

**Centre for Career Design**  
Schulich School of Business

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# **BBA/iBBA** **Employment** **Report 2021**



Daniel Loduca (BBA '21)  
Marketing, Operations & Applied  
Technology Specialist, Bell Canada



**Congratulations on graduating from the  
Schulich School of Business!**

**With the rigorous education and training  
you have received, yours is a future of endless  
possibility and potential.**



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# Recruiting at Schulich

**“We work to understand your needs and help you develop strategies to make sure you stand out in an increasingly competitive marketplace.”**

The Centre for Career Design is here to help you find the right fit with the right company or organization. In the past year we have gone through some restructuring to better align our core services with Schulich’s extensive range of MBA specializations and programs and to better service the career objectives of our students and newest graduates.

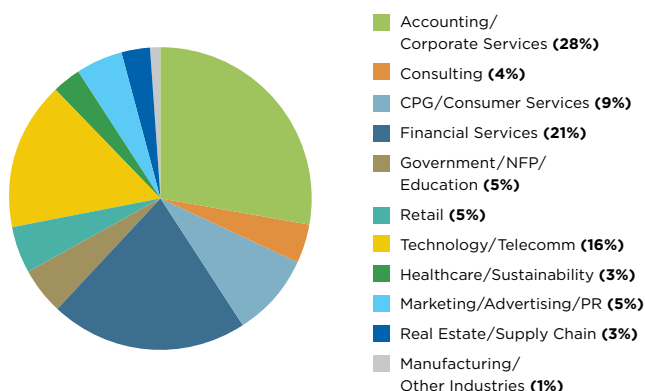
The good news is Schulich graduates continue to thrive in today’s increasingly competitive job market due to diverse perspectives, innovative programs and global reach of Canada’s preeminent business school.



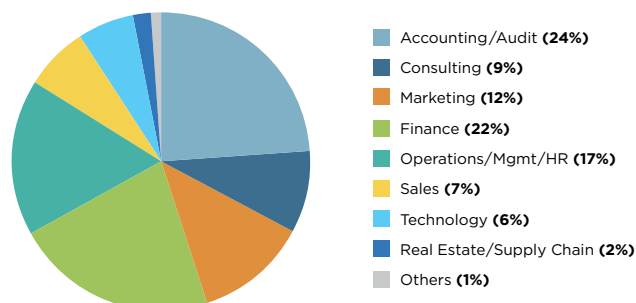
**Hollis Sinker, MBA**

Executive Director, Centre for Career Design  
Schulich School of Business

## CLASS OF 2021 EMPLOYMENT BY INDUSTRY



## CLASS OF 2021 EMPLOYMENT BY FUNCTION



## CLASS OF 2021 GRADUATE EMPLOYMENT AT A GLANCE

**93%** of students were hired within 6 months of graduation

**\$60,852\***

Average salary (includes signing bonus, base salary and other guaranteed compensation)

**\$5,946\***

Average signing bonus

**\$37,440 – \$155,000**

Salary range

**\$58,000\***

Median salary

\*For those who reported.

# Compensation by Industry

INDUSTRY	SALARY (\$)		
	Average	Minimum	Maximum
ACCOUNTING	52,116	45,000	70,000
CONSULTING	68,484	48,000	92,000
CPG & CONSUMER SERVICES	64,317	47,000	81,000
FINANCIAL SERVICES	71,152	37,440	155,000
GOVERNMENT / NOT-FOR-PROFIT / EDUCATION	51,026	41,440	62,858
RETAIL	65,714	52,500	79,500
TECHNOLOGY / TELECOMM	71,356	49,500	141,000
HEALTHCARE / SUSTAINABILITY	71,600	50,000	95,000
MARKETING / ADVERTISING / PR	53,333	45,000	65,000
REAL ESTATE / SUPPLY CHAIN	56,390	40,950	65,000
MANUFACTURING / OTHER INDUSTRIES	45,000	-	-

Dash (-) represents insufficient data points.

