivey graduates don't just execute tasks, they ask thoughtful questions, challenge assumptions, and look for ways to improve processes. That level of initiative and strategic thinking is invaluable in our industry, where change happens quickly, and we need people who can think ahead and look around the corner.

What would you say to other organizations considering hiring Ivey MSc students?

Ivey MSc graduates bring a unique blend of academic rigor and real-world business acumen, thanks to the case-based learning approach. They're not just learning theories; they're applying them in a way that mirrors the challenges they'll face in the workplace. This means they're used to analyzing complex problems, making strategic decisions under pressure, and defending their recommendations with data-driven insights. They know how to work effectively in teams, communicate their ideas clearly, and build strong relationships - critical skills for any organization. Whether it's working cross-functionally or presenting to senior stakeholders, they have the poise and professionalism that sets them apart.

What stands out in terms of this partnership with the recruitment process?

Our decision to partner with Ivey was driven by the talent we consistently saw coming from the progression development is a top priority for us, and we take approach to ensuring our early career hires have and support they need to succeed. We have dedict ship and new graduate rotational programs designaccelerate career growth. Ivey graduates fit seams that vision because they come in with a strong for and a growth mindset. They're eager to learn, take lenges, and seek out opportunities to add value. They are deared and career fairs or networking events, has me to connect with top candidates. We've built a strough through this partnership, and it's one we're continue growing.

What advice would you give to current or prospective MSc students preparing to enter the job market?

My biggest piece of advice is to be proactive and about your career growth. Employers aren't just for strong technical skills – they want to see curi adaptability, and initiative. Networking is also key the time to build relationships, not just with recribut also with alumni and professionals in your fie connections can open doors and provide valuabinsights. Finally, storytelling and overall communan underrated skill that can set you apart. Wheth an interview or on the job, being able to clearly a your experiences, the impact you've made, and word that table will help you stand out. The modemonstrate how your skills and experiences trained business challenges, the more confident embe in your ability to succeed.



Ivey Corporate Partners

Below is a list of companies that engaged with Ivey's MSc students this year through networking, hiring, formal or informal job postings, and/or on-campus recruiting. Companies that have been among our top hiring firms this year are bolded. Those companies denoted with an (*) have hired at least one Ivey MSc IAI student or grad this year.

ACCOUNTING/AUDIT/TAX

BDO Canada*

BMO Financial Group

Clear Insight

KPMG*

MHA*

PwC

RBC

TD Bank Financial Group

ADVERTISING (MARKETING SERVICES, AD AGENCIES, COMMUNICATIONS, **PUBLIC RELATIONS)**

B4brand

Bond Brand Loyalty*

Canadian Marketing League

IPG Mediahrands*

Klick

Konrad Group

Massive Insights

Maven

Media Experts*

Mediaplanet

MultiView

Navsocial

Nectar First*

Niki Inc.

Squadrons Digital Marketing

The Canadian Marketing

Association

The M2T Collective

TORQUE Strategies

UM Worldwide*

Wasserman

WebHealth Network Media

AEROSPACE (SPACE **EXPLORATION, SATELLITE** COMMUNICATIONS, COMMERCIAL SPACE. DRONES, AIRLINES/ AVIATION)

Porter Airlines Inc.

AGRICULTURE/ **AGRIBUSINESS**

BH Frontier Solutions Inc.

Good Food Farms

Syngenta

CHARITIES/NON-PROFIT

Advancing Black Talent in Pharma - ABTiP

AgScape

Charity Intelligence Canada*

CSA Group

Global Spark

Home County Music

& Art Festival

ICON Talent Partners

LGT Venture Philanthropy

London Environmental Network

Make-A-Wish*

NGen Canada Onyx Initiative

Pillar Nonprofit Network*

RMA Toronto

Social Venture

Exchange - SVX*

Start Proud

The Cansbridge Fellowship

The Upside Foundation

of Canada*

The Starfish Canada

Toronto Public Library

Vector Institute

World Vision Canada

YMCA of Southwestern Ontario

Youth Challenge International*

CONSTRUCTION

Hilti

Ledcor

The Canadian Council for Public-Private Partnerships

CONSULTING

Acsel Health

Alpha FMC

Analysis Group

Appficiency Inc.

