

MBA CSEA

2017 European Conference

26 – 29 March • Lisbon, Portugal



The Age of Explorers:

What the Future Holds for Business Schools and Employers Alike



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& Employer Alliance**

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Bem Vinda — V

Welcome to Lisboa!

On behalf of the MBA CSEA Board of Directors and the 2017 European Conference Committee, welcome to Portugal! I hope you are as excited as I am about our “*Age of Explorers*” program focused on “*What the Future Holds for Business Schools and Employers Alike.*” Our industry is in a period of change and growth around the world, so this conference presents best practices and resources to help us thrive in these challenging times.



Our co-chairs, Ewan Henry of Nottingham University Business School, and Natalia Milani, of IE Business School, have done an excellent job, along with their hard-working committee, of putting together one of our best programs ever. Thanks to them we can all expect to have a fun, educational and memorable conference filled with new friends, new ideas and new discoveries.

I look forward to getting to know all of you at the event!

Jamie Belinne,
President, MBA CSEA

In the city of explorers, it's only appropriate that our 2017 European Conference focuses on exploration. As you go through the next few days of programming and networking, I encourage you to explore new ways of thinking, new ways of solving challenges and new connections. I know you will find our superb speakers, engaging breakout sessions and Exhibit Hall a great place to do this.

This exploration wouldn't be possible without the hard work of our planning committee, with Ewan Henry and Natalia Milani at the helm of the ship. Please be sure to greet our conference committee members throughout the event and thank them personally for their efforts, without which we wouldn't be here to engage and learn.



I also want to encourage you to stop by the Exhibit Hall and visit with our sponsors and exhibitors to learn about the most innovative products and services on the market today. Enjoy the event!

Megan Hendricks,
Executive Director, MBA CSEA

Welcome!

Dear MBA CSEA Colleagues,

We are looking forward to seeing you all in our yearly meeting for fun, networking and learning. This year we are celebrating our 10th European Conference. We are really happy to see how the event has grown over the years and expect this year's conference to be the biggest yet.

In such a special year, we are delighted to be holding the conference in such a special city, Lisbon. Portugal is famed for its nautical history, hence our conference theme *"The Age of Explorers: What the Future Holds for Business Schools and Employers Alike"*

Building on last year's theme, we want to explore how business schools and employers should adapt to constant change and disruption whilst at the same time delving deeper into what these changes are likely to be. We want to raise questions about the future of some traditional industries and the abrupt entry of new ones that are totally changing the rules of the game and introducing roles that have never existed before (Telesurgeon or Rewilder anyone? Perhaps Simplicity Expert, a personal favourite of mine.)

We hope you enjoy the conference, and that it helps you adapt to the constant evolving world we are living in.

Welcome to Lisboa!

Ewan Henry & Natalia Milani,

Conference Co-Chairs




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SCHEDULE AT A GLANCE

SUNDAY * 26

17.00 – 19.00	Registration
18.00 – 19.00	New Member Welcome
19.00 – 20.30	Opening Reception

MONDAY * 27

08.30 – 17.30	<i>Exhibit Hall Open</i>
09.00 – 9.30	Registration
09.30 – 9.45	Conference Opening & Welcome
09.45 – 10.45	Keynote Speaker Yvonne Agyei, Booking.com
10.45 – 11.15	Networking Coffee Break
11.15 – 12.30	Employer Panel
12.30 – 14.00	Lunch
14.00 – 15.15	Breakout Session – Round 1
15.15 – 15.45	Networking Coffee Break
15.45 – 17.00	Breakout Session – Round 1 <i>(repeat)</i>
17.00 – 18.00	Breakout Session Round 2 & Employer Session

TUESDAY * 28

08.30 – 17.30	<i>Exhibit Hall Open</i>
08.00 – 8.50	Standards Session
09.00 – 10.30	Tech Employer Panel
10.30 – 11.00	Networking Coffee Break
11.00 – 12.15	Breakout Session – Round 3
12.15 – 13.30	Lunch
13.30 – 14.45	Breakout Session – Round 3 <i>(repeat)</i>
14.45 – 15.15	Networking Coffee Break
15.15 – 16.45	Keynote Speaker: Greg Searle, rower and Olympic medalist
16.45 – 17.00	Closing Remarks
18.00	Depart for Gala

