

MASTER IN

TALENT DEVELOPMENT & HUMAN RESOURCES



CONTENTS

03 **INTRODUCTION**

05 **2023 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're committed to excellence in academics and career development. The IE Talent & Careers team exemplifies this commitment by guiding students and alumni to find their ideal place in the professional world. By providing personalized career support, we help our graduates achieve their professional goals. IE Business School guides students in discovering their ideal career, impact and purpose—what we call the Next Best You.

In this report, we're proud to highlight the successes of our 2023 **Master in Talent Development & Human Resources** cohort. This program develops future leaders in the finance industry, equipping them with the skills and knowledge needed to thrive. Our career services team has played a key role in ensuring these graduates transition smoothly into the workforce.

The **Master in Talent Development & Human Resources** program offers a unique combination of hands-on learning, industry partnerships and advanced technological resources. This approach ensures our students are well-prepared to tackle the challenges of modern financial markets. Our graduates excel in various fields, including corporate finance, asset management, digital finance and alternative investments, making them highly sought-after in the job market. Their professional achievements demonstrate the program's success, and we're extremely proud of them.

As part of IE University's extensive alumni network of over 80,000 members in 170 countries, our **Master in Talent Development & Human Resources** graduates benefit from a global community that supports their career growth. This invaluable network provides connections and opportunities across various sectors and regions. Read on to discover more about our Master in Finance class of 2023.

WHILE
46%

of employees in the finance sector are women; **only 15%** are at the executive level. However, women are creating the future of finance. – Forbes

\$339.4
BILLION

the total market share for investment banking worldwide. – IBISWorld

ANDREW WALTHER

MASTER IN TALENT DEVELOPMENT & 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.



