Rotterdam School of Management
Erasmus University

International Full-time MBA Class of 2025

Employment Report

RSM - a force for positive change

RSM Erasmus

Insights
from the RSM Career Centre

Topics:

Dear reader,

It is my absolute pleasure to present the Employment Report of our most recent graduating cohort. While the world presents no shortage of challenges, I am proud to see how our students have turned them into opportunities.

The past year has brought plenty of global challenges. Energy costs, inflation, geopolitical tensions, supply-chain disruptions, and regulatory shifts have all shaped the context in which companies hire and graduates start their careers. At the same time, businesses continue to seek new talent, digital expertise, and international outlooks. In this dynamic environment, our graduates have shown not only their skills, but their resilience.

This report highlights their outcomes:

» 37% of students secured employment by graduation, rising to 84% within three months.
» The average base salary (adjusted with PPP) reached $107,459, with a median of $106,366
» Graduates entered a wide range of industries, including 27% in finance, 18% in consumer packaged goods, and 14% in manufacturing and industrial.
» 80% chose to stay in the Netherlands and 20% accepted roles around the world.

These numbers are important, but the story behind them matters even more. What stands out is how this class approached a competitive and sometimes uncertain job market with persistence, adaptability, and a clear sense of purpose. Some re-skilled mid-journey. Others leveraged international networks. Many kept searching until they found the right match. In true Rotterdam style: no talk, just action. And the results are here!

Yes, the labour market remains demanding, and the world around us is shifting quickly. But these outcomes show that with determination, preparation, and support, our students not only find their place, they create impact from day one. That makes me confident for them as well as for the future classes that will follow in their footsteps.

I want to thank our students, alumni, faculty, and corporate partners for their trust and collaboration. Together, we prove that challenges do not define us, but how we respond to them does.

Kind regards,

Laura van Steenwijk
Associate Director, Career Centre

Graduating **class profile**

With an impressive 99% international cohort representing 26 nationalities, our programme consistently ranks highly in both internationalisation and global experience. Our students benefit from the opportunity to learn from a wide range of diverse viewpoints, experiences, and ideas. Future employers find this in-class experience highly attractive as they continue to seek candidates who are prepared to operate effectively in multicultural teams around the globe.

Educational background

41%	Business & Economics
33%	Engineering
8%	Sciences
5%	Humanities and Arts
3%	Marketing & Sales
2%	Law
7%	Other

Job function

34%	Finance
14%	Operations/Supply Chain/Logistics
13%	Strategy & Business Development
13%	Marketing & Sales
11%	Consulting & Project Management
7%	Information Systems
8%	Other

MBA graduates class profile 2025

112 Students

99% International

53% Male **47%** Female

30 Average age

7 Average full-time work experience (years)

26 Nationalities

Overview of Nationalities (including dual nationalities)

Argentina
Brazil
Cameroon
China
Colombia
Egypt
India
Indonesia
Iran
Italy
Japan
Mexico
Netherlands
Nigeria
Pakistan
Peru
Philippines
Portugal
Russian Federation
Singapore
South Africa
Taiwan
Thailand
Türkiye
Uganda
United States of America

Career outcomes

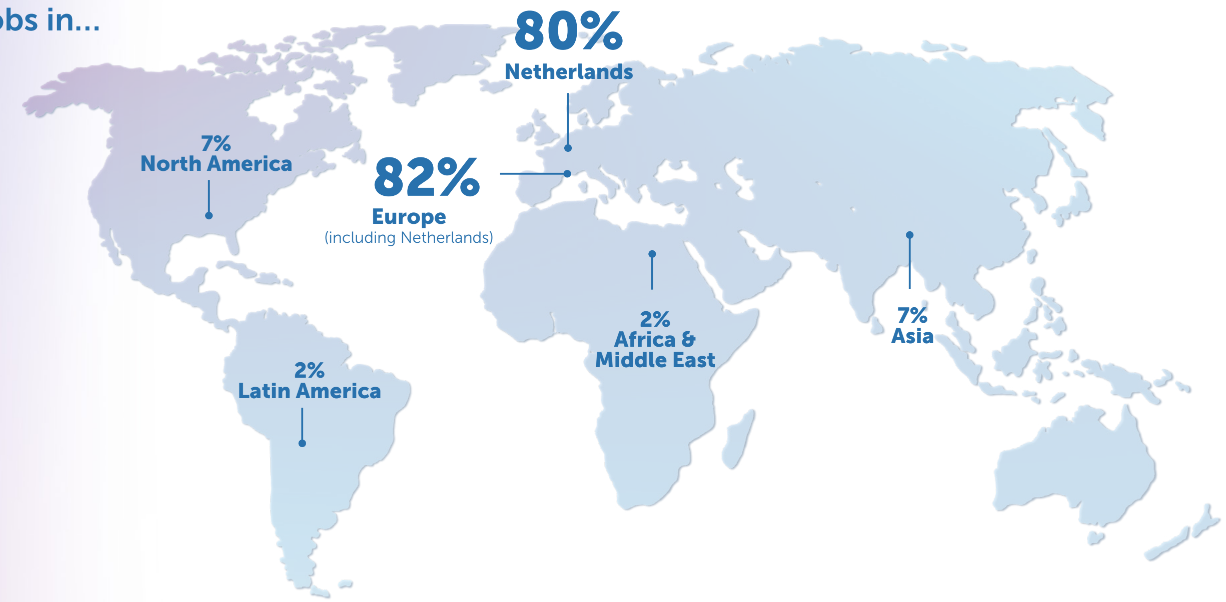
Each year, a diverse range of companies engage with our MBA students. During the first two modules, the focus is on exploring industries, functional areas, and organisations. Alumni play an active role, helping students deepen their understanding of career paths and expand their professional networks.