Asteri Partners

Astra Canyon*

Bain & Company

BDO Canada*

Boston Consulting Group

BrainRidge Consulting

Business Transition Consulting

Carpedia

Cascadia Strategy Consulting Partners

Cognizant

Compensation

Governance Partners

Data SEA Consulting*

Deloitte.*

Dillon Consulting Limited

Disruptive Edge*

EY*

EY-Parthenon

FireKamp*

Fusion Analytics

Galleon Advisors*

HNW Research and Management Consultancy*

Hugessen Consulting Inc.

IAMConcepts Security Solutions Inc.

Invictus Analytics + Strategy*

Isaac Operations

Jarvis Consulting Group

JTE Claims Consultants Ltd.*

KPMG*

Kroll*

Level5 Strategy

Marsh & McLennan Companies

Mastercard Advisors

MaxPeople HR

McKinsey & Company

Mensana Change Management Ltd.*

Mercer

Meridian Compensation

Partners*

Nuclear Promise X

Olivan & Rhodes

Oliver Wyman

PaperDoDo Inc.

PMP Strategy (Formerly PMP Consulting)

Preyra Solutions Group | PSG*

Prosmar*

PwC

Revenue Management Labs

Roland Berger

Sapling Financial Consultants Inc.*

Satov

Shift Health

Simon-Kucher & Partners

South End Partners

Stack'd Consulting

Strategy&

StrategyCorp Inc.

TechAlliance of Southwestern Ontario

Southwestern Ontario

Trindent Consulting

University Consulting Group - UCG

Visa

WTW (Formerly Willis Towers Watson)

Zeb Consulting*

CONSUMER PRODUCTS

Ardent Mills*

Bayer

Bimbo Canada (Formerly Canada Bread Company Limited)

brust beverage co.

Danone Canada*

Everist

FoodGrads

General Mills

HOUSE iD

Imperial Tobacco

Inoki Bathhouse

Johnson & Johnson

Kenvue (Part of Johnson & Johnson Family of Companies)

Labatt Breweries of Canada

LCG Foods Distribution*

L'Oreal*

Maple Leaf Foods*

Mark Anthony Group

McCain Foods

Mondelez International

Nestle

Niagara Bottling

Nieu Cabinet Doors

Peacasa Snacks

PepsiCo Canada

Procter & Gamble

Rare Earth Gallery*

Reckitt

Rothmans, Benson & Hedges Inc.

Sysco Canada Inc.

TEALEAVES

The Beer Store*

UNFI Canada*

Unilever*

Veradek Outdoor

CONSUMER SERVICES

Haleon (former division of GSK)

ND Graphics*

ECONOMIC DEVELOPMENT

London Economic

Development Corporation

- LEDC

MaRS Discovery District*

EDUCATION

Frame of Mind Coaching

Global Institute for

Food Security

Innovation North, Powered by Ivey

Ivey Business School*

Scholars Education*

Schulich School of

Business - York University

TECHNATION

The Princeton

Review Canada

Vault

Wavemakers

Western University*

ENERGY/RESOURCES

Bruce Power*

Canadian Nuclear Laboratories

Castleton Commodities International

Cenovus Energy

Combined Metal Industries

Enbridge Inc.

Hydro One

Kinectrics*

Liberty Utilities

McDaniel

Mercer International Inc.

MySolar Group Ltd.

Purifics

Reliance Home Comfort*

Solargis*

ENGINEERING

GHD

ENTERTAINMENT

Blend Design Conference

Canadian National Sports Sales Championship

Enterprise Mobility

Lagree West & Jaybird Studios London Comedy Festival Lug Sports Group

MLSE (Maple Leaf Sports & Entertainment Partnership)*

Ontario Lottery and Gaming - OLG

PWHL

The Peak

theScore

Toronto Blue Jays

ENVIRONMENTAL SERVICES

ClearBlue Markets

FCO Canada

Ontario Sustainable Energy Association

Too Good To Go*

Trojan Technologies

FACILITIES SERVICES

Spectrum Building Service

FINANCIAL SERVICES

Acrisure

Addenda Capital

Agentis Capital

AIG

American Express*

ATB Financial

Balmoral Capital

Bank of America-Merrill Lynch (BofA)

Bank of Canada

Battery Ventures

BCI*

BDC Capital

Blair Franklin Capital Partners

BMO Financial Group*

Broadpeak

Burgundy Asset Management Ltd.

