We’re here to help.

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UBC Sauder Talent
Your Guide to Recruiting

Hari B. Varshney
Business Career Centre
sauder.ubc.ca/hire
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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.
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.

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.

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.

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.

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.

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.

Informational Interviews
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talent@sauder.ubc.ca
Tel (604) 822-6479
Toll-free 1-877-777-6479
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: 550
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
Availability:
• Summer Internship: May – August
• New graduates: June and January

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: 77
Average age: 26
Program length: 12 months
Availability:
• Internship: July – October
• COE Project: July – October
• 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: 5 years average
Students enrolled: 110
Average age: 29
Program length: 16 months
Availability:
• Internship: June - September
• New graduates: April

Professional MBA (PMBA) Experience: 6 years average

Master of Business Administration (MBA) Experience: 5 years average

Master of Business Analytics (MBAN) Experience: 3 years average

Master of Management (MM) Experience: 0-2 years

Bachelor of Commerce (BCom) Experience: 0-2 years

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
Age range: 23-48
Program length: 24 months
Availability:
• Year-round

Page numbers for each program are indicated as follows:
- UBC Bachelor of Commerce (BCom) & BCom Co-op: Pg. 10
- UBC Master of Management (MM): Pg. 14
- UBC Master of Business Analytics (MBAN): Pg. 12
- UBC Master of Business Administration (MBA): Pg. 22
- UBC Professional Master of Business Administration (PMBA): Pg. 26
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.

Statistics – Class of 2019 (4th Year)

<table>
<thead>
<tr>
<th>Statistics</th>
<th>Class of 2019 career outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,280</td>
<td>1,280 candidates</td>
</tr>
<tr>
<td>51%</td>
<td>49% male</td>
</tr>
<tr>
<td>37%</td>
<td>51% female</td>
</tr>
<tr>
<td>6+</td>
<td>37% international students</td>
</tr>
<tr>
<td>$53,500</td>
<td>$53,500 average salary</td>
</tr>
</tbody>
</table>

Areas of specialization:

- **27%** Finance
- **23%** Accounting
- **17%** Marketing
- **7%** Business Technology Management
- **6%** Operations and Logistics
- **3%** Organizational Behavior & Human Resources
- **3%** Real Estate
- **3%** Entrepreneurship
- **1%** Global Supply Chain and Logistics
- **1%** General Business Management
- **9%** Combined Major in Business and Computer Science
- **9%** General Business Management

Employers:

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

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.

Availability:
January, May & September
4- or 8-month work terms

Statistics:
550 BComs are currently participating in the program
17% Of work terms completed outside of BC
$3,100 Average monthly salaries in 2020

Recent Co-op employers:

- WorkSafeBC
- Deloitte
- Vancouver Fraser Port Authority
- SAP
- Jostle
- Dale Fan & Associates, CPAs
- British Columbia Infrastructure Benefits, Inc.
- Arts Club
- Theatre Company

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
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.

### Job titles:
- Marketing Coordinator
- Business Analyst
- Associate Consultant
- Logistics Coordinator
- Research Associate

### Employers:
- Accenture
- Amazon
- FuseForward
- Microsoft
- PepsiCo Foods
- PwC
- Vancouver Airport Authority
- Vancouver Coastal Health Authority

### Pre-MM experience:

<table>
<thead>
<tr>
<th>Field</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Science</td>
<td>39%</td>
</tr>
<tr>
<td>Social sciences</td>
<td>10%</td>
</tr>
<tr>
<td>Other</td>
<td></td>
</tr>
<tr>
<td>Economics</td>
<td>9%</td>
</tr>
<tr>
<td>Humanities</td>
<td>16%</td>
</tr>
<tr>
<td>Computer Science</td>
<td>3%</td>
</tr>
</tbody>
</table>

### 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.

### Availability:
- January & August
- Begin recruiting in November & March

### Statistics:

<table>
<thead>
<tr>
<th>Statistics</th>
<th>Value</th>
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<tbody>
<tr>
<td>Candidates</td>
<td>124</td>
</tr>
<tr>
<td>Average age</td>
<td>23</td>
</tr>
<tr>
<td>Female</td>
<td>72%</td>
</tr>
<tr>
<td>Male</td>
<td>28%</td>
</tr>
<tr>
<td>Average salary</td>
<td>$55,481</td>
</tr>
</tbody>
</table>

### Class of 2019 career outcomes:
- 124 candidates
- 23 average age
- 72% female
- 28% male
- $55,481 average salary
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.

