2025 **MBA** EMPLOYMENT REPORT

STANFORD GRADUATE SCHOOL OF BUSINESS | Career Management Center

Full-Time Employment Profiles[1]

	Permanent Work Auth[2]		Non-Permanent Work Auth[2]		All MBA Graduates	
	Number	Percent[3]	Number	Percent[3]	Number	Percent[3]
Seeking Employment	167	61%	101	66%	268	63%
Not Seeking Employment						
Company-Sponsored	31	11%	25	16%	56	13%
Continuing Education	9	3%	5	3%	14	3%
Postponing Job Search	0	0%	0	0%	0	0%
Starting a New Business	51	19%	19	13%	70	16%
Not Seeking for Other Reasons	9	3%	0	0%	9	2%
No Recent Information Available	7	3%	2	<1%	9	2%
Total Graduates	**274**	**100%**	**152**	**100%**	**426**	**100%**

1 This report conforms to the MBA Career Services & Employer Alliance (CSEA), Standards Edition VI, for reporting MBA employment statistics. Employment information is self-reported and includes all students who graduated in the 12 months ending June 30, 2025. **2** Permanent Work Auth is defined by CSEA as comprising U.S. Citizens and Permanent Residents. Non-Permanent Work Auth is all other. **3** Percent total may not equal the sum of components due to rounding.

Timing of Full-Time Job Offers

	Seeking Employment	Job Offers by Graduation[1]		Job Offers by 3 Months Post-Graduation[1]	
	Number	Number	Percent	Number	Percent
Permanent Work Authorization[2]	167	117	70%	152	91%
Non-Permanent Work Authorization[2]	101	61	60%	89	88%
Total Graduates Seeking Employment	**268**	**178**	**66%**	**241**	**90%**

Timing of Full-Time Job Acceptances

	Seeking Employment	Job Acceptance by Graduation[1]		Job Acceptances by 3 Months Post-Graduation[1]	
	Number	Number	Percent	Number	Percent
Permanent Work Authorization[2]	167	98	59%	139	83%
Non-Permanent Work Authorization[2]	101	46	46%	78	77%
Total Graduates Seeking Employment	**268**	**144**	**54%**	**217**	**81%**

1 "Graduation" is measured relative to each student's graduation date. There are multiple graduation dates at Stanford GSB, though most students in the Class of 2025 (396 of 426) graduated in Spring 2025. **2** Permanent Work Authorization is defined by CSEA as comprising U.S. Citizens and Permanent Residents. Non-Permanent Work Authorization is all other.

Full-Time Compensation Summary[1]

Base Salary[2]

	Number reporting Base Salary	As % of Number Reporting Job Acceptances	Median	Mean	25th Percentile[4]	75th Percentile[4]
Permanent Work Authorization[3]	111	80%	$192,000	$197,114	$170,000	$214,000
Non-Permanent Work Authorization[3]	56	72%	$180,000	$176,223	$165,000	$195,000
Total	**167**	**77%**	**$185,000**	**$190,109**	**$165,000**	**$200,000**

Expected Performance Bonus

	Number reporting Expected Performance Bonus	As % of Reporting Base Salary	Median	Mean
Permanent Work Authorization[3]	79	71%	$45,000	$94,352
Non-Permanent Work Authorization[3]	31	55%	$41,000	$77,510
Total	**110**	**66%**	**$43,000**	**$89,605**

Signing Bonus

	Number reporting Signing Bonus	As % of Reporting Base Salary	Median	Mean
Permanent Work Authorization[3]	54	49%	$30,000	$36,593
Non-Permanent Work Authorization[3]	31	55%	$30,000	$34,661
Total	**85**	**51%**	**$30,000**	**$35,888**

1 Compensation information is student-reported. Compensation data excludes students who are company-sponsored (13%) and students starting a new business (16%), per Career Services & Employer Alliance (CSEA) standards. International compensation is reported in U.S. dollars as calculated by students on the basis of prevailing exchange rates. **2** Base salary excludes bonuses, commissions, benefits, and perquisites. **3** Permanent Work Authorization is defined by CSEA as comprising U.S. Citizens and Permanent Residents. Non-Permanent Work Authorization is all other. **4** While CSEA standards call for reporting Minimum and Maximum values, we provide 25th and 75th percentiles to protect student confidentiality.

