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Suleman Dawood
School of Business

MBA
RECRUITER'S GUIDE **2015**

MBA
RECRUITER'S GUIDE
2015

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MESSAGE FROM THE ASSOCIATE DEAN

Human Resource has always been at the core of organisations and businesses. From small setup and entrepreneurial ventures to large scale conglomerates, it is instrumental in shaping a company's vision and translating it into real time outputs through an execution framework. Those companies that realize this fundamental reality and invest in the human capabilities always stand ahead of their competition and lead the market both in business and customer loyalty.

We, at the Suleman Dawood School of Business (SDSB), develop and groom human capital to meet business requirements across geographies, cultures and industries; whether as employees or entrepreneurs driving their own business. From rigorous academics to international exchange programmes, from case methodology to field visits and from industry linkages to extra-curricular life, SDSB provides a complete learning experience to both fresh and experienced individuals. We nurture them with the necessary leadership, organisational and implementation skills that makes them an ideal fit for diverse vocations and functions. Our alumni continue to be living examples of this success and glory; some of them may also be serving at key roles within your organisation.

Our MBA and EMBA programmes provide you a comprehensive base to search and source talent from. I am glad to share this Guide with you that introduces you to our placement team and outlines strategies and channels to best secure quality human resource from SDSB. We encourage you to connect with our graduating classes and find your recruitment fits across all management levels.

We look forward to working with you for another successful recruitment year.

Dr Jamshed H. Khan
Associate Dean Academic Programmes
Professor, Operations Management
Suleman Dawood School of Business
Lahore University of Management Sciences

MBA PLACEMENT OFFICE (MPO) – AN INTRODUCTION

Dear Recruiter,

It is my pleasure to share with you the 2014-2015 Recruiter's Guide. This Guide is intended to facilitate your recruiting experience, and we hope you find it a valuable resource. Inside you will find information about how to access our MBA and EMBA students, plan a campus recruiting visit, post jobs and other flexible recruiting options.
We are committed to providing you with an exceptional recruiting experience, so please share your thoughts and priorities as we partner with you to meet your objectives.

Our experienced and committed team of recruitment executives, each of whom has a portfolio of industry responsibilities can help you identify candidates whose skills match your firm's requirements and hiring needs.

I am pleased to introduce the **MPO TEAM** below:

SARAH KARIM
Deputy Manager/Unit Head
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Industry Focus: International Markets
042-35608231

JAWAD KHAN
Senior Recruitment Relations Executive
jawad.khan@lums.edu.pk
Industry Focus: FMCG, Groups/Conglomerates, Energy, Textiles, Retail, Agriculture, Media/Entertainment, Services
042-35608000 Ext: 5013

YAWAR ABBAS BOKHAREE
Recruitment Relations Executive
yawar.bokharee@lums.edu.pk
Industry Focus: Telecommunications, Technology (IT/Engineering), Financial Institutions, Consultancy, Pharmaceutical, Govt./Public, Development, Automotives, General Building Materials, Diversified Machinery
042-35608000 Ext: 5012

We wish to thank all the alumni who have contributed to our success by informing us of trends in their industries and helping students in their job search. You can reach out to us with any suggestions or comments throughout the year.
We look forward to working with you during the 2014-2015 recruiting season.

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Head of Department
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Suleman Dawood School of Business
Lahore University of Management Sciences
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WHY **RECRUIT** AT **SDSB?**

TOP RANKED BUSINESS SCHOOL IN PAKISTAN

Suleman Dawood School of Business (SDSB) is *the* Business School of and for Pakistan. Our environment provides a complete learning experience that develops young professionals with a knowledge base, management expertise and leadership calibre second to none. SDSB continues to be ranked as the leading Business School across Pakistan by HEC for several consecutive years now. If you seek an opportunity of a lifetime that gives you a global exposure within a local context, it is only natural to partner with SDSB.

