

Annex

Table I: - Schools' Selection - Methodology

RANK	EDUNIVERSAL	COUNTRY	FINANCIAL TIMES	COUNTRY	GUARDIAN UNIVERSITY GUIDE	COUNTRY
1	London Business School	UK	University of St Gallen	Switzerland	Oxford	UK
2	WU (Vienna University of Economics and Business)	Austria	HEC Paris	France	Warwick	UK
3	Trinity College Dublin	Ireland	Essec Business School	France	Bath	UK
4	University of Oxford	UK	CEMS	-	St Andrews	UK
5	Rotterdam School of Management	Netherlands	Rotterdam School of Management	Netherlands	Loughborough	UK
6	ESADE Business School	Spain	London Business School	UK	SOAS	UK
7	LSE - London School of Economics and Political Science	UK	ESCP Europe	France	Surrey	UK
8	IESE Business School	Spain	WHU Beisheim	Germany	LSE - London School of Economics	UK
9	Université Catholique de Louvain	Belgium	Università Bocconi	Italy	UCL	UK
10	Université Paris Dauphine	France	IE Business School	Spain	King's College London	UK
11	Warwick Business School	UK	EBS Business School	Germany	Leeds	UK
12	University of Mannheim	Germany	ESADE Business School	Spain	Exeter	UK
13	Maastricht University	Netherlands	WU (Vienna University of Economics and Business)	Austria	Heriot-Watt	UK
14	AUEB Department of Management Science and Technology	Greece	Mannheim Business School	Germany	Newman	UK
15	EBS Business School	Germany	Indian Institute of Management Ahmedabad	India	Falmouth	UK
16	ESCP Europe Madrid	Spain	Indian Institute of Management Calcutta	India	Lancaster	UK
17	Vlerick Business School	Belgium	HHL Leipzig Graduate School of Management	Germany	Strathclyde	UK
18	BI Norwegian Business School	Norway	EDHEC Business School	France	City	UK
19	University College Dublin	Ireland	Imperial College Business School	UK	Cardiff	UK
20	Nova SBE	Portugal	Grenoble École de Management	France	Coventry	UK

Table II: Survey

[Short Introduction] *Dear participant,*

We are a group of three master students from Nova SBE currently working on our Work Project. In this group work we are going to analyse the attractiveness of potential international job markets for students of Nova SBE. In order to complement our research, we intend to assess Nova SBE students' overall thoughts about the idea of working abroad and how they perceive their future career after studying at Nova. For that, we are going to need your help.

This questionnaire is going to take you around 5 minutes.

Our research focus solely on the opinions of current or former Nova SBE master students

All the answers are confidential.

Thank you very much for your participation! Your help is appreciated.

Alexandra

Anne

Carolina

I. International Mobility

1.1. Have you ever considered working abroad?

(A) YES

(B) NO

[If YES: filter to 1.1.(a); if NO: filter to 1.1.(b)]

1.1.(a). Why? Please rank the following options according to your preference.

(A) Higher salary

(B) Better career opportunities

(C) Desire for an international experience

(D) You believe your skills will be better valued

(E) To improve/enrich your CV

(F) Higher diversity of employers/companies

(G) Different working culture or environment

[filter to 1.2.]

1.1.(b) Why? Please rank the following options according to your preference.

(A) Lack of language knowledge and/or communication skills

- (B) Expensive (living costs)
- (C) Lack of opportunities to work abroad
- (D) Fear of discrimination
- (E) Prefer to remain close to friends and family
- (F) Strong believe that you will be able to get a better job in your home country
- (G) No motivation/not interested at all

[filter to 1.6.]

1.2. Was this your initial plan or did you change your mind during your studies at Nova?

- (A) It was already my plan to work abroad [filter to 1.3.]
- (B) Studying at Nova motivated me to work abroad [filter to 1.2.1]

1.2.1. Did any of the services provided by the Careers' office at Nova SBE motivated you to work abroad?

- (A) Yes [filter to 1.2.1.a]
- (B) No [filter to 1.3.]

1.2.1.(a) If yes, please select from the following services those that motivated you the most. You can select more than one.

- (A) Business Forum
- (B) Breakfast with the CEO
- (C) Mastering Your Career
- (D) Discovery Week
- (E) Career Workshops
- (F) Corporate Events
- (G) Career Counselling
- (H) Mentoring Programs
- (I) Online tools (e.g. Simplicity)

1.3. Would you prefer to work abroad temporarily or permanently?

- (A) Temporarily
- (B) Permanently

[filter to 1.4]

1.4. Where would you prefer to work?

- (A) Europe
- (B) North America
- (C) South America

- (D) Asia
- (E) Oceania

1.4.1 Please specify 1 to 3 countries, considering your previous answer.

[filter to 1.5]

1.5. Which type of information regarding International Mobility would you value the most if provided by Nova's Career Services Department? *Please rank according to your preferences.*

- (A) Living costs in placement destinations
- (B) Specific information on top recruiters abroad (e.g.: work conditions; average salary; graduate programmes)
- (C) Eligibility requirements for specific companies (e.g. language knowledge requirements; academic degree and area of knowledge; minimum GPA)
- (D) Alumni personal experience
- (E) Most attractive industry sectors
- (F) Most attractive areas of placement (e.g. Consulting; Auditing; Finance; Marketing)
- (G) Best way to reach employers (e.g. employment platforms; social networks)
- (H) Tips for the recruitment process

1.6. In which area of placement would you prefer to work in? *Please select one to three options.*

- (A) Consulting
- (B) Auditing
- (C) Tax
- (D) Marketing
- (E) Human Resources
- (F) Innovation and Entrepreneurship
- (G) Logistics/Operations
- (H) Finance
- (I) Corporate Finance/M&A
- (J) Corporate Social Responsibility
- (K) International Trade
- (L) Private Equity
- (M) Procurement
- (N) Research
- (O) Sales

1.6.1. Did your preference(s) for area of Placement changed throughout your studies at Nova?

(A) Yes [*filter to 1.6.2.*]

(B) No [*filter to 1.7.*]

1.6.2. Did any of the services provided by the Careers' office at Nova SBE influenced your current preferences for area of placement?

(A) Yes [*filter to 1.6.2.a*]

(B) No [*filter to 1.7.*]

1.6.2.(a) If yes, please select from the following services those that influenced you the most. *You can select more than one.*

(A) Business Forum

(B) Breakfast with the CEO

(C) Mastering Your Career

(D) Discovery Week

(E) Career Workshops

(F) Corporate Events

(G) Career Counselling

(H) Mentoring Programs

(I) Online tools (e.g. Simplicity)

1.7. In which industry sector would you prefer to work in? *Please select one to three options.*

(A) Banking

(B) Fast Moving Consumer Goods

(C) Telecommunications

(D) Energy

(E) Pharmaceutical

(F) Public Administration

(G) Luxury

(H) Tourism

(I) Automotive

(J) Fashion

(K) Education

(L) Technology

(M) Media

1.7.1. Did your industry preference change throughout your studies at Nova?

(A) Yes [*filter to 1.7.2.*]

(B) No [*filter to 2.1.*]

1.7.2. Did any of the services provided by the Careers' office at Nova SBE influenced your current preferences for industry?

(A) Yes [*filter to 1.7.2.a*]

(B) No [*filter to 2.1.*]

1.7.2.(a) If yes, please select from the following services those that influenced you the most. You can select more than one.

(A) Business Forum

(B) Breakfast with the CEO

(C) Mastering Your Career

(D) Discovery Week

(E) Career Workshops

(F) Corporate Events

(G) Career Counselling

(H) Mentoring Programs

(I) Online tools (e.g. Simplicity)

II. Demographic Details

2.1. Gender: Female / Male

2.2. Age: [*open answer*]

2.3. In which year are you enrolled in?

(A) Concluded

(B) First year of masters

(C) Masters' finalist (2nd year of CEMS or last semester for regular masters)

2.3.2. In which program are/were you enrolled in?

(A) Finance

(B) Management

(C) Economics

(D) CEMS

2.4. Do you have any work experience in your area of studies?

(A) Yes

(B) No [*if YES: filter to 2.4.1; if NO: filter to 2.5*]

2.4.1. If yes, please specify:

- (A) Internship
- (B) Part-time
- (C) Full-time (*part-time student*)

2.5. Which languages do you speak? *You can select more than one.*

- (A) Portuguese
- (B) English
- (C) Spanish
- (D) French
- (E) German
- (F) Italian
- (G) *Other: [Please specify]*

2.6. What is your country of origin? *[open answer]*

2.7. Why did you choose to pursue your master degree at Nova? *You can choose more than one.*

- (A) School's reputation
- (B) Possibility to enrol in CEMS
- (C) High potential for international mobility
- (D) Course fee
- (E) I completed my undergraduate degree at Nova and I felt I should pursue my master studies in the same school
- (F) Location of the school

Thank you for your participation!

Table III: France – Macroeconomic Data

	2013	2014	2015	2016	2017
Consumer Confidence Index¹	99.3 (December 2013)	99.35 (December 2014)	100.16 (December 2015)	99.98 (February 2016)	-
Corruption Perception Index (International Transparency)	#22	#26	#23	-	-
GDP Annual Growth Rate (%)	0.75	0.17	1.07	1.34*	1.62*
OECD GDP Annual Growth Rate (%)	1.21	1.85	2.01	2.23*	2.28*
GDP per Capita (in US Dollars)	44 163.99	44 331.6	37 728.41*	38 575.44*	39 914.89*
GINI Index	30.1	29.2	-	-	-
GINI Index (EU 28)	30.5	31	-	-	-
Gross Minimum Wage (in €; 35h/week)	1 430.22	1445.8	1457.52	1 466.62	-
Gross Public Debt (% GDP)	92.3	95.6	96.2	96.8	97.1
Inflation (Annual Growth Rate %)	0.99	0.61	0.15*	0.98*	1.09*
Unemployment Rate (% of labour force)	10.3	10.3	10.5*	10.5*	10.3*
EUROZONE Unemployment Rate (% of labour force)	11.9	11.5	10.8	-	-
Youth Unemployment Rate (% of youth labour force)	24	24.225	24.675	-	-

Forecast*

Source: OECD; IMF and COMMISSION STAFF WORKING DOCUMENT: Country Report France 16 by the European Commission

¹ “The consumer confidence index (CCI) is based on households' plans for major purchases and their economic situation, both currently and their expectations for the immediate future” (OECD)

Table IV: France's Companies Analysis – based on CAC 40

INDUSTRY	COMPANY	SERVICES/PRODUCTS	HEADQUARTERS	VALUES	JOB OPPORTUNITIES	SALARY (≈ per month) ²	GRADUATE PROGRAMS	INTERNSHIP	OBS.
ADVERTISING	 PUBLICIS GROUPE	Digital; Advertisement; Media; Marketing services	 Paris	Passion; Communication; Respect; “Good people”; “True blue way”	Accounting management; Corporate & Global operations; Creative; Digital specialists; Healthcare communications; Media; Planning; Production; Public relations/Corporate communications	1000€ (intern) ; 2250€ (Project manager)	N.A.	✓	English proficiency is required; International media experience is a plus
AEROSPACE/ DEFENSE	 AIRBUS	Commercial aircraft; Defence systems and aerospace; Civil and military helicopters	 Leiden Main Office:  Blagnac	Energy and Passion; Adaptability ; Curiosity; Entrepreneurship	Aeronautical/Mechanical/Manufacturing engineering; Electrical/Electronic engineering; Flight physics; Computer sciences; Fluid dynamics/Aerodynamics; Supply chain & Logistics/Procurement; HR; Finance/Business studies; Marketing/Communications	1050€ (intern) ; 3630€ (Analyst)	Airbus Group International Graduate Program	Internships only available through schools partnership (must be a mandatory part of the studies)	<i>Most Valued:</i> Engineer Students with Masters Degree in a Business School; English proficiency is required; Fluency in another language is an advantage
	 SAFRAN AEROSPACE DEFENCE SECURITY	Aircraft engines/equipment; Defence electronics;	 Paris	Focus on customers; Meeting commitment	R&D; Production; Support (Administrative, Communication,	1240€ (Engineering intern);	Only engineering related programs	✓	English proficiency required; Working

