

MBA

Employment Report 2021

Young Professionals



IESE

Business School
University of Navarra

#1

Executive
Education
Worldwide



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Welcome to the IESE Career Development Center

The class of 2021 entered into the MBA program prior to the onset of the global Covid-19 pandemic and graduated into a world and a job market very different to the one they knew before this. From supply chain disruptions to frequent regulatory changes to rapidly emerging new talent trends and shortages, the tasks facing global businesses are complex. Now more than ever, the world needs leaders who demonstrate professional excellence, integrity and embody a spirit of service to successfully navigate through these challenging times.

The latest class of MBA graduates from IESE Business School is well prepared to do just that. IESE students come from diverse backgrounds all across the globe and undergo an impressive transformation during the program. Hundreds of case study discussions and assignments, hands on experience gained via professional internships and capstone consulting projects and collaborations with leading companies and thought leaders ensure that IESE graduates emerge from the program as stronger leaders able to have a deep, positive and lasting impact on people, companies and society.

The IESE Career Development Center supports students in their professional journeys both during the MBA program and beyond. In our General Career Preparation, we help students identify their professional objectives and provide them with the foundational skills needed to succeed in an effective job search. Through our sectorial and geographic guidance and counseling, we provide **personalized support** based on their professional objectives and help them engage with top employers. We serve as a liaison between IESE talent and world-class organizations seeking top talent.

The career journey is an integral part of the MBA experience. We tirelessly work to prepare students and alumni to achieve their goals, enabling them to be the leaders and have the impact that the world needs now more than ever before.

**“In the Career Development Center,
we partner up with companies to create a
collaborative hiring process and we guide
students to drive their career forward.”**

Patrik Wallén
Director
Career Development Center
IESE



How to Recruit IESE Talent

In order to provide expert strategic advice on employment branding and recruitment, IESE's Career Development Center is organized by main recruitment industries and regions.

Contact us @
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Director

Patrik Wallén
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Targeted search

Access diverse IESE talent to fill your talent pipeline needs with an industry focused account manager.



Job posting

Post your job offers in our system and receive custom CV Books.



On-campus recruiting

Optimize your recruitment process and reduce time to hire.



Employer branding

Elevate your company image and stand out to soon-to-be grads.



Career fairs & events

Raise awareness of your company and meet potential new employees.