A COMMITMENT TO EXCELLENCE

Our MBA Program attracts the best – and makes them even better. Our reputation brings the best minds to LUMS SDSB. Nurtured by a world class faculty and further groomed and prepared by a globally expansive alumni network, they experience an intensive two year program that enhances their business insights, organisational skills and entrepreneurialism. These individuals then leave LUMS to pioneer constructive change and impact local and global businesses wherever they go.

A RANGE OF RECRUITING METHODS TO SUIT YOUR NEEDS

The MBA Placement Office is committed to finding a recruitment strategy best tailored to your specific requirements. Both formal and informal platforms facilitate you with an ideal combination to tap and access the best talent to meet your hiring objectives all year round. Our flexible recruiting methods range from on-campus activities to our website, Networking Nights, Externships, Industry Panel Sessions and so on.

THE PEOPLE

OUR STUDENTS

The target audience of SDSB subsumes all academics and professions. From engineers to computer scientists, architects to doctors, finance specialists to economics & business majors, these individuals add to the richness of our MBA Programme and their own learning environment.

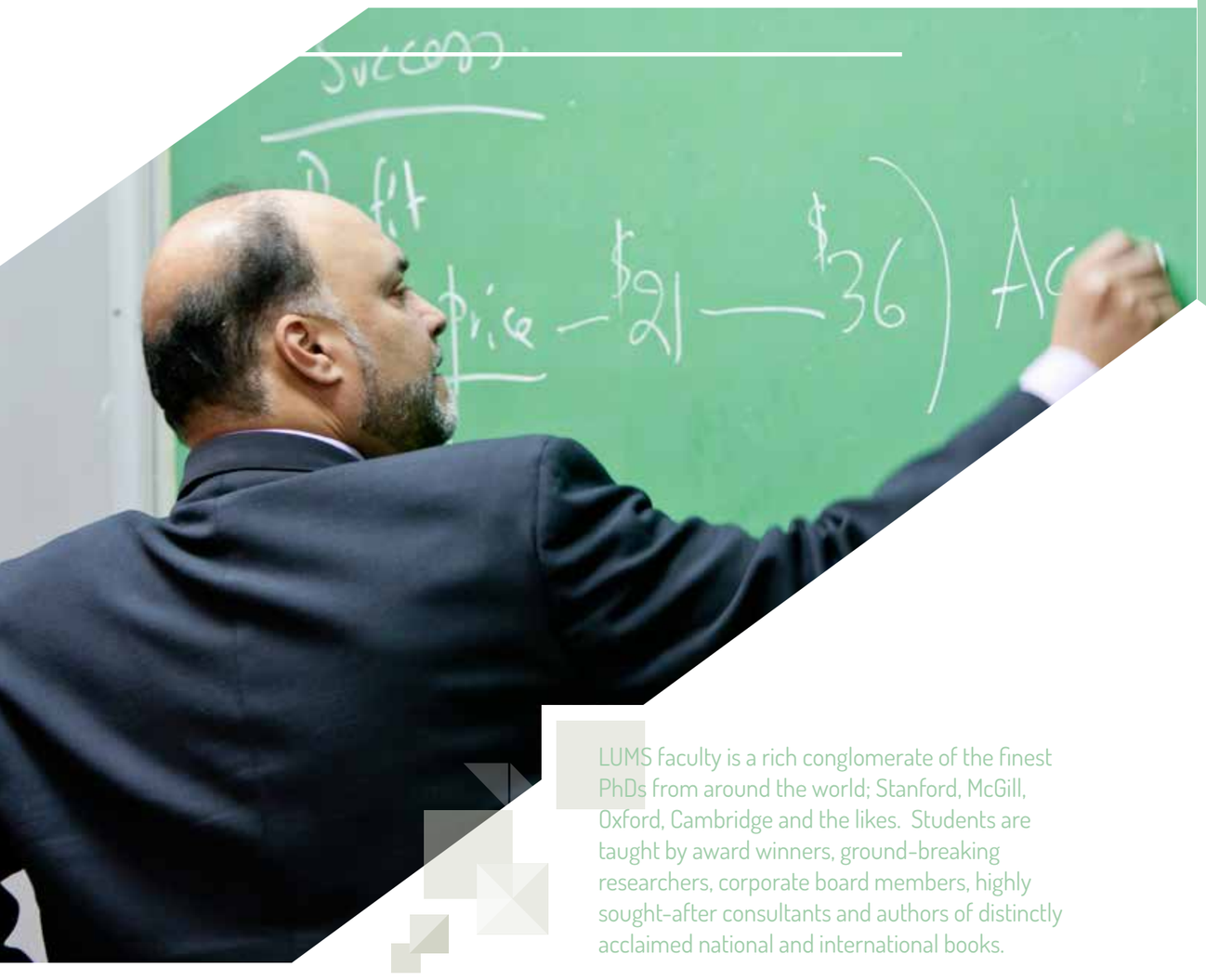
MBA **2015** PROFILE

	2015
Gender	**%**
Male	78
Female	22
Academic Background	**%**
Economics	24
Engineering	28
Arts	8
Commerce/Business	32
Computer Sciences	9
Average Age	24
Average Experience (in years)	2.15
Average GMAT/LMAT Score	640

EXECUTIVE MBA **2015 & 2016** PROFILE

	2015	2016
Gender	**%**	**%**
Male	94	91
Female	6	9
Academic Background	**%**	**%**
Economics	6	5
Engineering	56	36
Arts	6	0
Medicine	0	5
Sciences	13	9
Commerce/Business	9	9
Computer Sciences	9	36

OUR **FACULTY**