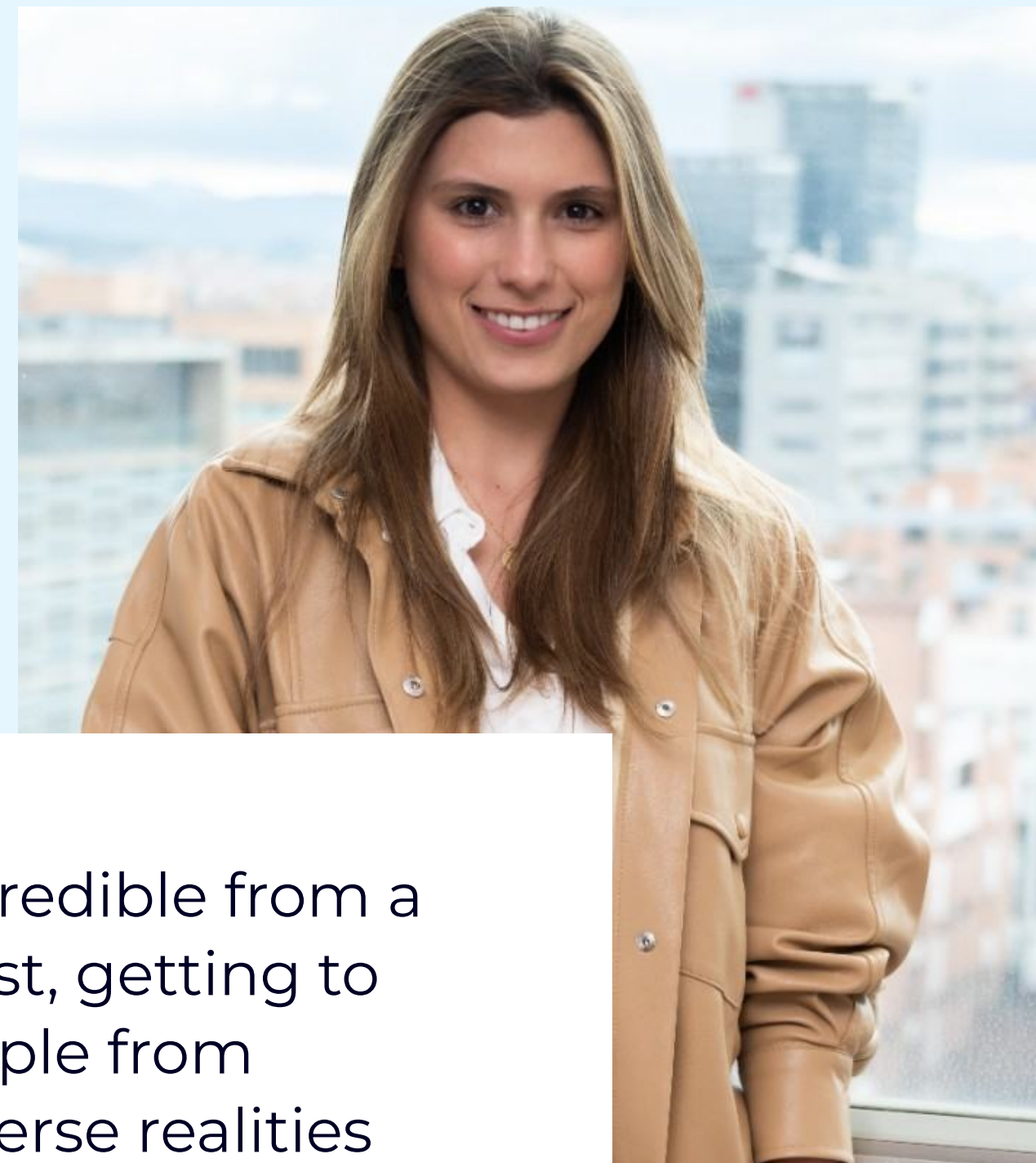
NATALIA CÁRDENAS SCHWARZBERG

MASTER IN TALENT DEVELOPMENT & 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

