



advantere

School of
Management



GEORGETOWN
UNIVERSITY



We're more than
a business school:
we shape challenge
managers.

Index

04 Introducing our School

- 06 Our Values
- 08 Our Partners
- 10 Collaborators
- 12 Sustainability and Social Impact at the Core
- 14 Campus in Madrid

16 Methodology and Programs

- 17 What Makes us Different
- 18 Project-Based Learning
- 19 Master's Thesis (Capstone)
- 20 Tech Academy
- 22 Learning Plan
- 24 Master in Real Estate Finance (MREF)
- 28 Master in Strategic Marketing & Communications (MSMC)
- 32 Master in International Management (MIM)
- 36 Master in Finance (MIF)
- 40 Master in Talent Management (HR)

44 Admissions

- 46 Scholarships and Financial Aid
- 48 Careers Center

52 Advantere Experience

- 53 Students Profile
- 54 International Experience
- 56 Alumni Network
- 57 Awards and Distinctions

INTRODUCING OUR SCHOOL



The best people for others and for the world.

Advantere School of Management is an institution where innovation meets excellence in business education for pre-experience professionals. Founded by Comillas Pontifical University and University of Deusto, with Georgetown University as a strategic academic partner, Advantere leverages over a century of educational excellence from its founding institutions.

With a commitment to shaping the future of business leadership, Advantere was established to add value and provide solutions to today's evolving business landscape.

As an international boutique school, we offer a highly personalized approach, ensuring tailored support for each student. Our agile and flexible format allows us to swiftly adapt

ourselves to individual needs and the ever-changing business environment.

The school's unique approach, termed "re-solutionary learning," focuses on creating new solutions for unprecedented challenges, preparing future managers and leaders to govern companies in times of uncertainty, and to drive innovation. Central to our mission is a dedication to social impact and sustainability, integrating ethical values, social justice, and environmental stewardship into our programs.

We also prioritize care for the individual and their well-being, ensuring that our approach addresses broader societal challenges and supports the personal health and welfare of those we serve.



Juan de la Guardia, Ph.D.

Managing Director of Advantere
School of Management

A handwritten signature in black ink that reads "Juan de la Guardia". A long, thin horizontal line is drawn below the signature.

Our Values



Social Impact

We are dedicated to making a positive difference in society, emphasizing sustainability, diversity, and social justice.



Global Perspective

We foster an international outlook, encouraging cross-cultural understanding and collaboration.



Ethical Leadership

We promote integrity, accountability, and ethical decision making in business practices.



Innovation

We embrace forward thinking and creativity in our educational approach, preparing students to tackle the challenges of tomorrow.



Excellence

We commit to the highest academic and professional excellence standards in all our endeavors.



Boutique Learning Experience

Our method prioritizes personalized mentoring for a unique and tailored learning experience.



New
times

require

new
solutions

Our Partners

Advantere is an independent management school within the framework of the institutions of the Society of Jesus. It was created with the support of three benchmark institutions: the Pontifical University of Comillas and the University of Deusto as promoting institutions, and Georgetown University as a strategic academic partner.

Together, these institutions guide and advise the academic development of Advantere, ensuring academic excellence, international standards, and a strong connection between education and real-world impact.



