Rotterdam School of Management
Erasmus University

International Full-time MBA Class of 2026

Employment Report

RSM - a force for positive change

RSM Erasmus

Insights
from the RSM Career Centre

Topics:

- Graduating class profile
- Internships insights
- Career outcomes
- Salaries
- Recruitment at RSM

Dear reader,

It is our absolute pleasure to present the Employment Report of our most recent graduating cohort, MBA Class of 2026. While today's labour market continues to evolve, we are proud of the resilience, adaptability, and determination our students have demonstrated throughout their career journeys.

Graduating this year required navigating a market that looked different from those of previous cohorts. Employers continued to hire, but recruitment processes became more selective, timelines often extended, and candidates were expected to demonstrate not only strong technical and leadership capabilities but also agility in an increasingly AI-enabled workplace. Rather than viewing these shifts as obstacles, many of our students adapted their strategies, broadening their networks, exploring internships as pathways to permanent opportunities, and embracing international experiences to strengthen their profiles.

This report highlights their outcomes:

» 31% of students secured employment by graduation, rising to 81% within three months.
» The average base salary (adjusted with PPP) reached $105,125.
» Graduates entered a wide range of industries, including 27% in manufacturing/industrial, 19% in financial and insurance services/banking, and 15% in consumer packaged goods.
» 75% chose to stay in the Netherlands, while 25% accepted opportunities around the world.

While these figures tell an important story, they represent far more than employment statistics. They reflect persistence, thoughtful decision-making, and a willingness to adapt. Some graduates chose internships as strategic stepping stones. Others broadened their international perspective through exchange opportunities before continuing their career search. Many refined their approach along the way, demonstrating that career success is often built through resilience as much as ambition.

The market asked for patience, and this cohort delivered it. In true Rotterdam spirit: no talk, just action. And the results speak for themselves.

Although the labour market continues to evolve, this cohort has shown that with preparation, perseverance, and the support of a strong community, opportunities remain within reach. Their achievements give me every confidence, not only in their future careers, but also in the generations of students who will follow.

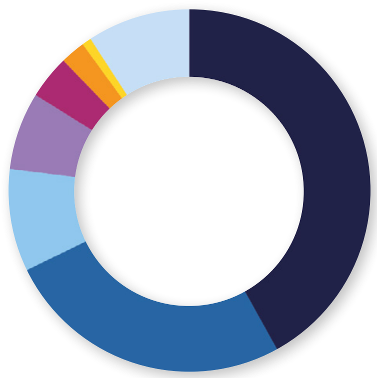
Finally, we would like to thank our students, alumni, faculty, and corporate partners for their continued trust, collaboration, and commitment. Together, we demonstrate that while we cannot control the challenges we face, we can shape how we respond to them.

Kind regards,

The RSM MBA Career Centre

Graduating **class profile**

With an impressive 99% international cohort representing 30 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
27%	Engineering
9%	Sciences
7%	Humanities and Arts
4%	Marketing & Sales
2%	Law
1%	Medicine
9%	Other

Job function

20%	Strategy & Business Development
17%	Marketing & Sales
15%	Consulting & Project Management
14%	Finance
13%	Operations/Supply Chain/Logistics
8%	Professional Services & General Management
4%	Information Systems
3%	Own Business
6%	Other

MBA graduates class profile 2026

127 Students

99% International

51% Male **49%** Female

31 Average age

8 Average full-time work experience (years)

30 Nationalities

Overview of Nationalities *(including dual nationalities)*

Argentina
Australia
Bangladesh
Brazil
Chile
China
Colombia
Costa Rica
Germany
Greece
Hong Kong SAR
India
Indonesia
Iran
Italy
Kenya
Mexico
Netherlands
Pakistan
Peru
Philippines
Poland
Russian Federation
Saudi Arabia
South Africa
Spain
Taiwan
United States of America
Vietnam
Zimbabwe

Internships insights

For an international MBA cohort, changing careers often means changing more than a job title. It can mean entering a new country, moving into a new industry or function, and learning to translate years of previous experience into a different professional context.

This is where internships can play a distinctive role. Rather than viewing an internship simply as an additional qualification, students can use the experience to explore a new direction in a practical setting, build confidence in a new professional environment and develop a clearer understanding of where their experience can create value.

