

FIRST-JOB INTELLIGENCE · FRENCH BUSINESS SCHOOLS

Where French business school graduates *really* start.

We mapped **211,624 first jobs** of graduates who started their career at graduation (under 3 years of prior work) of the **23 French schools in the FT Masters in Management 2026** ranking, classes of 2016–2026, and sorted them into 19 job families. Here is what the data says, and what the rankings don't.

212k

first jobs analysed

23

FT MiM 2026 schools

19

job families

METHODOLOGY

Observed careers, *not reported figures.*

01

SOURCE

Public career evidence only.

Open-source career data, read at scale. **No survey, no CRM export, nothing to install.** Coverage doesn't depend on who answers.

02

RESOLVE

One person, one profile.

Every profile is **resolved and scoped** to its institution.

03

ISOLATE

Their first job.

Graduates who started their career at graduation: **under 3 years of work before the estimated graduation date.** For each, the first job after graduation: 211,624 first jobs across 23 schools.

04

DEFINE

A real first job.

The first role that is **not an internship or apprenticeship**, starting within 36 months of graduation. Classes of 2016–2026.

05

MEASURE

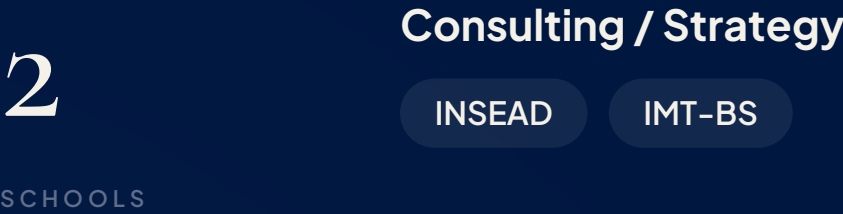
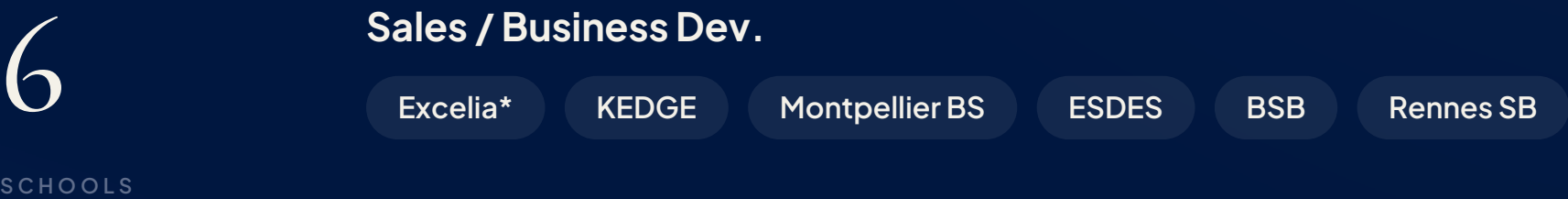
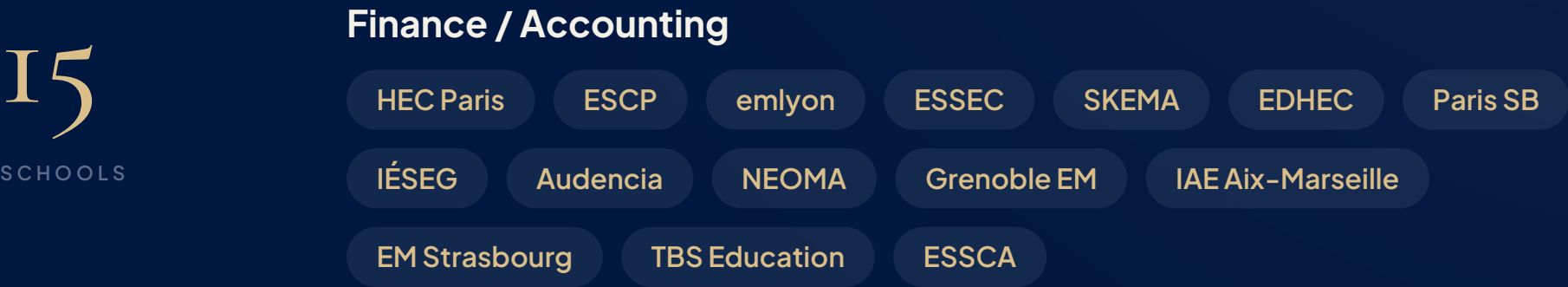
Shares, not headcounts.