² According to: glassdoor.com and meilleuresentreprises.com

INDUSTRY	COMPANY	SERVICES/PRODUCTS	HEADQUARTERS	VALUES	JOB OPPORTUNITIES	SALARY (≈ per month) ²	GRADUATE PROGRAMS	INTERNSHIP	OBS.
		Biometric technology		s; Innovation; Responsiveness; Power of teamwork; People development and recognition; Corporate citizenship	Finance, HR, IT, Quality); Programs and Customer relations (Sales & Marketing, General management)	3500€ (Engineer)			experience is required
AUTOMOTIVE	 PEUGEOT	Automobiles; Automobile's equipment; Financial services	 Paris	-	Purchasing; Finance; Marketing; Communication; Production; Project management; Quality; R&D; HR; Legal; Design; IT	4300€ (Technical manager)	Commercial Graduate Trainee (only available in the UK)	✓	#2 Automobile manufacturer in Europe; English proficiency required; Working experience is required
	 RENAULT	Automobiles, Financing and other services	 Boulogne-Billancourt	Innovation; Being involved; Trust; Open mind; Simple and efficient	Communication; Design; Production; Commercial; Finance; HR; Information Systems; Quality; Marketing; Engineering; General Management	1050€ (intern); 4180€ (Purchasing manager)	Graduate Programs: Finance; Marketing; Manufacturing /Engineering	✓	Requirements : English proficiency; Driving License; Business school diploma or Double

INDUSTRY	COMPANY	SERVICES/PRODUCTS	HEADQUARTERS	VALUES	JOB OPPORTUNITIES	SALARY (≈ per month) 2	GRADUATE PROGRAMS	INTERNSHIP	OBS.
									diploma (Engineering + business); 0 to 2 years of professional experience; Passion for automobiles
AUTOMOTIVE EQUIPMENT		Tires; Travel assistance service	 Clermont-Ferrand	Respect	Design/Project engineering; Internal audit & Finance; Manufacturing; Marketing, Sales and Communication; Progress & Organization; Purchasing; Quality; R&D; Supply chain & Logistics	3770€ (Product development)	Michelin Graduate Program	✓	Mostly technicians' jobs, which require a strong interest for the industry, French and English proficiency are required
		Automobile parts	 Paris	Ethics; Transparency; Responsibility; Professionalism; Teamwork	Regional operations SQA manager; Supply chain manager; Purchasing segment leader; Site R&D manager; CAD designer; APU manager; Key account manager; Division sales manager; Site management development manager;	4200€ (Product manager)	N.A.	✓	English proficiency required; Engineering related offers

INDUSTRY	COMPANY	SERVICES/PRODUCTS	HEADQUARTERS	VALUES	JOB OPPORTUNITIES	SALARY (≈ per month) 2	GRADUATE PROGRAMS	INTERNSHIP	OBS.
					Production supervisor; Production supervisor; Project Buyer; Engineering manager; Site projects manager				
BUILDING MATERIALS	 LafargeHolcim	Cement and clinker; Granulates and others	 Jona	Respect; Trust; Responsibility; Autonomy	R&D; Industry & Techniques; Marketing & Sales; Finance & Control; Logistics; Audit; Strategy; Information Systems; HR & Communication; Health & Security	4622€ (Client's account ability responsible)	N.A.	-	English proficiency required
	 SAINT-GOBAIN	Materials distribution; Manufacturing of construction products; Manufacturing of glazing; Manufacture of high performance materials; Packages manufacturing	 La Défense, Courbevoie	Professional commitment ; Respect for others; Integrity; Loyalty; Solidarity; Respect for the law; caring for the environment ; Worker health and safety; Employee rights	Administration; Audit; Communication; Health/Security; Distribution; Finance; Legal; Marketing; R&D; HR; Supply Chain; Information Systems; Technique-Production	1196€ (intern) ; 3950€ (HR)	N.A.	✓	English proficiency required; Working experience required

INDUSTRY	COMPANY	SERVICES/PRODUCTS	HEADQUARTERS	VALUES	JOB OPPORTUNITIES	SALARY (≈ per month) ²	GRADUATE PROGRAMS	INTERNSHIP	OBS.
CHEMICALS		Industrial medical gases; Cutting and welding equipment; Fine chemicals	 Paris	Integrity and Transparency	Marketing; Sales; Operations; Finance	5200€ (Project manager)	ALLEX	4 to 6 months internships	Mainly focused engineering degrees; English proficiency required
		Chemicals and Plastics	 Brussels	Innovation	Industrial; R&D; General management; Sales; Marketing; Finance; Legal; HR; Communication; IT; Logistics; Support; Quality	1200€ (intern); 3500€ (Foreman)	N.A.	✓	French and English proficiency are required
CONGLOMERATE		Construction; Telecommunication and Media	 Paris	People; Customers; Quality; Creativity; Technical innovation; Respect; Promotion; Training; Young people; Challenge; Attitude	Job offers differ according to each brand of the company (Bouygues Construction; Bouygues Immobilier; Colas; TF1; Bouygues Telecom)	1345€ (intern); 2644€ (Management controller)	N.A.	✓	English proficiency required; Working experience is required
		Food service; Facility management; Service vouchers	 Issy-les-Moulineaux	Service spirit; Team spirit;	Customer adviser; Project manager; Cook; Site director; Hospitality director;	3800€ (Financial)	N.A.	✓	Most business related job offers require more than 5

INDUSTRY	COMPANY	SERVICES/PRODUCTS	HEADQUARTERS	VALUES	JOB OPPORTUNITIES	SALARY (≈ per month) ²	GRADUATE PROGRAMS	INTERNSHIP	OBS.
				Progress spirit	Restoration employee; Business manager; Development manager; Regional manager; Site manager; Maintenance technician	controller)			years of experience
CONSTRUCTION		Design and construction of works; Design, construction and maintenance of infrastructure of energy and telecom; Construction, renovation and maintenance of transport infrastructures; Delegated management infrastructures	 Rueil-Malmaison	-	-	4770€ (Project manager)	N.A.	✓	Engineering degrees oriented
DRINKS		Beer	 Obernai	Client is at the heart of the decision; Teamwork; Responsibility; Commitment; Make a difference; ;	Marketing; Commercial; Production; Logistics	1100€ (intern)	Available	✓	#3 Best place to work in France (2015); English proficiency is required; Marketing

INDUSTRY	COMPANY	SERVICES/PRODUCTS	HEADQUARTERS	VALUES	JOB OPPORTUNITIES	SALARY (≈ per month) ²	GRADUATE PROGRAMS	INTERNSHIP	OBS.
									oriented offers
		Spirit drinks and champagne; Local spirit drinks; Priority premium wines	 Paris	Innovation; Autonomy; Responsibility; Conviviality; Entrepreneurial Spirit	Operations; Commercial; Marketing; Finance, Communication; HR; IT; Legal	1410€ (intern); 3760€ (Product development assistant)	Several programs according to the different brands	✓	English and French proficiency required; Working experience required
ELECTRICAL EQUIPMENT		Circuit components; Electrical cabinets; Cable management products	 Limoges	Energy; Diversity; Innovation; Conquest spirit	User interface; Energy distribution; Building systems; cable management; Digital infrastructures; UPS; Installation components	N.A.	N.A.	✓	English proficiency is required; Working experience is appreciated
		Electrical distribution equipment; Automation and industrial control systems; Electrical protection equipment; Automation for buildings	 Rueil-Malmaison	Passion; Outgoing; Frank and direct; Effectiveness	Commercial and Marketing; Industrial; Support and Strategy; Technique	1100€ (intern); 3210€ (Commercial analyst)	International Program	✓	International recruitment process; English proficiency required
ELECTRICAL UTILITY		Natural gas production; Sale and distribution,	 La Défense, Courbevoie	-	Technicians; Engineers; Commercial	1250€ (intern)	Nuclear Trainees Program	✓	-

INDUSTRY	COMPANY	SERVICES/PRODUCTS	HEADQUARTERS	VALUES	JOB OPPORTUNITIES	SALARY (≈ per month) 2	GRADUATE PROGRAMS	INTERNSHIP	OBS.
		Electricity generation and distribution; Hydroelectricity; Wind power; Energy trading					Junior (Engineer degrees only)		
ENGINEERING		Onshore and offshore activities; Subsea activities	 Paris	Doing the right thing; Trusting the team; Encouraging a fair return for all; Building the future	Project management; Engineering; R&D; Business development and Sales; Procurement; Manufacturing; Offshore/Onshore construction; Marine construction; Business support	3820€ (Project manager)	Graduate Programs only in the UK and Australia	✓	-
ENVIRONMENTAL SERVICES		Water services; Cleaning services; Energy services	 Paris	Responsibility; Solidarity; Respect; Innovation; Customer focus	Sales & Logistic; General Services; Audit; Marketing; Communication; Maintenance/Construction/Transport; Finance; IT; Legal; Quality; R&D; HR	1020€ (intern) ; 3960€ (Project manager)	PANGEO (Engineering/sales/Finance/Legal)	✓	#1 in the world (Water treatment, Cleaning services); English proficiency required; Working experience is appreciated
FINANCIAL SERVICES		Life insurance; Property insurance; Asset management;	 Paris	Team Spirit; Innovation; Professionalism; Respect	Finance; Risk Management; Marketing; IT; Big Data; HR; Asset	1600€ (intern) ; 4180€	AXA Global Graduate Program	✓	English proficiency required; Working

INDUSTRY	COMPANY	SERVICES/PRODUCTS	HEADQUARTERS	VALUES	JOB OPPORTUNITIES	SALARY (≈ per month) ²	GRADUATE PROGRAMS	INTERNSHIP	OBS.
		International insurance			Management; Sales and Distribution	(Consultant)			experience is very much appreciated
		Retail banking; Corporate and Investment banking; Asset management and Insurance	 Paris	Agility; Client Satisfaction; Compliance Culture; Openness	Areas: Capital Markets, Corporate Banking, Technology Degrees: Mathematics, Finance, Economics, Science, Business, Engineering, Computer Science	1660€ (intern); 3780€ (Analyst)	Available	✓	English and French proficiency are required; Working experience is appreciated
		Retail banking; Asset management, insurance and private banking; Corporate banking, investment and market; Specialized financial services	 Montrouge	Proximity; Responsibility; Solidarity	Finance and Risk; Marketing, Development and Distribution; HR; IT; Big data	1400€ (intern); 4320€ (Analyst)	International Graduate Program + Audit and General Inspection	✓	French and English proficiency required; #1 bank in France; Working experience is required
		Retail banking; Asset management, insurance and private banking; Corporate banking, investment and market;	 Paris	Team spirit; Innovation; Responsibility; Commitment	Administration; Commercial; Finance, Accounting; Logistic; HR; Information Systems; Marketing, Risk; Strategy; Audit	1525€ (intern); 3270€ (Analyst)	Junior Program	✓	English and Professional experience in the field are required; Business and engineering diplomas

INDUSTRY	COMPANY	SERVICES/PRODUCTS	HEADQUARTERS	VALUES	JOB OPPORTUNITIES	SALARY (≈ per month) ²	GRADUATE PROGRAMS	INTERNSHIP	OBS.
		Specialized financial services							
FOOD PROCESSING		Fresh dairy products; Baby foods; Packaged waters; Medical nutrition products	 Paris	Humanism; Open mind; Proximity; Enthusiasm	Sales; Communication; Supply Chain; marketing; R&D; Information Systems; Finance; HR; Commercial	1300€ (intern); 3770€ (Brand manager assistant)	Programs available in: Marketing and Sales; Management	✓	English and French proficiency are required; Working experience is a plus
HOSPITALITY /TOURISM		Hotels; Resorts	 Paris	Imagination; Spirit of conquest; Performance; Respect; Trust	Housekeeping; Reception; Reservation; Revenue management; Hotel and Site management; Well-being; Kitchen; Restaurant/bar; Logistics; Audit; IT; Marketing/Communication; HR; Sales; Technical/Maintenance/Security	1250€ (intern); 3457€ (Key account manager)	Management training; Graduate Development Program (UK)	6 months minimum (Europe, Middle East or Asia); Good level of the national language; Paid internship	French and English proficiency are required (other language is a plus); Experience in the sector is recommended
LUXURY GOODS (CONGLOMERATE)		Fashion and Leather goods; Wine and Spirits; Perfumes and Cosmetic Products;	 Paris	Diversity; Entrepreneurial Spirit; Creativity; High Quality Products'	Retail; Production and Supply Chain; Marketing and Communication; Creation and Design	1210€ (intern); 4880€ (Product manager)	Retail management training program (HEC partnership)	✓	English proficiency required; Partnership with Business