Full-Time Job Acceptance Compensation by Industry[1]

		Base Salary				**Expected Bonus**		**Signing Bonus**	
Industry	Percent Accepting	Median	Mean	25th Percentile	75th Percentile	Median	Mean	Median	Mean
Consulting	11%	$192,000	$187,765	$190,000	$192,000	$30,000	$34,133	$30,000	$40,667
Consumer Products	2%	NA	NA	NA	NA	NA	NA	NA	NA
Education	1%	NA	NA	NA	NA	NA	NA	NA	NA
Energy	4%	$166,000	$169,625	NA	NA	NA	NA	NA	NA
Finance	33%	$200,000	$204,104	$180,000	$225,000	$145,000	$147,810	$27,500	$41,000
Inv. Banking	3%	NA	NA	NA	NA	NA	NA	NA	NA
Inv. Mgmt. & Hedge Funds	8%	$212,500	$219,915	$200,000	$240,000	$205,000	$231,591	$60,000	$56,111
Private Equity	16%	$200,000	$201,429	$183,750	$215,000	$150,000	$152,889	$27,500	$38,750
Venture Capital	6%	$212,500	$212,000	$171,250	$262,500	$35,000	$46,143	NA	NA
Other	1%	NA	NA	NA	NA	NA	NA	NA	NA
Health Care	5%	$175,000	$183,000	$160,000	$180,000	NA	NA	NA	NA
NonProfit	1%	NA	NA	NA	NA	NA	NA	NA	NA
Media / Entertainment	2%	NA	NA	NA	NA	NA	NA	NA	NA
Real Estate	1%	NA	NA	NA	NA	NA	NA	NA	NA
Retail	1%	NA	NA	NA	NA	NA	NA	NA	NA
Technology	35%	$185,000	$192,394	$170,000	$210,750	$30,000	$47,536	$25,000	$24,907
Consumer	7%	$165,000	$176,042	$161,250	$186,250	$25,000	$54,942	$35,000	$34,200
Enterprise	19%	$195,000	$202,138	$176,000	$225,000	$35,000	$48,769	$17,000	$20,464
FinTech	4%	$199,000	$177,800	NA	NA	NA	NA	NA	NA
Other	4%	$188,000	$190,167	NA	NA	NA	NA	NA	NA
Other[2]	3%	$175,000	$168,002	NA	NA	NA	NA	NA	NA
Total	**100%**	**$185,000**	**$190,109**	**$165,000**	**$200,000**	**$43,000**	**$89,605**	**$30,000**	**$35,888**

1 Compensation information is student-reported and excludes company-sponsored students (13%) and students starting a new business (16%), following CSEA standards. While CSEA standards call for reporting Minimum and Maximum values, we provide 25th and 75th percentiles to protect student confidentiality. Percentiles below 5% are excluded for the same reason. "NA" indicates fewer than five students, and totals may not sum due to rounding. Expected Performance Bonus was reported by 66% of salary reporters, while Signing Bonus was reported by 51%. **2** “Other” includes Automotive, Government, Manufacturing (non-automotive), and Transportation & Logistics.

Full-Time Compensation by Function[1]

