



2025

Master of Business Analytics Employment Report



MIT Sloan’s Master of Business Analytics (MBAn) program answers the industry’s demand for data-driven leaders who can apply advanced data science to solve key business challenges. The Class of 2025 achieved exceptional employment outcomes and secured strong compensation packages in a competitive market.

MBAn Class of 2025 entered key business sectors including Technology (51.6%), Consulting (17.2%), and Finance (12.5%), with 98.5% of job seekers accepting an offer of employment within six months of graduation. Data Science (95.2%) remained the dominant function.

For 2025 graduates, the average base salary increased to \$139,496, complemented by an average signing bonus of \$22,940. Notably, over two-thirds of accepted offers (68.4%) came through MIT Sloan’s powerful network of employer partnerships and community connections, including alumni (21.1%). When choosing offers, students prioritized growth potential (49.1%).

MBAn graduates found opportunities in major innovation hubs, with top destinations including New York (50.8%), Boston (18.5%), San Francisco (10.8%), and Seattle (6.2%). Of those accepting opportunities, 95.4% chose roles in the U.S., while 4.6% pursued global opportunities in Europe and Asia.

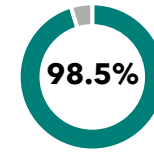
A defining feature of the MBAn experience is the Analytics Capstone, where students apply cutting-edge quantitative methods, AI, and data science tools to real organizational challenges. In 2025, students partnered with 38 Capstone companies, gaining hands-on experience and delivering meaningful impact. 10.6% of MBAns who accepted employment offers are joining a Capstone company.

Career outcomes are a community achievement. MIT Sloan Master of Business Analytics candidates benefit from the dedicated partnership of faculty, employers, and alumni, whose commitment continues to create exceptional educational and career opportunities for our students. We appreciate your support.

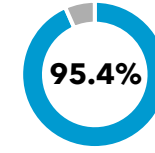


Susan Brennan
Assistant Dean,
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MBAn Class of 2025 Employment Highlights



98.5% of graduates seeking employment accepted an offer within 6 months of graduation



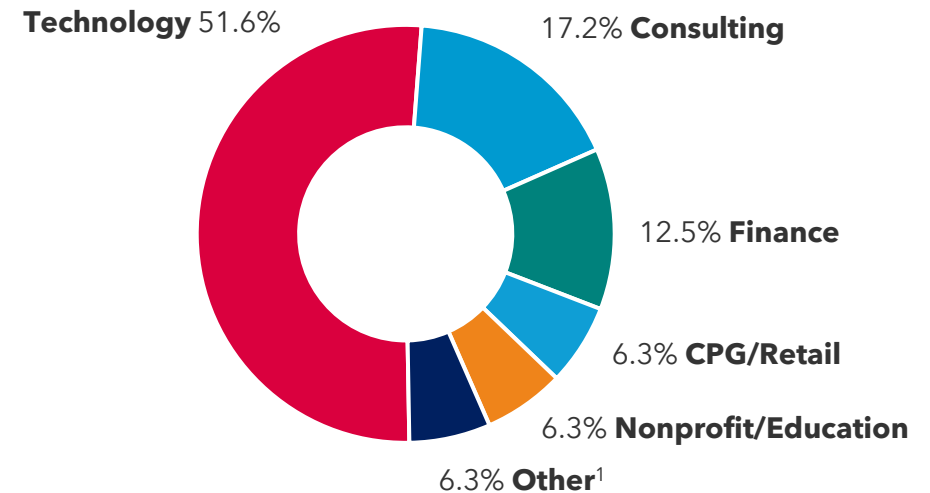
95.4% of accepted offers were in the U.S.

Salary Summary

\$139,496 Average Base Salary

\$22,940 Average Signing Bonus

Top Industries



¹ **Other** includes Energy, Pharma/Health/Biotech, Transportation/Equipment/Defense, and Media/Entertainment/Sports