Class Profile MBA 2021

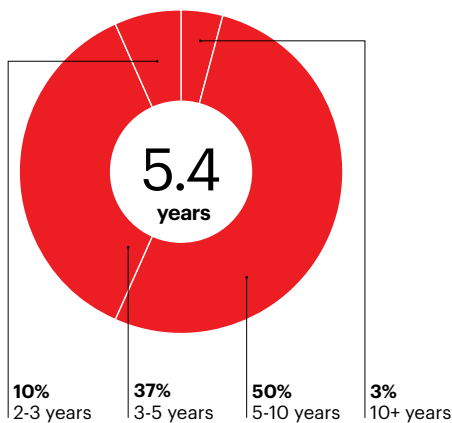
Ready to lead



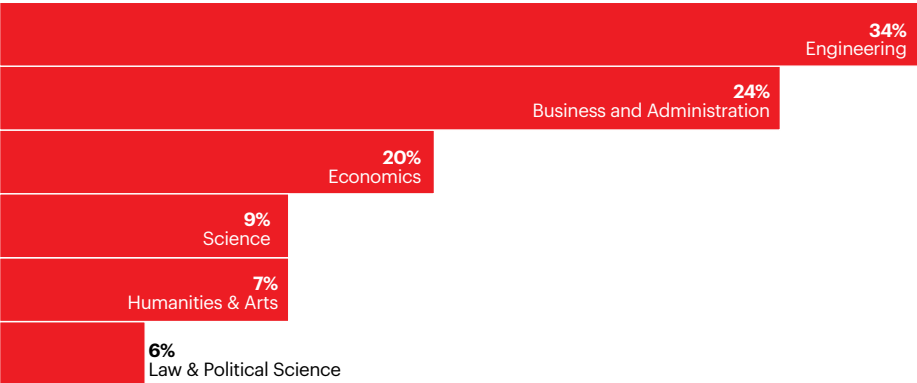
Previous experience



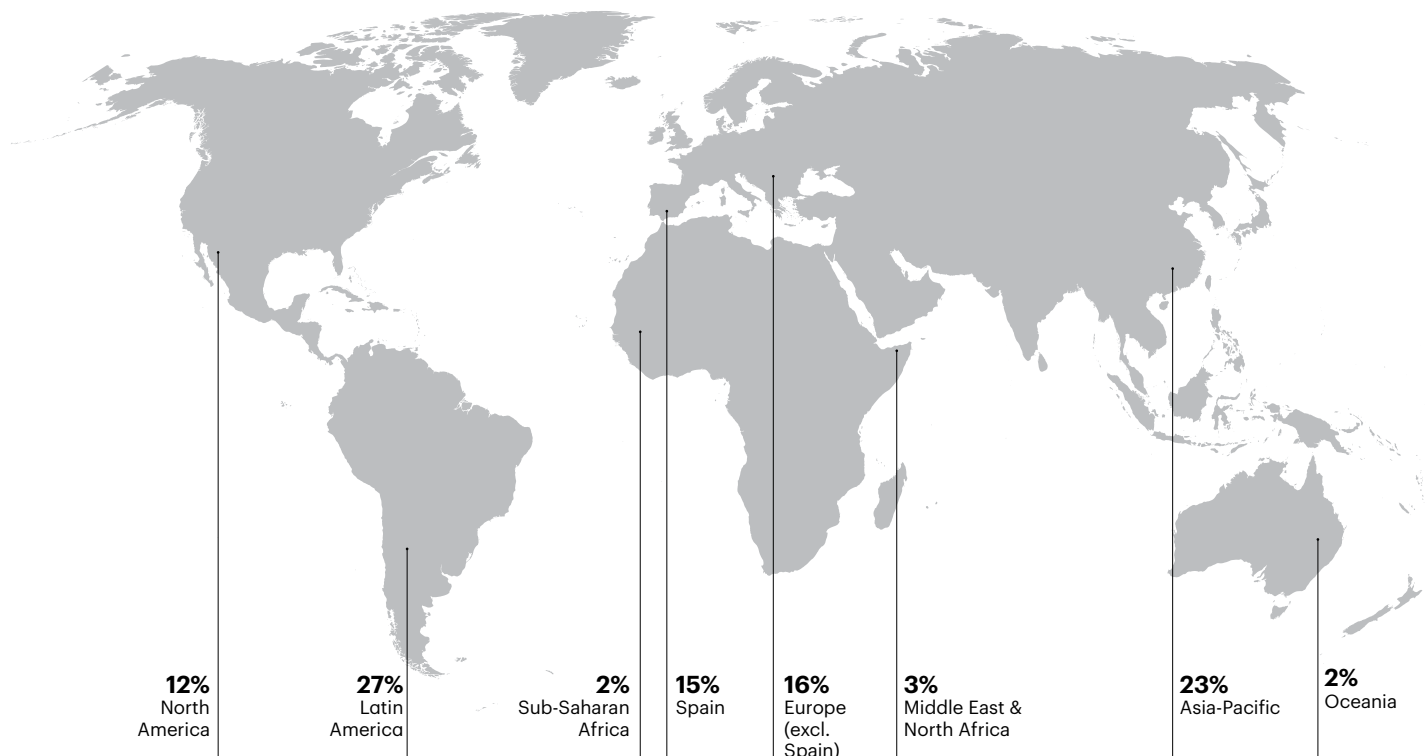
Average work experience



Undergraduate and postgraduate education



Nationalities



Employment Report: **MBA 2021**

The IESE MBA represents a unique opportunity for talented individuals to pursue their career dreams.

Sectorial information

“I arrived at IESE with a laser focus: to work in a venture role in foodtech —specifically in alternative proteins— post MBA. This was a radical shift from my pre-MBA work and I strongly believe that my two years at IESE provided me with solid foundations for this unusual transition. As a committee member of the Tech Club, I put together and moderated a panel with foodtech experts where the exposure to investors and entrepreneurs was a fantastic opportunity to further my transition.”



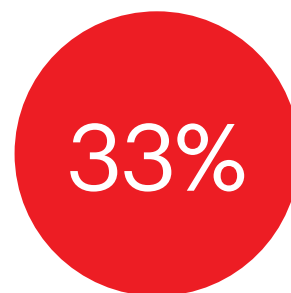
Alix Chausson

Pre MBA
Vendor manager
AMAZON
United Kingdom

Post MBA
Senior associate
EVIG GROUP
Germany



Students who found employment within three months of graduation.



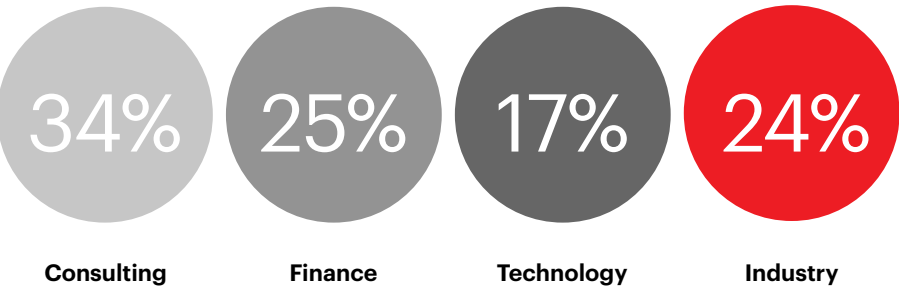
Triple jump:

Some students come to IESE to change their industry, function and geography – in the Career Development Center, we call this a “triple jump”.