INDUSTRY	COMPANY	SERVICES/PRODUCTS	HEADQUARTERS	VALUES	JOB OPPORTUNITIES	SALARY (≈ per month) ²	GRADUATE PROGRAMS	INTERNSHIP	OBS.
		Watches and Jewellery		Sensibility; International Mind-set		assistant)			Schools ³ ; Working experience required
MANAGEMENT CONSULTING; IT SERVICES		Systems' design, development and integration; Outsourcing services; Proximity IT services; Business consulting	 Paris	Honesty; Boldness; Trust; Freedom; Solidarity; Simplicity; Pleasure	Primary services: Consulting; Outsourcing; IT; Close professional services	1500€ (intern); 3380€ (Consultant)	N.A.	✓	Mostly IT consulting (technicians and engineering profiles); English proficiency is required
MASS MEDIA		Television broadcast; Music publishing; Film production; Telecommunication services; Tickets; Video hosting services; Video games	 Paris	Diversity; Equal opportunities; Exchange; Respect; Initiative; Balance; Self-realization	Music production/publishing/marketing; Program editing; Advertising; Program marketing; Programming	2000€ (Marketing/no experience)	N.A.	-	Main offers are available for Vivendi's brands (ex. Universal Music Group, Canal+ Group)
MEDICAL EQUIPMENT		Ophthalmic equipment; Corrective lenses; Laboratory Equipment	 Charenton-le-Pont	Working together; Innovation; Respect and trust; Entrepreneur	Finance; Engineering; Legal; Marketing; R&D; Supply chain; Information systems; Sales	1307€ (Intern)	N.A.	✓	English proficiency required

³ HEC, ESSEC, ESCP, EM Lyon, EDHEC

INDUSTRY	COMPANY	SERVICES/PRODUCTS	HEADQUARTERS	VALUES	JOB OPPORTUNITIES	SALARY (≈ per month) ²	GRADUATE PROGRAMS	INTERNSHIP	OBS.
				rial spirit; Diversity					
OIL		Oil's Distribution and Refining; Exploitation and Production of Hydrocarbons	 Paris	Diversity; Equality; Mobility; Responsibility	Engineers, Marketing, Financial Analyst	1160€ (intern) ; 3760€ (Cost controller)	-	✓	English proficiency required; Working experience required
PHARMACEUTICALS		Pharmaceutical Products; Vaccines; Veterinary Products	 Paris	-	Marketing; R&D; Finance; HR	1314€ (intern) ; 3790€ (Junior product manager)	Available	✓	-
PHARMACEUTICALS/COSMETICS/CHEMICALS		Cosmetic Products; Natural Cosmetic Products	 Paris	Passion; Open Mind; Excellence; Entrepreneurial Spirit; Innovation	Digital; Research; Operations, Sales and Business Development; Finance; IT; HR	1400€ (intern) ; 2654€ (Product manager)	Management trainee	✓	85% of employees are past interns
PROPERTY		Commercial property	 Paris	-	Career management; Leasing; Asset management	N.A.	N.A.	✓	English proficiency is required; Working experience is required

INDUSTRY	COMPANY	SERVICES/PRODUCTS	HEADQUARTERS	VALUES	JOB OPPORTUNITIES	SALARY (≈ per month) 2	GRADUATE PROGRAMS	INTERNSHIP	OBS.
		Shopping centres; Office buildings; Convention and exhibition venues	 Paris	Customer satisfaction; Proactivity; Accountability; Excellence	Development and Concept; Investment; Operating; Marketing & Communication; Shopping centre management; Leasing; property, Maintenance & Works; Finance; Legal	N.A.	European Graduate Program (Partnership with the CEMS network and other European business schools)	-	-
RETAIL		Hypermarkets; Supermarkets; Operation on several other convenience stores	 Boulogne-Billancourt	Commitment; Positive mind-set; Caring	120 different job offers: Purchasing/Marketing/Quality; Cross-Functional; Real estate and Asset management; In-Store; Services; Supply-Chain/Production	1330€ (intern); 3880€ (Manager)	5 Graduate Programs (Lead Manager, Supply Chain, Digital; Hypermarket Director, Supermarket Director)	✓	#1 Distributor in Europe, #2 in the world; Working experience is a plus
		Luxury and Sporting goods	 Paris	-	Design and craft; Merchandising; Logistics; Marketing & Communication; HR; Finance; Legal	N.A.	Talent Development Program	✓	English proficiency required; First experience in the luxury industry is appreciated
STEEL		Sale of flat carbon steel; Sale of long carbon	 Luxembourg	-	Audit; Health & Safety; R; IT & System; Insurance; International	1140€ (intern); 3790€	N.A.	✓	English and French proficiency

INDUSTRY	COMPANY	SERVICES/PRODUCTS	HEADQUARTERS	VALUES	JOB OPPORTUNITIES	SALARY (≈ per month) 2	GRADUATE PROGRAMS	INTERNSHIP	OBS.
		steel; Sale of tubular products			affairs; Investors relations	(Project manager)			required, another european language is a plus; Mainly engineering related offers
TELECOMMUNICATIONS		Installation of telecom network; Solutions development related to mobile internet	 Espoo	-	-	N.A.	-	-	-
		Telecommunication services to individuals/business; Services to international telecom operators	 Paris	-	Information Systems; Marketing; Sales; Finance; HR; Innovation; R&D	1180€ (intern); 4250€ (Project manager)	Orange Graduate Program	✓	Top Employer Global 2016; English proficiency required

Graphic I: France's Highest Education Attendance (25-34 years old)

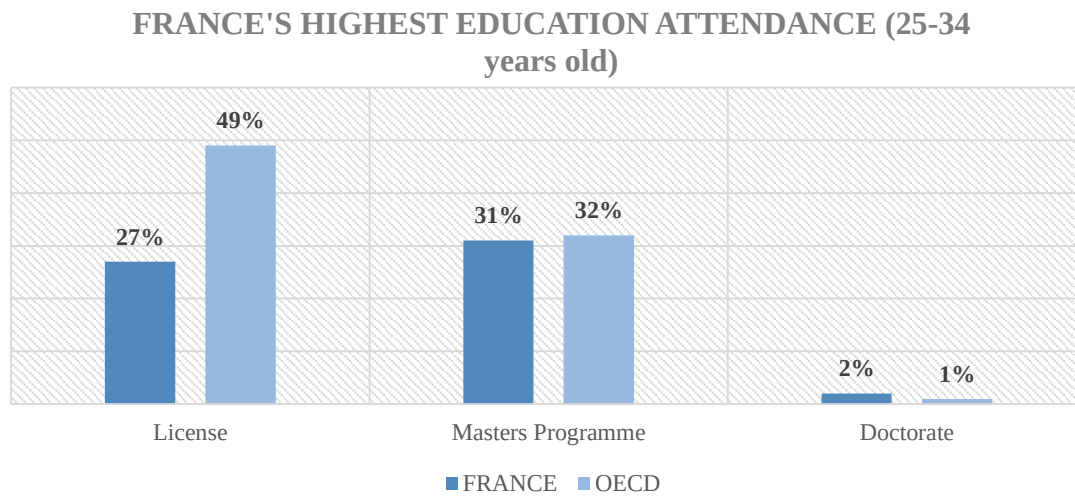


Table V: Other Relevant Industries Situation

Insurance	Rising Market
Construction (Civil Engineering)	Rising Market
Technical Maintenance (Electrical and Environmental Engineering)	Stable Market
Private Property	Stable Market
Manufacturing and Engineering	Stable Market
IT & Telecommunications	Stable Market
Life Sciences	Rising Market
Human Resources	Rising Market
Retail & Leisure	Stable Market

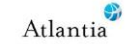
Table VI: France - Contract Types and Definitions

CONTRACT TYPE	CONTRACT RULES
CDI – Contract Durée Indeterminée (Permanent Contract)	Whenever the employee is a foreigner and the contract is presented in a written form, it is expressively mandatory to also present a translation of the contract in the worker's language of origin. In case of discordance between the original and the translated version, only the translated contract will be considered valuable.
	<u>Length of the contract:</u> - Minimum: 18 months - Maximum: 36 months <i>(The contract cannot be renewed)</i>
CDD – Contract Durée Déterminée (Fixed-Term/Temporary Contract)	Insecurity of employment's bonus of 10%. A person hired under this contract is expected to replace any employee's absence, given reasons such as illness or holidays, apart from strike related causes.
Temporary Work Contract	Similar type of contracts as the CDD. (same contract rules)
Intermittent Employment Contract	Contract established with a company included in a very unstable industry, meaning that the labour demand may vary a lot during the year.
Senior CDD	Contract applicable for workers over 57 years old who aim to acquire the total number of years required to benefit of a full retirement pension.
	<u>Length of the contract:</u> 3 years <u>Remuneration:</u> 25% to 78% of the minimum wage (SMIC)
Youth Employment Contract/Apprenticeship Contract	Contract applicable for young workers, between 16 and 25 years old. Compulsory education completion, such as a professional qualification are required to apply.
	<u>Length of the contract:</u> 6 to 21 months <u>Remuneration:</u> 55% to 85% of the minimum wage (SMIC)
Professional Training Contract	Contract applicable for young workers between 16 to 25 years old, or people with more than 26 years old that need a professional training.

Table VII: Italy's Companies Analysis – based on FTSE MIB

SECTORS/ INDUSTRY	COMPAN Y	SERVICES/PRODUCTS	HEAD QUARTERS	VALUES	SALARY (PER MONTH)	LANGUAGES	JOB OPPORTUNITIES/EMPL OYEE PROFILE
AEROSPACE; DEFENCE		Helicopters; Aircraft; Aero structures; Airborne and Space Systems; Land and Naval Defence Electronics; Defence Systems; Security and Information Systems	 Rome	Ethics and Respect; Expertise and Merit; Innovation and Excellence; Internationality and Multiculturalism; Rights and Sustainability	€2583 (Project Manager)	Italian; English	Engineers; Managers; Finance. Graduate Training Programme; Internships; Full Time. Engineer; Manufacturing; Operations.
ASSET MANAGEMENT		Mutual Funds; Discretionary Mandates; Open-ended Pension Fund; Institutional Solutions	 Milan	Quality; Proximity; Simplicity	N.A.	English; Italian	Lawyers; Managers; Finance. Internships and Full Time. Investments; Structured Funds; Legal.
AUTOMOTIVE		Designs, Engineers, Manufactures and Sells Passenger cars, Light Commercial Vehicles, Components and Production Systems Worldwide	 London	Leadership; Rewarding Merit; Competition; Best-in-Class Performance; Delivering on Promises	€3771 (Project Manager)	English; Italian	Engineers; Managers; Finance; Staff. Jobs for Recent Graduates; Training Courses; Internship; Projects; Full Time. Accounting; Control; Finance; Sales; Business Manager; Communication Technology; Legal; Intern Audit; Product Development; Quality; Marketing.
		Italian Luxury Sport Car Manufacturer. Icon of Style, Luxury and Speed	 Maranello	Individual and Team; Emotion; Integrity; Tradition and Innovation;	€4667 (Technical Director); €5000 (Engineer)	English; Italian	Engineers; Managers. Full Time. Engine Testing Engineer; Senior Material Engineer; Vehicle Dynamics Engineer.

				Passion and Excellence			
BANKING		Main Activities in the Credit and Financial Sector	 Verona	Trust; Create Value; Stability; Sustainability	€6583 (Director)	Italian	Managers; Finance. Full Time
		Asset Management; Extended Banking Services Consumer Credit	 Modena	Integrity; Respect; Team Spirit; Federalism	N.A.	Italian	Managers; Finance. Jobs for Recent Graduates; Full Time
		Trading; Technical Analysis; Interactive Charts; Automatic Orders	 Milan	Diversification ; Flexibility; Performance	N.A.	Italian; English	Managers; Finance. Jobs for Recent Graduates; Internships; Full Time. Customer Care; Analyst; Legal; Interface Design.
		Private Banking (mutual funds, wealth management, pension funds and life insurance policies); Corporate Banking (project finance, merchant banking and financial advisory)	 Siena	Responsibility; Productivity; Team Spirit; Cooperation; Entrepreneurship; Orientation towards customer	€2333 (Junior Analyst)	Italian	Managers; Finance; Economists. Full time. Private Bankers.
BEVERAGE		Spirit, Wines and Soft Drinks	 Milan	Integrity; Passion; Pragmatism; Performance Orientation	N.A	English; Italian	Managers. Full Time. Brand Manager; Marketing; Operations; Packing; Innovation.
BUILDING MATERIALS		Cement; Ready-Mix and Construction Aggregates	 Casale Monferrato	Operating Efficiency; Value Creation; High Quality;	€4167 (Senior Logistics Manager)	Italian; English	Managers; Engineers; Staff. Full Time. Sales; Marketing; Utility Engineer.

