



# Recruiters' Guide

# Why Recruit at Mannheim Business School?

## Added Value for Your Organization

The quality of management is an important determinant of any company's success. The global competition for the brightest minds, as well as the changing demographic realities in Western Europe, has made talent management one of the key issues in the modern marketplace. Organizations that recruit their execu-

tives from top-rated business schools have a distinct advantage in attracting some of the best people and expanding their pool of future decision makers. As the leading provider of MBA degrees in Germany, Mannheim Business School is the right partner to tackle your talent management needs.

## A Network of Excellence

Mannheim Business School provides excellent management education with a distinct focus on international business practices. Mannheim graduates profit not only from the teaching and education experience of the faculty members of the University of Mannheim, but from all partners in the network. Currently business schools from Europe, Asia and North America add their expertise to the programs. Continuous quality improvement, practice-oriented teaching and international curricula ensure that the content of the courses is constantly adapted to the requirements of the participants and relevant to the challenges they face in everyday business. A tribute to the quality of teaching in Mannheim are the certifications from the three leading accreditation bodies AACSB International, EQUIS and AMBA, verifying that Mannheim graduates receive education at the highest international level.

**Full-Time MBA**

- **Duration:** 12 months
- **Profile:** Young Professionals/Professionals (min. 3 years work experience)
- **Structure:** 5 track options  
4 terms  
Company projects during last term
- **Annual Intake:** September

**Executive MBA**

<p><b>ESSEC &amp; MANNHEIM EMBA</b></p> <ul style="list-style-type: none"> <li>■ <b>Duration:</b> 18 months</li> <li>■ <b>Profile:</b> Professionals/Executives (min. 5 years work experience)</li> <li>■ <b>Structure:</b> Two different formats: Weekend (Mannheim or Paris) Modular (Mannheim and Paris) 3 international residencies</li> <li>■ <b>Annual Intake:</b> April (Weekend) &amp; October (Modular)</li> </ul>	<p><b>MANNHEIM &amp; TONGJI EMBA</b></p> <ul style="list-style-type: none"> <li>■ <b>Duration:</b> 1.5 – 5 years</li> <li>■ <b>Profile:</b> Professionals/Executives (min. 8 years work experience)</li> <li>■ <b>Structure:</b> Modular (Mannheim/Shanghai)</li> <li>■ <b>Annual Intake:</b> Rolling admission</li> </ul>
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## Multi-Channel Recruiting

The Career Services Team is committed to providing you with individual recruiting options that meet the specific requirements of your organization. To make recruiting at Mannheim Business School as easy and convenient as possible, we offer a range of services throughout the year that allow you to select the right hiring procedures. The methods range from on-campus recruiting to online job postings, allowing you to reach our talent pool through multiple channels.



**Nina Orth**  
**Recruiting Lead Europe, Celanese GmbH**

“Mannheim Business School offers various attractive recruiting options, several of which have been very useful to us in the past. We particularly value the on-campus presentations, which have given us the opportunity to meet very interesting individuals from diverse national backgrounds.”



**Ingo Finck**  
**Vice President, Capgemini Consulting**

“Talented people are a crucial success factor for any company operating in the consulting industry. Mannheim graduates have an excellent understanding of the business world and are creative in their approach to problems, which is why we cultivate a close relationship to Mannheim Business School and are looking forward to recruit new talents from one of the programs.”



**Beate Schneider**  
**Global Technology People Development CRM EMEA, Deutsche Bank AG**

“Deutsche Bank has built a close relationship to Mannheim Business School over the years, supporting student initiatives, such as the technology club, or by providing challenging projects to the participants. We have always seen this interaction as a win-win situation, where students gain a deep understanding of the banking business and our organization, and, in return, we encounter highly-qualified individuals who share their insights and ideas.”

# What Are the Characteristics of Mannheim Graduates?

## Profiles for Leadership

Mannheim graduates are known for their flexibility, their diversity, and their refined leadership capabilities. Companies appreciate the broad understanding and the open-minded attitude that our graduates bring into their business. Soft-skill courses, professional coaching, and practice-oriented management education shape our participants to become effective decision makers. In addition, an integral part of our programs is to strengthen our participants' commitment to the

idea of corporate social responsibility and to inspire their entrepreneurial spirit through social and entrepreneurial projects. Mannheim graduates can leverage these skills and their extensive work experience to take on responsibility in diverse functional roles. If you are looking for globally-minded high potentials or experienced professionals, you are likely to find a perfect match among the Mannheim graduates.