Respectively, the following career changes took place in the Class of 2021

72% Function
62% Geography
61% Industry

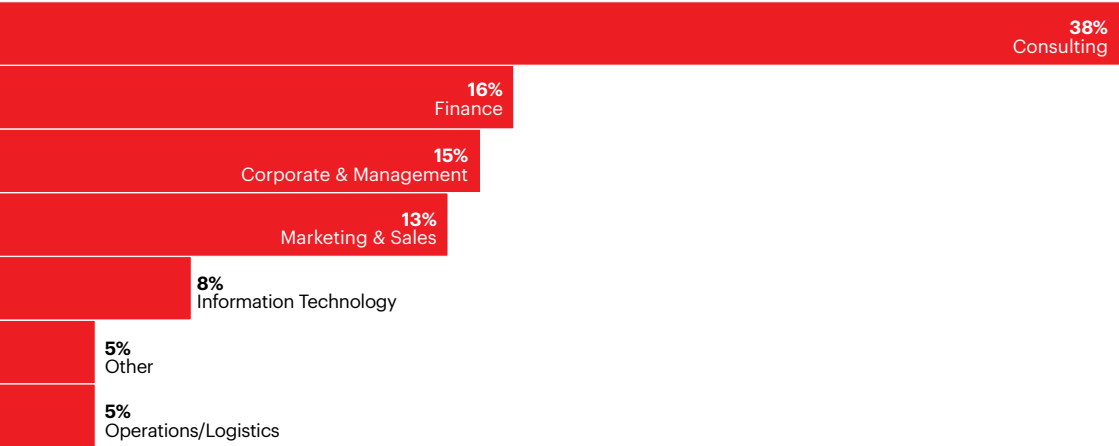
Post-MBA employment sectors



Industry breakdown

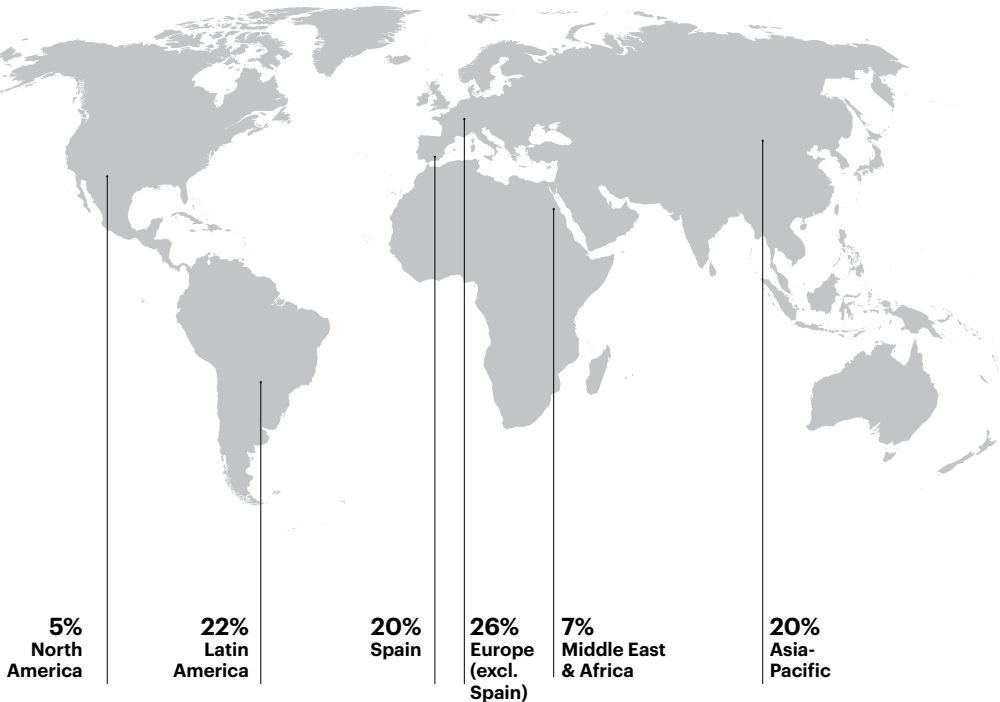


Full-time employment by function



MBA leadership programs

Full-time employment by region



Top recruiters

- ☐ AB INBEV
- ☐ AMAZON
- ☐ BAIN & COMPANY
- ☐ CITIGROUP
- ☐ ELI LILLY
- ☐ ITAU-UNIBANCO
- ☐ MASTERCARD
- ☐ MCKINSEY & COMPANY
- ☐ MORGAN STANLEY
- ☐ NOVARTIS
- ☐ PEPSICO
- ☐ ROLAND BERGER
- ☐ THE BOSTON CONSULTING GROUP
- ☐ ZALANDO
- ☐ ZS ASSOCIATES

All include sponsored students going back to their previous employer.

Consulting

The consulting sector remains the most popular destination for IESE MBAs, attracting a third of the Class of 2021 who are seeking employment – especially those in the quest for strategic exposure in diverse sectors and functions.

This year’s full-time recruitment has surpassed that of pre-COVID numbers. The placements spanned 22 countries, with the U.K., Spain, Brazil and UAE at the top. The top recruiters are McKinsey & Company, Boston Consulting Group, Bain & Company, Kearney and Roland Berger.

“Being able to engage with the Career Development Center early on, even before joining the campus, was critical in helping me understand the different career options I could pursue post-MBA and that matched my interest. So by the time recruiting season came around, I knew exactly what I wanted and was well prepared to articulate my relevant strengths and experiences to my target recruiters in a compelling manner.”



Anita Sharma

Pre MBA

Business analytics associate consultant
ZS Associates
India

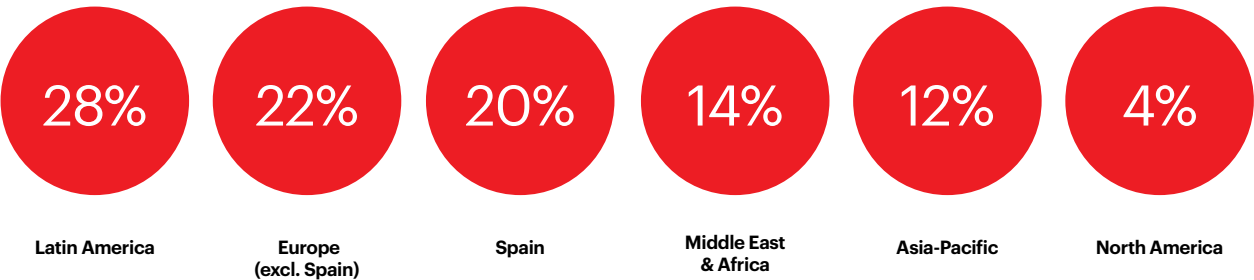
Post-MBA

Associate
McKinsey & Company
United Kingdom

Selected recruiters

- ☐ ACCENTURE STRATEGY
- ☐ BAIN & COMPANY
- ☐ DELTA PARTNERS
- ☐ DHL CONSULTING
- ☐ KEARNEY
- ☐ LEK CONSULTING
- ☐ MCKINSEY & COMPANY
- ☐ MONITOR DELOITTE
- ☐ ROLAND BERGER
- ☐ STRATEGY&
- ☐ THE BOSTON CONSULTING GROUP
- ☐ ZS ASSOCIATES

GEOGRAPHY - Consulting FTs



Includes sponsored students going back to their previous employer.