LUMS faculty is a rich conglomerate of the finest PhDs from around the world; Stanford, McGill, Oxford, Cambridge and the likes. Students are taught by award winners, ground-breaking researchers, corporate board members, highly sought-after consultants and authors of distinctly acclaimed national and international books.

The Business School Faculty alone comprises 40 Ph.D. holders from Stanford, Cambridge, McGill, Oxford, Essex, University of Texas, University of Manchester and the likes.

Dr. Ahsan Rana

Dr. Aneela Malik

Dr. Anwar Khurshid

Dr. Arif Iqbal Rana

Dr. Arif Nazir Butt

Mr. Asad A. Alam

Dr. Atif Saeed Chaudry

Ms. Ayesha Bhatti

Mr. Basharullah

Dr. Bushra Naqvi

Dr. Ch. Tanveer Shehzad

Dr. Ehsan ul Haque

Dr. Fahd Rehman

Dr. Farrah Arif

Dr. Fazal Jawad Seyyed

Dr. Ferhana Ahmad

Dr. Ghazal Mir Zulfiqar

Dr. Ghufran Ahmad

Dr. Hassan Rauf Chaudhry

Dr. Jamshed Hassan Khan

Dr. Junaid Ashraf

Dr. Kamran Ali Chatha

Mr. Khalid A. Mirza

Dr. Misbah Tanveer Choudhry

Dr. Mohsin Bashir

Dr. Naeem Ashraf

Dr. Naiman Jalil

Dr. Rohail Ashraf

Dr. Saad Azmat

Dr. Salman Khan

Dr. Samina Quratulain

Dr. Shakeel Sadiq Jajja

Dr. Shazib E. Shaikh

Dr. Shehryar Shahid

Dr. Syed Mubashir Ali

Dr. Syed Zahoor Hassan

Dr. Abdul Karim Khan

Dr. Abdur Rahman Malik

Dr. Adeel Zaffar

Dr. Adnan Zahid

Dr. Zafar Iqbal Qureshi

Dr. Zaghum Umar

Dr. Zain ul Abdin Khawaja

Dr. Zehra Waheed

OUR ALUMNI

Our SDSB Alumni need no introduction. They continue to be living examples of business genius and the academic excellence of their Alma mater.

Our alumni have been the pioneers of change wherever they have served; particularly the local environment where they have created new businesses and have been the harbingers of innovation, creativity and entrepreneurship.

On the global front, they have been equally effective in driving critical decisions, leading systems and processes and enhancing quality and output.