LVMH

amazon

HAYS Working for your tomorrow

بنك مسقط
bank muscat

Petrofac 

abbvie

crehana 

NBCUniversal

YETI

2023 GRADUATES' PROFILE

43

TOTAL
NUMBER OF
STUDENTS

27

AVERAGE
AGE

3

AVERAGE YEARS OF
WORK EXPERIENCE

23

NUMBER OF
NATIONALITIES

82%

INTERNATIONAL
STUDENTS

12%
NORTH
AMERICA

49%
EUROPE

7%
APAC

9%
MEA

23%
LATIN
AMERICA

ACADEMIC BACKGROUND

37%

BUSINESS

21%

SOCIAL SCIENCES

10%

HUMANITIES

4%

ECONOMICS

4%

LEGAL

2%

ENGINEERING

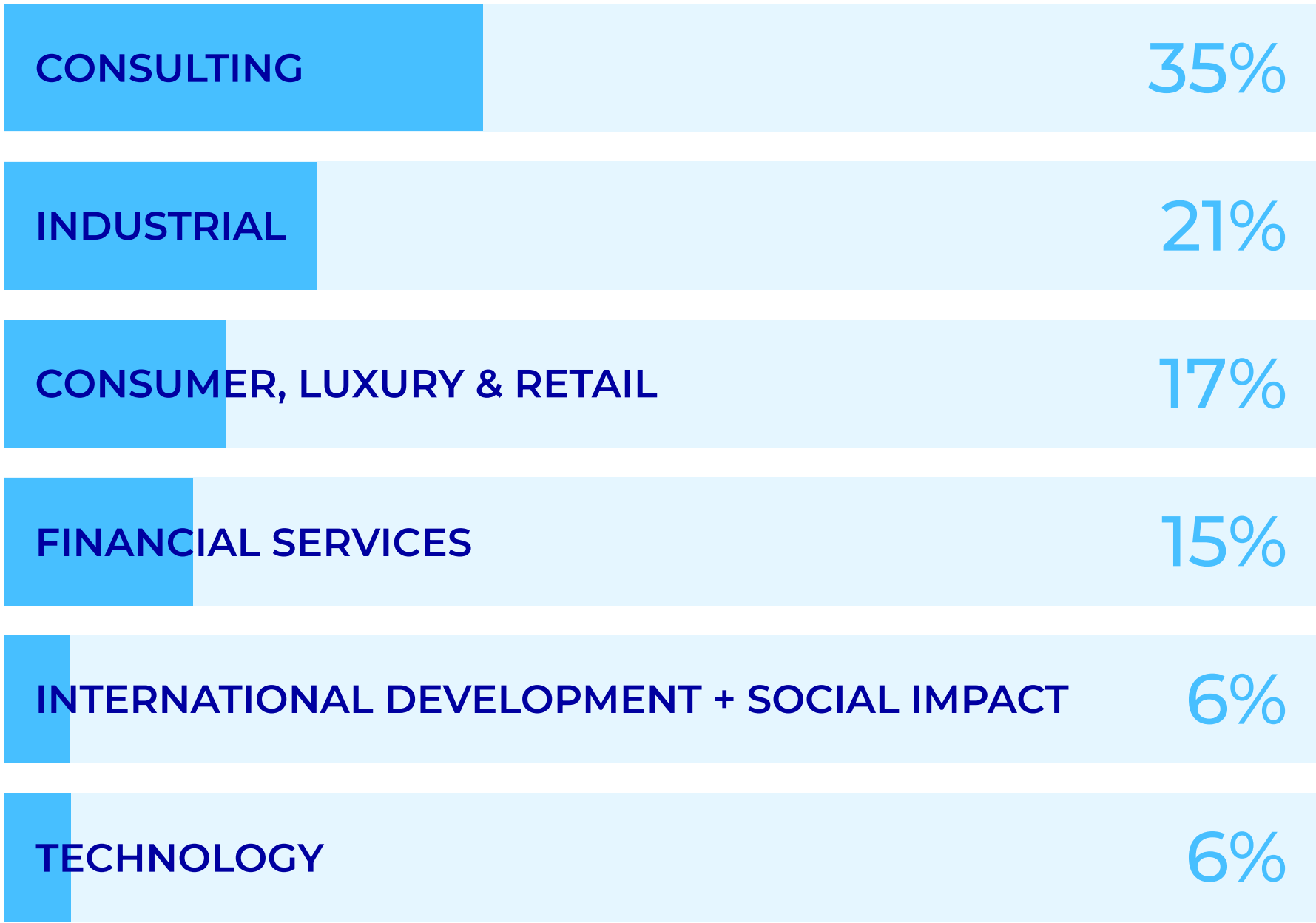
22%

OTHERS

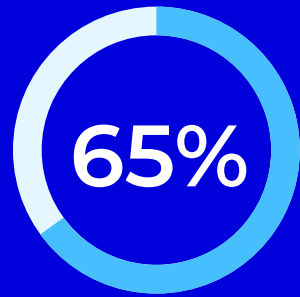


WHERE OUR GRADUATES ARE WORKING NOW

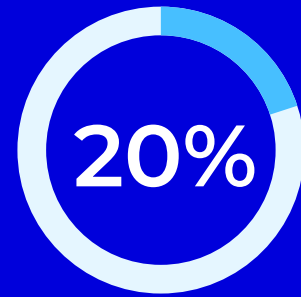
SECTOR



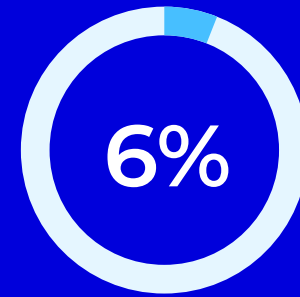