For RSM's highly international MBA community, this is particularly relevant. Many graduates navigate the Dutch labour market for the first time while making significant career transitions. An internship creates space to learn by doing: understanding the local market, building relationships, demonstrating capabilities and applying MBA knowledge in practice. This combination strengthens students' professional profiles and adds meaningful practical experience to their CVs as they pursue their next career opportunity

Internships placement by Industry sector

Consumer Goods / FMCG	Danone, Heineken Group, Beiersdorf, Versuni	27%
Technology / Mobility	TomTom, ZEEKR, Bridgestone Mobility Solutions, Philips, JD.com	20%
Retail / Commerce	Toolstation Europe, JD.com	20%
Finance / Investment / Consulting	BNP Paribas, Invest International, Cottonwood Technology Fund, Indomo Consulting	13%
Industrial / Manufacturing	Canyon, SunLED, Signet Ingredients	10%
Sustainability / Circular Economy	Infinity Recycling, Invest International	7%
Education	Erasmus University Rotterdam	3%

Top recruiting companies

DANONE ONE PLANET. ONE HEALTH

TOOLSTATION

SIGNET INGREDIENS

INFINITY RECYCLING

Career outcomes

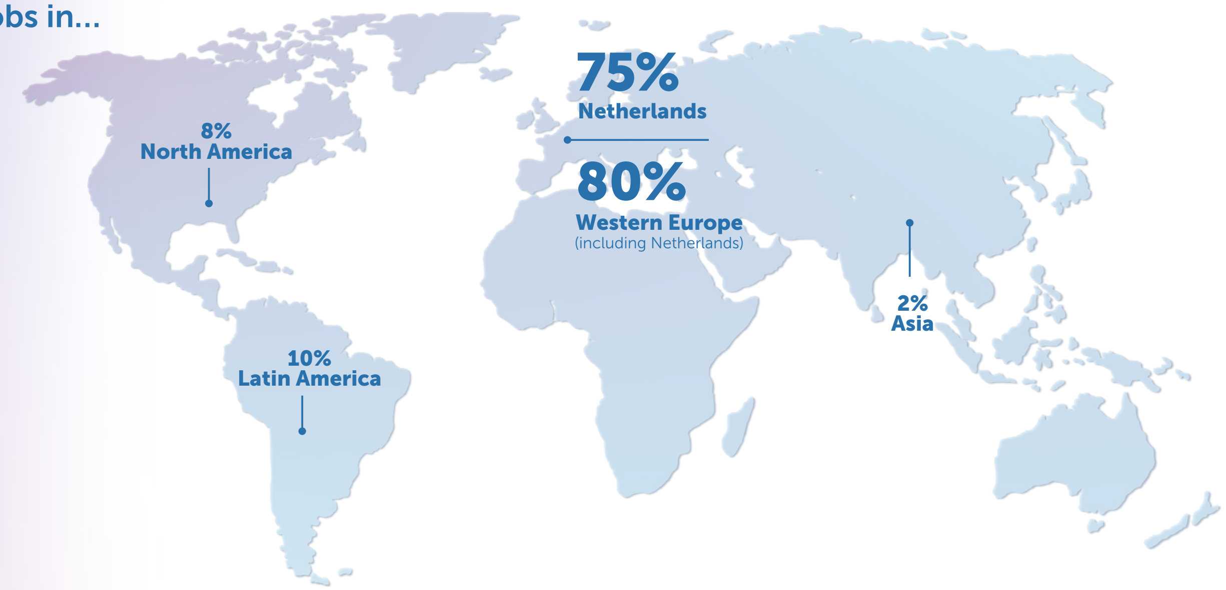
Each year, a diverse range of companies engage with our MBA students. During the first two modules, the focus is on exploring industries, functional areas, and organisations. Alumni play an active role, helping students deepen their understanding of career paths and expand their professional networks.

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 (80%), with the Netherlands being the preferred location (75%). The RSM Career Centre is proud to collaborate with these organisations, often through the support of our dedicated alumni.