OVER **8000 LUMS ALUMNI** WORK OR STUDY IN **27 COUNTRIES** WORLDWIDE

OUR **RECRUITING** PARTNERS

We work with local and global recruiting partners for quality graduate recruitment. Our partnerships reflect our placement diversity and show the wide range of organisations and industries that recruit at SDSB.

INTERNATIONAL **RECRUITING** PARTNERS

Bain & Company, UAE
Bank of America Merrill Lynch, Hong Kong
Bayt.com, UAE
Citi Bank, UAE
Communication Concepts, KSA
Credit Suisse Bank, Hong Kong
Cupola Group, UAE
Deloitte Consulting, UAE
IFFCO, UAE
Jotun Paints, UAE
McKinsey&Company (Dubai), UAE
Sherwin Williams, KSA
Supreme Foods, KSA
Valustrat Consulting, UAE

NATIONAL **RECRUITING** PARTNERS

- 3M Pakistan
- Abacus Consulting
- Active Capital IT
- Abudawood Pakistan
- AC Nielsen Pakistan Pvt. Ltd.
- Acumen Fund
- Akzo Nobel Pakistan
- Allied Bank Ltd.
- Askari Bank
- Attock Refinery Ltd.
- Axact
- Bank Alfalah
- Barclays Pakistan
- Bata Pakistan Ltd.
- Bayer Pakistan
- Be Be Jan Pakistan Pvt. Ltd.
- Berger Paints
- Blue Group of Companies
- British Council Pakistan
- Buksh Group
- Burj Bank
- Care Foundation
- Cargill Pakistan
- Chevron
- China Mobile Pakistan - Zong
- Citibank NA.
- Citizen's Archive of Pakistan (CAP)
- Coca-Cola Pakistan
- Colgate Palmolive Pakistan
- Competition Commission of Pakistan
- Confiz Solutions
- Continental Biscuits Ltd.
- Crescent Bahuman Ltd.
- Clary Business Machines
- Dalda Foods
- Dawlance Pakistan
- Dawood Group
- Descon Group
- DuPont Pakistan
- Dubai Islamic Bank
- Eli Lilly Pakistan
- English Biscuit Manufacturers
- Engro Corporation
- ENI Pakistan
- Fatima Group of Companies
- Fauji Fertilizer Company Ltd.
- Faysal Bank Ltd.
- General Electric Pakistan
- Getz Pharma Pvt. Ltd.
- GlaxoSmithKline Pakistan
- Gulistan Group of Companies
- Habib Bank Ltd.
- Habib Metropolitan Bank
- Haleeb Foods
- House of Habib
- HUBCO
- IBEX Global
- IBM Pakistan
- ICI Pakistan
- Inbox Business Technologies
- Indus Basin
- Johnson & Johnson Pakistan Pvt. Ltd.
- Kansai Paints Pakistan
- Karachi Electric Supply Company Ltd. (KESC)
- KASHF Foundation
- Kolson Foods
- Kot Addu Power Company Ltd.
- Kraft Foods
- L'Oreal Pakistan
- Lafarge Pakistan Cement Ltd.
- Lakson Group
- Levi's Pakistan
- Linde Pakistan Ltd.
- Maersk Pakistan Pvt. Ltd.
- Maple Leaf Cement
- Master Group of Companies
- Mayfair Group of Companies
- Maxim International
- Merck Group
- Metro Cash & Carry Pakistan Pvt. Ltd.
- Mobilink
- Monsanto Pakistan Agritech Pvt. Ltd.
- MTBC
- Mujtaba Jamal Law Associates
- Muslim Commercial Bank
- Mitsubishi Corporation
- NDC Tech
- Nestlé Pakistan
- Netsol Technologies
- Nippon Paints
- Nishat Group
- Novartis Pharma Pakistan
- NTG Pakistan Pvt. Ltd.
- Oil & Gas Development Company Ltd.
- OMV Group
- Orient Group of Companies
- Pak Elektron Ltd. (PEL)
- Pakistan Petroleum Ltd.
- Pakistan State Oil
- Pakistan Telecommunication Company Ltd.
- Pakistan Tobacco Company
- Pak Arab Refinery Ltd. (PARCO)
- Panasian Group
- Pepsi- Cola International Pakistan
- Pfizer Laboratories
- Philip Morris Pakistan
- PITCO Pvt. Ltd.
- Procter & Gamble Pakistan Pvt. Ltd. (P&G)
- Punjab Board of Investment & Trade
- Qarshi Industries
- QSA Surgical Pvt. Ltd.
- Rocket Internet
- Roshan Packages
- Reckitt Benckiser Pakistan
- Rural Support Programmes Network
- Saif Group of Companies
- Samin Textiles Ltd.
- Sanofi Aventis Pakistan
- Sapphire Textiles
- Securities & Exchange Commission of Pakistan (SECP)
- Sefam Pvt. Ltd.
- Servis Sales Corporation
- Shan Foods
- Sharif Group
- Shell Pakistan
- Sofizar Constellationck
- Standard Chartered Bank
- Style Textiles
- Stylo Shoes
- Systems Private Ltd.
- Tameer Microfinance Bank
- Techlogix
- Telenor
- Tetra Pak Pakistan
- The Citizen's Foundation
- Tkxel
- The Resource Group (TRG)
- TOTAL PARCO Pakistan Ltd.
- Transworld Associates
- UBL
- UCH Power Ltd.
- Ufone
- Unilever Pakistan
- United Energy Pakistan Ltd.
- University of South Asia
- US Denim Mills Pvt. Ltd.
- Vendevo
- Walmart Pakistan
- Warid Telecom
- World Business Intelligence
- Zephyr Textiles Ltd.