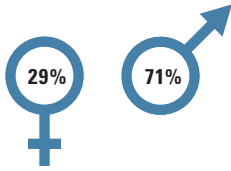
## Characteristics of Mannheim Graduates

- World-class management education
- Extensive professional experience
- Team players with leadership and intercultural competence
- International background
- Strong social awareness
- Refined personal skills
- Flexibility

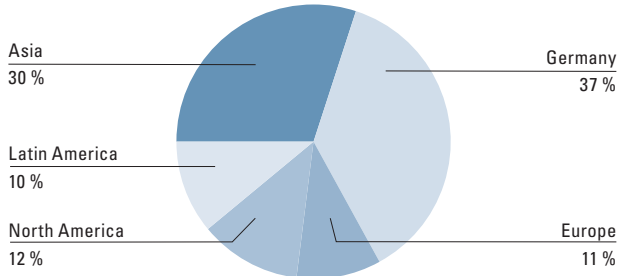


## Participants of the Full-Time MBA

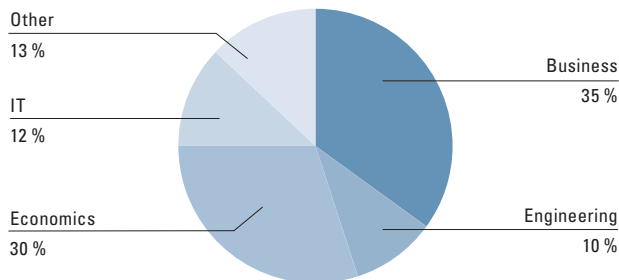
### Gender



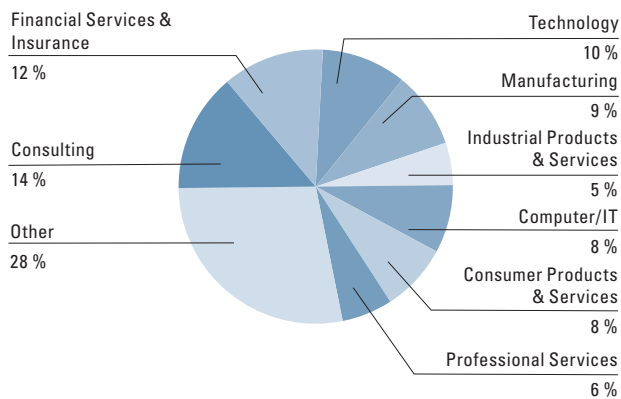
### Nationality by Region



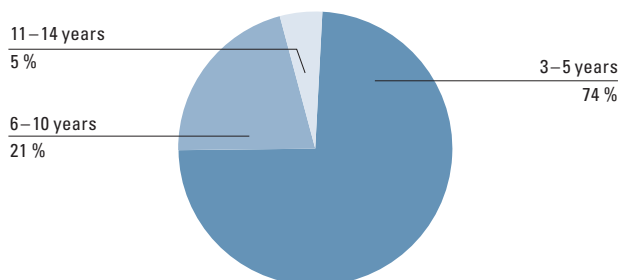
### Previous Studies



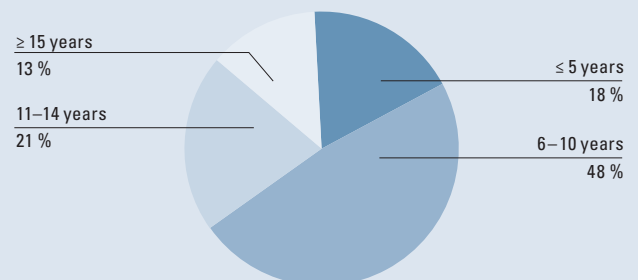
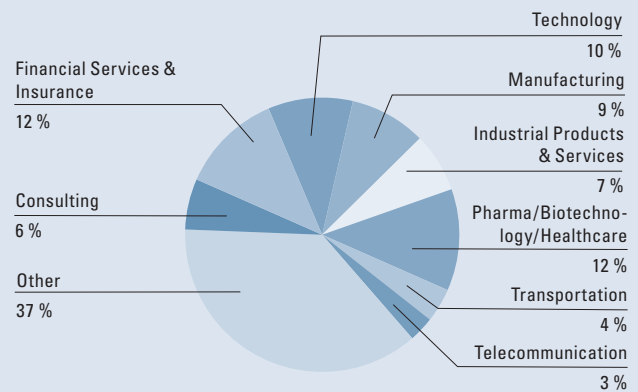
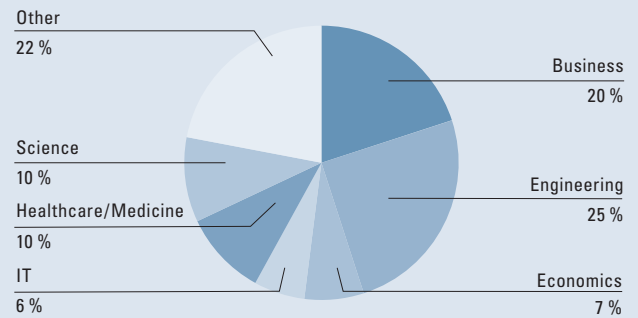
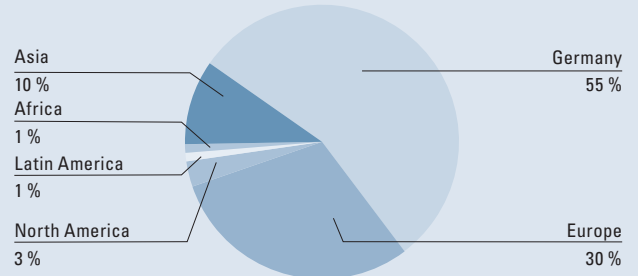
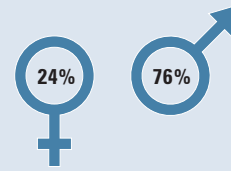
### Industry Sector