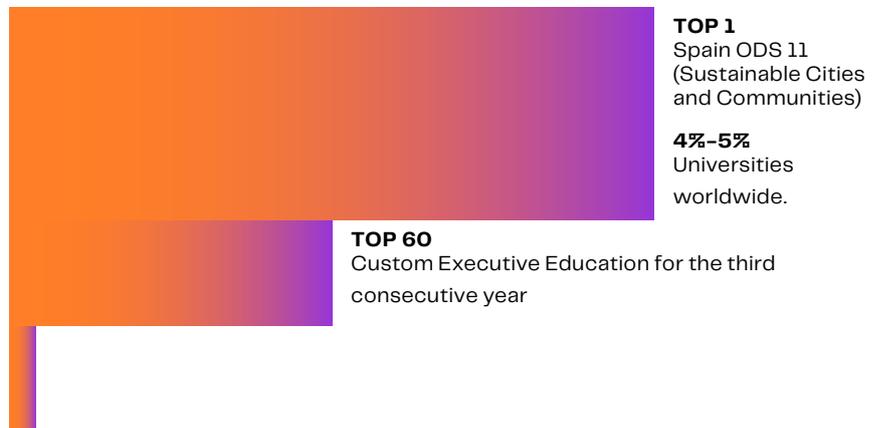
Strategic
Academic
Partner

International Recognition of Our Partners

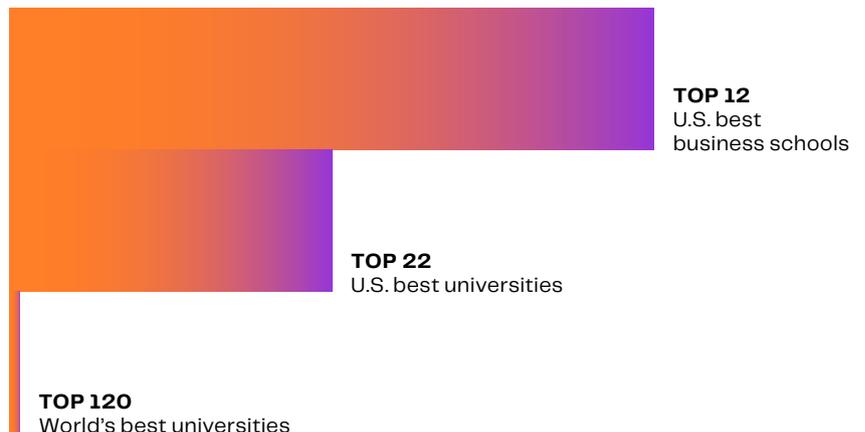
Pontifical University of Comillas



University of Deusto



Georgetown University



Our Collaborating Institutions

Advantere School of Management prides itself on a robust network of collaborations with diverse organizations, ranging from multinational corporations to non-governmental organizations (NGOs), start-ups, and other educational institutions. This strong connection with the business and organizational world is integral to our educational approach, providing our students with opportunities for real-world learning and professional growth.

accenture

KPMG

Coca-Cola EURO-PACIFIC PARTNERS

Deutsche Bank

Google

IBM

Microsoft

N26

Santander

Telefónica

Cáritas

IMPACT HUB

unicef

Cruz Roja

VENTURE CAFÉ

randstad

Corporate Partners

We work closely with some of the world's leading companies, ensuring our students are prepared to meet the demands of the global job market. These partnerships allow our students to engage in internships, live projects, and job placements, providing them with the practical experience needed to excel in their careers.

Accenture

Coca-Cola Europacific Partners (CEP)

Deutsche Bank

Google

IBM

KPMG

Microsoft

N26

Santander

Telefónica

Corporate

NGOs and Social Impact Organizations

Aligned with our commitment to social impact and sustainability, Advantere collaborates with numerous NGOs and social enterprises. These partnerships allow students to work on projects addressing global challenges, fostering a sense of responsibility and commitment to social justice while applying their skills in meaningful ways.

Unicef

Cruz Roja (Red Cross)

Entreculturas

Nasco Feeding Minds

Fundación Tomillo

Impact Bridge

Ecca Social

Servicio Jesuita a Migrantes (SJM)

Cáritas

Fundación Sauce

Fundación Secretariado Gitano

Social

Start-Ups and Innovation Hubs

Advantere fosters connections with innovative start-ups and entrepreneurship hubs, providing students with exposure to advanced technologies and entrepreneurial thinking. These relationships enable students to work on pioneering projects, participate in innovation challenges, and gain insights into the entrepreneurial ecosystem.

Newmanbrain

Igeneris

Randstad

Venture Café

Impact Hub

Maltiverse

Cognifit

Citibox

Start-Ups



Sustainability & Social Impact at the Core

Sustainability and Social Impact are part of Advantere's DNA; they are not an add-on but the foundation upon which our programs have been built to promote leaders with purpose—leaders who look beyond themselves, aiming to be not just the best in the world, but the best for the world.

Students' contribution to the business ecosystem

Our values are deeply embedded within our teaching methodology, which includes comprehensive courses on sustainability, ethics, and social impact.

We integrate these topics into all academic activities, ensuring that students participate in at least one social impact project in collaboration with NGOs and social change organizations.

Additionally, during their international stay at Georgetown University, students attend specialized masterclasses in ethics, sustainability, leadership, and social entrepreneurship.

Discover some of our social impact and sustainability projects:



In this project, students aimed to increase the participation of young adults aged 18 to 25 in UNICEF Spain. The focus was on understanding the functioning of an NGO, employing marketing strategies to attract young volunteers, and designing social media campaigns to boost youth engagement.



In collaboration with Prosegur Cash, this project aimed to reduce the company's carbon footprint in a cost-effective way. The initiative supported Prosegur Cash's commitment to "The Climate Pledge," focusing on optimizing operations and fleet efficiency to achieve annual reductions in CO2 emissions.

As we navigate the complexities of the 21st century, it has become increasingly clear that sustainable development is not merely an option but a necessity. This has been Advantere's objective since its inception, recognizing the critical role we play in shaping future business leaders who are not only the best in their fields but also deeply conscious of their responsibility to the environment and society.



This project focused on evaluating the feasibility of training and hiring immigrants as mechanics or drivers to address both labor shortages and the social integration of immigrants. Currently, MAN Truck & Bus is working on implementing the proposal to make it a reality.