In the latter half of the year, students connect with organisations seeking to recruit talented MBA graduates from RSM. Western Europe remains the primary destination for post-MBA careers, with the Netherlands being the preferred location (80%). The RSM Career Centre is proud to collaborate with these organisations, often through the support of our dedicated alumni.

MBA acceptances by industry

- 27% Financial and insurance services/banking
- 18% Consumer packaged goods
- 14% Manufacturing/industrial
- 9% Energy/utilities
- 7% Transport/logistics
- 5% Healthcare
- 4% Consulting
- 4% Retail/e-commerce
- 4% Technology/telecoms/IT
- 3% Real estate
- 3% Other
- 2% Media/entertainment

Found jobs in...



37%
Actively seeking students accepted an offer by graduation

84%
Actively seeking students accepted an offer within 3 months after graduation

82%
changed region

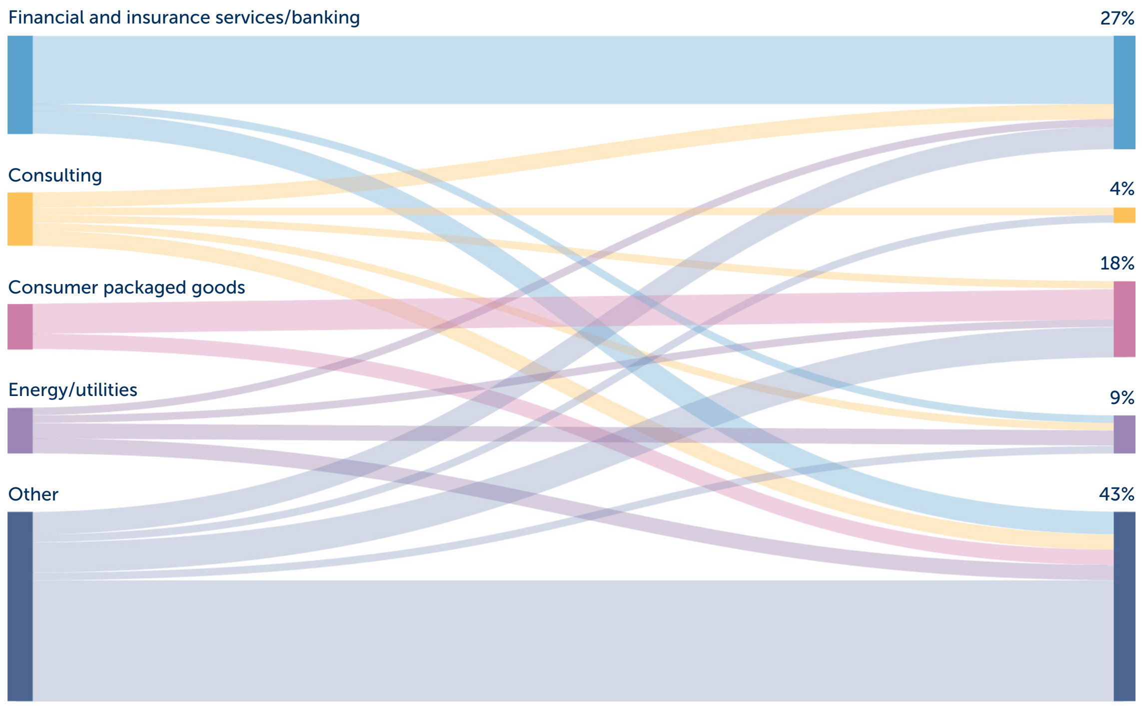
57%
changed function

55%
changed industry

32%
of students who changed region, industry and function

70%
of students who changed at least 2 out of 3 aspects

Industry changers breakdown



Salaries

MBA graduates from RSM are securing positions with salaries above the average, allowing them to maintain a high standard of living, particularly in Western Europe, where this is often complemented by a favourable work-life balance. Salary levels are significantly influenced by individual expertise, skills, and professional background. It is important to note that these figures represent averages and do not reflect specific salary packages or bonuses.