MBA acceptances by industry

27%	Manufacturing/Industrial
19%	Financial and Insurance Services/Banking
15%	Consumer Packaged Goods
6%	Retail/E-commerce
6%	Technology/Telecoms/IT
4%	Consulting
4%	Healthcare
4%	Transport/Logistics
2%	Government/Public Sector
2%	Media/Entertainment
2%	NGOs
2%	Real Estate
2%	Sales/Marketing
2%	Social Enterprise/B Corp
2%	Energy/Utilities

Found jobs in...



31%
Actively seeking students accepted an offer by graduation

81 %
Actively seeking students accepted an offer within 3 months after graduation

95%
changed region

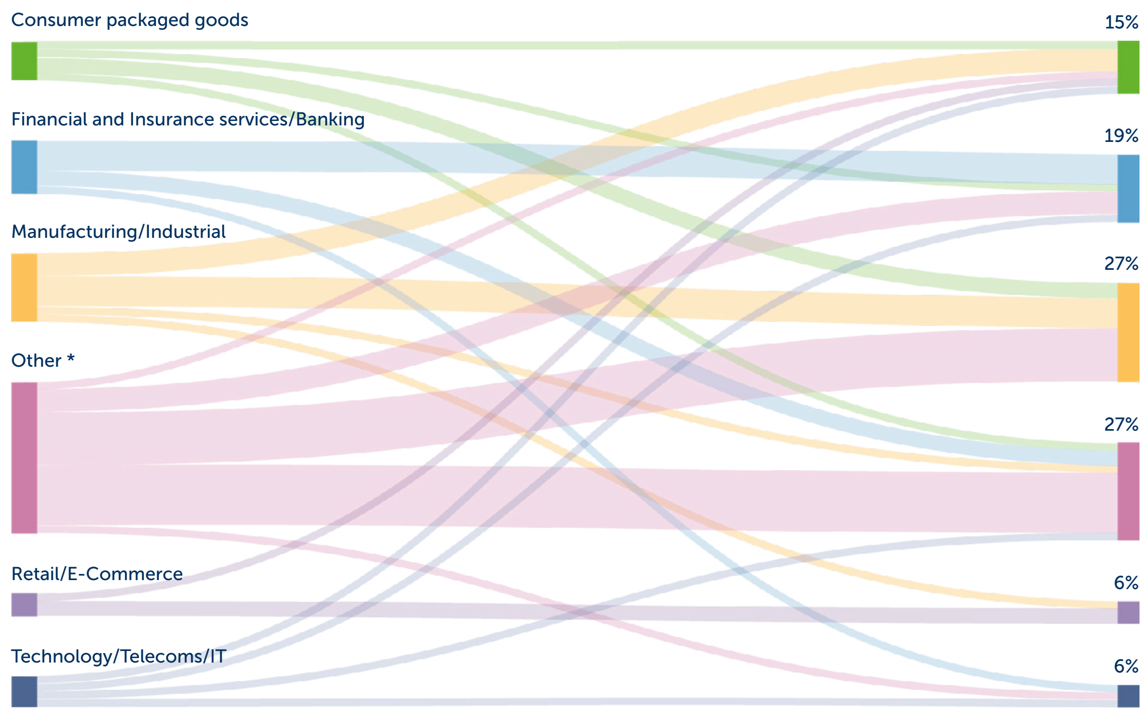
53%
changed function

79%
changed industry

21%
of students who changed region, industry and function

81%
of students who changed at least 2 out of 3 aspects

Industry switchers



* Other: Consulting; Government/Public Sector; Healthcare; Media/Entertainment; NGOs; Real Estate; Sales/Marketing; Social Enterprise/B Corp; Transport/Logistics; Energy/Utilities

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 do not reflect specific salary packages or bonuses.

"My time in the MBA programme completely reshaped my perspective. The incredibly diverse international community and well-rounded subjects gave me a truly holistic understanding of companies and the broader market, which is really valuable in my daily work today as a Strategic Planner. Furthermore, the Career Center was instrumental in my transition. They gave me the confidence to believe in myself while providing the essential tools to decode and navigate the Dutch working environment. I graduated not only with advanced business acumen but with the readiness to make an impact locally."