				Friendly Assets			
		Manufactures and Distributes Cement; Aggregates and Ready-Mixed Concrete	 Bergamo	Responsibility; Integrity; Efficiency; Innovation; Diversity	€3333(Project Engineer); €3750 (Sales & Marketing)	Italian; English	Engineers; Staff; Managers. Training Programme for Managers and Executives; Full Time.
CAPITAL GOODS		Designs, Produces and Sells Agricultural and Construction Equipment	 London	Responsibility; Talent; Skills; Higher Objectives; Collective	€3528 (Transport Manager); €3333 (Engineer)	Italian; English	Managers; Finance; Lawyers. Jobs for Recent Graduates; Internships; Full Time. Internal Audit; Operations; Customer Service
CONSTRUCTION; TRANSPORTATION		Integrated solutions in the field of engineering services for design, construction and maintenance of highway and airport infrastructure, security, traffic control and energy saving technologies	 Rome	Passionate; Great Performance; Attitude; Abilities and Technical Skills	€3818 (Manager)	Italian; English	Managers; Finance; Engineers; Staff. Internships and Full Time. Operations; Information Technology; Commercial and Marketing; Finance; Infrastructure.
ELECTRICITY; NATURAL GAS		Production and Distribution of Energy; Development of Renewable Energy	 Rome	Responsibility; Innovation; Trust; Proactivity	€4356 (Senior Analyst); €5185 (ICT Manager)	Italian; English	Engineers; Managers; Finance; Staff. Full Time. Finance; Auditing; Energy; Legal; Operations; Human Resources; Quality.
FASHION		Global Internet Retailing Partner for Fashion and Luxury Brands	 Bologna	Honesty; Trust; Transparency; Impartiality;	€1931 (Online Store Manager); €1926 (Specialist)	English	Managers; Designers. Jobs for Recent Graduates; Internships; Full Time. Marketing; Operations;

				Professionalism			Logistics; Online Retail; Sales; Merchandising.
FINANCIAL SERVICES		Three Main Categories Of Insurance: Damage to Property; Personal Injury and Public Liability	 Trieste	Deliver on the Promise; Value to People; Live the Community; Be Open	€676 (Internship); €3167 (Analyst)	English; Italian	Engineers; Management; Finance. Full Time. IT Auditor; Operations; Control; Sales; Audit; Process Analyst.
		Leader of the Italian Banking Market; Saving Products; Loans; Internet Banking;	 Turin	Stability; Solidity; Commitment	€2396 (Risk Analyst); €1952 (Junior Analyst); €2343 (Business Analyst)	Italian; English	Managers; Finance. Jobs for Recent Graduates; Internships; Full Time. Analyst; Credit Analyst; Information Technology; Marketing.
		Investment Banking; Consumer Banking; Retail Banking	 Milan	Integrity; Flexibility; Team Work; Ethics; Confidentiality	€3328 (Quantitative Analyst); €850 (Intern)	English, French; Spanish; Italian	Managers; Economists; Engineers. Economics Graduates; Full Time. HR; Corporate Finance; Operations; Capital Marketing.
		Commercial Banking; Corporate Investment Banking; Asset Management; Asset Gathering	 Milan	Integrity; Commitment; Fairness; Transparency; Respect; Trust	€2770 (Analyst); €650 (Intern)	Italian; English	Managers; Economists; Finance. Jobs for Recent Graduates; Internships; Full Time. Analyst; Risk Management; Advisor Corporate Junior; Legal; HR.
		Full Range of Insurance and Financial Products	 Bologna	Accessibility; Respect; Solidarity; Responsibility; Farsightedness	€2500 (Insurance Consultant)	Italian	Managers; Finance. Full Time. Project Manager; Junior and Senior Consultant.
		Full Range of Insurance and Financial Products; Supplementary Social Security and Health Sectors	 Bologna	Protection; Sustainability; Balance; Development	N.A.	Italian	Managers; Finance; Economists. Full Time

GAS		Construction and Integrated Management of Natural Gas Infrastructures	 San Donato Milanese	Respect; Trust; Transparency; Sustainability	N.A.	Italian	Engineers; Staff; Managers. Full Time. Auditing; Operation.
INVESTMENT COMPANY		Long term investments focused on global companies in diversified sectors	 Turin	Talent; Ability to Take Initiative; Personal Motivation	N.A.	Italian; English	Managers; Finance. Full Time. Sales Manager
INVESTMENT; ASSET MANAGEMENT		Pension Funds; Insurance Services; Banking Services; Trust Services; Wealth Management Services	 Milan	Independence; Stability; Simplicity; Timeliness; Growth	N.A.	English; Italian	Managers; Economists; Finance. Internships and Full Time
LUXURY		Shoes; Leather Goods and Ready-to-Wear for Men and Women	 Florence	Innovation; Creativity; High Quality; Prestige	€301 (Intern); €4458 (Digital Content Manager)	Italian	Managers. Full Time. Retail; Operations; Store Manager.
LUXURY; FASHION		Produces and Distributes Sun and Prescription Eyewear of High Technical and Stylistic Quality	 Milan	Protecting the Eyes; High Technology; High Stylistic Quality; Satisfy Clients	€3750 (Corporate Manager); €798 (Intern); €2500 (Analyst)	English; Italian	Designers; Managers. Full Time. HR; Retail; Talent Director; Quality.
		Designing, Producing and Distributing top-end clothing and accessories for women, men and children	 Milan	Timeless; Quality; Uniqueness; Sustainability; Heritage	N.A.	English; Italian	Managers. Full Time. Sales; Operations; Junior Wholesale Manager; Legal
MANUFACTURING; TECHNOLOGY		Energy Projects and Products; Telecom Operating Segment	 Milan	Excellence; Integrity; Understanding	€2500 (Engineer); €3083 (Business Unit Controller)	Italian	Engineers; Managers. Jobs for Recent Graduates; Internships; Full Time. Project Manager; Trainee Design Engineer; Manufacturing Engineer.

MASS MEDIA		Advertising; TV Free; Pay TV; TV Drama and Film Production; News; Technology	 Milan	Transparency and Loyalty	€10833 (Senior Manager); €6667 (Operations Manager)	Italian	Journalists; Managers. Full Time. Communication Analyst; Production Assistant; Research Assistant.
OIL AND GAS		Finding, Producing, Transporting and Making Oil and Gas	 Rome	Sustainability; Culture; Partnership; Innovation; Efficiency	€3819 (Market Analyst)	English; Italian	Engineers; Managers. Jobs for recent graduates; Full Time; Internships. Operations; HR; Control; Customer Services; Retail; Sales; Engineer.
POSTAL SERVICES; FINANCIAL SERVICES		Core Postal Services; Postal Savings; Communication; Logistics and Financial Services	 Rome	Trust; Ethics; Integrity; Competence; Drive; Innovation	€ 4530 (Project Manager)	Italian	Managers. Full Time
TELECOMMUNICATIONS; TECHNOLOGY		Products, Services and Solutions for the New Communication Needs of the Digital Society	 Rome	Responsible Leaders; Aim to Grow; Strive for Excellence; Customer Focus	€3797 (Project Manager); €3986 (Analyst)	Italian; English	Engineers; Economics; Managers. Jobs for Recent Graduates; Internships; Full Time. Marketing; Digital Marketing Manager; Software Engineer.
UTILITIES		Production, sale and distribution of electricity, gas and heating; Waste management; Water Cycle management	 Brescia	Excellence in results; Responsibility; Team Spirit; Innovation	€5174 (ICT Manager)	English; Italian	Engineers; Managers; Finance; Lawyers. Secondary School Internships; Thesis Research; Jobs for Recent Graduates; Internships; Technical-Professional and Full Time. Sales; Marketing; Administration; Finance; Legal; Human Resources.

		Operator for Electricity Transmission; Manages the Electricity System	 Rome	Efficiency; Commitment; Excellence; Responsibility	N.A	Italian	Managers; Economists; Engineers; Staff. Jobs for Graduates; Internships; Full Time. Sales; HR; Operations.
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Table VIII: Switzerland's Companies Analysis – based on the Swiss Market Index

INDUSTRY	COMPANY	HQ	SALARY ⁴	PLACEMENT AREAS	GRADUATE PROGRAMMES AND INTERNSHIPS	DEGREE	LANGUAGES	PRE-EXPERIENCE REQUIREMENTS	CANDIDATE PROFILE
BANKING		 Zürich	CHF 4530 (per month) ≈ EUR 4126 (Intern)	Consulting; Accounting; Finance; Corporate Finance/M&A; Auditing; Research; Marketing; Human Resources; Operations; Procurement; Private Equity	(A) Internships; (B) Summer Internships; (C) Career Start Opportunities; (D) Associate Programs	(A) MSc students; (B) Advanced stage of MSc; (C) MSc required; (D) Degree from a top business school	Fluency in German and/or English, depending on the job function	N.A.	<i>Leaders “who mobilize others”; Loyalty; Responsibility; Critical thinking; Problem-solving skills; Initiative; Team players; Good communicators; Commitment to higher standards; Ethical behavior</i>
	Julius Bär	 Zürich	CHF 4250 (per month) ≈ EUR 3871 (Intern)	Private Banking; IT; Business Administration ; Investment Solutions; Finance; Audit	Graduate Programme	Graduated (MSc) during past year	English required	N.A.	<i>Ambitious graduates; Highly talented; Interested in embarking on a career in banking; (Obs. Available for international mobility)</i>

⁴ Last currency conversion, from CHF (Swiss Franc) to EUR (Euro), performed on the 20th of April, 2016. At this time, 1 Fr. corresponded approximately to 0,91€ (conversion data based on Bloomberg Generic Composite Rate - BGN)

INDUSTRY	COMPANY	HQ	SALARY ⁴	PLACEMENT AREAS	GRADUATE PROGRAMMES AND INTERNSHIPS	DEGREE	LANGUAGES	PRE-EXPERIENCE REQUIREMENTS	CANDIDATE PROFILE
BIOTECHNOLOGY		 Basel	CHF 4000 (per month) ≈ EUR 3644 (Intern)	Human Resources; Research; Operations; Business Administration Marketing; Finance	(A) Finance Program; (B) The Syngenta Production & Supply Graduate Program	(A) BSc or higher (especially students with a strong interest in developing a career in Finance) (B) BSc or higher in Business or supply chain related fields	(A) Fluency in English and at least one more relevant language (B) English is required; speaking a second or third European language can be an advantage	(A) Not required (B) Not required	<i>Good communication and interpersonal skills; Energetic; Enthusiastic; People who care about what they do; Problem-solving and analytical; Organizational skills; Proactive; Agile learner; Available for mobility</i>
CONSULTING (OPERATIONS AND REGULATORY LEVEL)		 Geneva	N.A.	Inspection & Control; Audit; Sales; Business Administration (Development); Engineering; Operations; Procurement	<i>No relevant opportunities for Business, Economics or Finance Graduates at the moment. Graduate programs are not held in Switzerland and are also not meant for these graduates</i>	Graduates with background in Engineering, Science or Chemistry are the ones most recruited	English	Not specified	<i>Entrepreneurial mind-set; Creativity; Passionate; Energetic</i>

INDUSTRY	COMPANY	HQ	SALARY ⁴	PLACEMENT AREAS	GRADUATE PROGRAMMES AND INTERNSHIPS	DEGREE	LANGUAGES	PRE-EXPERIENCE REQUIREMENTS	CANDIDATE PROFILE
COSMETICS	Givaudan	 Vernier	CHF 3000 (per month) ≈ EUR 2733 (Intern)	Business Administration Engineering; Finance; Human Resources; IT; Marketing; Operations; Sales	Operations Leadership Trainee	BSc or MSc Food Science, Industrial Engineering, Chemistry, Chemical Engineering or Mechanical Engineering	Fluent in German and English	Relevant internship experience preferred	<i>Creative; Team player; Collaborative; Eager to learn; Has leadership experience</i>
FAST MOVING CONSUMER GOODS		 Vevey	CHF 3844 (per month) ≈ EUR 3502 (Intern)	Marketing; Sales; Engineering; Research; Finance; Human Resources; IT; Audit	(A) Nestlé Group Audit; (B) Marketing Trainee	(A) MSc in Business or Finance (major in Finance or Audit, preferred) (B) Degree in Marketing or equivalent	(A) Fluency in English and two additional languages (B) Fluency in English	Experience in a corporate environment	<i>Flexibility to travel; Drive; Interpersonal and communication skills; Self-management; Innovative; Initiative</i>
FINANCIAL SERVICES		 Zürich	CHF 4500 (per month) ≈ EUR 4099 (Intern)	Accounting; Finance; Business Administration HR; IT; Marketing	Graduate Program	MSc in Economics	German speakers (additional languages are a plus)	Work experience preferred	<i>Networking skills; Thinks outside the box; Good communication skills; Team player; Motivated</i>
	 Swiss Re	 Zürich	CHF 3166 (per month) ≈ EUR 2884 (Intern)	Accounting; Finance; Human Resources; Business Administration Sales; IT; Operations	Graduate Program: graduates@swissre Internship Programmes: interns@swissre	Minimum of a BSc degree required – students with interest in the Financial Services industry	English required	Not required	<i>Has some international experience; Strong language skills</i>