"The MBA journey at RSM was truly transformative. From day one, the Careers Team guided me through every step of my career transition — whether refining my CV, preparing for interviews, or connecting me with alumni. Key moments like practice interviews and career improv days helped me gain confidence and embrace uncertainty. The programme's unique integration of sustainability into every course empowered me to be a force for positive change, not just as a student, but as a professional ready to make an impact."

Kari Swanson
Full-time MBA Class of 2024

Salary by Industry

Industry	Average	Minimum	Maximum	Median
Consulting	$ 87.549	$ 87.549	$ 87.549	$ 87.549
Consumer packaged goods	$ 106.997	$ 75.951	$ 146.306	$ 100.221
Energy/utilities	$ 123.669	$ 84.131	$ 202.367	$ 111.006
Financial and insurance services/banking	$ 109.601	$ 63.035	$ 199.981	$ 106.286
Healthcare	$ 210.295	$ 70.109	$ 490.668	$ 210.295
Manufacturing/industrial	$ 128.785	$ 86.468	$ 213.157	$ 124.771
Media/entertainment	$ 47.810	$ 47.810	$ 47.810	$ 47.810
Other	$ 121.025	$ 67.928	$ 174.122	$ 121.025
Real estate	$ 75.829	$ 71.242	$ 80.415	$ 75.829
Retail/E-commerce	$ 81.794	$ 81.794	$ 81.794	$ 81.794
Technology/telecoms/IT	$ 82.378	$ 75.951	$ 88.805	$ 82.378
Transport/logistics	$ 73.036	$ 68.230	$ 79.734	$ 73.036
Overall average salary:	**$ 107.459**			**$ 106.366**

PPP is applied to account for graduates earning in non-US currencies, using the IMF's implied exchange rate to standardise purchasing power across economies.

Recruitment at RSM

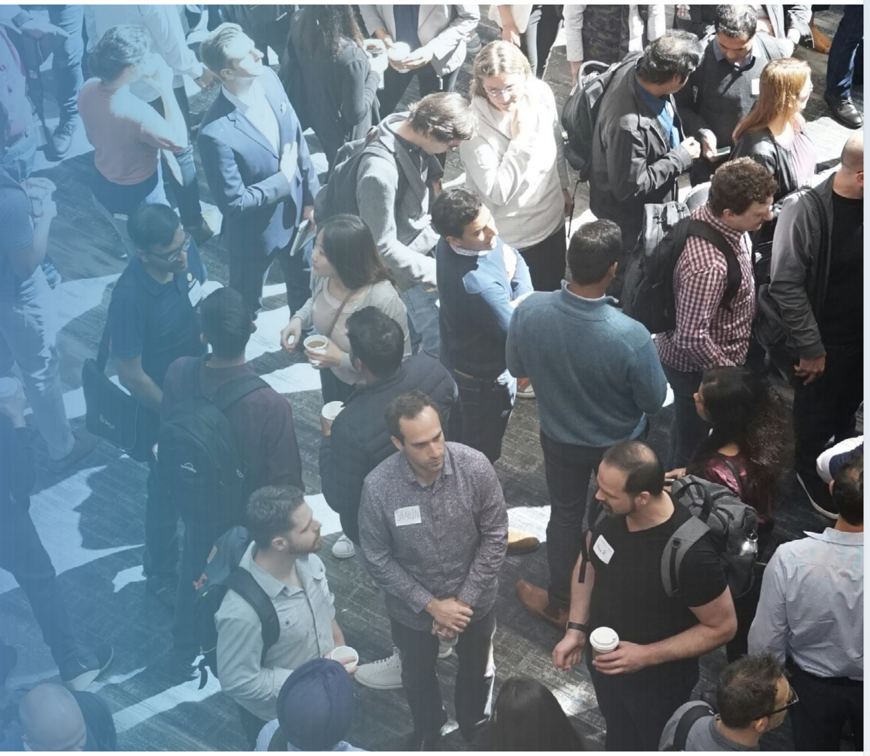
Each year, we attract some of the world's top companies, eager to bring our talented graduates into their organisations. From global giants like Amazon, IKEA, and KPMG to Dutch multinationals such as Philips, Unilever, and Booking.com, our aim is to connect leading companies with exceptional graduates. Through company presentations, recruitment events, and networking opportunities, we offer numerous platforms for companies, students, and graduates to meet and learn more about one another.