WEDNESDAY * 29

9.00 – 10.15	Breakout Session Round 4 & Directors Session
10.15 – 10.45	Networking Coffee Break
10.45 – 12.00	Breakout Sessions – Round 4 <i>(repeat)</i>

SUNDAY * 26

17:00 – 19:00

Registration

Lobby Area, Ground Floor

18:00 – 19:00

New Member Welcome

Laurus Room, first floor

If this is your first time at our European conference, or you are new to the organisation altogether, please join us! This session is designed to help you learn more about MBA CSEA, including resources available, opportunities to get involved, and tips for making the most of the conference. Welcome to the alliance!

Jamie Belinne, Bauer College of Business, University of Houston and MBA CSEA President

19:00 – 20:30

Opening reception

Scale Bar

Meet new friends and catch up with colleagues at our conference Opening Reception.



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MONDAY * 27

08:30 – 17:30

Exhibit Hall Open

Morus I, Conference Floor

09:00 – 09:30

Registration

Lobby Area, Ground Floor

09:30 – 09:45

Conference Opening and Welcome

Morus II – IV, Conference Floor

Jamie Belinne, Bauer College of Business, University of Houston and MBA CSEA President

Ewan Henry, Nottingham University Business School, 2017 European Conference Co-Chair

Natalia Milani, IE Business School, 2017 European Conference Co-Chair

09:45 – 10:45

Opening Keynote Speaker

Morus II – IV, Conference Floor

Today's Tech Recruitment Reality

As the technology industry continues rapid growth and innovation, recruitment teams are on a constant mission to keep pace. Yvonne Agyei, CPO at Booking.com, the world's leading technology company that empowers people to experience more of the world, will draw from her over 14 years' experience in Human Resources to deliver a dynamic look into the realities of today's tech recruitment.

Through her personal and professional insights, Yvonne will provide an inside look into the company's perspective on the current recruiting market and the role that b-schools and graduate recruiters play within this. Introducing and expanding on the culture of innovation and experimentation at Booking.com, she will provide insights into the reality of how prepared (and unprepared) new recruits out of b-schools might be, what they need to do to start a successful career within a world class technology business and how recruits can bring their own disruptive learning to an already disruptive business.

Yvonne Agyei, Chief People Officer at Booking.com

As Chief People Officer, Yvonne Agyei is responsible for the overall employee experience at Booking.com. This includes overseeing the company's global human resource efforts to ensure best-in-class recruitment, training and onboarding, employee engagement and relations, learning and development, performance management, and staff recognition programs for over 14,000 Booking.com employees in 187 offices worldwide.

Prior to joining Booking.com in October 2016, Yvonne worked at Google, where she started her career in 2003, when the employee base was only 1,200, helping it grow to over 60,000. While at Google, Yvonne gained an understanding of the crucial role HR plays in the growth of a highly dynamic company. She was responsible for designing, developing and managing a variety of programs to attract top talent, including new graduate recruiting, internship programs, scholarships, alumni relations, participation in academic conferences and a variety of diversity and talent inclusion initiatives.

Yvonne holds a BA in Psychology from Stanford University and Master's degrees in both Clinical Psychology from Northwestern University and International Relations and Affairs from Tufts University – The Fletcher School of Law and Diplomacy.



10:45 – 11:15

Networking Coffee Break

Morus I

11:15 – 12:30

Employer Panel Session

Morus II – IV

Brexit, new political powers, stagnating European economies and digital competition are shaping the future of MBA and Masters hiring. J&J, ICRC, adidas and Liberty Mutual Insurance will share their insights on how these important changes will effect business schools and recruiters. How can business schools help candidates set their expectations and acquire the right skills to navigate this uncertain environment? What changes are recruiters making in order to keep up with the shifts?