HOW TO **RECRUIT** AT **SDSB?**

INTRODUCTION

The MBA Placement Office (MPO) was formed in 2009 within SDSB. It aims at exclusively facilitating MBA and EMBA graduates in their career aspirations while preparing them well for the same. It has a well-developed feedback mechanism from all stakeholders in order to consistently evolve and develop into a state-of-the-art placement office for its clients.
MPO follows a sector based approach for recruitment. Each sector specialist represents one or more sectors where they work closely with recruiters and graduates for relevant opportunities and best career fits. Each specialist is committed to facilitating their recruiting partners to meet their recruiting objectives most efficiently and precisely.
In line with its mission, MPO facilitates through the following channels. Details for some of these will follow later:

- Sector-wise MBA Networking Nights
- MPO Website: it offers customized services to each kind of client in their individual recruitment needs; students, recruiters and alumni. The current website is being revamped to offer much more to its users
- MBA Recruiter's Guide: a comprehensive guide for recruiters and alumni on the options available to recruit MBA & EMBA, including other linkages with students and SDSB
- Profile Interviews: interviews with first year MBAs to 'profile' them on their strengths and weaknesses. MPO works with students on the latter throughout their two years to strengthen them and enhance their personal branding and employability
- Mock Interviews: interviews by alumni for first and final year MBAs to hone their interviewing skills and prepare them for diverse interview environments
- Career Development Workshops: a series of workshops conducted by MPO targeting key soft skills such as Resume Writing, Interview Skills, Networking Skills & Negotiation Skills etc.
- MPO Newsletter (weekly/fortnightly editions): an exciting edition that shares placement updates, information/career articles, alumni perspectives and event updates with students and faculty within SDSB.

MPO'S peak recruitment/internship cycle extends from January to June every year. During this period, MPO offers extensive support to its recruiting partners through their recruitment process; both on- and off- campus.
However, MPO's dedicated team of specialists are available round the year to assist clients with their hiring targets.

MPO RECRUITMENT **SUPPORT**

The MBA Placement Office provides round the clock support to its recruiting partners in identifying ideal candidates for their organisation through the following recruiting strategies:

MBA PLACEMENT **OFFICE** WEBSITE

MPO has a dedicated website that offers an automated solution to students, recruiters and alumni to meet their recruitment/ internship needs.