### Work Experience



## Participants of the EMBA Programs



The statistics on this page only include data from self-financed participants

# What Recruiting Options are Available to You?

Mannheim Business School offers a variety of recruitment services that enable you to get in touch with the participants and graduates during different times of the year. The Career Services Team provides advice throughout the recruitment process and can help you find the right mix of hiring tools in order to meet the individual needs of your company. Most of the listed services are offered free of charge, however, Mannheim Business School encourages recruiting companies to support the institution's Scholarship Scheme to help talents to pursue an MBA-degree in Mannheim.

## Company Presentations & Visits

On-campus recruiting is a good way to build your employer brand and to make our participants more aware of your firm's offerings. Through company presentations you can share your corporate culture and the career paths that can be taken within your organization. The Career Services Team can also arrange visits to your premises, where participants attain a deeper understanding of your firm's work environment.

## Job Postings

Mannheim Business School runs an internal career platform, allowing you to post job offers that can be viewed directly by our participants and alumni. This platform is frequently used by our participants, offering a diverse range of services, thereby ensuring the visibility of your postings.

## MBA-Special – Career Fair

The University of Mannheim hosts a career fair every year in April, where your company has the opportunity to present itself in the form of a stand. The MBA-Special is an additional offer by Mannheim Business School, which allows you to specifically target and get in touch with MBA graduates through workshops and prearranged interviews and can be booked independently of a presence at the career fair.

## Profile Book

Mannheim Business School distributes the Profile Book to its partners every year, allowing them to review the CVs of the participants and to discover high-potential candidates for open positions. The profiles enable you to assess the qualifications of the participants and to identify potential candidates you would like to reach through our recruitment services.

### Recruitment Calendar

Term 1: September – December	Term 2: January – March	Term 3: April – June	Term 4: July – September
Company Presentations	Company Presentations	MBA-Special at Career Fair	Company Projects
Company Visits	Company Visits		
Job Postings			
Workshops			

## Workshops

Throughout the year, there are various occasions at which you can hold workshops on our premises. Workshops usually consist of a mixture of presentations, discussions and group work and always offer excellent opportunities for intensive networking between company representatives and participants.

## Company Projects

All participants in the Mannheim Full-Time MBA program are required to complete a company project in the last term of their studies. Does your company face a particular management challenge? Why not select a team of Mannheim MBA participants to help you find a solution? Our Multi-Competence Teams, with individuals from different national and professional backgrounds, can help you solve particular problems by developing a strategy with directly applicable results.

## Individual Job Interviews

Mannheim Business School can arrange individual job interviews (or a series of interviews) with future MBA graduates for your company. The Career Services Team can help you to identify talents suitable for your positions and discuss the distinct competences that your business desires. The Profile Book allows you to get an impression of the MBA participants and to make a first selection of prospective interview candidates.

## Profile Matching

Mannheim Business School understands that finding the right people can be difficult, which is why our Career Services Team offers you support in identifying suitable candidates. By matching your recruitment requirements with the qualifications of our participants, the Career Services Team can help make your hiring process more transparent and efficient.

### Mannheim Business School Recruiting Guidelines

#### Equal Opportunities

Mannheim Business School is committed to providing equal opportunities to all of its participants. As an international institution, we adhere to the principles of equality and impartiality. We expect companies that recruit at Mannheim Business School to respect these principles.

#### Non-Disclosure of Grades

The admissions criteria at Mannheim Business School encompass a rigorous evaluation of each applicant's educational background, intellectual capabilities and professional experience. To obtain the MBA degree is an achievement in itself. Mannheim Business School therefore follows a non-disclosure of grades policy.

#### Reliable Partner – to Companies and Participants

Mannheim Business School supports all participants in pursuing their individual career goals. However, as a reliable partner to sponsoring companies, which send us their employees for educational purposes, only fully self-financed participants have access to the above mentioned placement and recruiting services.





## Contact

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