

MASTER IN TALENT DEVELOPMENT AND HUMAN RESOURCES



CONTENTS

03	INTRODUCTION
05	2024 GRADUATES' PROFILE
06	GRADUATES' PROFESSIONAL BACKGROUND
07	CURRENT CAREER PLACEMENT
10	YOUR SUCCESS, OUR PURPOSE
12	IE FOR LIFE
14	INTERNATIONAL OFFICES

INTRODUCTION

At IE University, we are committed to academic excellence and empowering professionals to lead meaningful careers. The IE Talent & Careers team plays a vital role in this mission, providing personalized support that helps students and alumni navigate the evolving world of work and achieve their unique professional goals. At IE, we guide students not just toward a career, but toward their impact, purpose, and what we call the Next Best You.

In this report, we're proud to share the achievements of the **Master in Talent Development & Human Resources** cohort. This program prepares future leaders to design, drive, and transform people's strategies in a global business environment. With the guidance of our dedicated career services team, our graduates are equipped to create value through talent development and human capital management across a variety of sectors.

The Master in Talent Development & Human Resources is built on a dynamic blend of experiential learning, cutting-edge technology, and strong partnerships with leading organizations. This holistic approach ensures students are prepared to face the complex challenges of workforce transformation, organizational change, and strategic HR management. Our graduates thrive in roles across talent acquisition, learning and development, organizational design, HR consulting, and people analytics, proving the program's strong alignment with current industry demands.

As members of IE University's global alumni network, with more than 80,000 professionals across 170 countries, our graduates in the **Master in Talent Development & Human Resources** gain access to a powerful platform for lifelong growth, collaboration, and opportunity. This global community fosters meaningful connections that extend far beyond graduation.

Read on to explore the impact, stories, and career journeys of our Master in Talent Development & Human Resources graduates.

85%

Of HR professionals say AI will transform recruitment.

– Gitnux

70%

Of employees would leave for better learning opportunities.