Each first job maps to **one of 19 job families**: Finance / Accounting · Sales / Business Development · Consulting / Strategy · Marketing / Communication · Admin / Assistant / Associate · Project / Programme Management · Operations / Supply Chain · Data / Analytics / AI · Product Management · Human Resources · General Management · Education / Research · Hospitality / F&B · Legal / Compliance · Real Estate / Construction · Engineering / Tech · Media / Arts / Creative · Design / UX · Healthcare / Medical, plus “Other” (0.4% of first jobs). Results are the **% of each school's first jobs** per family.

THE BIG PICTURE

Finance or sales comes *first* in 21 of 23 schools.

The #1 job family of each school's first jobs.

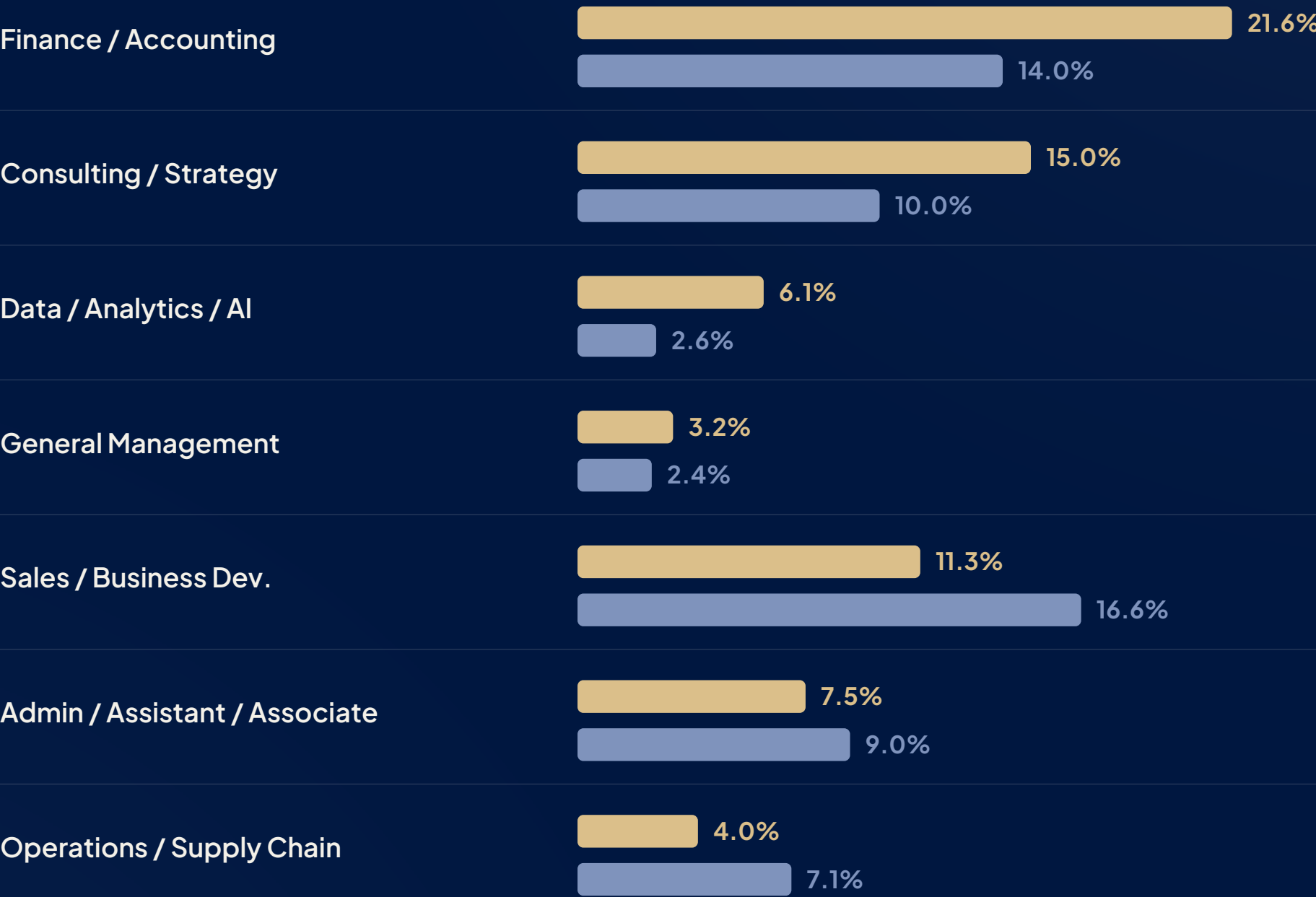


Together, finance and sales account for **32% of all first jobs**. In 3 schools, the #1 and #2 families are **less than one point apart**.

RANK VS. FIRST JOB

The ranking shows up in the *very first job.*

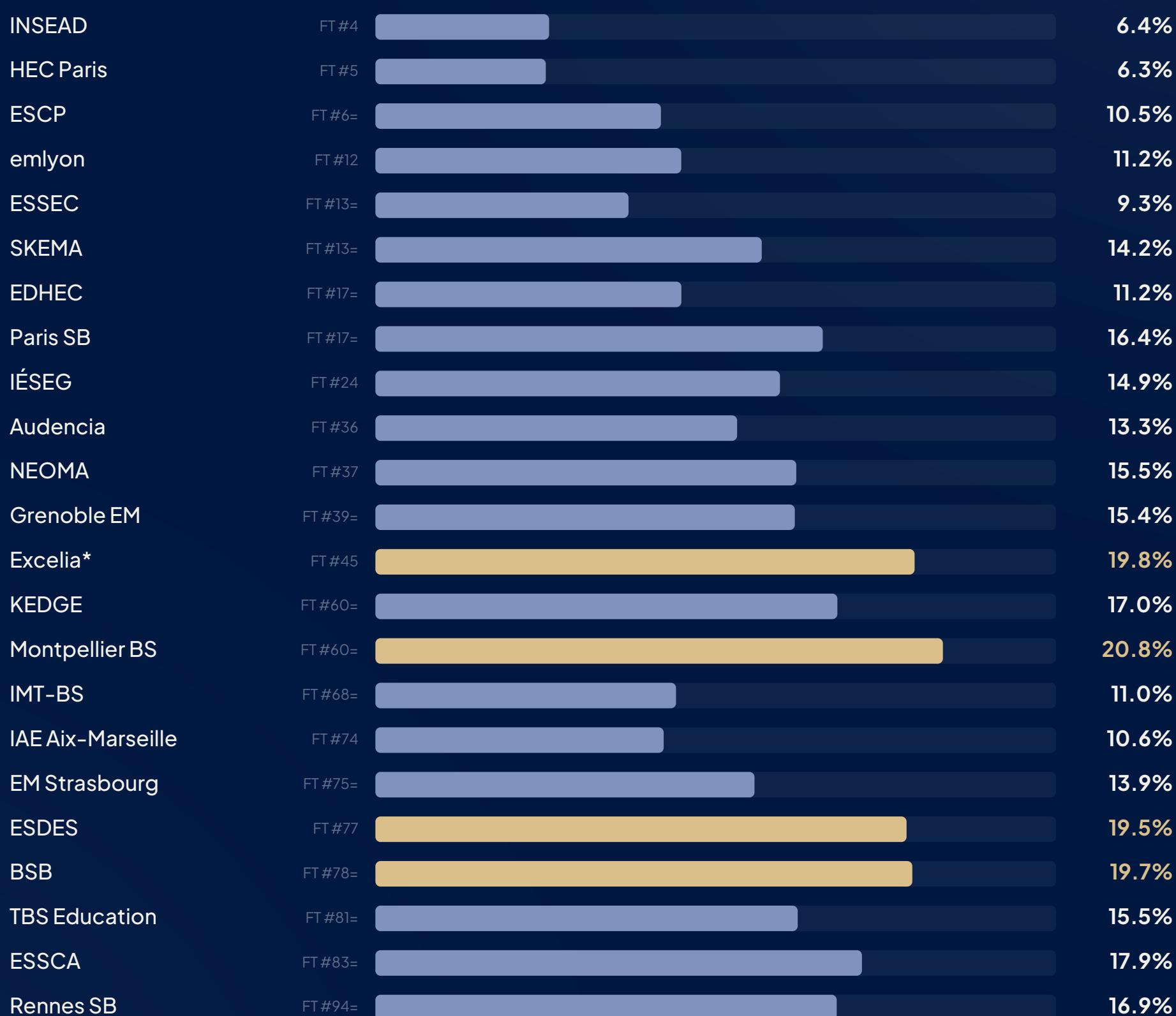
■ FT top 17 · 7 schools ■ FT 45 and below · 11 schools