Finance

IESE continues to be one of the few target schools for the leading financial institutions. International investment banks, alternative investment firms and other financial institutions recruit IESE students for summer internships and full-time roles every year. Around 25% of the Class of 2021 opted to pursue a career in finance after their MBA, with many more seeking corporate finance roles across different sectors.

Our students have excelled in these processes due to their strong backgrounds and the acquired technical skills and sector-based career preparation offered through the program. While many of them succeeded in obtaining a full-time role in investment banking, others preferred to pursue a career in wealth management, private equity, venture capital and fintech mainly in the U.K., Spain, Brazil and Germany.

Selected recruiters

- | | |
|--|--|
| <input type="checkbox"/> ACTIS | <input type="checkbox"/> INTERNATIONAL FINANCE CORPORATION |
| <input type="checkbox"/> ADMIRAL | <input type="checkbox"/> ITAU-UNIBANCO |
| <input type="checkbox"/> BANK OF AMERICA | <input type="checkbox"/> MASTERCARD |
| <input type="checkbox"/> CITIGROUP | <input type="checkbox"/> MORGAN STANLEY |
| <input type="checkbox"/> CREDIT SUISSE | <input type="checkbox"/> PARTNERS GROUP |

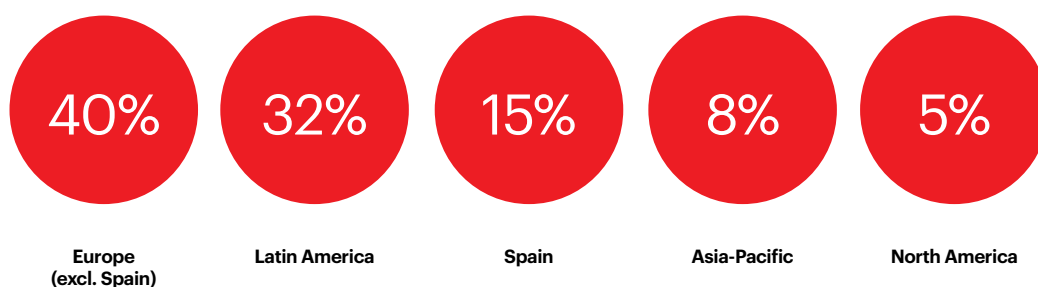
“After gaining exposure to capital markets transactions in my pre-MBA role, it was clear to me that my next goal was to break into Investment Banking. I knew that an MBA at IESE would help me complement my accounting skills with the right academic qualifications and soft skills. Thanks to IESE’s track record in the industry, I managed to successfully make a triple jump in my career — geography, function, and industry. The CDC works closely with the Finance Club to support students throughout the process: from the development of technical skills to ensuring strong visibility to the right network.”



Cristina Pé rez Herrero

Pre MBA	Post MBA
Senior associate PwC Rome	Investment banking associate Citigroup United Kingdom

GEOGRAPHY - Finance FTs



Includes sponsored students going back to their previous employer.

Technology

From artificial intelligence to process automation, the technology sector is rapidly transforming how we live and work at an unprecedented pace. To take advantage of this and be frontrunners in a rapidly evolving industry, technology companies count on IESE's innovative MBA program to supply them with the creativity thought leaders of tomorrow.

IESE is continuing to educate the next generation of professionals. Be they product managers, product marketing managers, or data analysts this is achieved through vigorous academic material and direct hands-on experience. IESE strives to be the crossroads between technology, business and education, allowing its MBA candidates to leverage their technical skills with a holistic business approach.

This year saw 17% of students opting to pursue careers with technology companies, with e-Commerce being the main sub-sector students wished to pursue and more specifically leadership programs such as Amazon Launch and Pathways. From small startups to big tech, MBA students are finding their purpose with the technology companies they are passionate about.

“Coming from a strong engineering/tech background, I enrolled at the MBA to bridge my technical proficiencies with strong business acumen. I was able to identify my North Star at the beginning of the program, helping me focus my searches and recruiting strategy accordingly. CDC gave me quite a lot of support, as did my peers at the Tech Club and I was exposed to a plethora of opportunities across multiple geographies/firms.”



Agnirudra Sikdar

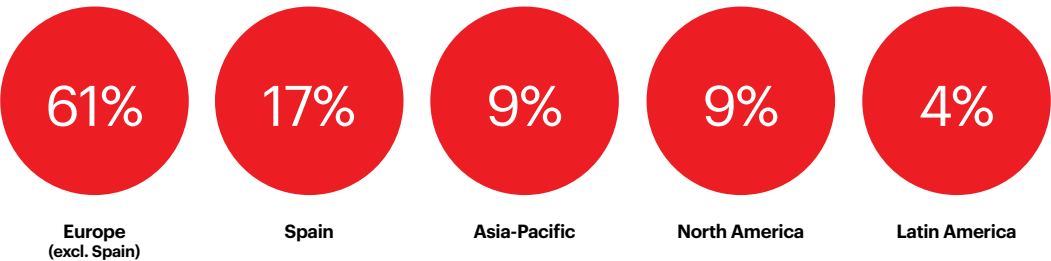
Pre MBA
Co-founder
PACKNTAG
Italy

Post MBA
Digital procurement specialist
AMAZON
Spain

Selected recruiters

- | | |
|---|--|
| <input type="checkbox"/> AMAZON | <input type="checkbox"/> MERCADOLIBRE |
| <input type="checkbox"/> APPLE | <input type="checkbox"/> SAMSUNG ELECTRONICS |
| <input type="checkbox"/> GLOVO | <input type="checkbox"/> SAP |
| <input type="checkbox"/> GOOGLE | <input type="checkbox"/> WAYFAIR |
| <input type="checkbox"/> INFOSYS TECHNOLOGIES | <input type="checkbox"/> ZALANDO |

GEOGRAPHY - Technology FTs



Includes sponsored students going back to their previous employer.