– Forbes

ANDREW WALTHER

MASTER IN TALENT DEVELOPMEN & HR

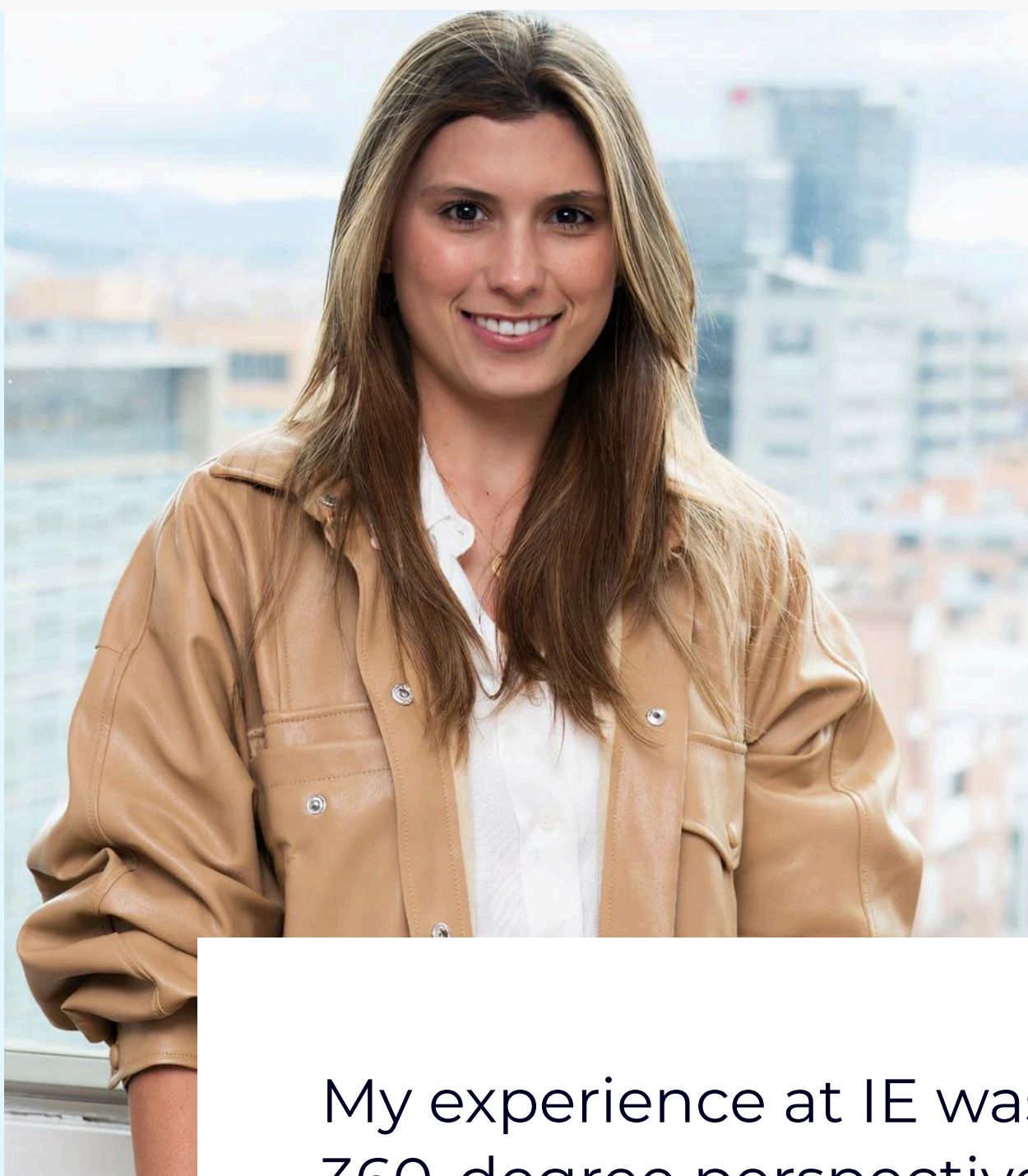
NATIONALITY
AMERICAN

CURRENT POSITION
HUMAN
RESOURCES
GRADUATE
PROGRAM,
SIEMENS GAMESA

POSITION BEFORE THE
PROGRAM
TALENT DEVELOPMENT INTERN,
ABBVIE



Studying at IE was a pivotal moment for me. It opened the doors to an international network and gave me the tools to succeed in a global workforce. Through collaboration with my peers, I was challenged to develop pragmatic solutions that were more innovative and dynamic in nature. Undoubtedly this experience was advantageous during interviews and continues to be in my daily work. I´m certain I would not be where I am today without this experience.