In addition to supporting students in their post-MBA job search, we also partner with companies to help them identify the talent needed to fill key roles within their organisations. Our approach involves various strategies, including CV books, industry panels, interviews, and job posting boards.

By working closely with both students and companies, our team is well-positioned to guide RSM MBA talents through their career search and application process.

"At Sustainalytics we seek for those talented individuals willing to contribute to the growth of our business. RSM's MBA programme and the dedicated course on Sustainability is a great match with our company's mission in bringing ESG high up on the investors and corporates agenda. We're thrilled to partner up with RSM in the employment programme that has proven to be of great benefit for the graduates with long term career projections in our organisation."

Daphné Van Osch,
Director at Sustainalytics



Corporate Involvement 2025 – Hiring companies

Industry	Companies
Consulting	EY, FiSer Consulting
Consumer packaged goods	Danone, Dole Packaged Foods Europe , Driscoll's, DSM-Firmenich, Keurig Dr Pepper, L'Oréal, NRG Imports, PepsiCo, Unilever, United Dutch Breweries
Energy/utilities	Aramco, Fastned, Northland Power, SBM Offshore
Financial and insurance services/banking	ABN AMRO, Appelsien Holding, BlackRock, FMO, Frontclear, Infinity Recycling, Mizuho Bank Europe, NN Group, Norinchukin Bank Europe, Signet Ingrediens, Total Specific Solutions, Triodos Bank, Triodos Investment Management, Vallei Accountants Audit, YorTeam (on behalf of Rabobank)
Government/public sector	Rijksvastgoedbedrijf
Healthcare	Abacus Insights, Asahi Intecc, MSD
Manufacturing/industrial	ASML, Cemex, Damen Global Support, Interstellar Technologies, Nouryon, Twyford International, United Airlines, Wavin Diensten, Yanmar Marine International
Media/entertainment	Betsson Group
Other	PwC
Real estate	Fugro NL Services
Retail/E-commerce	Jingdong, PVH EUROPE
Technology/telecoms/IT	Huawei Technologies, Just Eat Takeaway
Transport/logistics	HMM, Mammoet, Oostvogels Logistics

Corporate Involvement 2025 – Participating companies

Industry	Companies
Consulting	BearingPoint, Cognizant, Deloitte, Deloitte Monitor, FiSer Consulting, Guidehouse, PwC, Synechron
Consumer packaged goods	FrieslandCampina, Heineken, Johnson & Johnson, Richemont, Stadshaven Brouwerij, Unilever
Education	Naturalis
Energy/utilities	Allego, SHV Energy, Signify, Vattenfall
Financial and insurance services/banking	Infinity Recycling, Ingka Investments, Rabobank, SWIFT, Triodos
Fintech	Adyen
Government/public sector	European Space Agency (ESA)
Healthcare	Abbott, Convergence Health & Tech, KLM Airport Medical Services, UCB
Hospitality/tourism	Booking.com, Goboony, Travix International
Human resources (HR)/Recruitment	Adams Recruitment, Jansen & Bilgin, Nippon Recruitment, Octagon Professionals, Vroom
Manufacturing/industrial	BOAL Group, Brogent, Dawn Aerospace, Emerson, ETG, Keystone-Agritech, Koninklijke van Wijhe Verf, LG Electronics, Magneto Systems, Nio, Priva
Other	Exponentially Me, iBUILT, Rockstart Investment, Up Rotterdam, ZekryTech
Retail/E-commerce	Amazon, America Today, Nike, PVH Corp
Social enterprise/B Corp	EOSTA, Foodvalley, Nexio Projects, Platform Zero
Technology/telecoms/IT	Google, Microsoft, Uber, Wipro
Transport/logistics	DHL, KLM, PostNL

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