Employers of MBAn Class of 2025¹

| | |
|----------------------------------|------------------------|
| Alphadyne Asset Management | Meta |
| Amazon/AWS (3) | Microsoft (3) |
| American Medical Association | MIT |
| Andromede AI | National Grid |
| Bill & Melinda Gates Foundation | Optura.AI |
| Boston Consulting Group/BCGX (9) | Pacific Life |
| City Science Lab | Palantir (9) |
| Comcast | Peregrine Technologies |
| Coursistant | Perplexity |
| Cubist Systematic Strategies | RBC Capital Markets |
| CVS Health | Redo |
| Dick's Sporting Goods | Scale AI |
| Duolingo | Squarepoint Ops (2) |
| Fireworks AI | Stack AI (2) |
| Fujitsu Wayfinders Consulting | Staples |
| Invisible Technologies (6) | Voleon Group |
| MassMutual | Wayfair (2) |
| McKinsey & Company | Wingbrace |

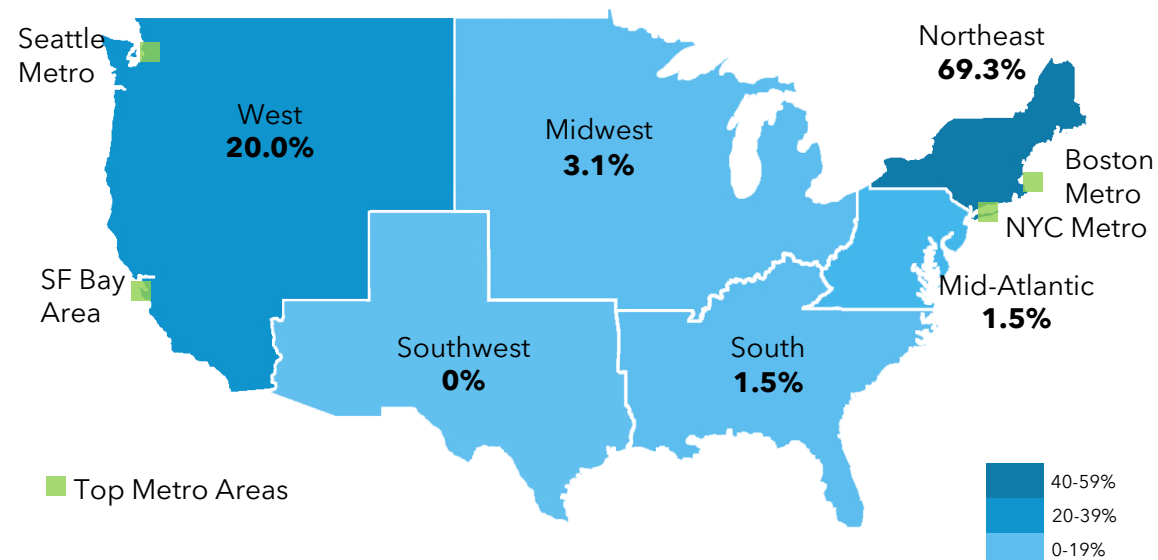
¹ Parentheses indicate number of students hired.

Featured MBAn Job Roles

| | |
|----------------------------------|-------------------------|
| AI Fellow | Junior Product Manager |
| Data Analyst | Quantitative Researcher |
| Data Engineer | Research Analyst |
| Data Scientist/Data Scientist II | Senior Analyst |
| Deployment Strategist | Senior Data Scientist |
| Forward Deployed AI Engineer | Software Engineer |



Locations of Accepted Offers in the US²



² Percentages are based on total accepted offers; sum is 95.4%.

MBA Class of 2025 Profile and Overview

CLASS PROFILE

| | |
|--|-----------|
| Number of Candidates | 80 |
| U.S. Citizens/Permanent Residents | 40% |
| International | 60% |
| Countries Represented | 22 |
| Female | 40% |
| Male | 60% |
| Median GRE Quantitative | 169 |
| Median Undergraduate GPA (out of 4.0) | 3.93 |
| STEM Undergraduate Degree | 87% |
| Average Full-Time Work Experience ¹ | 15 months |

¹ Includes internships.



Employment data includes responses from 100% of the 2025 MBA graduates

EMPLOYMENT PROFILE

| | COUNT | % |
|----------------------------|-------|-------|
| Total | 80 | 100% |
| Seeking | 66 | 82.5% |
| Not Seeking | 14 | 17.5% |
| Sponsored and/or Returning | 10 | 12.5% |
| Continuing Education | 4 | 5.0% |



Overview

BASE SALARY^{2, 3}

| MEAN | MEDIAN | 25 th - 75 th PERCENTILE |
|-----------|-----------|--|
| \$139,496 | \$143,000 | \$120,000 - \$155,000 |

² 96.9% of students accepting an offer provided compensation data.