Business Development Bank of Canada - BDC

BYDFi*

Caldwell Securities

Canada Life*

Canadian Association of Alternative Strategies & Assets - CAASA

CanFirst Capital Management
Capficiency Private Equity

Capital One*

Castle Crow & Company

CFA Society Toronto

Chubb Insurance Company of Canada

CIRC*

Citi

Clay Financial*

Connor, Clark & Lunn Financial Group

Cormark Securities Inc.

Crypto Babes Club

Dawson Partners - (Formerly Whitehorse Liquidity Partners)

DBS Bank*

Definity Financial

Diagram Ventures

Disruption Ventures

EnerTech Capital

EQ Bank - Equitable Bank

Equitable*

Felicitas Global Partners

Fengate Asset Management

Fidelity Investments

FirePower Capital*

Forthlane Partners

Fujian Big Data Corp. Ltd.*

GDA Capital*

Goparity Canada

Good & Well

Hadley Family Office

Hamilton Lane

Hazelview Investments

Hillsdale Investment Management

HOOPP (Healthcare of

Ontario Pension Plan)*
HSBC Bank

ICON Talent Partners

IFC - International Finance

Corporation IGM Financial

INFOR Financial Group Inc.

Investment Management Corporation of Ontario -

Invico Capital Corporation

KF Matheson Investment Holdings

Klass Capital

IMCO

Laurentian Bank of Canada

Mackenzie Investments*

Mako Financial Technologies

Manulife Financial

MFS Investment

Management

MKB

Morgan Stanley

MUFG Bank

NACO Canada*

Nasdag*

National Bank of Canada

Neo Financial*

NIBC Global

Northern Edge Advisors

OMFRS

Ontario Teachers'

Pension Plan Board - OTPP

Osprey Capital Partners Inc.

Oxford Properties Group & OMERS

Peakhill Capital

Peters & Co.

Pocketed, a Deloitte business*

PSP Investments

Raymond James

RBC*

Robert J Morris Insurance & Consulting LTD*

Sagard Holdings

Scotiabank*

Secure Digital Markets

Select Equity Group

SGGG Fund Services Inc.

Simplii Financial*

Societe Generale

Southeastern Asset

Management

Stalwart Insurance Group

Stifel Financial

Stillwater Capital

Sun Life Financial

TD Bank Financial Group*

Terra Firma Capital Corporation

The Co-operators Group Limited*

The Seabrook

Financial Group*

Untraceable

Ventum Financial - (Formerly Echelon Wealth Partners)

Versabank*

VersaFi - (Formerly WCM)

Vitana Pediatric &

Orthodontic Partners

WAVE - Women's Association of Venture & Equity

Wealthsimple Inc.

Xe.com*

FOOD SERVICE/ RESTAURANT/FOOD **PRODUCTION**

Chick-fil-A*

Compass Group Canada

Cookin Inc.

Impact Kitchen

Restaurant Brands International

The Butcher Shoppe*

GOVERNMENT

Canada Revenue Agency

Canadian Armed Forces

City of Port Colborne*

City of Vaughan

Government of British

Columbia*

Government of Canada

Ontario Government (Ontario Public Service)

Ontario Ministry of Energy

Sagamok Anishnawbek*

The Regional Municipality of York

HEALTHCARE

Addiction Services Central Ontario

ADL Dental Laboratories Inc.

ATS Scientific

Canadian Hospital Specialties Limited

CBI Health

Extendicare

Healthcare Materials Management Services -HMMS*

Holland Bloorview Kids Rehabilitation Hospital*

Hospice Palliative Care Ontario - HPCO

Life Sciences Ontario

London Health Sciences Centre - LHSC*

Medcan

Medline Canada, Corporation

Mohawk Medbuy Corporation*

Novo Nordisk

Octapharma

Ontario Health*

Ontario Pharmaceutical Marketing Association - OPMA

PSG Pharmaceutical Sciences Group

Sanofi

Shoppers Drug Mart*

Spring Living

Stiris Research

St. Joseph's Health Care London

Straight Up Health

Trudell Medical International

Unity Health Toronto

Vessl Prosthetics

HOLDING COMPANY

John Swire & Sons (H.K.) Ltd.