MODERATOR: **Paul Schoonenberg**, *Aston Business School*

Markus Dolder, *ICRC*

Daniel Hunt, *J&J*

Cheri Hurtubise, *Liberty Mutual Insurance*

Catherine Kraus, *adidas*

Pieter Ligthart, *Russell Reynolds*

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12:30 – 14:00**Lunch***Restaurant Flor de Lis***14:00 – 15:15****Breakout Session Round 1***Vitis I – IV, Conference Floor***• RoboCons—the Future of Consultancy for MBAs?** *Vitis I*

The consultancy industry continues to grow. Digital transformation, FinTech, convergence with creatives—all of these things create opportunity for consultancies to sell their services, and require new hires to deliver them. But for how long? New technology, a major prompt for clients to engage consultancy firms, is now itself posing a threat to consultants. Artificial Intelligence (AI) is already being used by consultancies for research, data gathering and analysis, reducing the need for desk-based researchers and business analysts. Old industries will be reborn through the use of new technology such as robotics and 3D printing. New enterprises will come to market, existing companies will change—all will need advice on business models, ways of working, and commercial shape. But, will consultants for this new world come from Business Schools?

Ewan Henry, *Nottingham University Business School***Don Leslie**, *BLT Management Consulting***• How to Construct a Resilient Team, and Where can Business Schools Help?** *Vitis II*

The ICRC strives at all times to reconcile its operational goal of standing by the conflict victims and vulnerable persons with its responsibility towards its humanitarian aid workers. The company takes every possible step to reduce risk to a minimum, and this starts at the selection level: recruiters start building teams of resilient and responsible humanitarians. How does the ICRC manage to recruit such particular skills? And, how can schools help identify candidates suitable for a humanitarian career?

Maruks Dolder, *ICRC***• 7 Creative Ways to Build Professional Networks** *Vitis III*

Catherine Kraus is a Senior HR Talent Program Manager at the adidas Group and the chair of the Global adidas Women's Network. She holds an MBA degree from RSM and has been with adidas for 14 years, leading projects and initiatives across business functions, energizing concepts into action—from Global HR Talent to Brand Marketing and Global IT. Her motto is: "If opportunity doesn't knock, build a door"! In this workshop, Catherine will talk about seven creative and unexpected ways to successfully build business relationships, which is fundamental to MBA career changers. Attendees will learn new networking techniques and define an authentic approach to getting the best out of each networking opportunity with confidence.

Catherine Kraus, *adidas***• How Assessment Centers Increase MBA Employment and Career Success** *Vitis IV*

Increasingly large amounts of companies are successfully using Assessment Centers as the most powerful tool to select the best candidates, but also to identify training and promotion needs. Getting a clear picture of each MBA's competencies and needs from Day one is especially crucial in times when recruiters come every year earlier to campus to "fight for the best talent". On the other hand, often MBA's rely on the business school's ranking and start training for assessments when it is too late. Learn how using Assessment Centers can help you to assess your MBA's from Day one, and how you can develop their competencies more efficiently and ultimately increase employment success. In this session, you will find out how you can implement Assessment Center simulations with a minimum resource and time commitment.

Laszlo Avramov, *ilovetobe***Sabyne Moras**, *SDA Bocconi School of Management*

15:15 – 15:45

Networking Coffee Break

Morus I

15:45 – 17:00

Breakout Session Round 1 *(repeat from the morning session)*

Vitis I – IV

- **RoboCons—the Future of Consultancy for MBAs?** *Vitis I*
- **How to Construct a Resilient Team, and Where can Business Schools Help?** *Vitis II*
- **7 Creative Ways to Build Professional Networks** *Vitis III*
- **How Assessment Centers Increase MBA Employment and Career Success** *Vitis IV*

17:00 – 18:00

Breakout Session Round 2 & Employer Session

Vitis I – III

- **The Right Candidate for the Best Leadership Development Programs: Sharing the Experience** *Vitis I*

How do companies attract and select the talent they need? What can schools do to help students get into such high-profile opportunities? This session will provide an inside look into J&J's International Recruitment & Development Program and how it combines on-campus and virtual events to engage and attract the right talent. It will open the conversation among participating employers and schools to share experiences and best practices to explore practical ways to achieve more with less.