Top-ranked schools: **2.4× the share in data, analytics & AI** and 1.5× in consulting. Lower-ranked schools: **1.5× in sales** and 1.8× in operations.

SALES / BUSINESS DEVELOPMENT

Further down the ranking, more first jobs are *in sales*.



FINANCE / ACCOUNTING

In finance, EDHEC leads
and *HEC Paris* follows.



EDHEC leads by 3.5 points. NEOMA (FT #37) comes 4th. The family covers two trades: **investment banking** at EDHEC and HEC Paris (M&A and IB analysts), **audit and accounting** at NEOMA and Paris SB (auditors, controllers).

CONSULTING / STRATEGY

The largest consulting share is *not who you'd expect.*

28.3%

of **IMT-BS** first jobs are in consulting & strategy



Ranked FT #68=, **IMT-BS** is 9.6 points above INSEAD. A large part is **IT and digital consulting**: 38% of these jobs are at technology companies, against 11% at HEC Paris. A smaller cohort: 2,255 first jobs.

GENERAL MANAGEMENT

Few start in general management, and *founders lead.*

3.5× the median share of first jobs in general management at **INSEAD**: 9.0% vs 2.5%



The median school sends 2.5% of first jobs into general management. At **HEC Paris** and **INSEAD**, the most common title is **Co-Founder**. INSEAD counts only 1,536 first jobs in this population.

DATA / ANALYTICS / AI

The data & AI gap starts at the *very first job*.

10x gap between the highest and lowest share of first jobs in data, analytics & AI

HIGHEST

HEC Paris

FT #5



9.3%

ESSEC

FT #13=



7.9%

ESCP

FT #6=



7.3%

INSEAD

FT #4

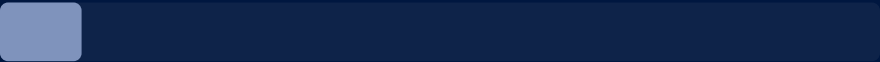


6.7%

LOWEST

Excelia*

FT #45



0.9%

ESDES

FT #77



1.5%

ESSCA

FT #83=



2.0%

EM Strasbourg

FT #75=



2.2%

Median across the 23 schools: 3.5% · classes of 2016–2026 · the family includes data analysts, data scientists and generic “Analyst” titles

* Excelia figures include the Excelia Group tourism school.