Ana Cuadrado Quintana
MBA Class of 2026

Salary by Industry

Industry	Average	Minimum	Maximum
Consumer Packaged Goods	$ 85,799	$ 52,520	$ 111,984
Financial and Insurance Services/Banking	$ 99,088	$ 78,389	$ 133,934
Manufacturing/Industrial	$ 117,269	$ 67,755	$ 244,856
Retail/E-commerce	$ 112,749	$ 70,468	$ 155,031
Technology/Telecoms/IT	$ 123,049	$ 99,666	$ 165,000
Other *	$ 102,434	$ 60,141	$ 182,876
Overall average salary:	**$ 105,125**		

* Other: Consulting; Government/Public Sector; Healthcare; Media/Entertainment; NGOs; Real Estate; Sales/Marketing; Social Enterprise/B Corp; Transport/Logistics; Energy/Utilities

Salary figures are reported using Purchasing Power Parity (PPP) to enable fair comparison of employment outcomes across countries with different costs of living. PPP reflects the relative purchasing power of graduates' earnings in their post-MBA location, rather than fluctuations in currency exchange rates. This approach provides a more accurate view of the real economic value of post-MBA compensation for a globally mobile cohort.

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.

"The future belongs to those who combine technical excellence with business insight and the courage to embrace innovation. The semiconductor industry is evolving at an unprecedented pace, and it needs professionals who are ready to solve complex challenges with integrity, curiosity, and ambition. At Nearfield Instruments, we believe that today's students are tomorrow's innovators, and we look forward to welcoming talented graduates who share our passion for advancing the next generation of semiconductor technology."

Ognjen Zobenica,
Head of Business Controlling and Planing
FP&A Nearfield Instruments

Participating and hiring companies MBA26

Industry	Companies
Consulting	Accenture, AllChiefs, BCG, Bluecrux, Deloitte, Emery Group, FiSer Consulting, Guidehouse, Infosys Consulting, JBR Consulting, PricewaterhouseCoopers, Systemiq
Consumer packaged goods	AkzoNobel, Barilla, Danone, Estée Lauder, Henkel, Kraft Heinz, Lipton, Nature's Pride, Nike, The Magnum Ice Cream Company, Unilever
Financial and insurance services/Banking	Adyen, Aegon, Bank of China, Bunq, Bybit, FMO, IMF, ING, Mizuho, Nuvei, Payment Genes, Phenix Capital Group, ProVise Management Group, Rabobank, Robeco, Signet Ingrediens BV, Swift, Triodos Investment Management, Vanguard
Healthcare	Emsere, Johnson & Johnson, Landcent Europe, Layco Medical Devices, Philips, Tinybots
Manufacturing/Industrial	Airbus, ASML, Bell Flavors and Fragrances, DAEL Group, Emerson, Faerch Group, GEA, Huawei, Hunter Douglas, Kubota Holdings Europe, Nearfield Instruments, OCI Nitrogen, Pal-V, Priva, Siemens, Signify, SIMAC, Trivium Packaging, Vanderlande, Velogy, Walraven
Media/Entertainment	Netflix
NGOs	Commonland, PRI (Principles for Responsible Investment), Robin Food Coalition, SBTi, Smart Freight Centre, UN Global Compact NL, Van Leer Foundation, WageIndicator Foundation
Real estate	Jamestown Europe
Retail/E-commerce	B&S, IKEA, Just Eat Takeaway, MediaMarkt, Modloft, ToolStation Europe
Sales/Marketing	Ogilvy - InDomo
Social enterprise/B Corp	Byewaste, Grassa, Seenons, TFN - Transition Financial Network
Technology/Telecoms/IT	Bizzdesign, Cisco Netherlands, Cognizant, Futureproof Group, Google, Green and Smart Mobility Netherlands B.V., Group-IB, KPN, Perplexity AI, T-Mobile, Uber
Transport/Logistics	COSCO Shipping, DHL, Global Lounge Network, Maersk, Yusen Logistics
Energy/Utilities	blueheart energy, E.ON, Eneco, Eni, Fastned, FincoEnergies, Infinity Recycling, RWE, Vattenfall
Other	Adams Multilingual Recruitment, Design & Publics, Kraaijvanger Architects, SourceMonks, Up Rotterdam, Vroom Search, Yacht

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