We’re here to help.

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UBC Sauder Talent
Your Guide to Recruiting

Hari B. Varshney
Business Career Centre
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THE UNIVERSITY OF BRITISH COLUMBIA
AACSB

UBC SAUDER SCHOOL OF BUSINESS
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UBC Sauder by the Numbers

#1 Best Business Program in Canada
Maclean's University Rankings 2020

#1 in Canada for Business and Economics
Times Higher Education World University Rankings 2020

4,200+ current students

Over 40,000 alumni in 80 countries

Why UBC Sauder?

UBC Sauder’s Vision
“To build a more just, sustainable and prosperous world through innovation and responsible leadership.”

As we prepare our outstanding and diverse students for the world of work, we impart the values of rigor, respect and responsibility from day one. We highlight these values through transformative learning experiences, both inside and outside the classroom, to help students develop a deeper understanding of themselves and the world around them. Through this, and an innovative focus on emotional intelligence development, we encourage our students to consider the wider impact of their actions and to find proactive ways to empower others on their journeys as responsible leaders.
Hari B. Varshney
Business Career Centre

Getting students career and life ready
As innovative career educators, we support our students to create meaningful personal and professional lives and prepare them for the future of work through customized services focused on personal and professional development and engagement with business communities.

Personal Development
We offer a wide range of programs and services to help students build their self-awareness and understand their personal values, strengths and aspirations. With this foundation, students are better prepared to forge careers that are meaningful to them. They will understand how their values align with future employers and how they can add to an organization’s culture.

These services include 1:1 career coaching and emotional intelligence (EQ) development opportunities, among others. We provide students with tools to grow as empathetic, responsible leaders to help them thrive today and in their future careers.

24 staff certified in EQ coaching (2018-19)
877 student EQ assessment debriefs (2018-19)

Professional Development
We provide students with the tools to successfully transition from the classroom into the workplace. Considering our employers’ needs, the market and our students’ professional goals, we offer work experience opportunities for students to gain the hard skills and the human skills that are essential for current and future success.

Through our Co-op work terms, internships, real-world consulting opportunities, mentorship programs and more, we prepare students to add value to organizations as soon as they walk in the door.

122 UBC Sauder students participated in mentorship programs (2019-20)
777 Co-op work terms, internships and volunteer consulting projects facilitated by the Business Career Centre (2019/2020)

Career Centre’s Vision
“Students are ready for their unique career journeys as responsible leaders, both today and tomorrow.”

Engagement with Business Communities
Employers like you are vital to our students’ career development, which is why we foster a rich network between our students and business communities.

Through informational interviews, mock interviews, networking events, company information sessions, case competitions and live cases in the classroom, we facilitate student connections to business communities. By engaging with UBC Sauder students, you get front-line access to new, high-achieving talent.

1266 connections facilitated between students and the business community (2018/2019)
593 employers participated in our networking events to meet and engage with our students (2019/2020)
69 companies hosted information sessions (2019/2020)
Engage

Whether you’re a large organization, non-profit or startup entrepreneur, here are some of the many ways you can connect with UBC Sauder students, increase your organization’s visibility on campus and find talent. In-person and virtual options are available.

**Informal Interviews**
Connect with UBC Sauder students 1:1 to help them explore their career path, or have a conversation with a student interested in your industry or company.

**Mock Interviewers**
Get to know our students and help set them up for success by taking part in student mock interviews.

**Networking Events**
We host a number of networking events throughout the year. Attend to get a sneak peek at emerging talent or establish connections with potential hires.

**Company Information Sessions**
Showcase your company’s culture, vision and job opportunities to current students. Host a session on campus, off campus or virtually.

**Student Clubs**
Build awareness of your upcoming recruitment activities and connect with targeted groups of candidates. Learn more about undergraduate student clubs at cus.ca and MBA clubs at mbasociety.ca

**Mentorship Programs**
Enrich the educational experience of our students by sharing your knowledge and industry expertise through one of our many mentorship programs.

**Informational Interviews**
Connect with UBC Sauder students 1:1 to help them explore their career path, or have a conversation with a student interested in your industry or company.

**Mock Interviewers**
Get to know our students and help set them up for success by taking part in student mock interviews.