³ Includes US and international salaries, not adjusted for purchasing power parity.

SIGNING BONUS⁴

| MEAN | MEDIAN | RANGE |
|----------|----------|---------------------|
| \$22,940 | \$15,000 | \$5,000 - \$145,000 |

⁴ 61.9% of students who provided compensation information reported a signing bonus.

TIMING OF OFFERS

| | RECEIVED | ACCEPTED |
|-------------------------------|----------|----------|
| At Graduation | 86.4% | 81.8% |
| Within 3 Months of Graduation | 95.5% | 95.5% |
| Within 6 Months of Graduation | 98.5% | 98.5% |

MBA Class of 2025 Salaries, Other Compensation, and Job Functions

Salaries

| INDUSTRY | % ¹ | MEAN | MEDIAN | 25th - 75th PERCENTILE |
|---|----------------|-----------|-----------|------------------------|
| Technology | 51.6% | \$148,370 | \$145,000 | \$130,750 - \$166,250 |
| Consulting | 17.2% | \$139,545 | \$145,000 | \$145,000 - \$145,000 |
| Finance | 12.5% | \$142,677 | \$142,500 | \$114,000 - \$169,853 |
| CPG/Retail | 6.3% | \$117,500 | \$120,000 | \$97,500 - \$135,000 |
| Nonprofit/Education ² | 6.3% | \$97,000 | \$105,000 | \$47,500 - \$138,500 |
| Other Industries ³ | 6.3% | \$126,500 | \$125,500 | \$116,500 - \$137,500 |

¹ Due to rounding, percentages may not total to 100%.

² Includes US and international salaries, not adjusted for purchasing power parity.

³ **Other Industries** includes Energy, Healthcare/Pharma/Biotech, Media/Entertainment/Sports, Transportation/Equipment/Defense.

Other Compensation

In addition to salary and signing bonus, employers may offer additional forms of compensation, including relocation and moving expenses, or stock and equity, tuition reimbursement, and other expected compensation, like performance or retention bonuses. For the MBA Class of 2025, 65.1% of those accepting offers with usable salary data reported additional forms of compensation. Stock and Equity (41.3%) and Relocation/Moving Expenses (39.7%) were the most common. 'Other compensation' varies by company and industry and is impacted by changes in the job market and economy.

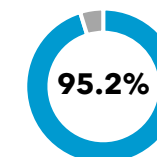
| OTHER COMPENSATION | % REPORTING | MEAN | MEDIAN | RANGE |
|--|--------------|-----------------|-----------------|--------------------------|
| Total | 65.1% | \$56,828 | \$28,000 | \$400 - \$339,000 |
| Stock and Equity ^{4,5} | 41.3% | \$63,886 | \$42,500 | \$400 - \$250,000 |
| Relocation/Moving Expenses | 39.7% | \$7,556 | \$6,000 | \$600 - \$15,000 |
| Other Expected Compensation ⁶ | 28.6% | \$26,667 | \$17,350 | \$1,500 - \$88,000 |

⁴ Stock and Equity is collected as a single, total estimated value in USD based on valuation and/or share price at time of survey.

⁵ May include payout over multiple years.

⁶ Other Expected Compensation is the total USD estimated value of other expected compensation that falls outside the standard categories, including housing subsidies, continuing education stipends, and retention bonuses.

Job Functions



of accepted offers were **data science** functions

| FUNCTION | % |
|-------------------------------------|--------------|
| Data Science | 95.2% |
| Information Technology ⁷ | 21.0% |
| Consulting | 21.0% |
| Business Analytics | 17.7% |
| Research | 12.9% |
| Finance | 6.5% |
| Business Intelligence | 1.6% |
| Operations | 1.6% |
| Other/Unspecialized | 12.9% |
| Product Management | 4.8% |