SIGNATURES

Six schools, *six signatures.*

OPERATIONS / SUPPLY CHAIN

12.9%

KEDGE

Highest of the 23 · 2.1x the median (6.3%)

MARKETING / COMMUNICATION

14.5%

Rennes SB

Highest of the 23 · 1.3x the median (11.3%)

SALES / BUSINESS DEV.

20.8%

Montpellier BS

Highest of the 23 · 1.4x the median (14.9%)

HOSPITALITY / F&B

4.6%

Excelia*

Highest of the 23 · 3.0x the median (1.5%)

ENGINEERING / TECH

3.8%

IMT-BS

Highest of the 23 · 3.8x the median (1.0%)

HUMAN RESOURCES

5.8%

EM Strasbourg

Highest of the 23 · 1.9x the median (3.0%)

THE FULL PICTURE

23 schools, 9 job families*.

		Finance	Sales	Consult.	Mktg	Project	Admin / Assoc.	Ops	Gen. Mgmt	Data / AI
INSEAD	#4	11.5	6.4	18.8	7.7	4.5	10.4	4.4	9.0	6.7
HEC Paris	#5	23.8	6.3	17.6	5.5	4.6	8.1	2.1	6.1	9.3
ESCP	#6=	21.9	10.5	18.3	9.6	6.0	7.2	2.7	2.9	7.3
emlyon	#12	18.9	11.2	18.2	8.6	8.0	5.6	4.2	3.1	5.4
ESSEC	#13=	19.7	9.3	16.5	8.8	7.0	7.9	3.5	3.2	7.9
SKEMA	#13=	19.8	14.2	10.5	11.3	8.9	8.2	6.6	1.8	3.3
EDHEC	#17=	27.2	11.2	13.0	9.3	5.7	7.3	3.0	2.4	6.3
Paris SB	#17=	19.8	16.4	10.6	11.1	7.2	8.3	5.5	2.5	3.5
IÉSEG	#24	19.1	14.9	10.5	12.4	6.5	8.4	6.3	2.4	4.5
Audencia	#36	19.1	13.3	13.5	10.1	7.9	7.4	6.8	2.1	4.1
NEOMA	#37	20.4	15.5	10.7	11.7	7.3	7.4	6.5	2.2	3.5
Grenoble EM	#39=	16.0	15.4	13.5	11.3	8.2	5.8	5.1	2.6	4.8
Excelia*	#45	9.4	19.8	6.1	11.7	8.2	14.3	7.6	2.5	0.9
KEDGE	#60=	13.0	17.0	8.3	11.1	8.2	8.1	12.9	2.7	2.2
Montpellier BS	#60=	14.5	20.8	9.6	12.3	7.2	6.5	6.9	3.1	2.5
IMT-BS	#68=	9.2	11.0	28.3	6.8	11.8	4.7	3.6	2.0	5.5
IAE Aix-Marseille	#74	15.6	10.6	14.0	9.4	12.3	6.0	6.6	1.7	2.8
EM Strasbourg	#75=	15.3	13.9	7.2	12.8	7.9	9.8	7.7	2.1	2.2
ESDES	#77	14.1	19.5	6.6	11.7	6.8	10.5	7.2	2.6	1.5
BSB	#78=	14.7	19.7	5.5	13.5	7.1	11.4	5.1	3.2	2.4
TBS Education	#81=	16.9	15.5	8.9	12.1	7.8	9.4	6.6	2.6	3.4
ESSCA	#83=	18.0	17.9	8.2	11.7	7.9	8.7	5.2	2.4	2.0
Rennes SB	#94=	13.7	16.9	7.0	14.5	8.2	9.4	8.2	2.1	3.0

* The 8 largest of the 19 job families plus general management (11th, see slide 8), 83.8% of all first jobs. Not shown: product management, human resources, 8 smaller families and “Other”.



What does *your* first-job map look like?

DeansInsight maps where your alumni start, and where they go next, from public career evidence. **No survey. No CRM export. Nothing to install.** Benchmark against the peers you choose and walk into the boardroom ready.

Book a private demo

deansinsight.com