The current website supports two user corners that are tailored accordingly: Student corner and Recruiter corner. The former allows our graduates to create and upload their profiles and resumes, share their career preferences with MPO, search for and apply against suitable opportunities, remain abreast of all related events and so on. Recruiters, on the other hand, use the same platform to view and access student profiles and resumes, advertise jobs and gather pertinent resume pools against each, remain informed and partake in events that build their brand and presence amongst target students and so on.

If you are interested in hiring LUMS MBA/EMBA graduates, you must register with our website through your Recruiter account. If you don't have one yet, we welcome you to create one through the following process:

- Visit the MPO website at http://mpo.lums.edu.pk
- Click on 'Recruiter's in the left navigation area followed by 'New User' on the resulting page
- Fill out the New User Form and submit to MPO. Your account will be approved shortly with the user-name and password details emailed to your official account
- Use the login details to enter your account and benefit from all that we offer!

CORPORATE **PRESENTATIONS**

On-campus presentations are an effective platform where recruiters require an exclusive, personalised interaction with our graduates to introduce and brand their organisation.

We invite you to visit our campus, network with our graduates, guide them about potential opportunities and recruit the best talent available. Our sector specialists will work with you to determine the best dates for your on-campus presence, given your exact requirements, target audience and detailed agenda.

ALL DAY **RECRUITMENT**

MPO also facilitates all day recruitment for its recruiting partners. Where time becomes a crucial constraint and several recruitment stages need to be aligned accordingly, this mode works best.
All day recruitment may typically involve a corporate presentation, test, interviews, group discussions etc. all condensed within a single day or 1-2 days in succession.

Recruiters must intimate us well in advance of the target dates if they decide for all day recruitment with MPO.

INTERVIEWS / TESTS **/GROUP DISCUSSIONS/** ASSESSMENT CENTRES

MPO also facilitates its recruiting partners through every individual recruitment and internships stage; tests, interviews, group discussions, assessment centres and so on, both on- and off-campus. In case of the latter, additional support may be extended, if needed, through the physical presence of one or more MPO team members at the specific off-campus site.

VIDEO **CONFERENCE/**VIRTUAL **MEETINGS**

MPO offers video conferencing/Skype facilities to assist recruiting partners where distances impose logistical constraints. An increasing number of local and global recruiters are now employing these strategies and if you are interested in conducting virtual meetings/video conferences, you are welcome to connect with an MPO sector specialist.

MPO CAREER **SESSIONS/**PANEL **DISCUSSIONS**

MPO supports a series of sector-wise alumni panel discussions and individual career sessions for active student-corporate linkages. Such discussions help our graduates better understand current market dynamics, both industry and functions, and identify recruiter expectations for hiring and success in their desired areas.

Further connection avenues are provided through the External Relations Leadership Lecture Series. These provide an excellent forum for the most senior executives from the public and private sectors to address pertinent leadership issues and share their insights with SDSB students.

The External Relations Office also looks after the MBA Clubs and Societies apart from International Linkages. The executive clubs and societies provide a platform for our students to enrich their equally important non-academic skills and connect with the corporate fraternity and the market at large. Collaborating with a student club is an excellent opportunity for you to meet a targeted group of students focusing on one function or more, as these clubs play an integral role in building awareness of the opportunities at your firm. On-campus activities organised by student clubs include distinguished speaker series, competitions, symposiums, seminars, colloquiums, workshop and round-tables. Last year, LUMS MBA students organised around 10 club mega-events while bringing in sponsorships from organisations from various sectors in Pakistan. Hosting a club event at your organisation is also a great way to meet students with mutual interests.