NATALIA CÁRDENAS SCHWARZBERG

MASTER IN TALENT DEVELOPMEN & HR

NATIONALITY
GERMAN

CURRENT POSITION
HR BUSINESS
PARTNER, ALCON

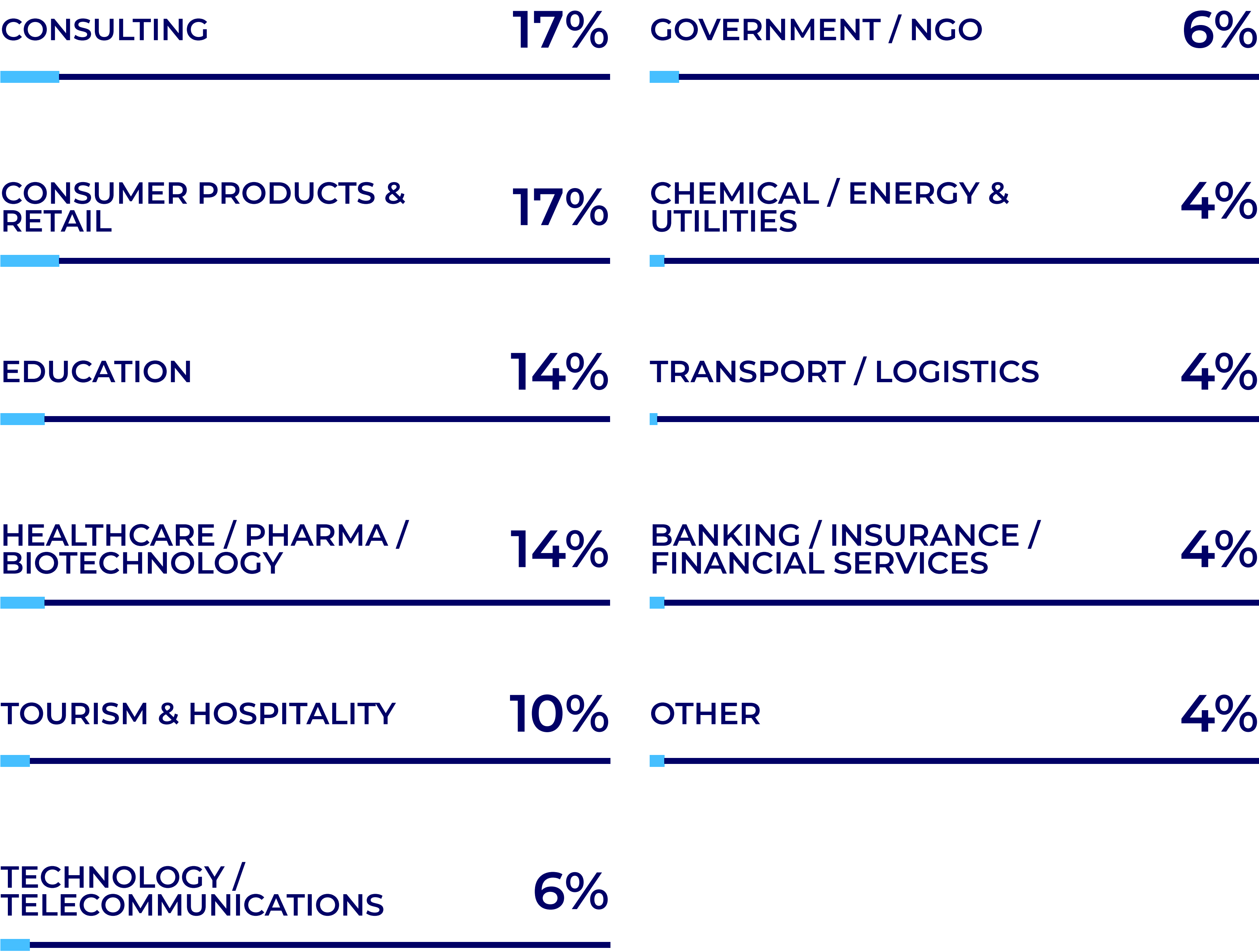
POSITION BEFORE THE
PROGRAM
DEVELOPMENT & LEARNING
COORDINATOR, LEE HECHT
HARRISON

My experience at IE was incredible from a 360-degree perspective. First, getting to know and interact with people from different countries, with diverse realities and perspectives, broadened my horizons when it comes to thinking, structuring a project, or developing ideas. Additionally, the quality of the professors is a perfect blend of real-world experience and academic theory, allowing me to learn from their experiences and gain a deeper understanding of what happens in the real world. Finally, and just as importantly, the program gave us the opportunity to connect with classmates not only in an academic setting but also on a personal level, forming lasting connections and friendships. These three aspects have made my professional profile more robust and appealing to multinational companies, demonstrating a multicultural, adaptable, and holistic professional capable of bringing fresh perspectives to the table.