Daniel Hunt, J&J

Zana Zidansek, *MBA-Exchange.com*

- **The Recipe for Career Success** *Vitis III*

Based on his experience in executive search, leadership assessment, and counseling senior executives up to the level of CEOs, Pieter will share a simple and proven framework to help executives reflect on their career and define a concrete and actionable search strategy.

Ana Herranz, *IE Business School*

Pieter Ligthart, *Russell Reynolds*

- **Employer Session** *(closed session for employers only)* *Vitis III*

Bring your burning topics to the table to share and get insights from others—for example: What new disruptive technologies are you using? To rotate or not to rotate? How do candidates with an MBA degree differ from non-MBA holders?

TUESDAY * 28**08:30 – 17:30****Exhibit Hall Open***Morus I***08:00 – 08:50****Standards for Reporting MBA Employment Statistics***Morus II – IV***Jamie Belinne**, Assistant Dean, Bauer College of Business, University of Houston

MBA CSEA manages the only globally-accepted set of Standards by which business schools collect and analyze MBA employment data. Join us for an in-depth and interactive discussion about the Standards, including how they can be used to help your school ensure your data is consistent, reliable and comparable. This session will begin with an overview of the Standards, and then include a panel of schools from across the globe to discuss how they are being used in practice.

09:00 – 10:30**Technology Employer Panel***Morus II – IV*

The fast-growing tech sector offers new business models, cool working spaces, flexible hours, innovation and creativity opportunities including co-creation. All of this greatly appeals to the latest student generation. How is the Tech industry recruiting MBAs and Masters students? What is new in the talent acquisition strategy of these employers? Our corporate panelists will answer these questions and more!

MODERATOR: **Sabyne Moras**, SDA Bocconi School of Management**Dee Clarke**, Amazon**Benedetta Arese Lucini**, Oval Money**Sara-Emily Oades**, Booking.com**10:30 – 11:00****Networking Coffee Break***Morus I*

11:00 – 12:15

Breakout Session Round 3

Vitis I – III

- **Recruitment Strategies for Startups: a Different Perspective** *Vitis I*

When startup companies look for the best candidates to recruit, it is important to find not only the brightest but also those that fit the company culture. This is especially true for small teams and growing startups. Stock option plans are not enough to attract the best candidates, and fancy office space does not always translate into company culture. How do you know that a good person has the potential to be great at a startup company? To which extent do a CV or a degree have an impact on the application success? What are the current trends in recruitment at startups? How do you identify the “startup profile”?

Benedetta Arese Lucini, *Oval Money*

- **Demystifying Case-based Interviews** *Vitis II*

In a world where recruiters’ selection tools are becoming ever more sophisticated, the case interview has endured as a key method of assessment for business school students. More and more employers are using business cases as part of their recruitment process, making it imperative that our students are equipped with robust case-cracking ability as part of their career skills curriculum. As demand grows, it makes sense for careers professionals to be able to support this training, even when they don’t have a consulting background or significant experience with business cases. In this session, you will learn how to give a mock case interview with confidence, provide critical and substantial feedback and deliver guidance.

Marc Cosentino, *CaseQuestions*

Zoe McLaughlin, *London Business School*

- **Demystifying Competency Based Interviews (CBI)** *Vitis III and IV*

As more firms move towards competency based interview (CBI) assessment, are your students ready to talk in real depth about their experiences? At Amazon, we believe the most accurate predictor of future performance is past performance in similar situations. Like a reporter, the interviewer will ask follow-up questions to probe and challenge the candidate to get the full story, including as many facts as possible. Performance, competencies and results are key differentiators that will provide the evidence and data points to substantiate and support a hiring decision. Hear more about Amazon’s leadership principle-based interview process and brainstorm best practices with peers on how to help students prepare.