FINANCIAL SERVICES/BANKING		 Basel	CHF 4716 (per month) ≈ EUR 4296 (Intern)	Audit; IT; Consulting; Human Resources; Finance; Marketing; Operations	(A) Graduate Program – Group Internal Audit – Zürich (B) Graduate Program, Conseil Clientèle Wealth Management – Lausanne (C) Graduate Program, E-Banking Innovation – Zurich (D) Graduate Program, Firmenkunden – Bern (E) Graduate Program, IPS Business Risk and Regulatory Management (F) Graduate Program, Personal Banking – Zürich (G) Graduate Program, Regulatory Change Management (H) Graduate Program, Wealth Management – Bern (I) Graduate Talent Program 2016, IPS	(A) MSc preferably with a Business Administration or technical background (B) MSc in Economics or Finance (C) Degree in Business Administration or related studies (D) MSc in Finance or related studies (E) MSc in Economics, Finance or Business Administration (F) MSc in Finance or related studies (G) MSc in Business, Finance or Economics (H) MSc in Economics or other related studies (I) MSc in Economics, Business or Finance	(A) Fluency in spoken and written English and German (B) French and English (German is a plus) (C) German and English (additional languages are a plus) (D) German and English (E) German and English (F) German and English (French is a plus) (G) Fluency in German or English with good working knowledge of the other language (H) German and English (French is a plus) (I) English (German is a plus) (J) French and English (good	(A) Internship or vocational training in the Financial Services industry (B) Not required (C) Experience preferred (D) Experience preferred (E) Not required (F) Experience is an advantage (G) Not required (H) Experience is an advantage (I) Experience required (J) Not required	<i>Analytical; Detail-oriented; Drive and initiative; Flexibility and willingness to travel; Open and self-confident; Good communication skills; Team player; Problem-solving skills; Proactive; Result-oriented; Creative; Capacity to deal with great amounts of work</i>
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INDUSTRY	COMPANY	HQ	SALARY ⁴	PLACEMENT AREAS	GRADUATE PROGRAMMES AND INTERNSHIPS	DEGREE	LANGUAGES	PRE-EXPERIENCE REQUIREMENTS	CANDIDATE PROFILE
					Analyst Strategy & Business Planning (J) Graduate Talent Program 2016, Risk Control	(J) MSc preferably in Economics or Finance	knowledge of German)		
FINANCIAL SERVICES		 Zürich	CHF 3000 ≈ EUR 2733 (Intern)	Audit; Business Administration Operations; Marketing; Finance; Human Resources; IT	Internships and Zurich Trainee Program	Opportunities for applicants with background in Management, Finance and/or Economics are available	English	Practical experience required	<i>Initiative; Dedication Drive; Passion; Self-believe; Care to make a difference</i>
LUXURY		 Geneva	CHF 3448 (per month) ≈ EUR 3141 (Intern)	Sales; Marketing; Design	(A) Corporate Finance Trainee; (B) Internship Sponsoring & Partnerships; (C) Corporate Trainee	(A) MSc in Finance; (B) MSc in Business; (C) MSc in Economics or Management, ideally	(A) Fluency in English and German; French is a big plus; (B) Fluency in German and English (French is a plus); (C) French, English and German required	(A) Not required; (B) Some practical experience required; (C) Prior work experience required	<i>Fast learner; Highly motivated; Interested in Finance; Flexible; Strong communication skills and ability to interact; Proactive thinker; Team spirit; Adaptive and reactive; Ambition; Strong desire to learn and develop</i>

INDUSTRY	COMPANY	HQ	SALARY ⁴	PLACEMENT AREAS	GRADUATE PROGRAMMES AND INTERNSHIPS	DEGREE	LANGUAGES	PRE-EXPERIENCE REQUIREMENTS	CANDIDATE PROFILE
MANUFACTURING	 GEBERIT	 Rapper swil- Jona	N.A.	Finance; Accounting; Business Administration Engineering; Human Resources; IT; Operations; Marketing; Sales	Internships in Finance, Research, Human Resources, IT, Operations, Marketing, Sustainability, Sales	MSc students in the process of completing their degree	German	Not required	<i>Technical knowledge; Motivation; Initiative</i>
	 SWATCH GROUP	 Biel	N.A.	Accounting; Marketing; Business Administration Sales; Design; Engineering; Finance; Human Resources; IT; Operations; Research	Internship opportunities occasionally available	<i>Graduates in Marketing, Sales, Finance or Operations are recruited when relevant job offers are available but not for specific graduate programs</i>	English, German and French	Experience preferred	<i>Drive; Integrity; Professional skills; Creativity; Enthusiasm; Flexibility; Fighting spirit; Motivation; Cooperative; Team player; Open minded</i>

INDUSTRY	COMPANY	HQ	SALARY ⁴	PLACEMENT AREAS	GRADUATE PROGRAMMES AND INTERNSHIPS	DEGREE	LANGUAGES	PRE-EXPERIENCE REQUIREMENTS	CANDIDATE PROFILE
MANUFACTURING		 Jona	CHF 4000 (per month) ≈ EUR 3644 (Intern)	Research; Sales; Marketing; Finance; Human Resources; IT; Audit; Operations; Sales; Procurement; Innovation	At Holcim: Affordable Housing Intern	MSc in Marketing, Management / Business or similar	English required	Work experience required	<i>Open-minded; Highly motivated; Strong communication skills; Ability to work in a multinational environment; Entrepreneurial spirit; Organizational intelligence; Team player; Creative; Problem-solving skills; Analytical</i>
PHARMACEUTICAL		 Basel	CHF 2269 (per month) ≈ EUR 2067 (Intern)	Operations; Corporate Strategy; Audit; Finance; Human Resources; IT; Research; Marketing; Procurement; Sales	(A) Postgraduate Financial Reporting and Accounting; (B) BPA (Business, Planning and Analysis) Trainee	(A) MSc in Business Administration, Economics or Finance (B) MSc in Finance	(A) Good level of English (German is a plus); (B) Fluent in German and English	(A and B) Not required	<i>Highly motivated; Highly organized; Self-starter; Driven to learn about the business; Strong interpersonal, collaboration and communication skills</i>

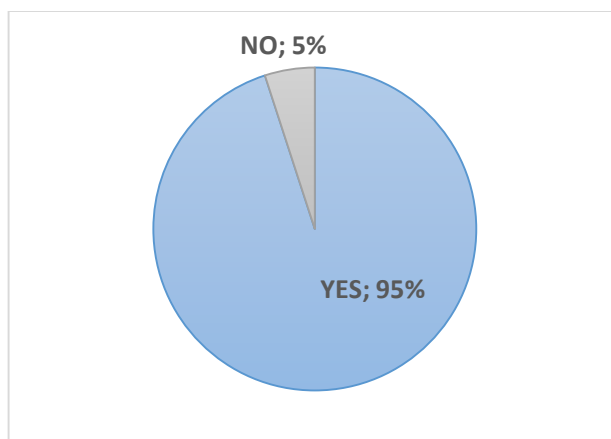
INDUSTRY	COMPANY	HQ	SALARY ⁴	PLACEMENT AREAS	GRADUATE PROGRAMMES AND INTERNSHIPS	DEGREE	LANGUAGES	PRE-EXPERIENCE REQUIREMENTS	CANDIDATE PROFILE
		 Basel	CHF 2954 (per month) ≈ EUR 2691 (Intern)	Research & Development; Sales; Marketing; IT; Operations; Finance; HR; Engineering; Audit; Procurement	Trainee programmes: (A) Finance Perspectives Program (B) HR Perspectives	(A) Degree in Business Administration (B) Master degree or MBA with focus on HR or a related field of study	(A) Fluent in English (bilingual preferred); (B) Proficiency in English and second language required	(A and B) Work experience required	<i>Leadership potential; Global mindset; Available for mobility; Team player; Easily integrated in different cultures and business settings; Driven to learn; Strong interpersonal, collaboration and communication skills</i>
		 Allschwil	N.A.	Pharmacy; Business Development and Administration; Data Management; Biology; Operations/Logistics; Finance; Human Resources; Medicine; Procurement;	<i>Job opportunities for Business Graduates may be offered occasionally. However, Current trainee programs are only available for graduate of Chemistry related fields,</i>	Must be a student of chemistry studies	Good command of English	Not specified	<i>Communication skills; Team worker; Efficient; Ability to work independently</i>

INDUSTRY	COMPANY	HQ	SALARY ⁴	PLACEMENT AREAS	GRADUATE PROGRAMMES AND INTERNSHIPS	DEGREE	LANGUAGES	PRE-EXPERIENCE REQUIREMENTS	CANDIDATE PROFILE
				Sales; Marketing; IT; Health					
POWER AND AUTOMATION TECHNOLOGIES/ MANUFACTURING		 Zürich	CHF 3480 (per month) ≈ EUR 3170 (Intern)	Sales; Research; Operations; Human Resources; Engineering; Marketing; Finance	(A) Finance and Business Control / (B) Sustainability / (C) Human Resources	(A) MSc in Business Administration, Economics or Finance; (B) BSc and MSc in Business; (C) MSc in Business Administration	(A, B and C) Fluency in English (other languages are a plus)	Not more than 1.5 years of professional work experience	<i>Global mindset; Responsible personality; Persistence and drive; Team spirit; Openness to new ideas; Communication skills</i>
PROFESSIONAL SERVICES		 Glattbrugg	N.A.	IT; Finance; Accounting; Procurement; Human Resources; Audit; Sales; Business Development; International	Sales and Marketing Traineeship	Degree in Business Administration with major in Marketing or Strategy	Fluency in German, English and French	Not required	<i>Independent; Responsible; Organized; Fast learner; Efficient; Good priority manager; Meticulous</i>
TELECOMMUNICATIONS		 Bern	CHF 4500 ≈ EUR 4099 (Intern)	IT; Business Administration Consulting; Marketing; Finance; Human Resources; Innovation; Sales	Trainee 100%	MSc from a Swiss school	German (fluency writing and speaking); Good level of French and English	Candidates with experience preferred	<i>Curious; Enthusiast; Entrepreneur; Responsible; Communicative</i>

Table IX: SURVEY RESPONSES

I. International Mobility

1.1. Have you ever considered working abroad?



[If YES: filter to 1.1.(a); if NO: filter to 1.1.(b)]

1.1.(a). Why YES? Please rank the following options according to your preference.

	RANK	1st	2nd	3rd	4th	5th	6th	7th	AVG RANK
Higher salary		27	13	16	12	12	9	6	3,2
Better career opportunities		21	33	14	13	8	1	5	2,8
Desire for an international career		36	17	14	14	7	5	2	2,6
You believe your skills will be better valued		0	4	10	19	21	24	17	5,1
To improve/enrich your CV		3	13	18	11	15	11	24	4,6
Higher diversity of employers/companies		3	5	6	12	21	28	20	5,2
Different working culture or environment		5	10	17	14	12	17	20	4,6

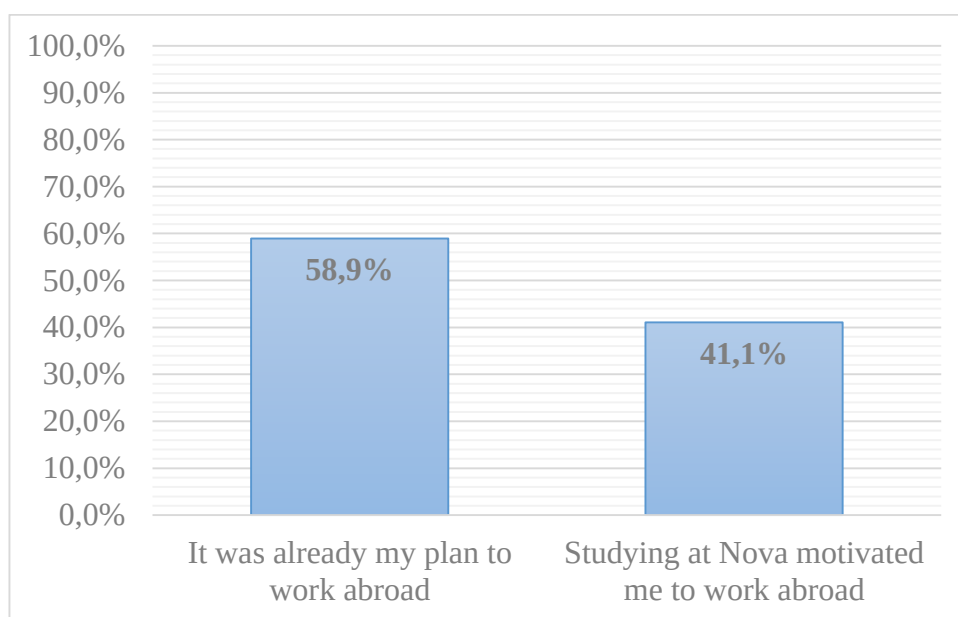
[filter to 1.2.]