Industry

From consumer goods to pharma to renewable energy, companies that fall under this broad category are increasing their MBA recruitment numbers every year. These firms aim to hire transformative talent with strong leadership skills, as many of them need to change the way they do business as the current business landscape rapidly evolves. Industries such as consumer goods (7%) and healthcare (10%) have led the way in recruitment and consider IESE as an important source of talent.

Industry recruitment represents a very broad spectrum of roles and functions. Structured MBA leadership programs offer an accelerated growth plan for graduates within various companies. Companies continue to expand their recruitment for such program as they represent 25% of all industry hires.

Selected recruiters

- | | |
|--|--|
| <input type="checkbox"/> AB INBEV | <input type="checkbox"/> JOHNSON & JOHNSON |
| <input type="checkbox"/> DANAHER CORPORATION | <input type="checkbox"/> NOVARTIS |
| <input type="checkbox"/> ELI LILLY | <input type="checkbox"/> PEPSICO |
| <input type="checkbox"/> FALABELLA | <input type="checkbox"/> SIEMENS |
| <input type="checkbox"/> GE HEALTHCARE | <input type="checkbox"/> WERFEN GROUP |

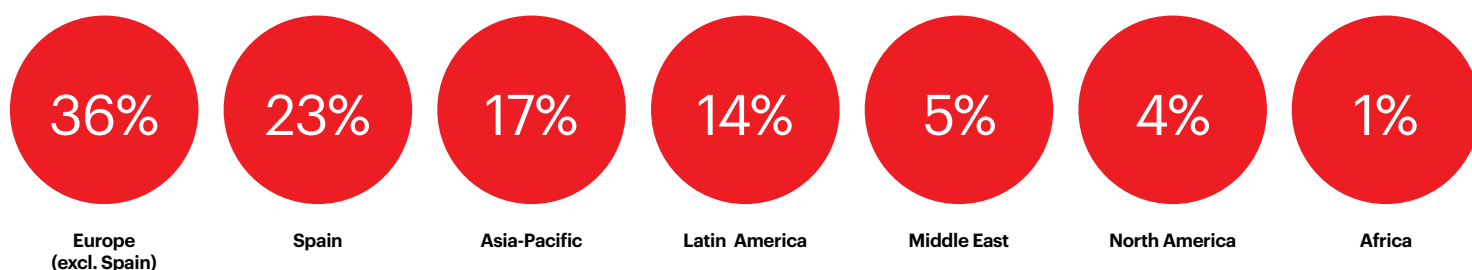
“Career growth is all about finding the people that enable you to get the best value from yourself. IESE’s family-like culture has provided this to me on a very profound level, via an exceptional cohort, expert wholehearted professors and the 1-on-1 career support I needed to find my path. By the end of the second year, I felt ready to take my skills anywhere I wanted to go. I have been able to adapt to the country, industry and function that I wanted.”



Lucas Barreto

Pre MBA	Post MBA
Air Atlanta	Danaher
Material control	General manager development
Engineer	Program (GMDP) Candidate
London, United Kingdom	United States of America

GEOGRAPHY - Industry FTs



Includes sponsored students going back to their previous employer.

MBA

Internships

At IESE, we believe that hands-on experience is the best way to learn. Therefore, during the program, all students are required to participate in an internship or complete a short-term project with an external company, engaging with a broad array of functions, sectors and geographical regions.

“I chose the IESE MBA knowing that Amazon was a large recruiter in tech, which is where I wanted to grow professionally. With the help of the Career Center and the Tech Club, I received all the preparation necessary to succeed in my interviews and landed the role I hoped for. This year, as part of the Tech Leadership Team, I hope to continue to work closely with the CDC and students and give back to the IESE community.”