WHERE OUR STUDENTS WERE WORKING BEFORE STARTING THE PROGRAM

INDUSTRY / SECTOR



COMPANIES REPRESENTED IN CLASS



2024 GRADUATES' PROFILE

29

TOTAL NUMBER OF STUDENTS

28

AVERAGE AGE

3

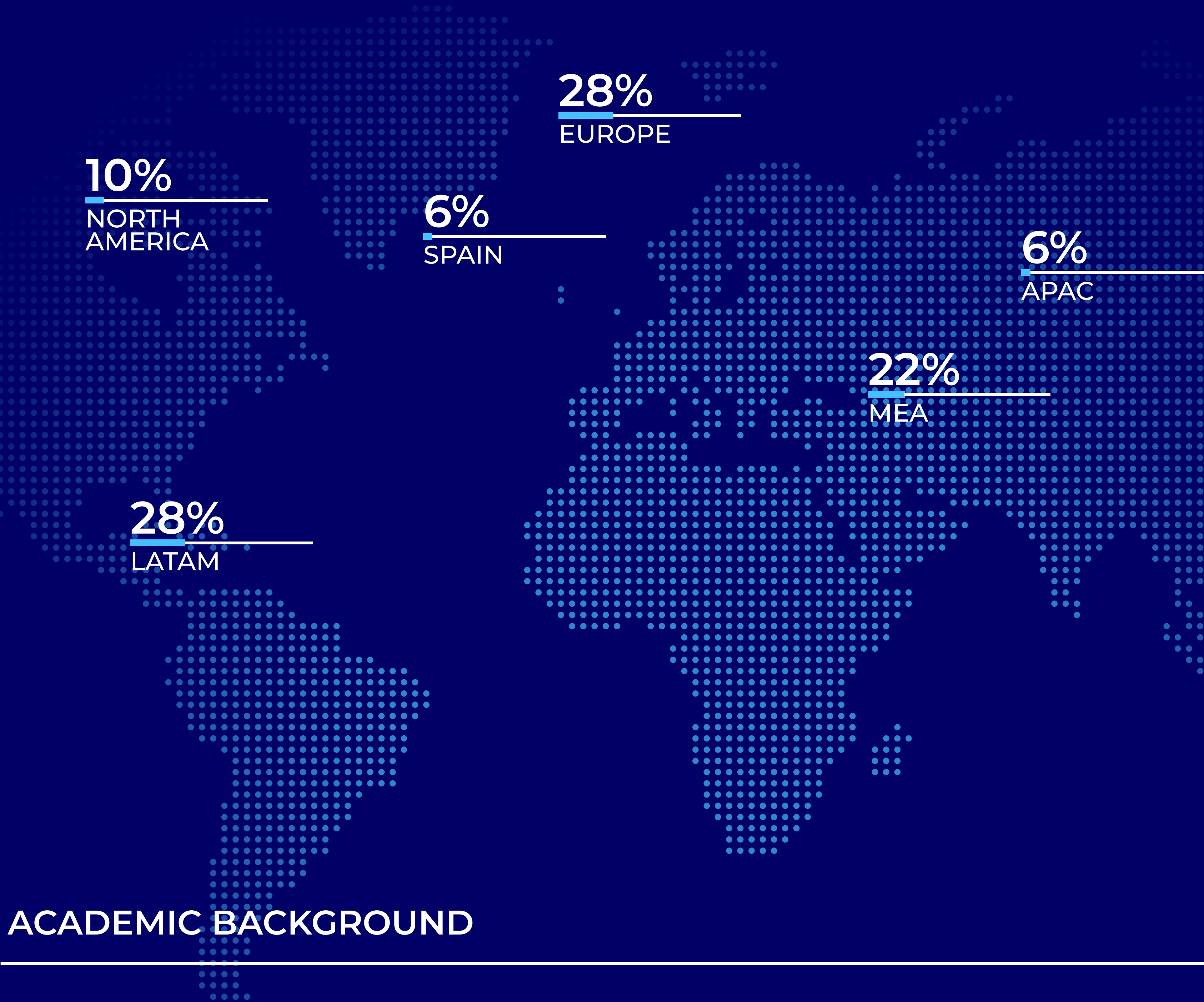
YEARS AVERAGE WORK EXPERIENCE

20

NUMBER OF NATIONALITIES

90%

INTERNATIONAL



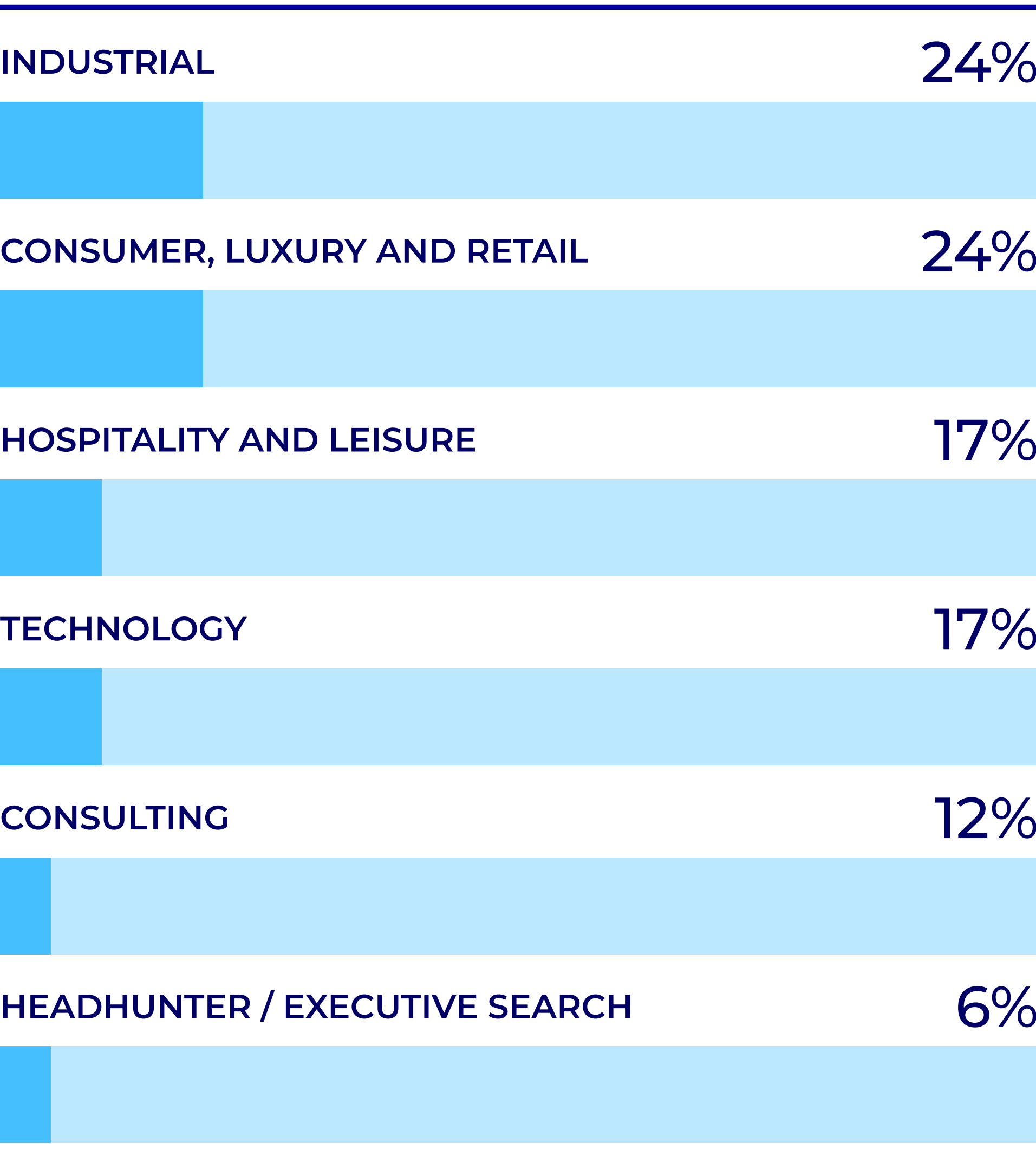
ACADEMIC BACKGROUND



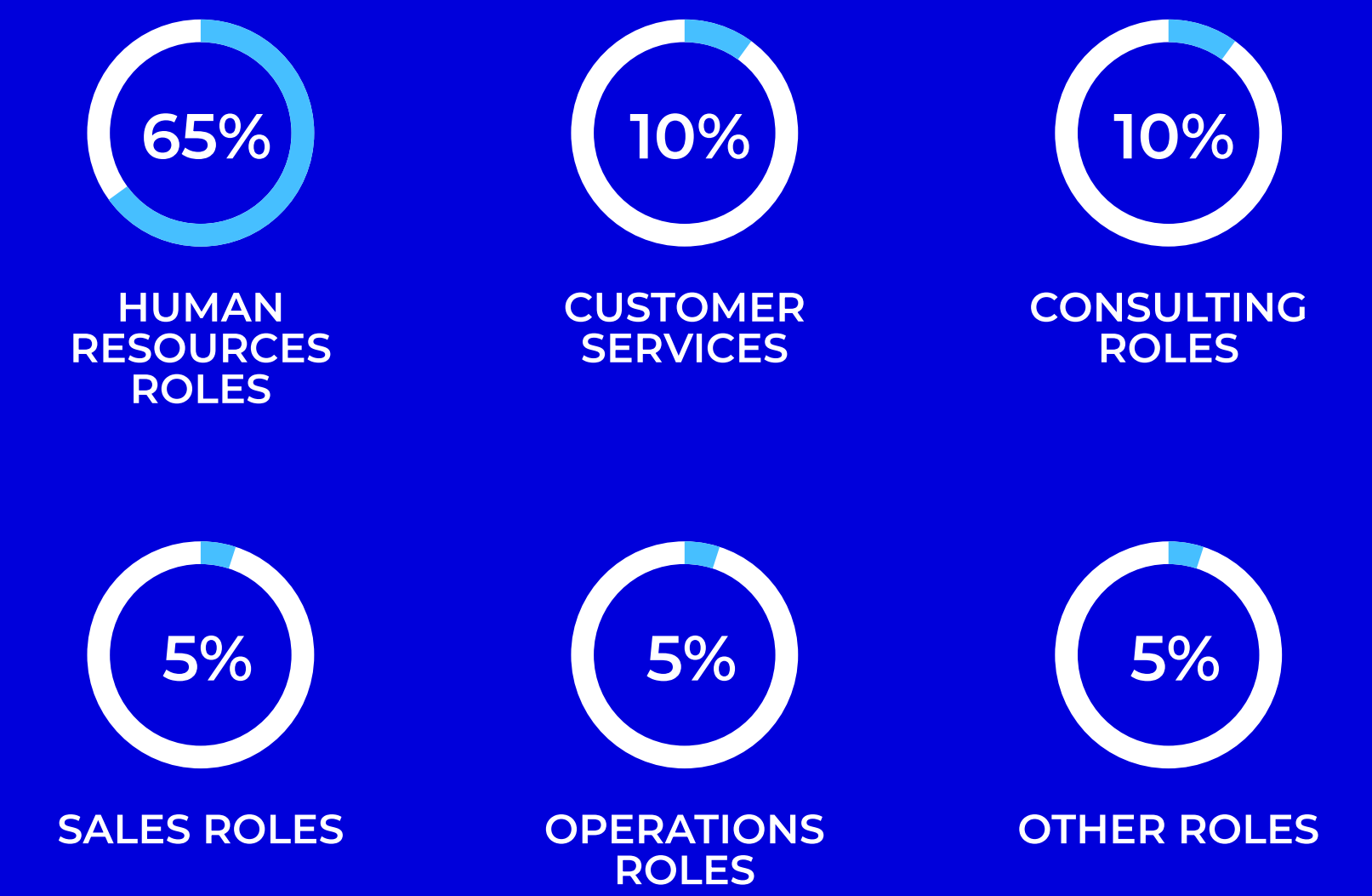


WHERE OUR GRADUATES ARE WORKING NOW

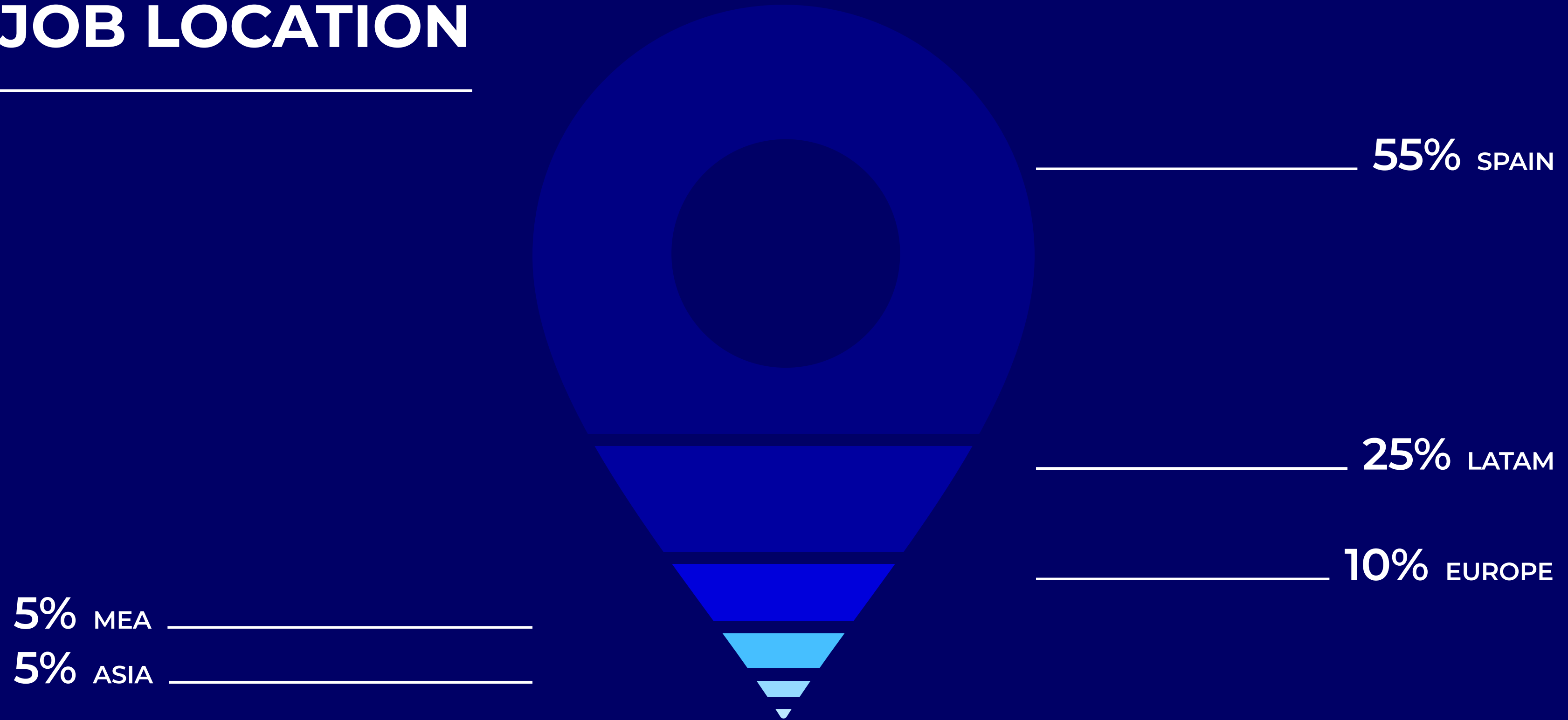
SECTOR



FUNCTION



JOB LOCATION



TOP HIRING COMPANIES

Job seekers who received a job offer within 6 months after graduation