1.1.(b) Why NOT? Please rank the following options according to your preference.

	RANK	1st	2nd	3rd	4th	5th	6th	7th	AVG RANK
Lack of language knowledge and/or communication skills		0	1	0	0	0	2	2	5,6
Expensive (e.g. Living costs)		0	0	2	3	0	0	0	3,6
Lack of opportunities to work abroad		2	0	0	0	1	2	1	5,2
Fear of discrimination		0	1	1	0	1	1	1	4,6
Prefer to remain close to friends and family		2	2	1	0	1	0	0	2,8
Strong believe that you will be able to get a better job in your home country		0	1	0	2	1	0	1	4,4
No motivation/not interested at all		4	0	1	1	1	0	0	3,2

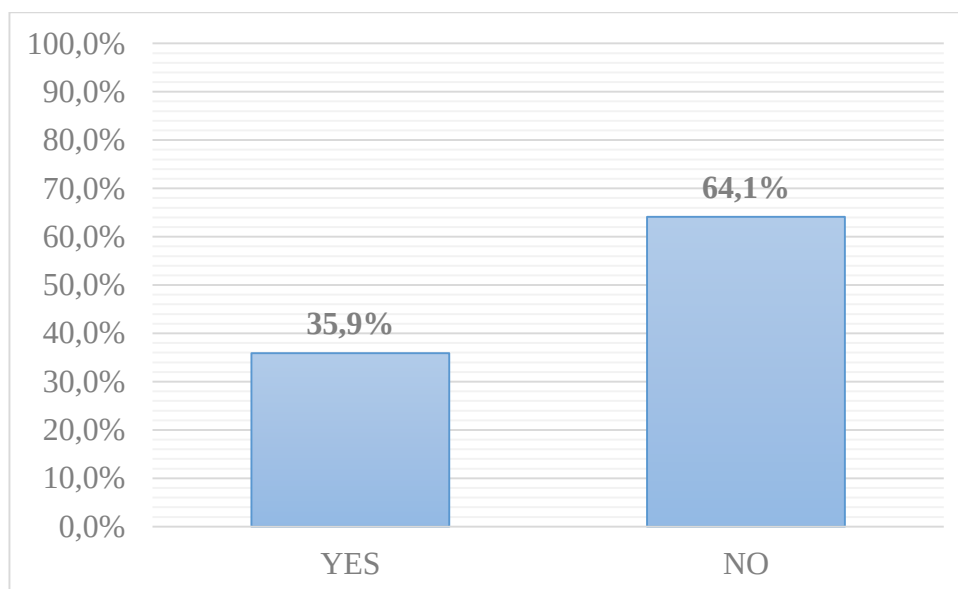
[filter to 1.6.]

1.2. Was this your initial plan or did you change your mind during your studies at Nova?



[If “It was already my plan to work abroad” *filter to 1.3*; If “Studying at Nova motivated me to work abroad” *filter to 1.2.1*]

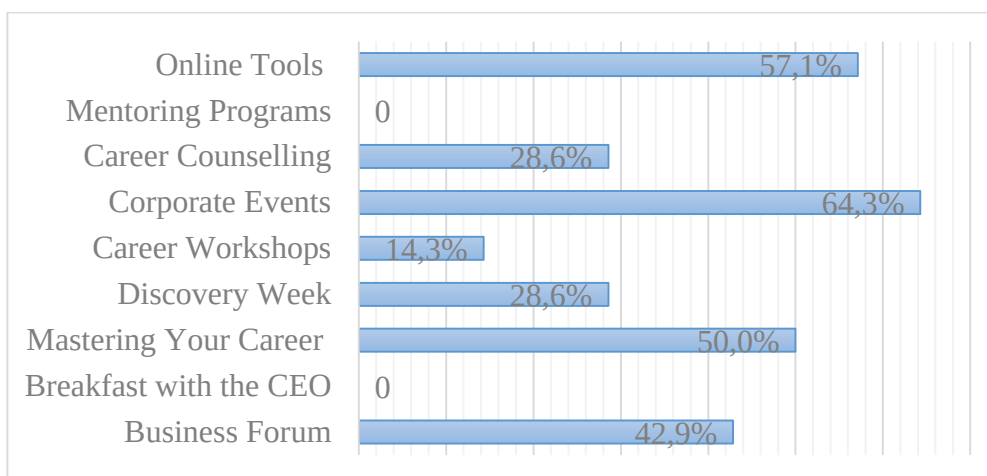
1.2.1. Did any of the services provided by the Careers’ office at Nova SBE motivated you to work abroad?



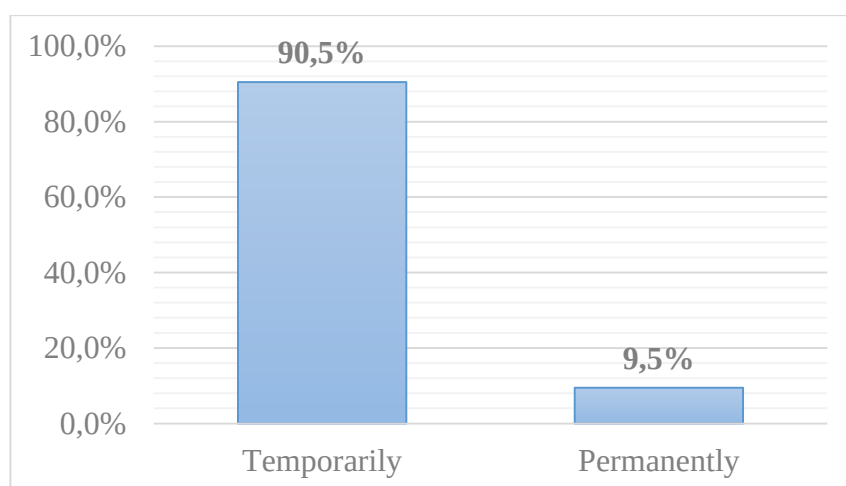
[If YES *filter to 1.2.1.a*; If NO *filter to 1.3.*]

1.2.1.(a) If YES, please select from the following services those that motivated you the most.

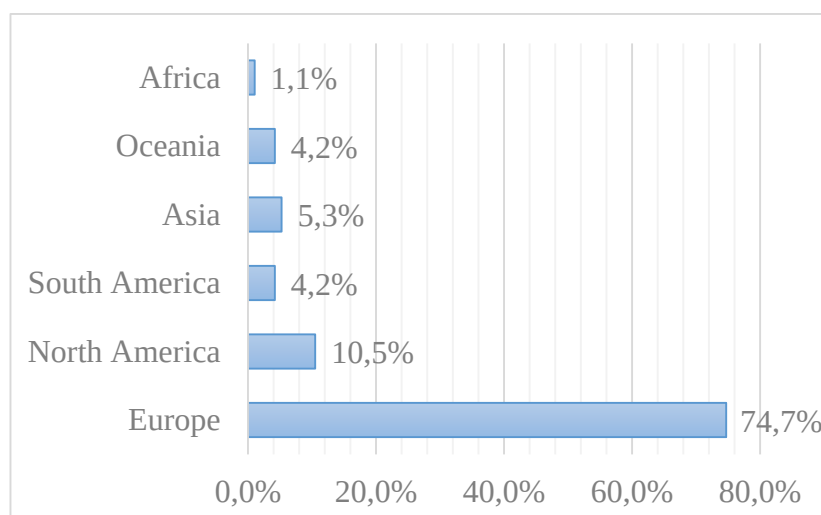
You can select more than one.



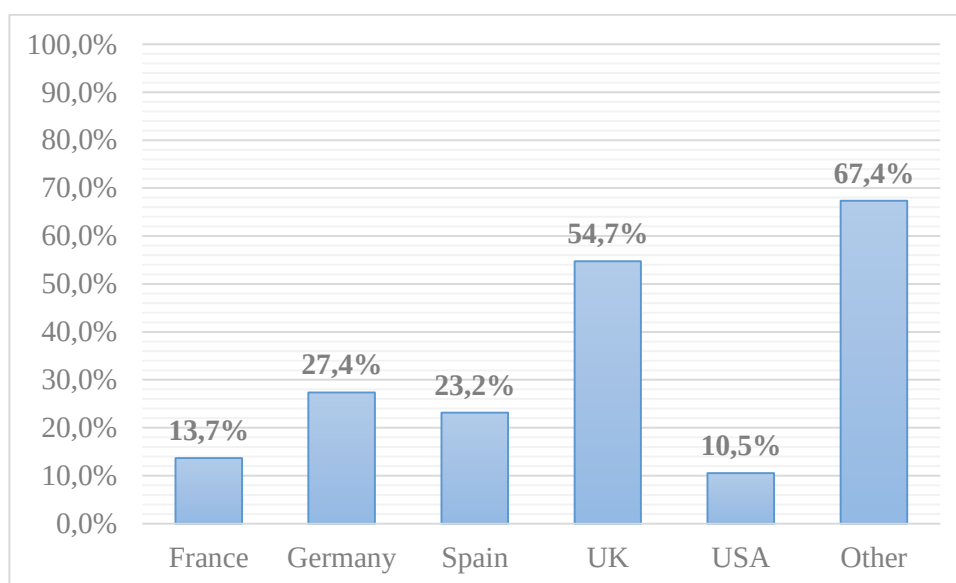
1.3. Would you prefer to work abroad temporarily or permanently?



1.4. Where would you prefer to work? *Please select only one.*



1.4.1 Please specify 1 to 3 countries, considering your previous answer.

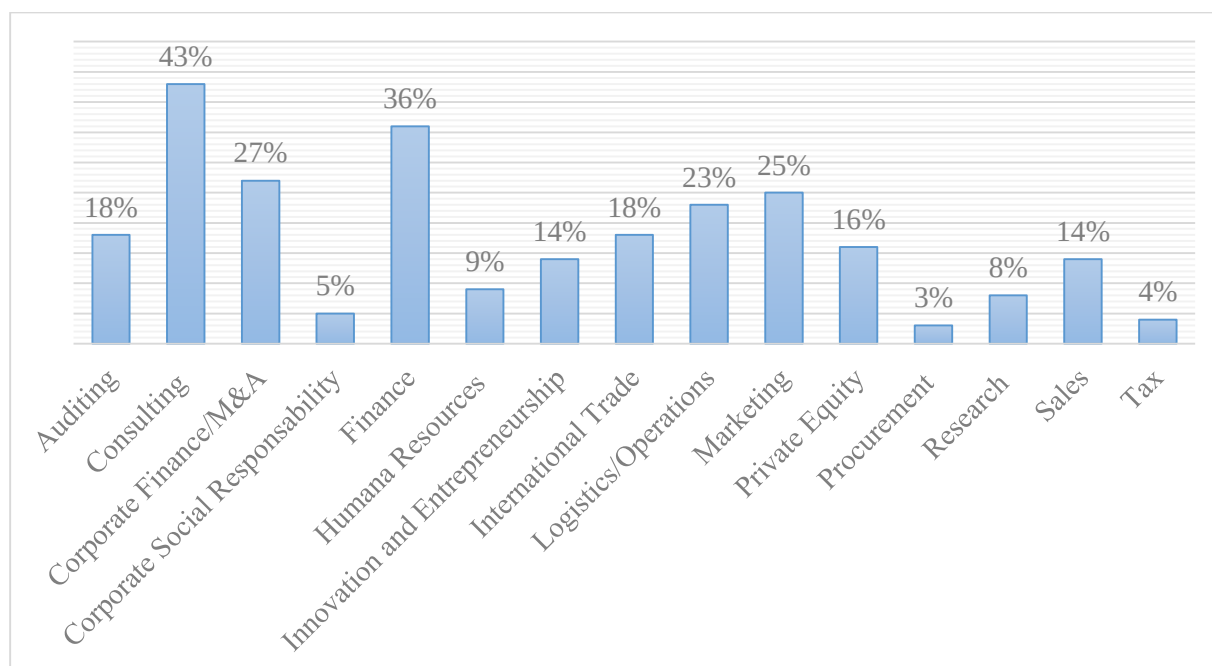


[filter to 1.5]