Below are SDSB exclusive clubs and societies:

1. LUMS Marketing Executive Club
a. LUMS Marketing Colloquium (Signature event)
2. LUMS HR Executive Club
a. LUMS HR Confluence (Signature event)
3. LUMS Global Management Executive Club
a. LUMS Synergies (Signature event)
4. LUMS MBA Entrepreneurship Executive Club
a. TEDxLUMS (Signature event)
5. LUMS Finance Executive Club
6. LUMS Supply Chain Management Executive Club
7. LUMS Toastmasters Executive Club
8. MBA Leadership Society
9. LUMS MBA Sports Society
a. Dangal (Signature event)
10. LUMS Business Review (Annual Edition)
11. LUMS Consulting Club
12. LUMS MBA Music Society
a. LUMS Loud & Proud (Signature event)

For more information and guidance to either attend, participate and/or sponsor one or more club events, please contact:

Ms. Quratulain Babur
Assistant Manager
SDSB External Relations Office
Direct: +92 423 5608274
Email: quratulainb@lums.edu.pk

MBA **NETWORKING** NIGHTS

This unique channel for MBA/EMBA recruitment has been in practice since 2010 and continues to attract and assist recruiters and graduates alike.

The MPO hosted MBA Networking Nights provide an interactive platform between recruiters and students for a candid discussion and informal evaluation. It facilitates senior managements and MBA/EMBA graduates to communicate amidst a semi-formal ambiance and determine a possible, mutual career fit. Such a candid dialogue brings out the best across both sides while helping to promote better and long lasting recruiting relationships.

The Networking Nights are sector based to facilitate better synergies and a more customized interaction between students and recruiters within each sector. The Nights are conducted between February/March every year.

MBA **EXTERNSHIPS**

MBA Externships provide students with an experiential opportunity to visit an organisation. Each year, various organisations invite students to their offices. These externships offer unique insights into their day-to-day operations, people, and culture.

Externships can also enable more interactions with senior leaders and alumni within the organisation.
Popular times for externships lie during the semester break every year i.e. December end-January end.

INTERNATIONAL HIRING

Our alumni serve as effective ambassadors and a key liaison for international hiring. MPO works closely with overseas alumni to tap international organisations and identify appropriate opportunities for our MBA/EMBA graduates.

MBA RECRUITMENT SUMMARY 2012-14

JOB PLACEMENT BY SECTORS

2012 (%)

2013 (%)

2014 (%)

- FMCG
- TELECOMMUNICATION
- TECHNOLOGY (IT/ENGINEERING)
- ENERGY (OIL/GAS)
- TEXTILES
- FINANCIAL INSTITUTIONS - BANKING
- RETAIL
- GROUPS/CONGLOMERATES
- ENTREPRENEURSHIP + FAMILY
- CONSULTANCY
- CHEMICALS
- OTHERS

JOB PLACEMENT BY FUNCTIONS

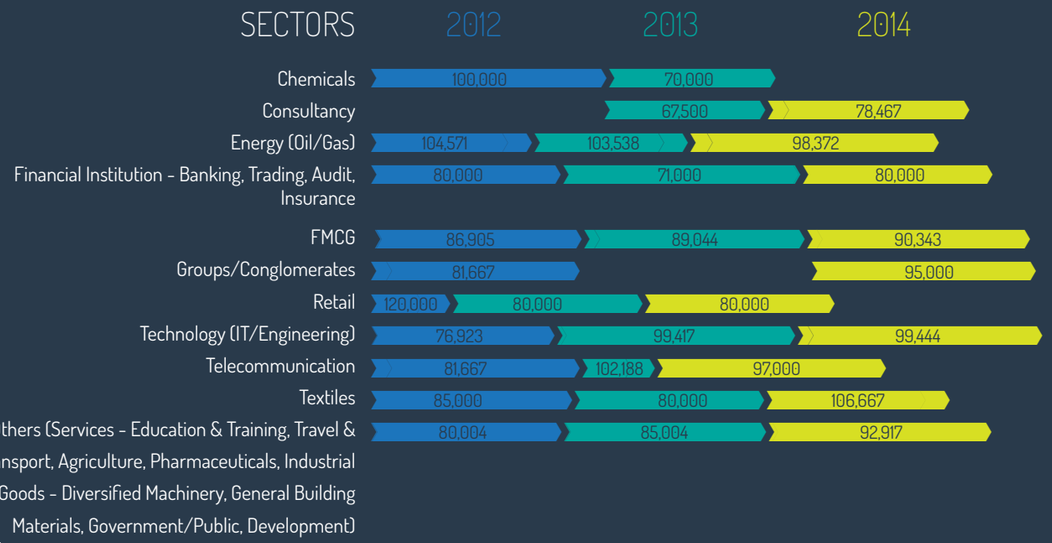
2012 (%)