## ANNUAL SALARY AVERAGE

2015	2016	2017	2018	2019	2020	2021
\$54,500	\$54,000	\$55,121	\$55,605	\$58,230	\$57,079	\$60,852

## PERCENTAGE OF STUDENTS SEEKING EMPLOYMENT WHO WERE HIRED

2015	2016	2017	2018	2019	2020	2021
88%	88%	89%	89%	89%	88%	93%





# Compensation by Function

FUNCTION	SALARY (\$)		
	Average	Minimum	Maximum
ACCOUNTING / AUDIT	49,821	45,000	65,000
CONSULTING	70,049	53,300	100,000
MARKETING	58,146	37,440	87,000
FINANCE	73,822	45,000	155,000
OPERATIONS / MANAGEMENT / HR	72,403	40,950	141,000
SALES	64,025	48,000	75,000
TECHNOLOGY	57,222	48,000	71,000
REAL ESTATE / SUPPLY CHAIN	63,250	60,000	65,000
OTHER	41,440	-	-

Dash (-) represents insufficient data points.

## Class of 2021 at a Glance

Average GPA

7.12

Average Class Size

25-55

Graduating Class Size (for Oct. 2019 and Jun 2020)

433

Male Students\*

42%

Female Students\*

58%

\*Undisclosed less than 1%.



# Companies Recruiting at Schulich

## A

Abbott Laboratories  
Accenture plc  
AchuHealth  
Advanced Network Devices  
Agentis Capital  
Ai Genetics Inc.  
AirTime Express  
Albourne  
Align Health & Wellness  
All Can Trust  
Allison & Partners  
Alpha Square Group  
Alphabet Treehouse  
Childcare  
Amazon.com, Inc.  
American Marketing  
Association (AMA),  
Toronto  
Ameri-Connect Freight  
Services Inc.  
Apotex Inc.  
Apple Inc.  
Armstrong Partnership LP  
AstraZeneca plc  
ATB Capital Markets  
AutoMetrics Manufacturing  
Technologies Inc.  
Aviva Canada Inc.

## B

Bain & Company  
Bank of Montreal  
BarBurrito Restaurants Inc.  
BDO Global  
Bell Canada  
Bell Technologies  
Bensimon Byrne  
Best Buy Canada Ltd.  
Beyond Meat  
BGIS  
Biiibo Inc.  
Black Youth Write  
BlackBerry Limited  
BlackRock, Inc.

Blade  
Blair Franklin Capital  
Partners  
Blake, Cassels & Graydon  
LLP  
BMO Financial Group  
BNP Paribas  
Boston Consulting Group  
Brinkman & Associates  
Reforestation Ltd.  
Brookfield Asset  
Management  
Burgundy Asset  
Management Ltd.  
BuzzIt Inc.

## C

CAA North & East Ontario  
CAAT Pension Plan  
Cadillac Fairview  
Corporation Limited  
Callian Capital Group  
Campbell Soup Company  
Canaccord Genuity  
Group Inc.  
Canada Goose  
Holdings Inc.  
Canada Mortgage and  
Housing Corporation  
Canada Revenue Agency  
Canada's National Observer  
Canadian Tire Corporation  
Canadian Tire Corporation,  
Limited  
Capgemini SE  
Capital One Financial  
Corporation  
Cascades  
CBRE Investment  
Management  
CDW Canada  
Celestica Inc.  
CENGN  
Ceridian HCM  
CGI

Chagpar Law  
Chick-fil-A, Inc.  
Chubb Limited  
CIBC World Markets Inc.  
Cisco Systems, Inc.  
Citibank  
City of Toronto  
ClearSight Health Inc.  
ClearStream Energy  
Services Inc.  
CNA Financial Corporation  
Cognizant  
Compensation Governance  
Partners  
Comwave Networks Inc.  
Connor, Clark & Lunn  
Private Capital Ltd.  
ContactMonkey  
Cormark Securities Inc.  
Coty Inc.  
Credit Suisse Group AG  
CRM Dynamics

## D

Danone North America  
Deliverect Inc.  
Dell Technologies Inc.  
Deloitte Touche Tohmatsu  
Limited  
Delta-X Global  
Desa Global Leadership  
Diagram Ventures  
Dilawri Group of  
Companies  
DNTW Toronto LLP  
DocuSign, Inc.