VAST Industrial Corp.

LAW AND LEGAL **SERVICES**

London Police Service Siskinds LLP

MANUFACTURING

AMD

Cargill

Faton

EMCO Corporation

JMP Solutions

Life Sciences Talent Accelerator

Nfinite Nanotech

Premier Custom Lighting

and Decor*

Sai Extrumech Pvt. Ltd.*

Schindler Elevator Ltd.

Techtronic Industries Canada Ltd. - TTI

MARKET RESEARCH

Dig Insights

Ipsos

McLean & Company*

NationGraph

Potentialpark

PACKAGING AND **CONTAINERS**

AlphaPoly Packaging*

PUBLIC ADMINISTRATION/ **REGULATORY GROUPS**

OECD - OCDE*

REAL ESTATE

Cushman & Wakefield

ENCOR Advisors

First Capital REIT

GreenSky Capital Inc.

Hazelview Properties KingSett Capital

Mattamy Homes

Oberfeld Snowcap

QuadReal Property Group

Realstar Corp.

Spanier Group

The Rose Corporation

Tridel Group of Companies*

Business School WESTERN UNIVERSITY · CANADA

RECRUITMENT SERVICES/ **EXECUTIVE SEARCH**

Corporate Consultants

FDM Group

Junction Collective

South End Partners

RETAIL

Aritzia

Canadian Tire Corporation*

George Weston Limited

Healthy Planet

Loblaw Companies Limited*

Pixie Mood

Retail Council of Canada

Shomigo

Shoppers Drug Mart*

TALENTSPOKE

T&T Supermarket Inc.

Tirecraft

TJX Canada - Winners. Marshalls, HomeSense

TECHNOLOGY

51JOB

Aceocial

AlphaSights*

Amazon

Ambitious Labs

ΔMD*

ApexRMS

Appficiency Inc.

Artificio Products Inc.*

Athennian

Bell Canada Enterprises*

BH Frontier Solutions Inc.

Birdseye Global*

Blue Guardian

Borealis Al

BrainStation

Canonical*

Carbon7

Carfax Canada*

CDW Canada

Celestica

Cognex Corporation

Composer

Cyder*

Dayforce (Formerly Ceridian)

Dell Technologies

Desa Analytics Dig Insights

Disco

DoorDash

DotsLive

Eclipsys

Ecopia Al

Electric Mind -

Formerly Intelliware

Enso Connect

Environics Analytics

Esiance

(formerly CardSwap Inc.)

ETHGlobal*

Execulink Telecom

FactSet*

FDM Group

FOG Software Group

FoundersBeta

Geotab

GiftCash*

Go Evo

Google

Greenspace Health*

HealthHub - Patient

Engagement Solutions

Hybrid Financial Ltd.*

IBM*

Info-Tech Research

Group Inc.*

INNOVAPTE

interVal

Intuit

Jonas Software

Kinaxis

Konrad Group

Loblaw Digital*

LBMX

Maple Direct Platform

Marketlab

Math Project

Meta

Microsoft

Mobsquad

NationGraph*

Oracle

Orennia

PaperDoDo Inc.

PartnerOne

PAVE*

Peggy

PheedLoop.com

PlaceHolder Inc.

Plative

PointClickCare*

Pong Game Studios

proSapient*

Qarar*

Quadshift

Rakuten Reya Health

Rogers Communications*

Salesforce.com

SAP Canada Inc.

SAS*

Security ONE Alarm Systems

Shopify

Showpass

Sifio Health*

Skillhat

Snowflake

SOTI

Spotify

Spotwork

Symcor

TechTO

TELUS

Third Octet

Thomson Reuters*

TikTok

Toast

Toronto Product

Management Association

Tribble*

Trip.com Group*

Veeva Systems

Vendorly

Voices*

Web Summit

Workbench Energy

XP Gaming

Xtivity Inc.

Zennea Technologies

Zynga

THINK TANKS/POLICY INSTITUTE/RESEARCH INSTITUTE

Big River Analytics

Network for Business Sustainability (NBS)

TRANSPORTATION/ **DISTRIBUTION/LOGISTICS**

Ruckland

Canada Post*

Metrolinx

Scotlynn

Starling Innovations*

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