2013 (%)

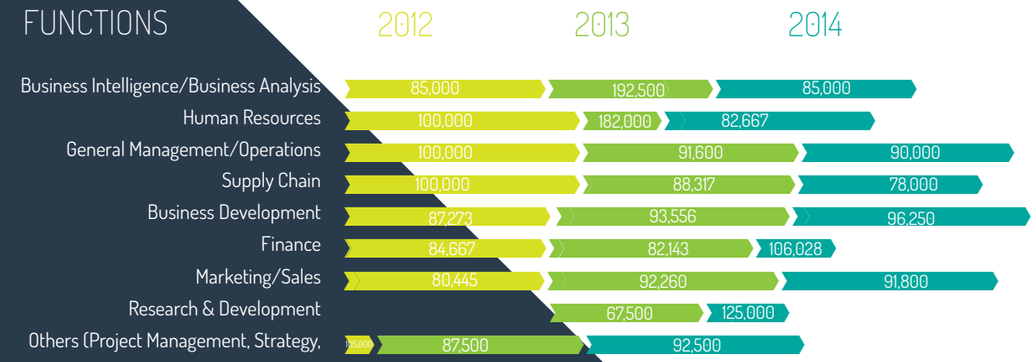
2014 (%)

- Marketing/Sales
- Business Development
- Finance & Corporate Banking
- Supply Chain
- General Management/Operations
- Human Resources
- Business Intelligence/Business Analysis
- Research & Development
- Others (Project Management, Strategy, Faculty, Consultant)

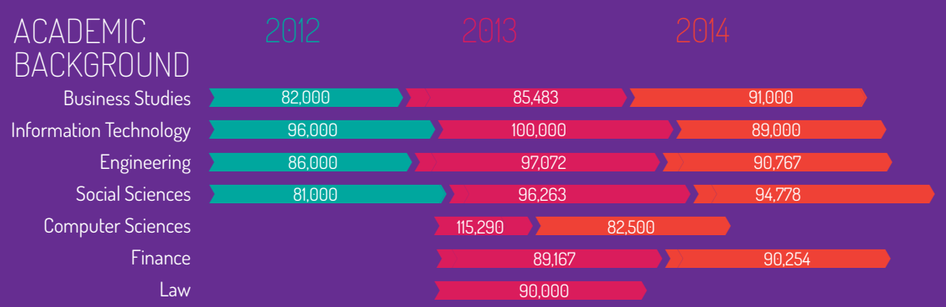
AVERAGE SALARY **BY** SECTORS **2012 – 14**



AVERAGE SALARY **BY** FUNCTIONS **2012 – 14**



AVERAGE **SALARY BY** ACADEMIC **BACKGROUND** 2012 – 14



PLACEMENTS – TYPE OF **ORGANISATION** 2012 – 14

TYPE OF ORGANISATION	2012 (%)	2013 (%)	2014 (%)
MNC	50	39	49
Local	41	52	38
International	7	8	13

PLACEMENT TYPE **2012 – 14**

PLACEMENT TYPE	2012 (%)	2013 (%)	2014 (%)
Entrepreneurship	1 (1%)	7 (8%)	1 (1%)
Family Business	4 (2%)	1 (1%)	87 (99%)
Employed	87 (95%)	85 (92%)	56 (63%)
Lateral	52 (58%)	45 (49%)	31 (36%)
MT	35 (37%)	40 (43%)	

AVERAGE **SALARY** BY **PRIOR** EXPERIENCE **2012 – 14**

EXPERIENCE RANGE	2012 (%)	2013 (%)	2014 (%)
Less Than 1 Year	80,000	80,250	97,372
1 – 3 Years	83,000	89,232	91,009
4 – 6 Years	93,000	109,429	100,813
7 Years & Above	110,000	229,589	198,750

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