		Base Salary				Expected Bonus		Signing Bonus	
Function	Percent Accepting	Median	Mean	25th Percentile	75th Percentile	Median	Mean	Median	Mean
Consulting	12%	$192,000	$186,350	$190,000	$192,000	$31,000	$44,194	$30,000	$40,000
Management Consulting	11%	$192,000	$187,063	$190,000	$192,000	$30,000	$33,714	$30,000	$40,7140
Operations / Implementation	2%	NA	NA	NA	NA	NA	NA	NA	NA
Finance	31%	$200,000	$202,294	$176,250	$225,000	$175,000	$156,944	$30,000	$46,400
Investment / Portfolio Mgmt	9%	$200,000	$203,954	$180,000	$235,000	$200,000	$218,636	$62,500	$55,625
Private Equity	13%	$200,000	$207,604	$188,750	$223,750	$200,000	$190,357	$35,000	$49,583
Venture Capital	5%	$200,000	$208,125	$147,500	$281,250	NA	NA	NA	NA
Other	5%	$180,000	$180,556	$175,000	$185,000	$50,000	$60,778	NA	NA
General Management	32%	$170,000	$185,766	$161,000	$207,500	$29,500	$38,941	$25,000	$26,040
Business Ops / Strategy / Planning	18%	$170,000	$186,629	$163,500	$202,500	$20,000	$28,374	$25,000	$28,733
Chief of Staff	7%	$188,800	$193,550	$165,000	$205,000	$75,000	$79,000	NA	NA
General Mgmt / Rotational / Leadership	7%	$170,000	$175,750	$146,250	$211,250	$42,500	$39,000	$22,500	$21,667
Marketing / Sales	20%	$180,000	$183,973	$175,000	$191,750	$30,000	$56,334	$27,500	$33,406
Business Development	3%	NA	NA	NA	NA	NA	NA	NA	NA
Marketing / Brand / Growth Manager	2%	NA	NA	NA	NA	NA	NA	NA	NA
Product Management	11%	$180,000	$187,938	$175,750	$207,000	$28,200	$27,892	$30,000	$40,727
Sales / Customer Success / Revenue	4%	$180,000	$186,250	NA	NA	NA	NA	NA	NA
Other	4%	$177,500	$170,125	NA	NA	NA	NA	NA	NA
Total	**100%**	**$185,000**	**$190,109**	**$165,000**	**$200,000**	**$43,000**	**$89,605**	**$30,000**	**$35,888**

1 Compensation information is student-reported and excludes company-sponsored students (13%) and students starting a new business (16%), following CSEA standards. While CSEA standards call for reporting Minimum and Maximum values, we provide 25th and 75th percentiles to protect student confidentiality. Percentiles below 5% are excluded for the same reason. "NA" indicates fewer than five students, and totals may not sum due to rounding. Expected Performance Bonus was reported by 66% of salary reporters, while Signing Bonus was reported by 51%.

Locations For Full-Time Job Acceptance[1]

Location	Percent
Africa	<1%
Asia, Australia, and Oceania	2%
Europe	<1%
Latin America, Caribbean, and South America	1%
North America	96%
Mid-Atlantic	3%
Midwest	2%
Northeast	28%
South	1%
Southwest	6%
West	55%
Total	**100%**

[1] Percent total may not equal the sum of components due to rounding.

Compensation by Location for Full-Time Job Acceptances[1]

	Base Salary	
Location	Median	Mean
United States	$190,000	$191,718
Mid-Atlantic	$185,000	$202,833
Midwest	NA	NA
Northeast	$190,000	$189,510
South	NA	NA
Southwest	$187,500	$185,583
West	$192,000	$194,235
Rest of World	$135,000	$139,167

[1] Compensation information is student-reported and excludes company-sponsored students (13%) and students starting a new business (16%), following CSEA standards. While CSEA standards call for reporting Minimum and Maximum values, we provide 25th and 75th percentiles to protect student confidentiality.

Primary Source of Full-Time Job Acceptances[1]

Sources	Percent
School-facilitated	54%
GSB Network	24%
GSB job board or resume book	17%
CMC-Managed Events/Activities/Interviews	5%
Conversion of internship obtained through school sources	8%
Graduate-facilitated	46%
Non-GSB Network	34%
Non-GSB job board or resume book	6%
Conversion of internship obtained through graduate-initiated sources	6%
Other student-facilitated sources	0%
Total	**100%**

1 Percent total may not equal the sum of components due to rounding.

Full-Time Entrepreneurs By Industry[1]