96%

JOB ROLE TITLES

- ADMINISTRATIVE SPECIALIST
- HEAD OF TALENT AND L&D
- ANALYST
- CONSULTANT
- COORDINATOR
- CUSTOMER SUCCESS
- CUSTOMER SUCCESS MANAGER
- HR BUSINESS MANAGER
- HR GENERALIST
- HR MANAGER
- INBOUND SALES EXECUTIVE
- TALENT MANAGER SPECIALIST



YOUR SUCCESS, OUR PURPOSE

IE University is considered one of the world's leading universities by international journals such as Bloomberg Businessweek, Financial Times, The Economist, and The Wall Street Journal, and by international companies actively recruiting our graduates. By studying at IE University, students graduate with a brand recognized for its excellence among recruiters.

**Bloomberg
Businessweek**

FT FINANCIAL
TIMES

The
Economist

WALL STREET
JOURNAL

WE'RE HERE TO HELP YOU KICK START YOUR CAREER

Our Talent & Careers Department's mission is to guide and empower our community of students and alumni in their career journey.

Our Career Discover Advisors help you unlock your potential through unique self assessment tools and methodologies.

Our industry experts explore with you market trends and professional paths that align with your profile and aspirations.

Our team works closely with more than 2,000 recruiting partners, with the constant aim to match and connect directly the right talent with the right need.





OUR EVENTS

The **incredible variety** of our events allows **students to engage** with companies at a whole other level. We hosted more than 282 virtual and physical events with **recruiting partners**.

TALENT FORUMS

COMPANY PRESENTATIONS

INTERVIEWS AND ASSESSMENT CENTERS

BUSINESS COMPETITIONS

PANELS

WORKSHOPS

CONFERENCES

NETWORKING ACTIVITIES WITH IE CLUBS

WEBINARS

LIVESTREAMS

MAKE THE MOST OF IT

During your time at IE University, you will meet with us throughout career education workshops and events, designed to help students land the job that's best for them.