Dee Clarke, *Amazon*

Dora Harsfalvy, *Amazon*

Natalia Milani, *IE Business School*

Sabyne Moras, *SDA Bocconi School of Management*

12:15 – 13:30

Lunch and Updates from MBA CSEA

Restaurant Flor de Lis

13:30 – 14:45

Breakout Session Round 3 *(repeat from the morning session)*

Vitis I – IV

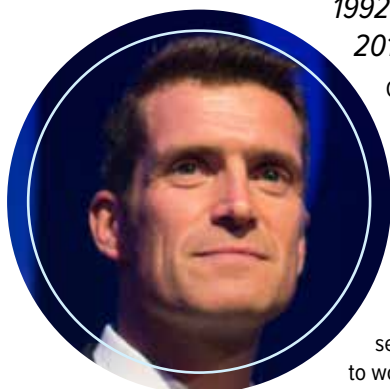
- **Recruitment Strategies for Startups: A Different Perspective!** *Vitis I*

- **Demystifying Case-based Interviews** *Vitis II*

- **Demystifying Competency Based Interviews (CBI)** *Vitis III and IV*

14:45 – 15:15**Networking Coffee Break***Morus I***15:15 – 16:45****Closing Keynote Speaker***Morus II – IV*

Olympic Gold Medallist Greg Searle, MBE will be bringing his experience across elite sport and leadership development to talk about maximizing team performance as well as building engagement and belief in organizations. Greg will share his experiences as an Olympic Rower in Team GB, drawing comparisons between the environments of an unsuccessful team to being part of a highly successful, transformative team experience at four Olympic Games. Drawing not only on his Olympic gold medal winning performance but also the disappointment of an Olympic fourth place, he will demonstrate how small changes can have a radical impact on performance. Through an understanding of what drives our own self-belief, Greg will link this to enhanced performance within the workplace, how MBA's can make a difference to their own working environments, applying their knowledge to a wider organizational vision and goal setting, helping us to plan for success in the future.

Greg Searle, MBE*1992 Olympic Gold Medallist Rower**2012 Olympic Bronze Medallist Rower*

On 2nd August 1992, Greg won gold in Barcelona at the age of 20. In 2009 he came back out of retirement and set himself the vision of winning a second gold at the London 2012 Olympics, to inspire a new generation. Greg started all over again as a 40-year old man, joining a team of seven other younger team-mates.

The dream nearly came true at Eton Dorney when in the final 750m the British crew took the lead, but despite enormous home support couldn't hold off the previously unbeaten German crew and eventually won bronze.

Having spent 15 years as an executive and team performance coach, Greg had the self-awareness to know how to fulfil his potential in London 2012. He was able to change, to work better with others, to grow trusting relationships and to sign up to team strategy despite having other ideas. Greg is inspiring peak performance in teams and individuals by sharing the behaviour required to bring the enthusiasm he had at 20 coupled with the wisdom he has at 40.

16:45 – 17:00**Closing Remarks— Ewan Henry & Natalia Milani***Morus II – IV***18:00***Meet in hotel lobby***Depart for Gala & Sightseeing Tour****19:00 – 1:00** *(Buses depart from the venue to return to the hotel at 11:00, 12:00 & 1:00)***Gala & Dinner Sponsored by: Liberty Mutual Insurance and MBA-Exchange.com***Palácio do Conde d'Óbidos*

Join us for a fabulous evening of dinner, dancing and a Fado performance at this 18th century Palace, one of the most remarkable buildings of Lisbon.

Gala & Dinner

Sponsored by: Liberty Mutual Insurance and MBA-Exchange.com

SCHEDULE

18:00

Buses depart for the gala dinner sightseeing tour around Lisbon.
Meet in the hotel lobby.

19:00

Buses arrive at **Palácio do Conde d'Óbidos**

This 18th century Palace, one of the most remarkable buildings of Lisbon, with richly decorated rooms, has been the seat of the Portuguese Red Cross since 1924. This construction frames a beautiful garden, as it has been the cloister of the ancient convent of Carmelitas de Santo Alberto. The old zone of Janelas Verdes, where the Palace is set, provides a beautiful view from the top of the wide staircase to the river Tagus, the bridge, the dockyards, the Rocha and Alcantara fluvial stations on the right bank and the Monument of Christ on the left bank.

