



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.

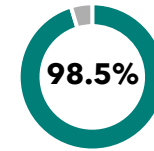
A defining feature of the MBAn experience is the Analytics Capstone, where students apply cutting-edge quantitative methods, AI, and data science tools to real organizational challenges. In 2025, students partnered with 38 Capstone companies, gaining hands-on experience and delivering meaningful impact. 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.

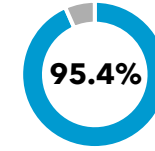


**Susan Brennan**  
Assistant Dean,  
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## MBAn Class of 2025 Employment Highlights



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



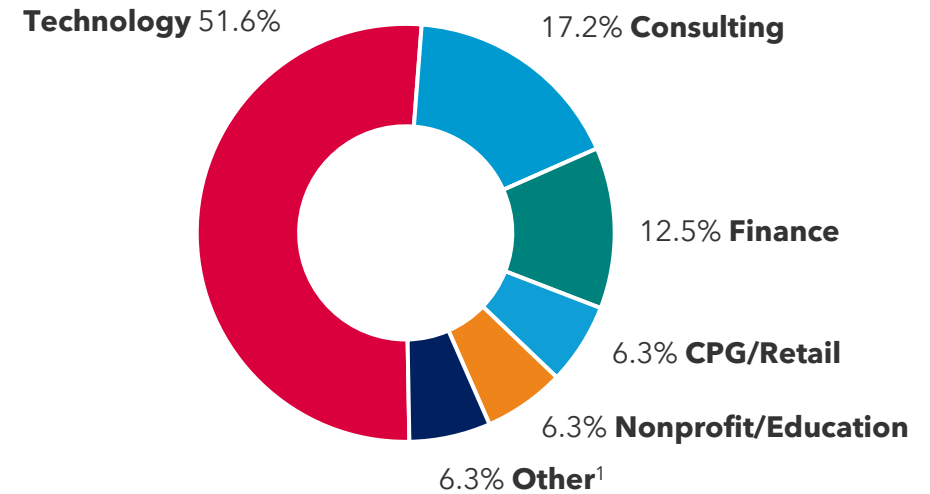
95.4% of accepted offers were in the U.S.

## Salary Summary

**\$139,496** Average Base Salary

**\$22,940** Average Signing Bonus

## Top Industries



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

## Employers of MBAn Class of 2025<sup>1</sup>

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
Fireworks AI	Stack AI (2)
Fujitsu Wayfinders Consulting	Staples
Invisible Technologies (6)	Voleon Group
MassMutual	Wayfair (2)
McKinsey & Company	Wingbrace

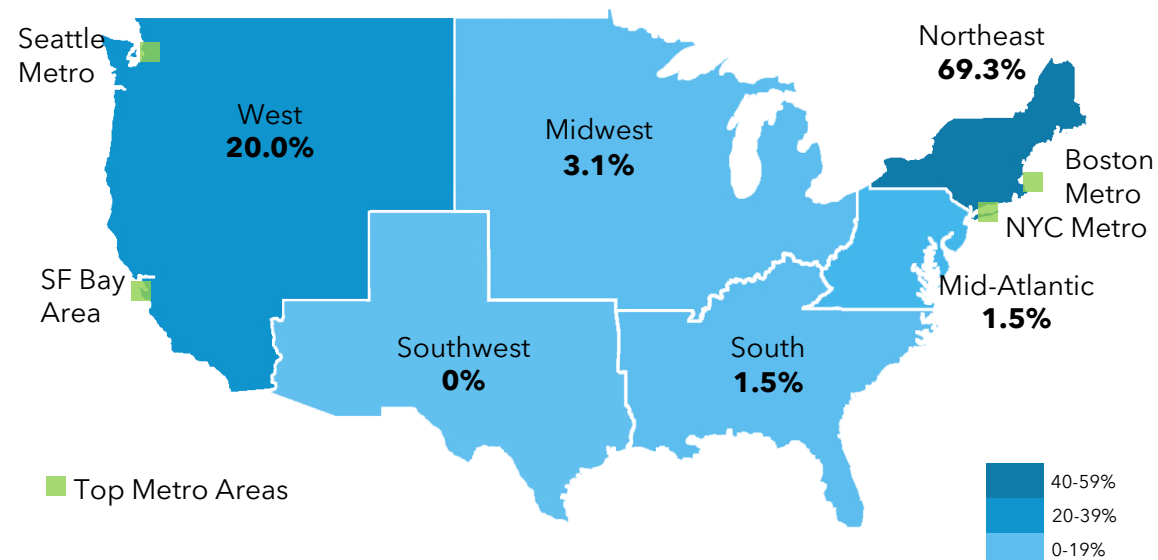
<sup>1</sup> Parentheses indicate number of students hired.

## 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 US<sup>2</sup>



<sup>2</sup> Percentages are based on total accepted offers; sum is 95.4%.