## E

Easton's Group of Hotels  
eBay Inc.  
EcoVadis SAS  
EDS Staffing Solutions  
EMCO Corporation  
Equitable Bank

Ernst & Young Global  
Limited  
Ernst & Young LLP  
(Canada)  
eShipper+  
Ethnicity Matters  
Ethos Specialty Insurance  
Services LLC  
Euclid Transactional, LLC  
Evans Investment Counsel  
Evolve ETFs  
EVS Canada  
EXA CAPITAL, LLC  
Export Development  
Canada

## F

Facedrive Inc.  
FanSaves  
Fast Approach Inc.  
FD Technologies plc  
Fiera Capital Corporation  
Fiix Software  
Flair Digital Marketing  
Flipp App  
Flower Shop Projects  
Focal Facility Services  
Forest Gate Financial  
Foundation Markets  
Fuller Landau LLP

## G

Gambles Group of  
Companies  
General Mills, Inc.  
George Weston Limited  
Georgian  
Global Digital Assets(GDA)  
Capital  
Gorgias  
Government of British  
Columbia  
Grant Thornton LLP

Groupe Média TFO  
Guardian Capital Group  
Guardian Capital LP

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**H**  
Halo Marketing Toronto  
Hazelview investments  
HealthHub Patient  
Engagement Solutions  
Hershey Canada Inc.  
Holland Bloorview Kids  
Rehabilitation Hospital  
Holt, Renfrew & Co.,  
Limited  
Home Painters Toronto  
HSBC  
HSBC Holdings plc  
Huawei Technologies  
Canada Co., Ltd.  
Hugessen Consulting Inc.  
Humi  
Hydro One

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**I**  
ICON Talent Partners  
I-D Foods  
iDriveCareer  
iGan Partners  
Imperial Tobacco Canada  
Limited  
Institutional Mortgage  
Capital  
Intact Financial  
Corporation  
International Business  
Machines Corporation  
(IBM)  
Invictus Analytics +  
Strategy  
iQmetrix USA Inc.  
Ironspoke Capital Advisors

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**J**  
Jarislowsky, Fraser Limited  
Jefferies Group LLC  
Jones Lang LaSalle  
Incorporated (JLL)  
JPMorgan Chase & Co.  
JTE Claims Consultants  
LTD.

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**K**  
Kaiyuan Securities Co.  
KEV Group  
Korea Search Investment  
Partners (KSIP)  
KPMG International Limited  
Kroll (formerly Duff &  
Phelps LLC)

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**L**  
Labatt Breweries of Canada  
Laurentian Bank Financial  
Group  
Laurentis Energy Partners  
LeapMotiv Ventures  
Ledcor Group of  
Companies  
Level5 Strategy Group  
Liberty Mutual Insurance  
Company  
LifeLabs  
Linwood Homes Ltd.  
Loblaw Companies Limited  
L'Oréal S.A.  
LVMH Moët Hennessy Louis  
Vuitton

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**“What I love most about Schulich  
is the diverse perspectives,  
the endless opportunities, and the  
strong, supportive community,  
all of which empower me to achieve  
my goals and dreams.”**

**Ika Janiszewski (iBBA '19)  
Analyst – Digital Marketing, POS, and Delivery  
Burger King Canada**



## Companies Recruiting at Schulich *(continued)*

### M

MAAV Inc.  
Mackenzie Health  
Mackenzie Investments  
Manulife Financial Corporation  
Maple Leaf Foods Inc.  
Maple Leaf Sports & Entertainment Ltd.  
Markham Stouffville Hospital  
Mars, Incorporated  
Marsh & McLennan Companies Inc.  
Mattamy Homes  
MAXPRO Management Ltd.  
McCann Canada  
McGovern Hurley LLP  
McKinsey & Company  
McMaster University  
Medtronic plc  
Mercedes-Benz  
Metrolinx  
Metropolitan Home Products  
Microsoft Corporation  
Mindful Experience, a Division of Plan Group Inc.  
Mint Pharmaceuticals Inc.  
Mitra Integrasi Informatika, PT  
Mitrex-Integrated Solar Technology  
MKTG Sports & Entertainment  
MNP LLP  
Moneris  
Morgan Stanley  
MPA Morrison Park Advisors Inc.  
Multiplex  
Multiview, Inc.  
Munich American Reassurance Company