**Post a new graduate role**
Hire new graduates and recent alumni throughout the year. Promote your opportunities on COOL—our online recruitment platform—and reach upcoming and recent graduates. Learn More

**Interview**
We make it easy for you to interview UBC Sauder candidates. We can provide the facilities, schedule interviews, and take care of all the logistical details.

**Case Competitions**
Prepare a real-life business challenge for students to work on and get a first-hand view of their critical thinking and problem-solving skills. Sponsorship recognition opportunities available.

**Post an internship, Co-op position or summer project**
Hire candidates throughout the year with positions starting in September, January, May/June. Promote your opportunities on COOL—our online recruitment platform—and reach up to 4,200 current students. Learn More

**View Profile Books (graduate programs only)**
Preview profiles of new talent looking for internships and profiles of upcoming graduates available for full-time positions. We can connect you directly with potential candidates who have appropriate experience, knowledge and career interests.

**Get in touch to engage and recruit UBC Sauder students:**
talent@sauder.ubc.ca
Tel (604) 822-6479
Toll-free 1-877-777-6479

Recruit

Hire UBC Sauder Interns and Co-op students for short-term projects and initiatives during their academic program, or hire upcoming and recent graduates for full-time roles. Promote your job opportunities and organization at no cost to our outstanding and diverse groups of students, saving you time and money.

**Post a new graduate role**
Hire new graduates and recent alumni throughout the year. Promote your opportunities on COOL—our online recruitment platform—and reach upcoming and recent graduates. Learn More

**Develop a campus recruitment strategy**
Work with us to navigate your options and build a plan to target the student groups you want to reach to meet your just-in-time or long-term hiring needs.

**Live Cases in the Classroom**
Gain a fresh perspective by having students work in class on a real-life business case challenge related to your organization.

**Networking Events**
We host a number of networking events throughout the year. Attend to get a sneak peek at emerging talent or establish connections with potential hires.

**Company Information Sessions**
Showcase your company’s culture, vision and job opportunities to current students. Host a session on campus, off campus or virtually.

**View Profile Books (graduate programs only)**
Preview profiles of new talent looking for internships and profiles of upcoming graduates available for full-time positions. We can connect you directly with potential candidates who have appropriate experience, knowledge and career interests.
Overall Overview of Programs

- **UBC Bachelor of Commerce (BCom) & BCom Co-op**
  - The UBC BCom program equips high-achieving, top talent from across Canada, and around the world, with a broad foundation in business theory and in-depth experience in 12 specializations, making them ideal candidates for junior and intermediate roles across any industry.
  - **Experience:** 0-2 years
  - **Students enrolled:** 4,000
  - **Co-op Students enrolled:** 500
  - **Age Range:** 18-30
  - **Program length:** 4 years
  - **Availability:**
    - **Summer Internship:** May – August
    - **Co-op Work Terms:** September/January/May
    - **Part-time Positions:** throughout the year
    - **New graduates:** June and January

- **UBC Master of Management (MM)**
  - High achieving, highly capable entry-level talent with in-depth business expertise, UBC Master of Management candidates bring a multidisciplinary perspective to business that blends their nonbusiness undergraduate degrees with Master's-level business training.
  - **Experience:** 0-2 years
  - **Students enrolled:** 150
  - **Average age:** 23
  - **Program length:** 6-9 months* (Varies for some MM students, depending on their undergraduate program)

- **UBC Master of Business Analytics (MBAN)**
  - MBAN candidates are equipped with the most sought-after analytical competencies to make strategic decisions within a broader business context. They deeply understand business challenges and can uncover data insights that lead to compelling and meaningful recommendations for your management team.
  - **Experience:** 3 years average
  - **Students enrolled:** 50
  - **Average age:** 26
  - **Program length:** 12 months
  - **Availability:**
    - **Internship:** June - August
    - **COE Project:** June - August
    - **New graduates:** October

- **UBC Master of Business Administration (MBA)**
  - Selected for their diverse perspectives and backgrounds, MBA candidates are poised to impact organizations in today’s competitive international business environment. These experienced candidates gain a holistic understanding of business and learn to make strategic decisions to maximize success.
  - **Experience:** 6 years average
  - **Students enrolled:** 190
  - **Average age:** 29
  - **Program length:** 16 months
  - **Availability:**
    - **Summer Internship:** May-August
    - **New graduates:** January

- **UBC Professional Master of Business Administration (PMBA)**
  - PMBA candidates are working professionals with an average 6 years of experience looking to advance their careers. These candidates are strategic thinkers possessing working project, people, and time management skills and are key leaders and managers across a diverse range of industries in the Canadian market.
  - **Experience:** 6 years average
  - **Students enrolled:** 80
  - **Average age:** 23-48
  - **Program length:** 24 months
  - **Availability:**
    - **Year-round**
In-demand talent with specialized business knowledge and essential management skills.