**Statistics:**
- 77 candidates
- Average age: 26
- 96% speak two or more languages

**Class of 2019 career outcomes**
- Average salary: $69,082

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

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

**Pre-MBAN experience:**

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Engineering</td>
<td>17%</td>
</tr>
<tr>
<td>Business Admin.</td>
<td>15%</td>
</tr>
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<td>Management</td>
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<td>Technology</td>
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<td>Science</td>
<td>13%</td>
</tr>
<tr>
<td>Commerce</td>
<td>11%</td>
</tr>
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<td>Arts</td>
<td>4%</td>
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<td>4%</td>
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<tr>
<td>Finance</td>
<td>2%</td>
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<tr>
<td>HR</td>
<td>2%</td>
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<tr>
<td>Other</td>
<td>2%</td>
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</table>

**Employers:**

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<th>Company</th>
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<tr>
<td>Connor, Clark and Lunn Financial Group</td>
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<tr>
<td>WestJet</td>
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</tbody>
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**Job titles:**

- Analyst, Portfolio Analytics
- Business Analyst
- Data Analyst
- Data Scientist
- Data Visualization Analyst
- Forensic Data Scientist
- Machine Learning Developer
- Marketing Science Analyst, Data & Advanced Analytics

**Connor, Clark and Lunn Financial Group**

**Pre-MBAN experience:**

- 15%

**Class of 2019 career outcomes**

- Average salary: $69,082

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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.

**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.

**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

---

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

Want to take a deeper dive into your analytics challenge but don’t have the bandwidth to manage MBAN interns?

Sauder’s internationally recognized Centre for Operations Excellence is open to consulting-style engagements involving teams of students that align with faculty research interests (operations, supply-chain management, health care, marketing, human resources, predictive and prescriptive analytics).

**Learn More**

**Past COE Partners:**

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

---

**Statistics:**

- **3**
  - Average years of work experience

- **$3,000 - $3,500**
  - Average monthly salaries in 2020

**Duration:**
- Project dependent

**Cost:**
- Consulting fee is project dependent

**Work location:**
- COE Office on UBC campus; students can attend meetings at company or virtually

**Availability:**
- May

**Begin Recruiting:**
- March
Hire an MBA Grad

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

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

Employers:
Deloitte  General Electric
Labatt  Nestlé
P&G  RBC
SAP  TELUS

Statistics:

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre-MBA experience</td>
<td></td>
</tr>
<tr>
<td>Manufacturing/Construction</td>
<td>15%</td>
</tr>
<tr>
<td>Natural Resources</td>
<td>6%</td>
</tr>
<tr>
<td>Government</td>
<td>3%</td>
</tr>
<tr>
<td>Other</td>
<td>22%</td>
</tr>
<tr>
<td>Professional Services</td>
<td>8%</td>
</tr>
<tr>
<td>Retail</td>
<td>9%</td>
</tr>
<tr>
<td>Technology</td>
<td>12%</td>
</tr>
<tr>
<td>Financial Services</td>
<td>19%</td>
</tr>
<tr>
<td>Healthcare</td>
<td>6%</td>
</tr>
<tr>
<td>Other</td>
<td>22%</td>
</tr>
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</table>

Class of 2018 career outcomes:

<table>
<thead>
<tr>
<th>Category</th>
<th>Quantity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Candidates</td>
<td>110</td>
</tr>
<tr>
<td>Average years of work experience</td>
<td>5</td>
</tr>
<tr>
<td>Average salary</td>
<td>$82,786</td>
</tr>
</tbody>
</table>

22 countries represented
86% speak two or more languages
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
Hire a Professional Master of Business Administration Grad

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:

<table>
<thead>
<tr>
<th>Science</th>
<th>Social Sciences</th>
<th>Business</th>
<th>Humanities</th>
<th>Computer Science</th>
</tr>
</thead>
<tbody>
<tr>
<td>23%</td>
<td>10%</td>
<td>4%</td>
<td>2%</td>
<td></td>
</tr>
<tr>
<td>21%</td>
<td>8%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19%</td>
<td>4%</td>
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<td></td>
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</tr>
<tr>
<td>13%</td>
<td></td>
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</tbody>
</table>

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
- Finance Mentorship 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)

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

**Commerce Undergraduate Society**
For more information, visit cus.ca, mbasociety.ca, or ams.ubc.ca.

**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.

When Should You Start to Recruit?

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

**Co-op**

<table>
<thead>
<tr>
<th>Availability:</th>
<th>Recruit</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students available for 4- or 8-month work terms</td>
<td></td>
<td></td>
</tr>
<tr>
<td>June to August</td>
<td>September</td>
<td></td>
</tr>
<tr>
<td>October to December</td>
<td>January</td>
<td></td>
</tr>
<tr>
<td>February to April</td>
<td>May</td>
<td></td>
</tr>
</tbody>
</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>April to June</td>
<td>July</td>
</tr>
<tr>
<td>MBA</td>
<td>March to May</td>
<td>June</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 0-2 yrs experience</td>
<td>October to December, February to April</td>
<td>January, May</td>
</tr>
<tr>
<td>MM 0-2 yrs experience</td>
<td>October to December, May - July</td>
<td>January, August</td>
</tr>
<tr>
<td>MBA 5 yrs experience</td>
<td>Jan to April</td>
<td>January 2021, May 2022</td>
</tr>
<tr>
<td>MBAN 1 yrs experience</td>
<td>August to October</td>
<td>November</td>
</tr>
<tr>
<td>PMBA 6 yrs experience</td>
<td>Year-round</td>
<td>Year-round</td>
</tr>
</tbody>
</table>

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