### N

Neighbourhood Creative  
Nestlé S.A.  
New Market Group  
Nikita Foods & Spices Ltd.  
Nous Group  
Nudestix Inc.  
nugget.ai

### O

Obie & Ax Inc.  
Office of the Auditor General  
OMERS  
Ontario Bioscience Innovation Organization  
Ontario Power Generation Inc.  
Ontario Public Service  
Origin Merchant Partners  
Ozery Bakery

### P

#paid  
PagerDuty  
Payd  
PD International LTD  
Peak Power Inc.  
Penske Truck Leasing Co.  
PepsiCo, Inc.  
Perrett Laver  
Perseus Group, Constellation Software  
Persuit Group Inc.  
Pfizer Inc.  
PIMCO  
Pinnguaq Association  
PM ERA Inc.  
PolicyAdvisor.com  
Portable Intelligence Inc.  
PricewaterhouseCoopers (PwC)  
Publicis Groupe  
Pythian Services Inc.

### Q

QuadReal Property Group

### R

Recipe Unlimited Corporation  
Reckitt Benckiser Group PLC  
Reitmans Ltd.  
Reliance Home Comfort  
Ren Capital Group  
rePurpose Global  
RESQ  
Restaurant Brands International Inc.  
Revenue Management Labs  
Revlon, Inc.  
Rhenus Group  
Richter LLP  
Rogers Communications Inc.  
Rogers Media Inc.  
Rogue Insight Capital Ltd.  
Royal Bank of Canada  
Royal LePage  
RSM Canada LLP  
Rudson Valuation Group Inc.  
Russell Reynolds Associates (RRA)

### S

Salesforce, Inc.  
Sampler  
SAP SE  
Satov Consultants Inc.  
Schulich School of Business  
SDI Canada  
Service Canada  
Setter Capital Inc  
ShawKwei & Partners  
Silk Road Institute  
Simplii Financial  
Skyson Capital Inc.  
Slalom, LLC

SmartONE Solutions Inc.  
Soho Square Solutions  
Sooner Marketing Solutions  
SOTI  
Starlight Investments  
Statflo  
Sterling National Bank  
Sun Life Financial Inc.  
Suncor Energy

### T

Taliup Express  
Tangerine Bank  
TD Canada Trust  
TD Securities  
Telefonaktiebolaget LM Ericsson  
Telus Communications Inc.  
TForce Integrated Solutions  
The Aber Group Inc.  
The Adecco Group (Adecco Staffing)  
The American Express Company  
The Anne & Max Tanenbaum Community Hebrew Academy of Toronto (TanenbaumCHAT)  
The Bank of Nova Scotia  
The Business Development Bank of Canada (BDC)  
The Canada Pension Plan Investment Board  
The Canadian Council for Public-Private Partnerships  
The Canadian Imperial Bank of Commerce (CIBC)  
The Citco Group Limited  
The College of Nurses of Ontario (CNO)



The Council of Canadian Innovators  
 The Desjardins Group  
 The Government of Ontario  
 The Hudson's Bay Company  
 The Kraft Heinz Company  
 The L'Oréal Group  
 The Minto Group  
 The National Bank of Canada  
 The Ontario Securities Commission  
 The Ontario Teachers' Pension Plan Board  
 The Princeton Review  
 The Procter & Gamble Company  
 The Regional Municipality of York (York Region)  
 The Reynolds and Reynolds Company