Diverse and high-achieving students ready for junior and intermediate roles across any industry.

Broad foundation in business theory and workplace skills such as communication, organization and leadership.

**Availability:**

January & June
Begin recruiting in November & February

**Areas of specialization**

- **27%** Finance
- **23%** Accounting
- **17%** Marketing
- **7%** Business Technology Management
- **9%** Combined Major in Business and Computer Science
- **6%** Operations and Logistics

**Statistics – Class of 2019 (4th Year)**

- 1,280 candidates
- **49%** male
- **51%** female
- **37%** international students
- **$53,500** average salary

**Employers:**

- Accenture
- Canadian Armed Forces
- Canada Revenue Agency
- CIBC
- Crystal Lodge And Suites
- Deloitte
- KPMG
- Microsoft
- PwC
- SAP

**Job titles:**

- CPA Staff Accountant
- Product Marketing Associate
- Project Manager
- Wealth Consultant
- Culture and Engagement Specialist
- Business Insights & Special Projects Analyst
- Sales & Marketing Coordinator
Hire a BCom Co-op

Pre-screened talent selected for leadership, teamwork and strong transferable skills.

More than 1/3 of our Co-ops convert into full-time positions, saving you time and recruitment costs.

Work areas include finance, accounting, marketing and more.

Receive added support from the Co-op Program via site visits and student check-ins so that you get the most value out of the student’s work experience.

Statistics:

500
BComs are currently participating in the program

17%
Of work terms completed outside of BC

$3,000
Average monthly salaries in 2019

Hire a BCom Summer Intern

Highly motivated talent eager to grow their experience and make an impact.

Help shape potential future candidates by engaging with current BCom students. Opportunities include:

- Summer internships from May to August.
- Part-time work experiences throughout the year.
- Case competitions and classroom projects alongside faculty.
- Mentorship programs focused on Consulting, Sales, Finance, Brand Management, Real Estate and more.

Post your summer internship or part-time job on our online recruitment platform, COOL.

4,000
students available for summer internships

$2,500
average monthly salary
“based on MBSI program

Recent Co-op employers:

Outdoor Recreation Council of BC
WOW Real Estate Group
Oxford Family Dental
Pagefreezer Software Inc
West Point Grey Academy

Recent Co-op employers:

CANALYST
Deloitte

NatureKidsBC
TELUS

Scotiabank

Vancouver Asian Canadian Theatre

WorkSafeBC

Availability:
January, May & September
4- or 8-month work terms
Hire a Master of Management Grad

High achieving, highly capable entry-level talent with in-depth business expertise.

Adaptable, with a multidisciplinary approach to business.

Excellent communicators experienced in research, writing and critical thinking.

Availability: January & August
Begin recruiting in November & March

Employers:

- Marketing Coordinator
- Business Analyst
- Associate Consultant
- Logistics Coordinator
- Research Associate

Community Business Project:

The Community Business Project gives not-for-profit organizations, social enterprises and corporations with CSR initiatives access to free consulting projects from teams of bright, creative, and highly motivated Master of Management students. Typical projects include: business feasibility studies, fundraising plans, recruitment and retention strategies, corporate partnership strategies, and marketing plans.

Learn More

Pre-MM experience:

- Science: 39%
- Social Sciences: 23%
- Other: 10%
- Economics: 9%
- Humanities: 16%
- Computer Science: 3%

Statistics:

- Candidates: 124
- Average age: 23
- Female: 72%
- Male: 28%
- Average salary: $55,481

Class of 2019 career outcomes:

14

15
Hire a Master of Business Analytics Grad

Data experts who can quickly understand your business problem, uncover meaningful insights, and propose compelling management recommendations.

Equipped with the most sought-after analytical competencies to make strategic recommendations.

Versatile communicators effective with both technical and management stakeholders.