Delfina Blanco

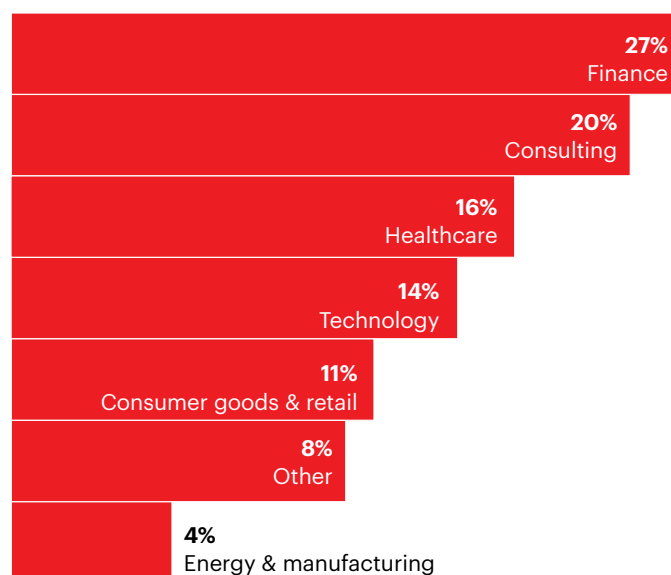
Pre MBA

Mercado Libre
Senior product analyst
Argentina

Post-MBA

Amazon
Customer service
United States of America

Internships by sector, Class of 2021



Selected recruiting companies

- | | |
|--|--|
| <input type="checkbox"/> AB INBEV | <input type="checkbox"/> JOHNSON & JOHNSON |
| <input type="checkbox"/> AMAZON | <input type="checkbox"/> KEARNEY |
| <input type="checkbox"/> BAIN & COMPANY | <input type="checkbox"/> MASTERCARD |
| <input type="checkbox"/> BBVA | <input type="checkbox"/> MANGO |
| <input type="checkbox"/> CITIGROUP | <input type="checkbox"/> MCKINSEY & COMPANY |
| <input type="checkbox"/> CREDIT SUISSE | <input type="checkbox"/> NESTLE |
| <input type="checkbox"/> ELI LILLY | <input type="checkbox"/> NOVARTIS |
| <input type="checkbox"/> EY | <input type="checkbox"/> PEPSICO |
| <input type="checkbox"/> GRUPO BOTICARIO | <input type="checkbox"/> ROLAND BERGER |
| <input type="checkbox"/> INTERNATIONAL FINANCE CORPORATION | <input type="checkbox"/> THE BOSTON CONSULTING GROUP |

Type	Scope	Example of work scope
Structured corporate internships	A structured project that usually serves as an evaluation component for a full-time recruitment platform. This is typical for Consulting, Investment Banking and MBA Leadership Programs.	<p>The valuation of a telecom provider for the allocated industry team at an investment bank.</p> <p>The creation of a capabilities assessment, by devising an organizational design framework, surveying employees and interviewing the leadership team, to propose an Agile Scrum architecture to focus on identified capability gaps.</p> <p>The preparation of financial proposals, while coordinating with local teams and participating in negotiations with third parties.</p>
Short-term projects	A short-term consulting project for small or large companies requiring the support of MBA talent to help resolve a business problem.	<p>Investigating of new market opportunities with retail and online partners in African and Caribbean countries and defined strategic approach for each potential partner, scheduling an action plan for the fourth quarter.</p> <p>The development of a multichannel action plan for four oncology drugs, which involved a digitally focused market and competitive situation analysis, as well as identification of business opportunities aligned to brand or disease area strategy.</p> <p>A market sizing for an education segment and a designed marketing plan to target the segment globally for a newly launched product.</p>
IESE Summer Entrepreneurship Experience	An IESE platform that allows students to pursue a startup idea together with a team of peers, gain exposure to investors, and receive mentoring from other entrepreneurs.	Via the application of thorough customer discovery techniques and creative business models, a market evaluation for a compact household appliance with the potential for massive environmental benefits in Europe and abroad.

Companies Recruiting

IESE Talent

Companies with accepted summer internship or full-time offers in 2020–2021.

#

2POINT2 CAPITAL

A

AB INBEV
ABACUM
ABOITIZ EQUITY VENTURES
ACCION
ACTIS LLP.
ADAPTA CAPITAL
ADMIRAL GROUP
ADVANCECARE
ADVENT INTERNATIONAL ADVISORY
AION BANK
ALL NIPPON AIRWAYS
ALLIANZ CONSULTING
ALTA LIFE SCIENCES
ALTAMAR CAPITAL PARTNERS
AMAZON
AMERICAN EXPRESS
APPLE
ARABESQUE
ARBOLUS
ARCANO PARTNERS
ARCO EDUCAÇÃO
AREX
AREZZO & CO
ARTHUR D. LITTLE
ASTRAZENECA
ATF GROUP
AZVALOR ASSET MANAGEMENT

B

BACE CAPITAL
BAIN & COMPANY
BANCO BOLIVARIANO
BANCO DE CRÉDITO E INVERSIONES
BANCO INTER
BANCO SANTANDER CHILE
BANK OF AMERICA
BASF
BBVA
BEAM SUNTORY
BEEZY
BENCIS CAPITAL PARTNERS
BERRY GLOBAL
BETTERFLY
BID - BANCO INTERAMERICANO DE DESARROLLO
BLACK FOUNTAIN CAPITAL
BLAUMAR CAPITAL
BMW
BNEXT

C

CABIFY
CARBONBIT
CB INSIGHTS
CDC GROUP
CHEIL WORLDWIDE
CHILE PANEL
CHILTERN CAPITAL
CITIGROUP
COCACOLA EUROPEAN PARTNERS
COLD CHAIN TECHNOLOGIES
COMETA
CORNING
CORPORACION BRECA
COSI
CREDICORP CAPITAL
CREDIT SUISSE
CRHIM

D

DANAHER CORPORATION
DAZN
DE LA CONCA
DEEPC
DELOITTE
DELTA PARTNERS
DISCOEAT
DKV SEGUROS MEDICOS
DRAPER B1
DTCP
DUPONT

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EASYFEED
ECOALF
ECOLAB
EDMOND DE ROTHSCHILD PE
EFFICIO CONSULTING
EIT FOOD
ELI LILLY
ELIPSIS CAPITAL
EPAM
EPAMCONTINUUM
ESCOLA NO CHIADO
EUREX
EVERPHONE
EVIG GROUP
EXAPITAL
EY

F

FACEBOOK
FALABELLA
FANDENG READING
FATE V FUTURE
FINTONIC
FLASH COFFEE
FLAVA HARD SELTZER
FLEXIDAO
FLOMICS
FLORAQUEEN FLOWERING THE WORLD
FOSUN HIVE
FRIZAIR
FRUBANA