19:00 – 20:00 Participants Check in & Welcome Cocktails

20:00 – 21:00 Dinner

21:00 – 22:00 Desserts and Fado Performance

22:00 – 1:00 Dancing

Buses depart back to the hotel at 11:00, 12:00 and 1:00





WEDNESDAY * 29

9:00 – 10:15

Breakout Session Round 4 & Directors' Session

Vitis I – IV

• Working with EMBA Profiles *Vitis I*

The EMBA prepares candidates for a professional transformation, enabling the step up to general management and the c-suite. It can accelerate an existing career or develop a candidate's skills set beyond a technical specialism, leading to more senior roles with broader responsibilities or the development of their own business venture.

In this interactive session, we will consider research on the most common challenges facing EMBA students. We will then look at case studies of successful Executive MBA career changers and discuss how we can help future EMBA cohorts to achieve their career goals.

Jane Barrett, *Career Farm*

Sabyne Moras, *SDA Bocconi School of Management*

• Managing the Transition from Applicant to Student *Vitis II*

There is a gray area over the pre-arrival period where the handover of who is responsible for the incoming class begins. Admissions and Marketing teams start to look forward to their next cycle of applications/enrollment, while Programme and Careers teams are still dealing with the outgoing class. What techniques can we use to ensure that the incoming class still feels valued/engaged over that pre-arrival period and help our Admissions and Marketing teams ensure that candidates do not withdraw/defer/attend other schools? How can we ensure that they start the programme engaged and prepared for the careers events/courses that are about to start?

Lauranne Bardin, *HEC*

Bethan Drummond, *Cambridge Judge Business School*

• How to Use Webinars and Blended Learning to Deliver Careers Content *Vitis III*

When students are not available on campus or prefer not to engage face-to-face programming, online seminars (webinars) can provide a great way to deliver careers content. However, making the technology work and deliver on this promise is a challenge. This session draws on data and feedback from more than 50 careers webinars to investigate how careers teams can get the most out of this format. In particular:

- Strengths and weaknesses of different platforms
- Common technology and production disasters and how to avoid them
- How to communicate and market to students
- Different ways to make webinars interactive
- Online event formats that work (and those that don't)
- How to get external speakers cheaply or for free
- What makes audiences happy and what drives them mad
- How to generate actionable feedback
- How to repurpose webinar recordings for later use.

Neil Curtis, *SensibleMedia*

Sarah Jackson, *Warwick Business School*

• Directors' Session *Vitis IV*

Career Service directors discuss the hot topics that keep them awake at night and gain insight, advice and support from their peers.

MODERATOR: **Isabella Pinucci**, *SDA Bocconi School of Management*

10:15 – 10:45

Coffee Break

Foyer, Conference Level

10:45 – 12:00

Breakout Session Round 4 *(repeat from the morning session)*

Vitis I – IV

- **Working with EMBA Profiles** *Vitis I*
- **Managing the Transition from Applicant to Student** *Vitis II*
- **How Webinars Deliver the Right Content to Help Career Services Teams** *Vitis III*

12:00

Conference Concludes



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Enjoying Lisboa



Lisbon is recognised as a global city because of its importance in finance, commerce, media, entertainment, arts, international trade, education and tourism. It is one of the major economic centres on the continent, with a growing financial sector and one of the largest container ports on Europe's Atlantic coast. Lisbon is one of the oldest cities in the world, and the oldest in Western Europe, predating other modern European capitals.

Museums in Lisboa

The most famous ones are the *Museu Nacional de Arte Antiga (National Museum of Ancient Art)*, the *National Azulejo Museum*, the *Museu Calouste Gulbenkian (Calouste Gulbenkian Museum)*, the *Museu Nacional do Traje e da Moda (National Museum of Costume and Fashion)*.

Top Sight!

The Belém Tower, one of the most famous and visited landmarks in Portugal.



Some Local Favourites:

With its world-class restaurants, excelling in seafood, its reputation for style and long pedigree in art and culture, Portugal's first city remains high on every discerning weekend-breaker's hit-list.