FUNCTION



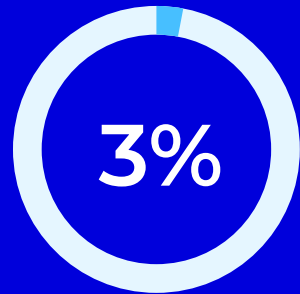
HUMAN
RESOURCES ROLES



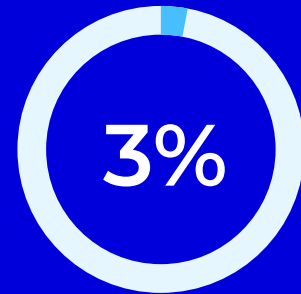
CONSULTING
ROLES



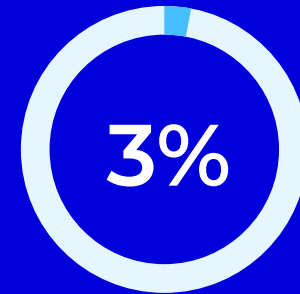
STRATEGY AND
LEADERSHIP



KEY ACCOUNT
MANAGEMENT



MARKETING
ROLES



PRODUCT/BRAND/
CATEGORY MANAGEMENT



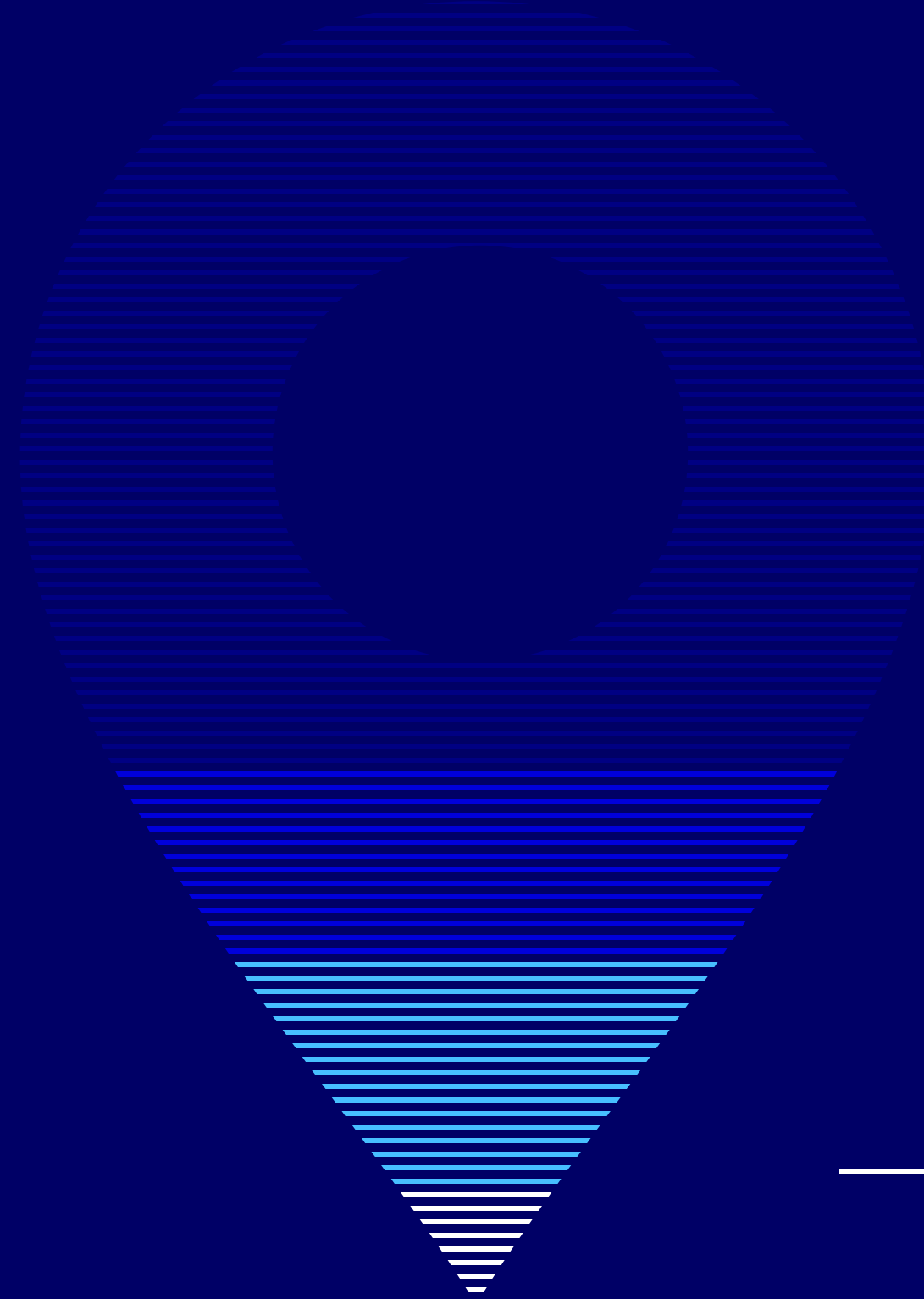
JOB LOCATION

INDIA **5%**
NORTH AMERICA **3%**

68% EUROPE

12% LATAM









12% MEA



Job seekers who received a job offer within 3 months after graduation

91%

TOP HIRING COMPANIES

JOB ROLE TITLES



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](#)

MASTER IN

TALENT DEVELOPMENT & HUMAN RESOURCES

2023

CAREER REPORT

ie

BUSINESS SCHOOL