G

GALAPAGOS
GE HEALTHCARE
GENPACT
GEODIS
GESIURIS ASSET MANAGEMENT
GLOBANT
GLOVO
GO GREEN & GROW
GOJEK
GOOGLE
GRUNDFOS
GRUPO BOTICARIO
GRUPO PANTALEON
GYRO FUZION ENTERPRISES

H

HEALTH HOUSE INTERNATIONAL
HEURA FOODS

I

IDB LAB
IDFL
IESE
IGPI
IMPERIAL BRANDS
INBRAIN NEUROELECTRONICS
INFOSYS TECHNOLOGIES
INNOVATION COLLIDER
INTEGRAL
INTERNATIONAL FINANCE CORPORATION
ION
IQVIA
ISDIN
ITAU-UNIBANCO

J
JANSSEN PHARMACEUTICA
JOBORTUNITY
JOHNSON & JOHNSON
JUSTIN STINDT CONSULTING

K
KEARNEY
KGHM POLSKA MIEDŹ
KLARNA
KOINOS CAPITAL
KOREA EXCHANGE(KRX)
KPMG
KVIKA BANK

L
LANXESS
LEGACY HEALTH CAPITAL
LIBERTY SEGUROS
LINDEN EQUITY PARTNERS
LOGWARD

M
MALLCOM INDIA
MANGO
MAPEX
MASTERCARD
MCKINSEY & COMPANY
MERCADOLIVRE
METYIS
MICHELIN
MIISTICO
MINSAIT
MIROW & CO
MJ HUDSON
MONITOR DELOITTE
MOONS
MOONVALLEY CAPITAL
MORGAN STANLEY
MPC CAPITAL
MSD (MERCK)

N
N26
NAVOZYME
NBT
NESTLE
NETWORKSCIENCE
NEURESCUE
NEVENTA CAPITAL
NEW LIFE PORTUGAL
NEW TECH CAPITAL
NEWFLAG
NIKE
NINA CAPITAL
NO SUCH VENTURES
NOVARTIS

O
OC&C STRATEGY CONSULTANTS
OETKER-GRUPPE
OKIFY

OLIVER WYMAN
OMBU INVESTMENTS
ON-RUNNING
ONLINESALES.AI

P
PAACK LOGISTICS
PANGRAM CAPITAL
PARCOM
PARTNERS GROUP
PATRIZIA
PAYFLOW
PAYSOLUT
PCS HOLDING
PEPSICO
PETROLIAM NASIONAL BERHAD
PETRONAS
PIVOT ANALYSIS
PMB CAPITAL
PORSCHE CONSULTING
PWC

R
RAISIN
RAKUTEN
RATEPAY
RECARGAPAY
RESEARCH & CONSULTING GROUP
RETB.AI
RETRACED
RHENUS SOUTH EUROPE
RISO KAGAKU CORPORATION
ROCHE
ROCKET INTERNET
ROEMMERS SAICF
ROLAND BERGER
RUSTICAS
RVU

S
SAMSUNG ELECTRONICS
SAMSUNG FIRE AND MARINE INSURANCE
SAN CHURRO
SANERGY
SAP
SAUDI ARAMCO
SENER INGENIERÍA Y SISTEMAS
SERVICIOS DE TURISMO FUTANGUE
SHERPA CAPITAL
SIARQ ADVANCED SOLAR DESIGN
SIEMENS
SIGNATURE
SIGRUN PARTNERS
SIMON-KUCHER
SMART MOBILITY SOLUTIONS
SNOWFALL
SOLARISBANK
SOTAVENTO CAPITAL
SOUTHPOLE
STABLETON
STATKRAFT (FORMERLY, SOLARCENTURY)
STRATEGY&
SUEZ
SUITAPREST

SUM INTERNATIONAL
SUMMIT VENTURE PARTNERS
SUMUP SERVICES
SUNCAST
SUSTAINALYTICS
SUZANO PAPEL E CELULOSE

T
TAIGA
TAMARA
TARA CAPITAL
TECH DATA
TECHNOSERVE
TECHSTYLE FASHION GROUP
TESLA MOTOR
THE BOSTON CONSULTING GROUP
THE KRAFT HEINZ COMPANY
THERMO FISHER SCIENTIFIC
TIKTOK
TOKYO ELECTRIC POWER COMPANY
HOLDINGS, INC. (TEPCO)
TOYOTA MOTOR EUROPE

U
UKIO
UNICEF
UNOVIS ASSET MANAGEMENT
UPVEST

V
VANMOOF
VIBROSONIC
VIRTUAL BODYWORKS
VOLAVA
VONDEL FINANCE
VTEX

W
WALLAPOP
WAYFAIR
WERFEN GROUP

X
XTREMEPUSH

Y
YIN

Z
ZALANDO
ZS ASSOCIATES

Salary Details

By region (€)

REGION	AVERAGE OF ANNUAL BASE SALARY	MIN OF ANNUAL BASE SALARY	MAX OF ANNUAL BASE SALARY	AVERAGE OF OTHER COMPENSATION	MIN OF OTHER COMPENSATION	MAX OF OTHER COMPENSATION
Asia Pacific	€98.417	€46.162	€152.340	€54.770	€5.539	€182.303
Europe (excl. Spain)	€93.121	€57.000	€168.652	€44.586	€1.000	€177.000
Latin America	€78.063	€50.557	€111.886	€81.493	€8.463	€350.844
North America	€116.615	€83.094	€164.620	€38.778	€9.232	€78.478
Spain	€67.305	€47.500	€82.000	€27.214	€5.000	€77.000
Grand total	€87.613	€46.162	€168.652	€50.480	€1.000	€350.844