**Availability:**
- October
- Begin Recruiting in July

MBAN students are eligible for the Skills Immigration (SI) stream of the BC Provincial Nominee Program (BC PNP)

**Statistics:**
- 50 candidates
- 26 average age
- 96% speak two or more languages

**Class of 2019 career outcomes**

<table>
<thead>
<tr>
<th>Job title</th>
<th>Employer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Analyst, Portfolio Analytics</td>
<td>Connor, Clark and Lunn Financial Group</td>
</tr>
<tr>
<td>Business Analyst</td>
<td>Deloitte</td>
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<tr>
<td>Data Analyst</td>
<td>Electronic Arts</td>
</tr>
<tr>
<td>Data Scientist</td>
<td>Provincial Health Services Authority</td>
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<tr>
<td>Data Visualization Analyst</td>
<td>RBC</td>
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<tr>
<td>Forensic Data Scientist</td>
<td>STEMCELL Technologies</td>
</tr>
<tr>
<td>Machine Learning Developer</td>
<td>Traction on Demand</td>
</tr>
<tr>
<td>Marketing Science Analyst, Data &amp; Advanced Analytics</td>
<td>WestJet</td>
</tr>
</tbody>
</table>

**Pre-MBAN experience:**
- 17% Engineering
- 15% Business Administration
- 15% Management
- 15% Technology
- 13% Science
- 11% Commerce

**Employers:**

- Arts
- Economics
- Finance
- HR
- Other

**Average age:** 26

**Average salary:** $69,082

**Class of 2019 career outcomes**
**Hire a Master of Business Analytics Intern**

The only UBC interns with equal parts data analysis and big-picture business expertise.

Short-term help to solve real world business problems.

Meaningful data insights and compelling management recommendations at a fraction of the cost.

### Statistics:

3  
Average years of work experience

$2,300 - $3,800  
Average monthly salaries in 2018

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**Centre for Operations Excellence (COE) Industry Project**

Consulting help from an internationally recognized operations research centre.

Expertise from a team of faculty, technical analysts & MBAN students

Solve operational problems using operations research methodologies to enhance business value.

**Learn More**

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**Past COE Partners:**

- Canada Post
- London Drugs
- SSR Mining Inc.
- Vancouver Airport Authority
- Whistler Blackcomb
- WorkSafeBC

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**Summer Internship Duration:**

July - October, full-time (minimum 12 weeks)

Students are available to start part-time work in June during the last period of academic study.

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**MBAN Internship areas include:**

- Predictive analytics
- Simulation modeling
- Text analytics
- Machine learning
- Supply chain analytics
- Customer portfolio
- Analytics
- Process analytics
- Marketing analytics
- New product development
- Optimization

---

**Duration:**

Project dependent

**Cost:**

Consulting fee is project dependent

**Work location:**

COE Office on UBC campus; students can attend meetings at company
Global talent ready to make an impact in the Canadian market.

Holistic understanding of business in order to make strategic decisions that maximize success.

Experience in business integration within a global context.

Availability:
- January
- Begin recruiting in November

Statistics:
- 100 candidates
- 22 countries represented
- 86% speak two or more languages
- 5 average years of work experience

Class of 2018 career outcomes
- $82,786 average salary

Job titles:
- Data Strategist
- Demand Planner
- Operations Manager
- Product Marketing Manager
- VP, Business Development

Pre-MBA experience:
- 19% Financial Services
- 6% Healthcare
- 15% Manufacturing/Construction
- 6% Natural Resources
- 12% Technology
- 3% Government
- 9% Retail
- 22% Other
- 8% Professional Services

Employers:
- Deloitte
- General Electric
- Labatt
- Nestlé
- P&G
- RBC
- SAP
- TELUS
Hire an MBA Intern

The only MBA interns available in the Greater Vancouver Area from May to August.

Jumpstart a new project or gain fresh perspective on existing processes.

Save on the bottom line by implementing process efficiencies and identifying cost savings.

Duration:
June - Aug
8-16 weeks based on full-time hours

Monthly salary range:
$3,000 - $6,000

Typical internship roles include:
- Business Analysis & Sales Forecasting
- Corporate Finance & Financial Analysis
- Project Management
- Supply Chain & Operations Management
- Market Research & Competitive Intelligence
- Marketing & Brand Management

Recent internship employers:
BC Hydro
City of Vancouver
Deloitte
Lululemon
Port of Vancouver
Provincial Health Services Authority
RBC
University of British Columbia
Working professionals with on average 6 years of experience looking to advance their careers.