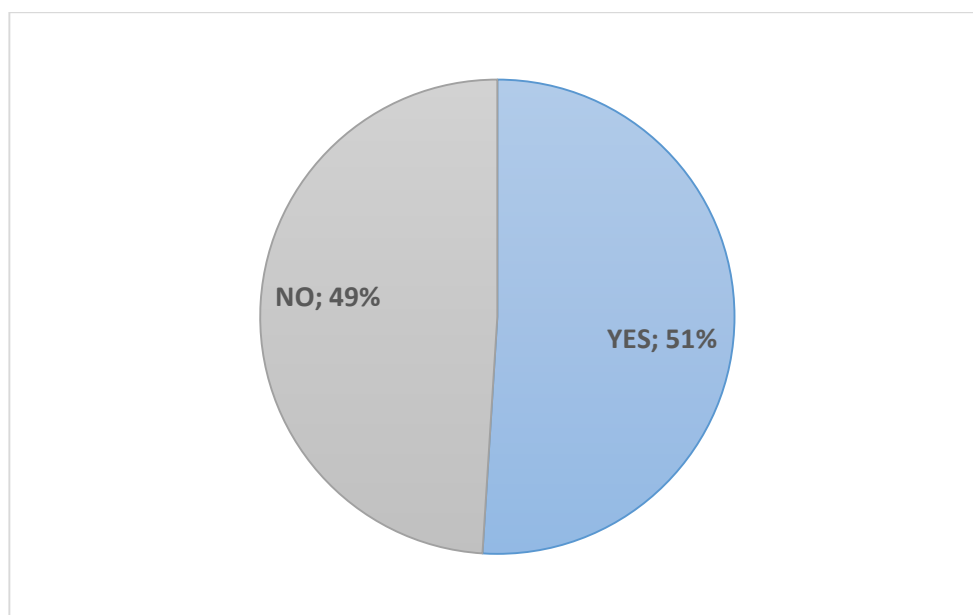
1.5. Which type of information regarding International Mobility would you value the most if provided by Nova's Career Services Department? *Please rank according to your preferences.*

	RANK	1st	2nd	3rd	4th	5th	6th	7th	8th	AVG RANK
Living costs in placement destinations		9	7	21	5	8	12	5	28	5,0
Specific information on top recruiters abroad		38	21	10	11	8	4	3	0	2,5
Eligibility requirements for specific companies		12	28	18	11	11	8	6	1	3,4
Alumni personal experience		8	4	14	18	15	11	11	14	4,8
Most attractive industry sectors		2	6	8	6	17	22	23	11	5,6
Most attractive areas of placement		4	4	6	9	11	19	21	21	5,8
Best way to reach employers		9	17	10	15	11	8	19	6	4,4
Tips for the recruitment process		13	8	8	20	14	11	7	14	4,5

1.6. In which area of placement would you prefer to work in? *You can select one to three options.*

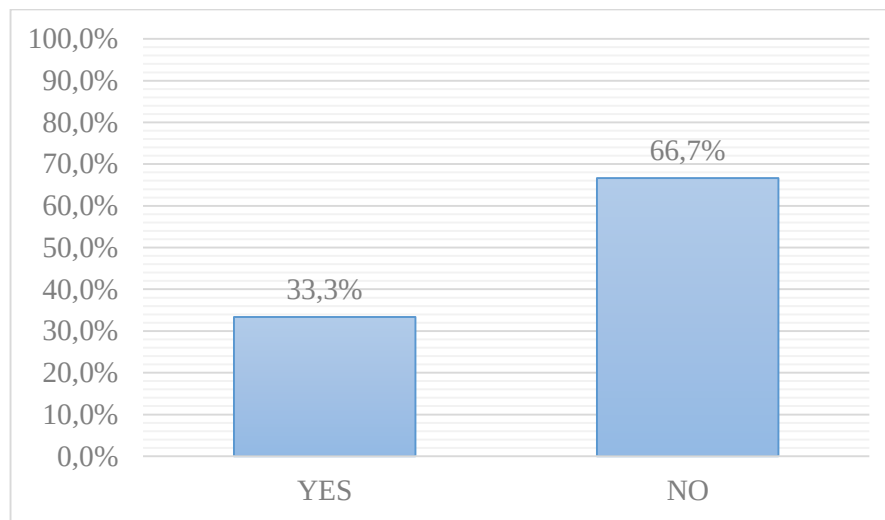


1.6.1. Did your preference(s) for area of Placement changed throughout your studies at Nova?



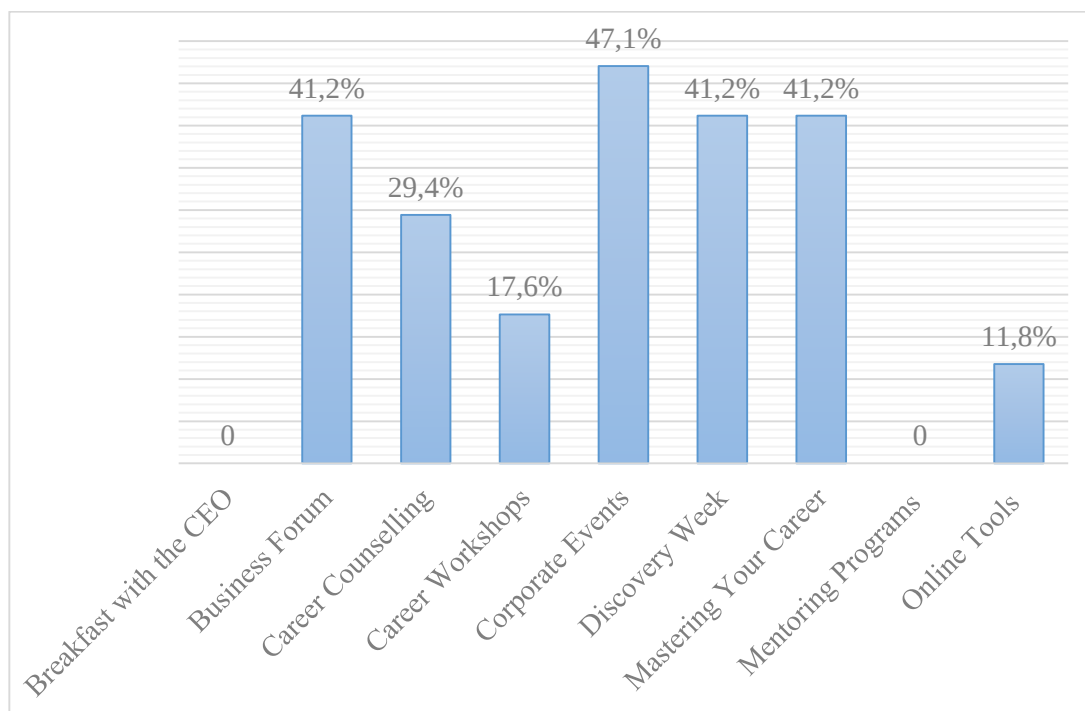
[If YES filter to 1.6.2; If NO filter to 1.7]

1.6.2. Did any of the services provided by the Careers' office at Nova SBE influenced your current preferences for area of placement?

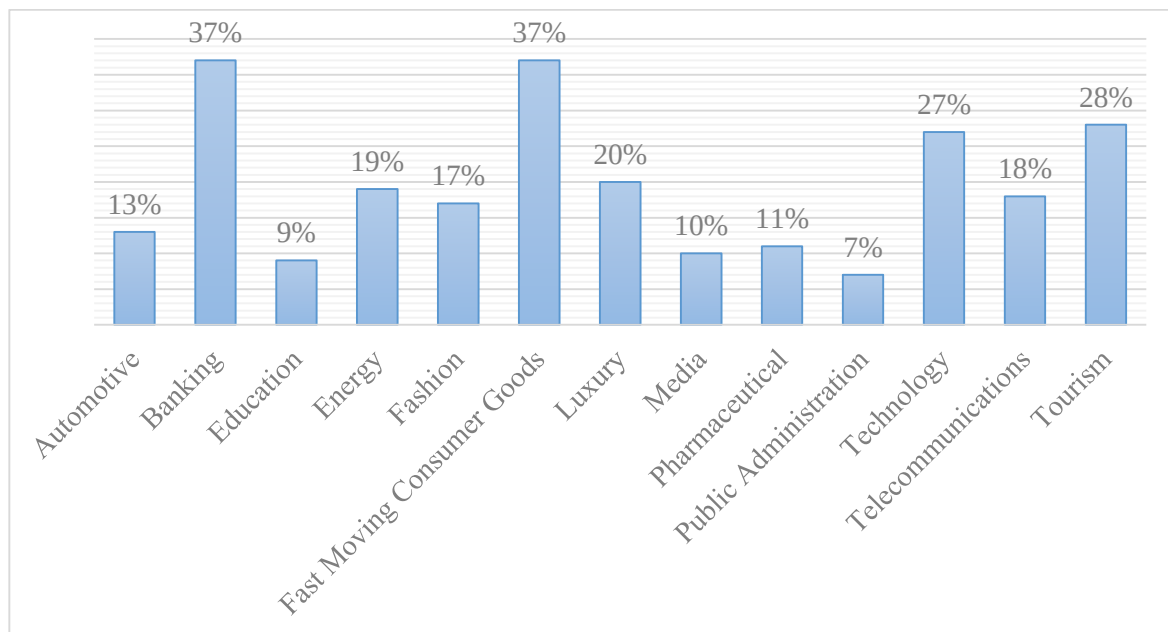


1.6.2.(a) If yes, please select from the following services those that influenced you the most.

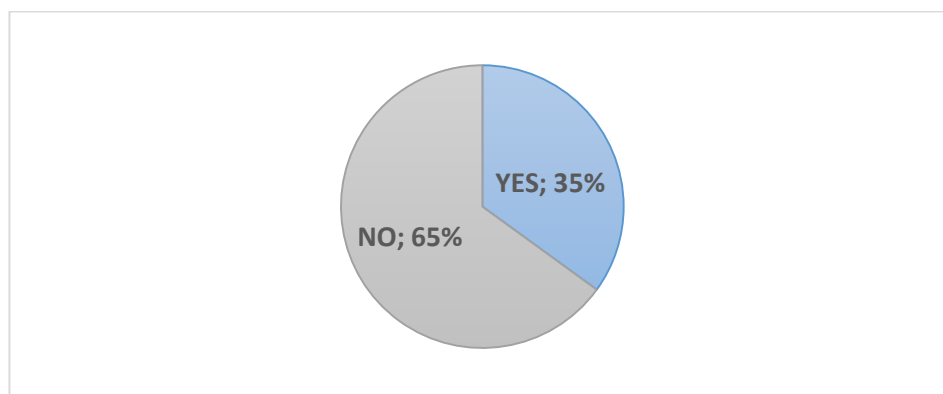
You can select more than one.