By sectors (€)

SECTOR	AVERAGE OF ANNUAL BASE SALARY	MIN OF ANNUAL BASE SALARY	MAX OF ANNUAL BASE SALARY	AVERAGE OF OTHER COMPENSATION	MIN OF OTHER COMPENSATION	MAX OF OTHER COMPENSATION
Consulting	€93.981	€47.500	€168.652	€58.789	€5.539	€350.844
Finance	€83.998	€50.000	€133.408	€58.363	€1.000	€160.219
Industry	€82.235	€52.887	€120.025	€35.436	€2.000	€142.203
Technology	€86.051	€46.162	€132.951	€46.041	€8.500	€182.303
Grand total	€87.613	€46.162	€168.652	€50.480	€1.000	€350.844

By function (€)

FUNCTIONAL AREA	AVERAGE OF ANNUAL BASE SALARY	MIN OF ANNUAL BASE SALARY	MAX OF ANNUAL BASE SALARY	AVERAGE OF OTHER COMPENSATION	MIN OF OTHER COMPENSATION	MAX OF OTHER COMPENSATION
Consulting	€90.899	€47.500	€168.652	€59.286	€5.539	€350.844
Finance /Accounting	€88.901	€55.000	€133.408	€49.051	€4.500	€160.219
Information Technology	€85.116	€50.557	€120.025	€49.556	€11.250	€177.000
Management	€88.206	€57.000	€132.951	€34.350	€7.000	€103.592
Marketing/Sales	€76.462	€50.000	€115.409	€26.937	€1.000	€115.888
Operations/logistics	€84.591	€46.162	€115.409	€62.472	€19.124	€182.303
Other	€86.983	€63.000	€117.437	€46.234	€2.000	€142.203
Grand total	€87.613	€46.162	€168.652	€50.480	€1.000	€350.844

Notes:

Salary data exclude sponsored students returning to their employer and students who are starting their own business.
All salaries shown are annual figures as reported by the class of 2021.
All salaries shown exclude any type of corporate benefits (healthcare, pensions, transport allowances, return flights, etc.).

Other compensation includes variable pay, sign-on bonus, tuition reimbursement and relocation allowance.
Values are reported only wherever 3 or more data points are available.

Consulting (€)

REGION	AVERAGE OF ANNUAL BASE SALARY	MIN OF ANNUAL BASE SALARY	MAX OF ANNUAL BASE SALARY	AVERAGE OF OTHER COMPENSATION	MIN OF OTHER COMPENSATION	MAX OF OTHER COMPENSATION
Asia Pacific	€102.480	€53.113	€152.340	€50.394	€5.539	€115.311
Europe (excl. Spain)	€101.558	€78.000	€168.652	€51.089	€18.800	€82.534
Latin America	€83.641	€64.496	€111.138	€91.317	€34.964	€350.844
North America	€149.778	€132.373	€164.620	€56.322	€32.314	€78.478
Spain	€69.208	€47.500	€82.000	€30.064	€10.000	€43.000
Grand total	€93.981	€47.500	€168.652	€58.789	€5.539	€350.844

Financial services (€)

REGION	AVERAGE OF ANNUAL BASE SALARY	MIN OF ANNUAL BASE SALARY	MAX OF ANNUAL BASE SALARY	AVERAGE OF OTHER COMPENSATION	MIN OF OTHER COMPENSATION	MAX OF OTHER COMPENSATION
Europe (excl. Spain)	€97.822	€65.000	€133.408	€48.565	€1.000	€160.219
LATAM	€70.969	€58.047	€99.713	€83.586	€17.080	€154.792
North America	€108.484	€106.176	€110.793	€39.239	€32.314	€46.163
Spain	€64.389	€50.000	€80.400	€35.701	€13.000	€72.508
Grand total	€83.998	€50.000	€133.408	€58.363	€1.000	€160.219

Technology (€)

REGION	AVERAGE OF ANNUAL BASE SALARY	MIN OF ANNUAL BASE SALARY	MAX OF ANNUAL BASE SALARY	AVERAGE OF OTHER COMPENSATION	MIN OF OTHER COMPENSATION	MAX OF OTHER COMPENSATION
Asia Pacific	€91.112	€46.162	€120.025	€63.914	€12.920	€182.303
Europe (excl. Spain)	€86.202	€60.000	€96.372	€52.561	€8.500	€177.000
LATAM	€70.426	€50.557	€90.295	€30.243	€20.929	€39.557
North America	€105.945	€83.094	€132.951	€25.620	€9.232	€55.396
Spain	€67.000	€56.000	€80.000	€24.312	€11.250	€53.000
Grand total	€86.051	€46.162	€132.951	€46.041	€ 8.500	€182.303

Industry (€)

REGION	AVERAGE OF ANNUAL BASE SALARY	MIN OF ANNUAL BASE SALARY	MAX OF ANNUAL BASE SALARY	AVERAGE OF OTHER COMPENSATION	MIN OF OTHER COMPENSATION	MAX OF OTHER COMPENSATION
Asia Pacific	€87.035	€59.351	€120.025	€64.884	€35.308	€82.433
Europe (excl. Spain)	€87.574	€57.000	€117.437	€32.337	€2.000	€115.888
Latin America	€77.552	€52.887	€111.886	€55.289	€8.463	€142.203
North America	€103.099	€83.094	€115.409	€38.469	€16.618	€71.092
Spain	€67.428	€55.000	€80.000	€22.211	€5.000	€77.000
Grand total	€82.235	€52.887	€120.025	€35.436	€2.000	€142.203





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English, Spanish

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