Strategic thinkers possessing working project, people, and time management skills.

Key leaders and managers across a diverse range of industries in the Canadian market.

**Pre-MBA experience:**

- **23%** Social Sciences
- **10%** Economics
- **21%** Science
- **8%** Law
- **19%** Engineering
- **4%** Business
- **13%** Humanities
- **2%** Computer Science

**Statistics:**

- **87** candidates
- **23-48** Age range
- **70%** Speak two or more languages
- **6** Average years of work experience

**Availability:**

- Year-round

**Job titles:**

- Director, Treasury
- Senior Consultant
- Manager, Infrastructure Advisory
- Production Systems Manager
- Operations Manager
- Digital Marketing Manager
- Product Marketing Manager
- Senior Relationship Manager - Commercial Banking

**Post-MBA career levels:**

- **22%** Senior Management and C-Suite
- **48%** Management Level
- **30%** Individual Contributor (Engineer, Specialist, Auditor, etc.)

**Employers:**

- Amazon
- Best Buy
- Deloitte
- Emterra Group
- Fujitsu
- McKinsey Consulting
- STEMCELL technologies
- TELUS
Mentor a Student

Help unlock potential and guide students as they clarify their career goals by taking part in one of our mentorship and training programs. These include:

- Brand Management Mentorship Program
- MBA Mentor Program
- Product Management Training Program
- Real Estate Mentorship Program
- Sales Mentorship Program

Partner With a Student Club

UBC Sauder students participate in clubs and societies related to a diverse range of career interests. You can connect with a targeted group of candidates by engaging with the clubs and the many events they offer, such as networking socials, case competitions, and more. These include:

Undergraduate
- Business Technology Network (BizTech)
- Enactus UBC
- Entrepreneurship Projects (eProjects)
- UBC Finance Association (UBCFA)
- Human Resources Management Club (HRMC)
- Marketing Association (UBCMA)
- UBC Real Estate Club
- Social Enterprise Club (SEC)
- Supply Chain Management Club (SCMC)
- UBC Accounting Club (UBCAC)
- UBC Trading Group (UBCTG)
- Young Women in Business (YWIB UBC)

MBA
- Product & Service Management Club
- MBA Finance Club
- Innovation and Entrepreneurship Net Impact

When Should You Start to Recruit?

Hire for short-term
Co-op, MBA, and BCom students are available

Co-op

<table>
<thead>
<tr>
<th>When should I start recruiting for a Co-op Student?</th>
<th>Recruit</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students available for 4- or 8-month work terms</td>
<td>June to August</td>
<td>September</td>
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<td></td>
<td>October to December</td>
<td>January</td>
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<tr>
<td></td>
<td>February to April</td>
<td>May</td>
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</table>

Hire for internships
Available for BCom, Master of Business Analytics and MBA

<table>
<thead>
<tr>
<th>Candidate</th>
<th>Recruit</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>BCom</td>
<td>February to April</td>
<td>May</td>
</tr>
<tr>
<td>Master of Business Analytics</td>
<td>January to April</td>
<td>June</td>
</tr>
<tr>
<td>MBA</td>
<td>January to April</td>
<td>May</td>
</tr>
</tbody>
</table>

Hire for full-time
Available for BCom, Masters of Management, MBA, Master of Business Analytics and PMBA

<table>
<thead>
<tr>
<th>Candidate</th>
<th>Recruit</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>BCom &amp; MM - 0-2 yrs experience MBA</td>
<td>November to January</td>
<td>January</td>
</tr>
<tr>
<td>BCom &amp; MM - 5 yrs experience MBA</td>
<td>February to May</td>
<td>January</td>
</tr>
<tr>
<td>Master of Business Analytics</td>
<td>February to May</td>
<td>January</td>
</tr>
<tr>
<td>PMBA - 6 yrs experience</td>
<td>Year-round</td>
<td>May</td>
</tr>
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Stay in the know
Keep up to date with the latest UBC Sauder Talent events and opportunities by subscribing to our newsletter.

Contact us
For more information about how to get involved, email talent@sauder.ubc.ca or call +1 604.822.6479.

Promoting beyond UBC Sauder, you may reach out to the Centre for Student Involvement & Careers at UBC here:

hiresstudent.ubc.ca/contact