Reach out to our dedicated Careers Team and we will assist you in defining your very own career strategy via personalized career advising sessions.

On the IE Career Portal, find a curated collection of resources and access exclusive job offers.

IE's bi-annual Talent Forum is the largest of our recruiting events. All attending companies are actively recruiting for positions matching IE profiles.

VISITING COMPANIES

In the academic year we welcomed 300 recruiting partners on our on-campus facilities, including:

TECH

facebook amadeus SAP
Uber Telefonica

FINANCE

S&P Global Santander Goldman Sachs AMERICAN EXPRESS

CONSULTING

BAIN & COMPANY Capgemini BCG BOSTON CONSULTING GROUP
OliverWyman Grant Thornton

PHARMA

Abbott SANDOZ Bristol Myers Squibb

FMCG / LUXURY / RETAIL

NIKE L'ORÉAL pepsi P&G Procter & Gamble
IKEA ESSILOR COLGATE-PALMOLIVE Mars

KraftHeinz

INDUSTRIAL / ENERGY

Schneider Electric Vestas bp DHL

INTERNATIONAL DEVELOPMENT

UNITED NATIONS ADB ASIAN DEVELOPMENT BANK IMPACT HUB European Bank for Reconstruction and Development Dalberg

REAL ESTATE / ARCHITECTURE AND DESIGN

AECOM Knight Frank CUSHMAN & WAKEFIELD

12,000

JOB OPPORTUNITIES

2,100

RECRUITING PARTNERS GLOBALLY

ENHANCE YOUR ALUMNI BENEFITS

ALUMNI PLUS



1-hour Executive Career coaching (online or face-to-face) and Career webinars.



Up to 40 lectures (online or face-to-face) with prominent IE professors.



Online subscription to El País, Expansión, El Mundo and the Wall Street Journal (valued at € 750).



Speed-networking events and preferential pricing to IE Alumni flagship events.

*Included during 2 years upon graduation.

CAREER BOOSTER

PREMIUM ACCESS TO KORN FERRY ADVANCE PLATFORM WITH:

- Unlimited, personalized **1-to-1 coaching sessions**.
- Resume parsing analysis to **see how recruiters process your resume**.
- **AI-based interview preparation app**.
- **Premium access to GeniusMesh**, a confidential Executive MBA talent network of 20 top business schools and unpublished leadership roles.

*Alumni Plus Membership required.

LIFELONG LEARNING BOOSTER

Access to one Executive Education short program or one High Impact Online Program (list price up to €4,000).

50% scholarship for a second program or Executive Summer School.

*Alumni Plus Membership required



INTERNATIONAL OFFICES

IE INTERNATIONAL DEVELOPMENT:

BUILDING COMMUNITY AND NETWORKING AROUND THE WORLD

Based in 30+ offices worldwide, our 150-strong recruitment staff search far and wide for top international talent. This begins a life-long relationship that lasts even after graduation. With over 5,000 events per year in more than 100 countries, our International

Development team provides support to our candidates, students and alumni.

[ATTEND ONE OF OUR EVENTS](#)

CLOSE TO YOU, CLOSE TO COMPANIES

Close relationships with leading global companies and start-ups place us in the heart of corporate and entrepreneurial ecosystems. Join over 1,000 career-focused events, including industry-oriented conversations with IE experts, or take part in career fairs organized alongside IE Talent and Careers. Beyond the events, you can connect with top alumni or tap into local entrepreneurial ecosystems in your region, all the while benefiting from expert research on the future of the workplace.

BENEFITS FOR OUR GLOBAL COMMUNITY:

IE EVENTS, MASTERCLASSES AND WORKSHOPS LED BY IE PROFESSORS

CORPORATE PARTNERSHIPS

VENTURE DAYS

NETWORKING AND SOCIAL EVENTS FOR ALUMNI AND STUDENTS

GLOBAL ALUMNI WEEKENDS

“GLOCAL” NETWORK

WORLDWIDE CONFERENCES

CAREER OPPORTUNITIES FOR ALUMNI AND STUDENTS

ALUMNI CLUBS

FIND US AT ONE OF OUR
INTERNATIONAL OFFICES

[KNOW MORE](#)

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2024

CAREER REPORT