Think Renewables Group, Inc.  
 Thomvest Ventures Inc.  
 ThoughtStorm Inc.  
 Tidal Commerce  
 TJX Companies  
 Tonbara Management Group  
 Toronto Business Development Centre (TBDC)  
 Touche! Company  
 Town of Whitchurch-Stouffville  
 Tredence Inc.  
 Trent University  
 Trexo Robotics  
 TribalScale  
 TriEye  
 TTG Canada  
 Twitter, Inc.  
 Two Labs, LLC

**U**  
 UNICEF  
 Unilever plc  
 Uther Supply

**V**  
 Valitas Capital Partners  
 Veer AI  
 Venture for Canada  
 Veradek Inc.  
 VerticalScope Inc.  
 Virgin Plus  
 Volaris Group Inc.  
 Vortex Freight Systems

**W**  
 W|P|Osborne Executive Search Inc.  
 Walmart Inc.  
 Wasserman Media Group  
 Wavemaker Canada  
 Wealthscope  
 Wealthsimple Inc.

WestJet Airlines Ltd.  
 Whitehorse Liquidity Partners  
 WHY C MEDIA LTD  
 Williams & Partners Chartered Professional Accountants LLP  
 Winmark Corporation  
 Women in Communications and Technology (WCT)  
 Workplace Safety and Insurance Board (WSIB)  
 Wrapbook

**X**  
 Xerox Holdings Corporation  
 XMC Marketing  
 Xplornet Communications Inc.

**Y**  
 York University

**"The School's students, faculty and plentiful resources are helping to foster my personal, professional and academic development, and are providing me with amazing networking opportunities."**

**Gianluca Fortini (BBA '20)**  
**Staff Accountant, KPMG Canada**



# Meet the Centre for Career Design Team

**WE BRING EXPERTISE FROM MANY DIFFERENT INDUSTRIES  
TO OUR WORK AT THE CENTRE FOR CAREER DESIGN:**

Accounting      Consulting      Retail & Sales  
Banking & Finance      Entrepreneurship      Technology  
Consumer      Health Care  
Packaged Goods

**OUR ADVISORS  
AVERAGE MORE THAN:**

12 years  
experience

## LEADERSHIP TEAM



**Hollis Sinker, MBA**  
**Executive Director**



**Minoo Bhutani, MBA, ACC**  
**Director**



**Phanindra Deonandan, MPA, ACC**  
**Associate Director, Industry Advising**

## CORPORATE RELATIONS



**Diana Caradonna, BHRM, ACC**  
**Corporate Relations Specialist**  
*Portfolio: Accounting, Financial Services, and Government*



**Mak'an Dakwal, BA**  
**Recruitment Coordinator**



**Michael Haynes, BA**  
**Corporate Relations Specialist**  
*Portfolio: Technology & Telecommunications, Management Consulting, and Diversified Industries*



**Imraan Khan, BSc, BHS**  
**Recruitment Coordinator**



**Swati Sharma, BCom**  
**Corporate Relations Specialist**  
*Portfolio: Consumer Packaged Goods, Retail, Healthcare, and Consumer Services*

## CAREER ADVISING

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**Glan (Guan Qi) Chen, BA, IMBA**

**Industry Advisor**

*Portfolio: Consulting*



**Darren Farmer, B.Comm, M.Sc.**

**Industry Advisor**

*Portfolio: Consumer Packaged Goods and Retail*



**Amir Khan, BA**  
**Industry Advisor**

*Portfolio: Diversified Industries*



**Mike Nadal, ACC**  
**Industry Advisor**

*Portfolio: Banking, Investments, and Financial Services*



**Christopher Symonds, BA, CWC, CMF**

**Industry Advisor**

*Portfolio: Accounting and Finance*

## SHARED SERVICES

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**Alaa Jeelany, BA**  
**Team Lead, Client Relations**



**Michelle Steiner Rivera, B.Ed, TESOL**  
**Business Relations Coordinator**



**Nayan Suthar, B.Tech, B.Sc.**  
**Events & Communications Coordinator**



**Michelle Trieu**  
**Career Centre Assistant**



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