See top attractions like *Castelo de Sao Jorge*, *Museu Sao Roque*, *Jeronimos Monastery*, *Arc Triunfal da Rua Augusta* and *Belem Tower*. Wander through the streets of *Alfama*, visit *Aquario Vasco da Gama*, *Centro Cultural de Belem*, *Miradouro da Senhora do Monte*, *Padrao dos Descobrimentos* and the *Museum of Design and Fashion*. Enjoy a quiet moment in the beautiful Lisbon churches like *Church of St. Antony*, *Panteao Nacional* and *Igreja da Sao Vicente de Fora*.

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VMock is a SMART Career Platform driven on artificial intelligence, delivering personalized resume feedback to users.

Leveraging VMock, leading global universities have witnessed transformational improvement in resume quality prior to coaches' review. VMock has successfully supported coaches on strategic aspects of coaching while empowering students to own their career journey.



Liberty Mutual Insurance

Liberty Mutual Insurance (www.LibertyMutualInsurance.com) helps people preserve and protect what they earn, build, own and cherish. In business since 1912, and headquartered in Boston, Mass., today Liberty Mutual is a diversified insurer with operations in 30 countries and economies around the world. Liberty Mutual is ranked 73rd on the Fortune 100 list of largest corporations in the U.S. Liberty employs more than 50,000 people in over 800 offices throughout the world.



MBA-Exchange.com

MBA-Exchange.com helps MBAs from its 100+ client business schools explore career opportunities across industries and geographies: Jobs, Development Programs, Employer Profiles, Online Events, Competitions, and more. Since last year, it expanded its offering to serve specialized Masters through a dedicated website called Careernomics.com.

Lets connect at Hello@MBA-Exchange.com



GradLeaders

We are the market leader in recruitment and career services technology, connecting leading employers with job-seeking students and alumni from schools around the world. Our exclusive partnerships, extensive network, and industry-leading software solutions make us the #1 choice of companies seeking high-quality, best-fit, and diverse students to join their team.



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The Career Center by JobTeaser.com is the leading European career platform solution. It's the first recruitment platform to be directly integrated into the most prestigious institutions: an innovative, all in 1, free of charge, white labelled career platform containing international content. Over 200 institutions are already equipped in 10 European countries.

**12Twenty**

12Twenty is the only career center software that integrates unmatched outcome data analysis, powerful student tools, and deep-touch relationship management in a single, easy-to-use system.

**EASYRECRUE**

EASYRECRUE is a European leader in pre-screening which specialises in assisting the higher education sector in recruiting their students with video interviewing. Launched in 2013, EASYRECRUE has firmly established itself in France and 5 other countries. The solution is used by prestigious colleges & universities such as EMLYON, Lancaster University and Bocconi.

**Firsthand**

Firsthand builds platforms that connect students and alumni for career advice. We've been around for six years and count over 100 of the world's leading universities, such as Harvard, Oxford and Cambridge, as our clients. Students using our platforms are about 20% more likely to graduate into full time employment, and their starting salaries are 20% higher than their peers.

**GoinGlobal**

GoinGlobal provides career and employment resources for more than 120 worldwide locations, in addition to corporate profiles and 16 million-plus job and internship postings. Our constantly-updated database features hiring trends, work permit regulations, résumé/CV guidelines, interview and cultural advice, and more. Free trial access available. Contact president@goinglobal.com or call 251-342-9811.

**ilovetobe**

We are the leading European Assessment Centre provider for personality, competency and potential assessment. As a team of industry professionals, psychologists and recruiters, ilovetobe uses industry-based case studies and tests to assess, train and place high potentials internationally. We train 5000+ students/year for careers in IB, Consulting and other industries.

**Symplicity**

There's a reason why 1,400+ career centers worldwide and 400,000 active recruiters use Symplicity to connect students and recruiters. CSM by Symplicity is the industry-standard because of its robustness and configurability, allowing career centers of all sizes and types maximum flexibility for their specific workflows while connecting recruiters to the largest network of entry-level talent.



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