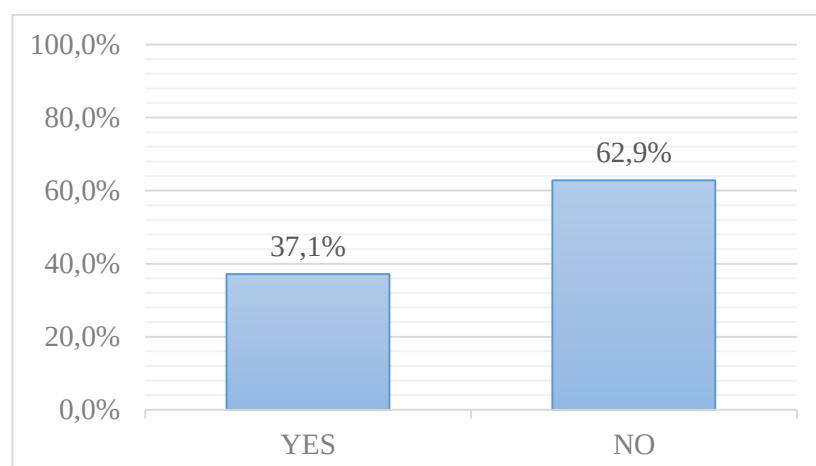
1.7. In which industry sector would you prefer to work in? *You can select one to three options.*



1.7.1. Did your industry preference change throughout your studies at Nova?

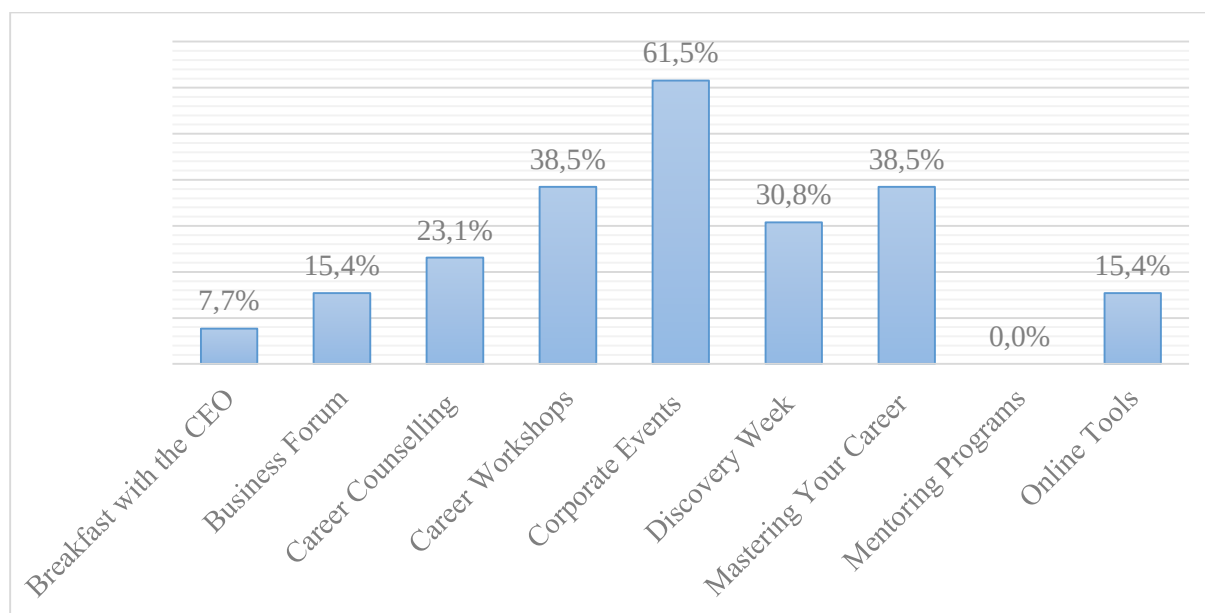


1.7.2. Did any of the services provided by the Careers' office at Nova SBE influenced your current preferences for industry? [If YES *filter to 1.7.2.a*; If NO *filter to 2.1.*]



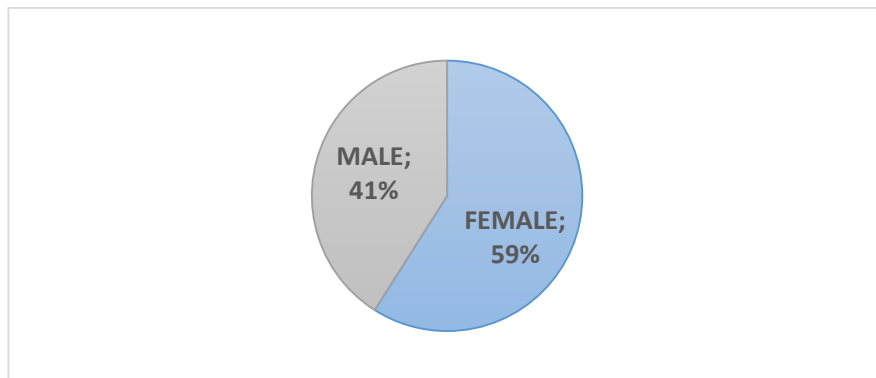
1.7.2.(a) If yes, please select from the following services those that influenced you the most.

You can select more than one.

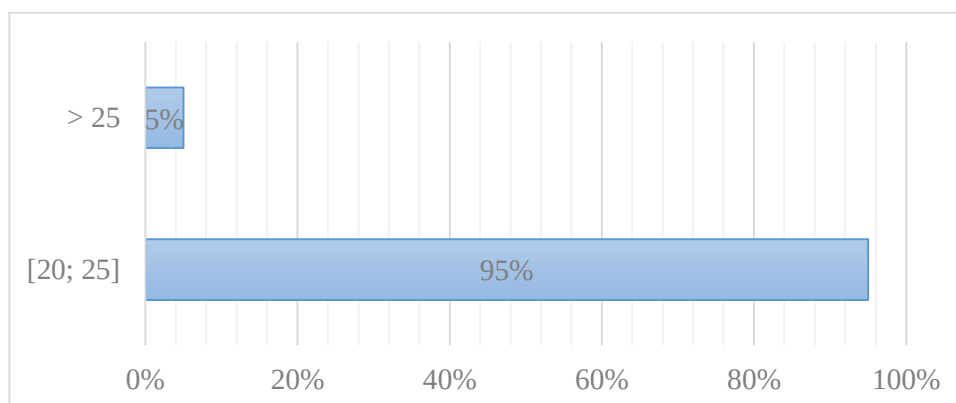


II. Demographic Details

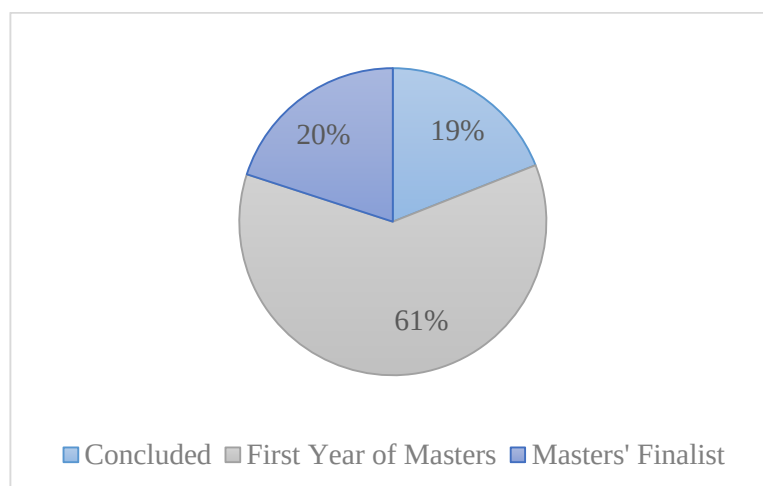
2.1. Gender: Female / Male



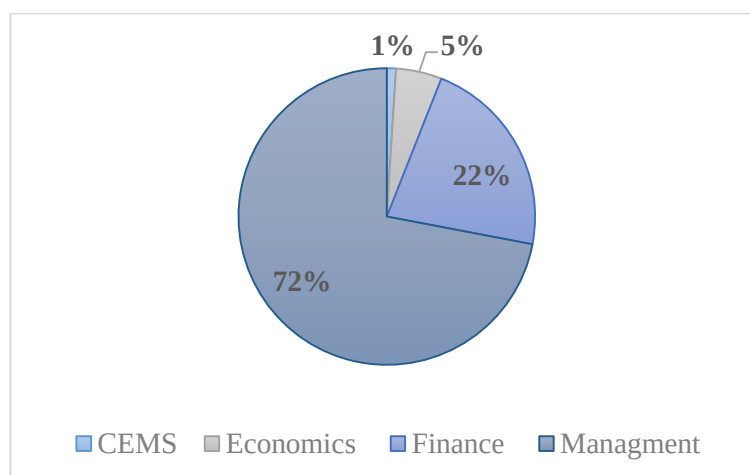
2.2. Age



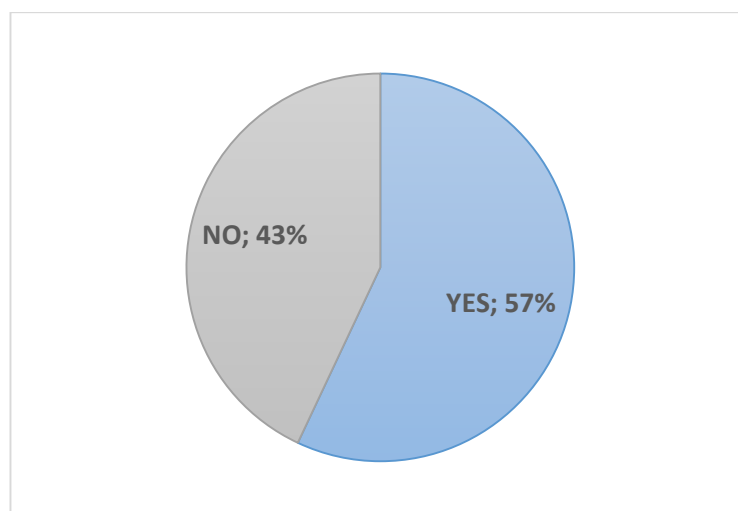
2.3. In which year are you enrolled in?



2.3.2. In which program are/were you enrolled in?

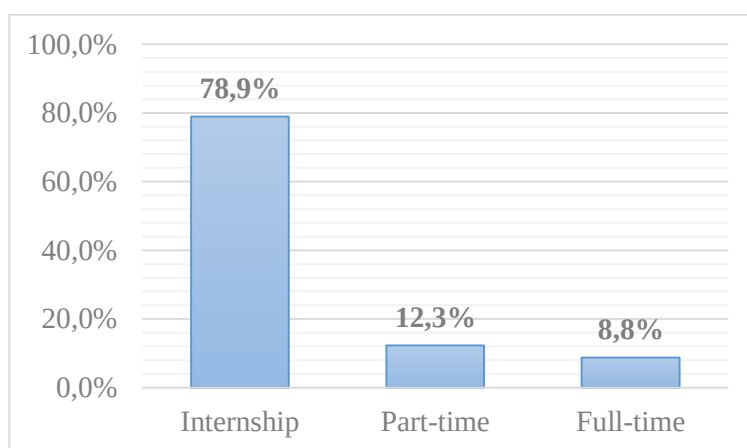


2.4. Do you have any work experience in your area of studies?

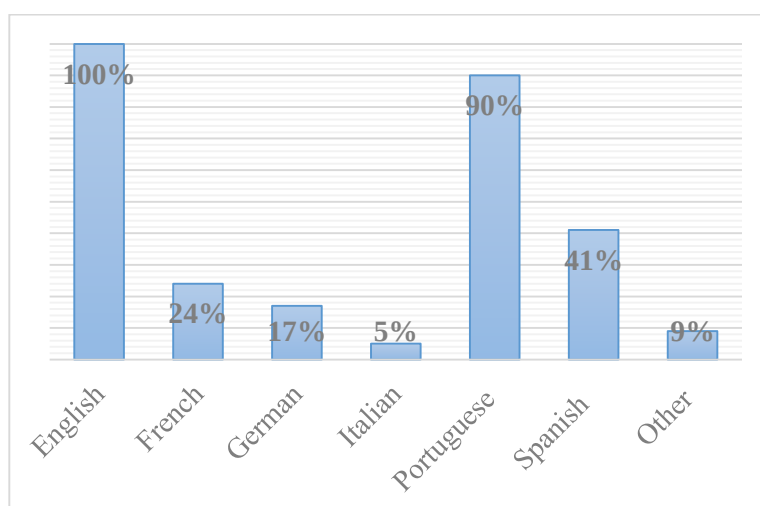


[if YES: filter to 2.4.1; if NO: filter to 2.5]

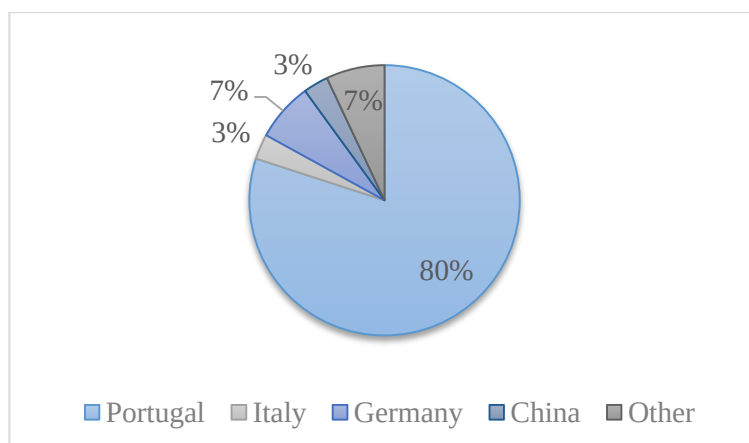
2.4.1. If yes, please specify:



2.5. Which languages do you speak? *You can select more than one.*



2.6. What is your country of origin?



2.7. Why did you choose to pursue your master degree at Nova? *You can choose more than one.*