# MBA Class of 2025 Profile and Overview

## CLASS PROFILE

<b>Number of Candidates</b>	<b>80</b>
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 <sup>1</sup>	15 months

<sup>1</sup> Includes internships.



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

## EMPLOYMENT PROFILE

	COUNT	%
<b>Total</b>	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<sup>2, 3</sup>

MEAN	MEDIAN	25 <sup>th</sup> - 75 <sup>th</sup> PERCENTILE
\$139,496	\$143,000	\$120,000 - \$155,000

<sup>2</sup> 96.9% of students accepting an offer provided compensation data.

<sup>3</sup> Includes US and international salaries, not adjusted for purchasing power parity.

### SIGNING BONUS<sup>4</sup>

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

<sup>4</sup> 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	% <sup>1</sup>	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 <sup>2</sup>	6.3%	\$97,000	\$105,000	\$47,500 - \$138,500
Other Industries <sup>3</sup>	6.3%	\$126,500	\$125,500	\$116,500 - \$137,500

<sup>1</sup> Due to rounding, percentages may not total to 100%.

<sup>2</sup> Includes US and international salaries, not adjusted for purchasing power parity.

<sup>3</sup> **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.

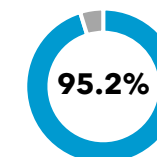
OTHER COMPENSATION	% REPORTING	MEAN	MEDIAN	RANGE
<b>Total</b>	<b>65.1%</b>	<b>\$56,828</b>	<b>\$28,000</b>	<b>\$400 - \$339,000</b>
Stock and Equity <sup>4,5</sup>	41.3%	\$63,886	\$42,500	\$400 - \$250,000
Relocation/Moving Expenses	39.7%	\$7,556	\$6,000	\$600 - \$15,000
Other Expected Compensation 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

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

<sup>5</sup> May include payout over multiple years.

<sup>6</sup> 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	%
<b>Data Science</b>	<b>95.2%</b>
Information Technology <sup>7</sup>	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%
<b>Product Management</b>	<b>4.8%</b>

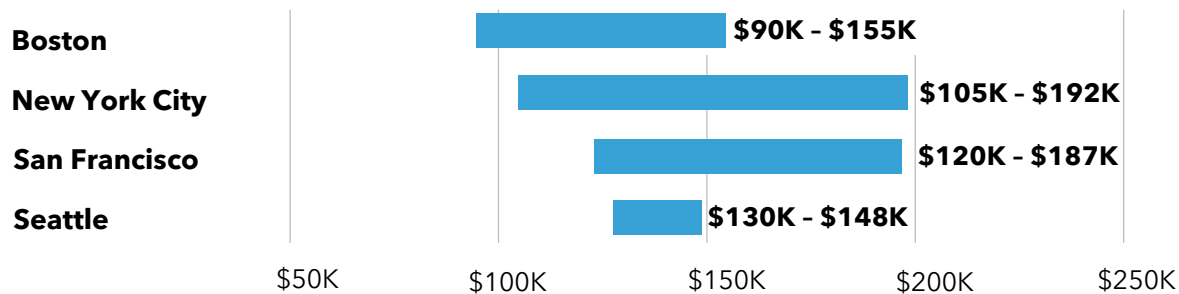
<sup>7</sup> Includes Software Development/Machine Learning.

## MBA Class of 2025 Regional Salaries and Source of Offers

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

<sup>1</sup> Dash indicates fewer than three people or less than 1% reported salary information.

### Top Metro Area Salary Ranges



### Source of Offers



### OFFER SOURCE <sup>2</sup>

	%
<b>School Facilitated</b>	<b>68.4%</b>
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%
<b>Student Facilitated</b>	<b>31.6%</b>
Personal Network	10.5%
LinkedIn/Online Job Postings	12.3%
Previous Employer	5.3%
Contacted Directly	3.5%

<sup>2</sup> 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

	%
<b>Growth Potential</b>	<b>49.1%</b>
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 Companies<sup>1</sup>

Accenture	<b>Dick's Sporting Goods</b>	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	<b>MassMutual</b>	Tampa General Hospital
CMA-CGM	<b>McKinsey &amp; Company</b>	Teach the World Foundation
Coca-Cola Southwest	MFS Investments	The Walt Disney Company
Beverages	<b>Microsoft</b>	Thermo Fisher
Cognisure	MIT Lincoln Laboratory	UNDP
<b>Comcast</b>	nCino	UNICEF
CoreWeave	OCP	UNOPS

<sup>1</sup> **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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The MIT Sloan School of Management adheres to the Career Services & Employer Alliance (CSEA) Standards for Reporting Employment Statistics (cseaglobal.org). CSEA Reporting Standards are the only peer-reviewed, globally accepted framework for reporting MBA and business master's employment data, regularly updated to reflect market realities. Conformance to this business school industry standard ensures accurate and comparable employment data. MIT Sloan takes a leadership role to promote the importance of accurate and comparable employment and salary statistics to prospective students and employers.