Industry	Percent
Agriculture	5%
Consumer Products	8%
Energy	3%
Finance	3%
Health Care	10%
Technology	42%
Consumer	10%
Enterprise	19%
FinTech	6%
Other	6%
Other	
Search Funds	18%
Automotive	2%
Hospitality/Travel	2%
Media/Entertainment	2%
Retail	2%
Other	5%
Total	**100%**

1 Percent total may not equal the sum of components due to rounding.

Summer Employment Profiles

	Percent of Class
Seeking Employment[1]	77%
Accepted Employment[2]	71%
Not Seeking Employment	16%
Company-Sponsored	1%
Explored a New Business Idea	14%
Not Seeking for Other Reasons[3]	1%
No Recent Information Available	7%
Total Graduates	**100%**

1 Seeking Employment includes students who Explored a New Business Idea and also sought summer employment. **2** 96% of the students seeking summer employment received an offer. 93% of the students seeking summer employment accepted an offer. **3** Not Seeking for Other Reasons includes students pursuing non-MBA related academic or professional activities.

Summary Job Compensation by Industry[1]

		Base Salary Per Month			
Industry	Percent Accepts	Median	Mean	25th Percentile	75th Percentile
Consulting	6%	$15,750	$14,667	$15,000	$15,830
Consumer Products	4%	$6,933	$7,020	NA	NA
Energy	4%	$6,717	$7,330	NA	NA
Finance	34%	$9,000	$10,077	$6,717	$13,000
Hedge Funds	2%	$16,000	$15,476	NA	NA
Investment Management	6%	$6,717	$8,959	$6,459	$12,250
Private Equity	10%	$12,133	$11,428	$9,000	$14,167
Venture Capital	14%	$8,000	$8,386	$6,717	$9,000
Other	2%	NA	NA	NA	NA
Government	1%	NA	NA	NA	NA
Health Care	7%	$6,717	$7,798	$6,717	$8,000
Manufacturing	1%	NA	NA	NA	NA
Media / Entertainment	3%	$6,067	$7,006		
Nonprofit	1%	NA	NA	NA	NA
Real Estate	2%	NA	NA	NA	NA
Technology	31%	$7,767	$8,454	$6,717	$10,245
Consumer	7%	$6,717	$7,259	$6,717	$8,000
Enterprise	11%	$10,000	$9,122	$6,717	$10,875
FinTech	4%	$7,163	$7,769	NA	NA
Other	7%	$9,842	$9,051	$6,717	$10,416
Other[2]	5%	$8,083	$9,111	$6,663	$8,839
Total	**100%**	**$8,000**	**$9,009**	**$6,717**	**$11,000**

1 The compensation table excludes students starting new businesses. The Social Management Immersion Fund (SMIF) offers financial support for MBA students securing social or environmental internships with nonprofits, government agencies, and social purpose businesses. The compensation table includes the SMIF stipend, where applicable. The Entrepreneurial Summer Internship Program (ESIP), offered by the Center for Entrepreneurial Studies, supports students pursuing eligible opportunities with entrepreneurial organizations. The compensation table includes the ESIP stipend where applicable. "NA" indicates fewer than five students, and totals may not sum due to rounding. Percentiles are not reported for categories below 5%. **2** “Other” includes Agriculture, Education, Hospitality/Travel, Retail, Transportation & Logistics, and Other industries.

Primary Source of Summer Job Acceptances

Sources	Percent
School-facilitated[1]	71%
Student-facilitated[2]	29%
Total	**100%**

1 School-facilitated sources include CMC-managed events/activities/interviews, GSB job board, GSB network, and stipend-supported opportunities. **2** Student-facilitated sources include non-GSB job boards, personal contacts, pre-GSB employer, or other student-facilitated sources.

MBA1 class participated in GSB- or Stanford-sponsored summer opportunities that included stipend support from one of these programs.

- Global Management Immersion Experience
- Social Management Immersion Fund
- Impact Design Immersion Fellowship
- Stanford Seed internship
- Entrepreneurial Summer Internship Program
- Botha Chan Innovation Program
- Ecopreneurial Summer Innovation Sprint
- Ecopreneurial Summer Internship Program