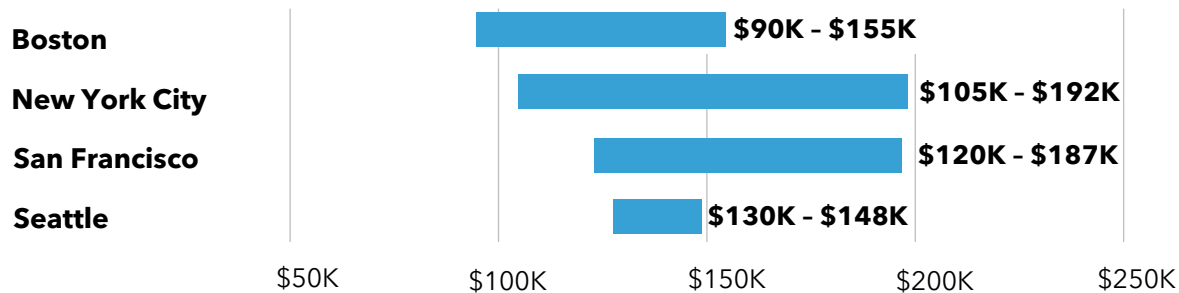
⁷ Includes Software Development/Machine Learning.

MBA Class of 2025 Regional Salaries and Source of Offers

| REGION | | | | |
|----------------------|--|--------------|----------------------|------------------|
| | | % | MEAN | MEDIAN |
| NORTH AMERICA | | 95.4% | \$141,147 | \$144,000 |
| United States | | 95.4% | \$141,147 | \$144,000 |
| MIDATLANTIC | | 1.5% | - ¹ | - |
| MIDWEST | | 3.1% | - ¹ | - |
| NORTHEAST | | 69.2% | \$142,159 | \$145,000 |
| Boston Metro | | 18.5% | \$129,167 | \$136,500 |
| NYC Metro | | 50.8% | \$147,031 | \$145,000 |
| SOUTH | | 1.5% | - ¹ | - |
| SOUTHWEST | | 0.0% | - ¹ | - |
| WEST | | 20.0% | \$144,903 | \$141,416 |
| SF Bay Area | | 10.8% | \$157,167 | \$162,500 |
| Seattle Metro | | 6.2% | \$140,208 | \$141,416 |
| ASIA | | 1.5% | -¹ | - |
| EUROPE | | 3.1% | -¹ | - |

¹ Dash indicates fewer than three people or less than 1% reported salary information.

Top Metro Area Salary Ranges



Source of Offers



OFFER SOURCE ²

| | % |
|------------------------------------|--------------|
| School Facilitated | 68.4% |
| Faculty/CDO/Sloan Student Referral | 29.8% |
| Alumni | 21.1% |
| Capstone Project | 7.0% |
| MIT/Sloan Sponsored Events | 1.8% |
| Other School Facilitated | 8.8% |
| Student Facilitated | 31.6% |
| Personal Network | 10.5% |
| LinkedIn/Online Job Postings | 12.3% |
| Previous Employer | 5.3% |
| Contacted Directly | 3.5% |

² Due to rounding, percentages may not total to 100%.

MBAn Class of 2025 Reason Accepted and Analytics Capstone Project



The **Analytics Capstone Project** is a core element of the MBAn program and offers real-world experience solving data challenges from organizations around the world. Student teams use analytical tools to solve key business challenges and present solutions at the completion of a 7-month capstone project.



REASON ACCEPTED

| | % |
|-----------------------------|--------------|
| Growth Potential | 49.1% |
| Job Function | 18.9% |
| People/Corporate Culture | 11.3% |
| Prestige of Firm | 5.7% |
| Compensation | 3.8% |
| Industry | 3.8% |
| Location | 3.8% |
| Commitment to Social Impact | 1.8% |
| Other | 1.8% |

2025 MBAn Analytics Capstone Companies¹

| | | |
|---------------------|-------------------------------|----------------------------|
| Accenture | Dick's Sporting Goods | Operation Smile |
| Alberici | Frank and Eileen | Oxfam |
| Analog Devices | Humane World for Animals | Pandora |
| Assured Guaranty | Itau Unibanco | PearlX |
| Bangkok Bank | Lineage Logistics | Pfizer |
| BMW | Macy's | Takeda |
| City of Boston | MassMutual | Tampa General Hospital |
| CMA-CGM | McKinsey & Company | Teach the World Foundation |
| Coca-Cola Southwest | MFS Investments | The Walt Disney Company |
| Beverages | Microsoft | Thermo Fisher |
| Cognisure | MIT Lincoln Laboratory | UNDP |
| Comcast | nCino | UNICEF |
| CoreWeave | OCP | UNOPS |

¹ **Bolded** companies hired MBAn Class of 2025 students. 10.6% of the MBAn Class of 2025 accepted offers at Capstone companies.

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