Watch Video:
Social Impact
Projects Students
Experience



Consuelo Benito Olalla, Ph.D.
Director of Sustainability
and Social Impact



Our new campus in Madrid

CAMPUS ARRUIPE 



Madrid, Spain



Why Madrid?

One of Europe's top cities for international students, business opportunities, and quality of life.

OUR METHODOLOGY & OUR PROGRAMS



What makes us different

01

Real Professional Challenges

Our “revolutionary learning” methodology ensures active application of knowledge to real-world challenges through project-based learning, with a personalized approach tailored to each student’s needs.

02

Focus on Sustainability and Social Impact

Our curriculum integrates sustainability and social responsibility, aligning with UN Sustainable Development Goals.

03

Career Development and Employability

Benefit from comprehensive career services, including personalized advice, mentoring from industry leaders, and access to a vast job portal, all strengthened by strong industry connections with leading companies offering internships, live projects, and job placements.



04

Global Exposure and Diverse Student Body

Gain invaluable insights into different business cultures through an international study period at Georgetown University, while learning alongside a diverse student body representing over 30 nationalities, backgrounds, and cultures, in a rich multicultural environment.

05

Alumni Network

Apart from Advantere’s network, students have access to the extensive alumni associations of our partner institutions, further enhancing opportunities for career growth and lifelong connections.

06

Personalized Mentoring & Boutique Experience

Our small cohorts enable close, one-to-one interaction with faculty, mentors, and the Careers Center. Every student receives individualized guidance throughout the year, ensuring a learning journey tailored to their goals, strengths, and professional ambitions.

Project-Based Learning

PBL is more than just a teaching method; it is an immersive experience that bridges the gap between academia and industry.

Students collaborate directly with businesses to solve real-life problems, gaining invaluable insights and practical experience.

This hands-on approach fosters critical thinking, collaboration, and problem-solving skills, ensuring our graduates are equipped with the confidence and expertise to make a meaningful impact and excel in their careers.

Graduates leave with a portfolio of real-world achievements, making them highly competitive and attractive to employers.

Learn more about the PBL here:



L'ORÉAL

Master in Talent Management (HR)

Creating an effective communication strategy for the "Brave Together Program" focused on Mental Health in L'Oréal Spain and Portugal.

ZARA

Master in International Management

Designing a store concept to increase ZARA's share in one of its largest markets.

N26

Master in Finance

Development of the Financial Wellness Index study to measure the financial well-being of the Spanish population.

Master's Thesis (Capstone)

A Master's Thesis (Capstone) represents the pinnacle of academic achievement, integrating and applying the knowledge and skills acquired throughout the program.

Our Master's Thesis (Capstone) is highly valued by employers, showcasing a candidate's practical application of concepts, problem-solving prowess, and analytical skills. The collaborative nature of these projects also enhances teamwork and project management abilities, making our graduates stand out in the job market.

Learn more about the Master's Thesis (Capstone) here:



Key Features

Integrative

Combines and applies knowledge from the entire course of study.

Practical and Realistic

Focuses on solving real-world issues, often in partnership with businesses, organizations, or communities.

Multidisciplinary

Involves various areas of expertise, requiring teamwork and diverse skills.

Evidence Based

Involves research processes, data analysis, and research-backed solutions.

Public Presentation

Culminates in a formal presentation or defense before a panel of experts.

Tech Academy

Tech Academy equips students with essential tech skills and digital knowledge, tailored to complement each master's program at Advantere. In today's fast-paced job market, mastering technology and digitalization is key to professional success.

Why Tech Academy Stands Out

By merging cutting-edge tech education with specialized master's programs, Advantere ensures graduates become well-rounded professionals, ready to excel in the digitalized global economy.

Learning Objectives

1

Applied AI & Data Literacy

Students develop a practical understanding of technologies such as Artificial Intelligence, data analytics, robotics, blockchain and digital automation—focusing on how they are used in business decision-making, strategy, marketing, finance, and operations.

2

Tools used in real organizations (“Practical Skills”)

Training includes hands-on work with widely used professional tools for collaboration, communication, and data visualization, ensuring students can immediately apply these skills in academic projects, internships, and professional settings.

3

Integrated into real projects

Digital tools and technologies are directly applied to Project-Based Learning activities and can be incorporated into the Capstone Project, reinforcing learning through real organizational challenges.

**MAKE
THE MOST
OF EVERY
OPPORTUNITY
THAT COMES
YOUR WAY**

Your Journey

This is what your year at Advantere will look like



01

Pre-Program

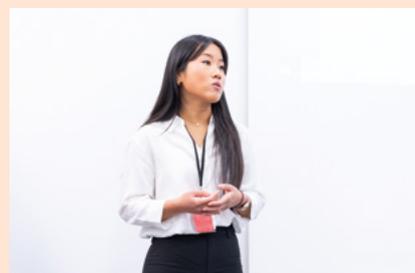
Before the program begins, students will participate in preparatory activities to ensure they have the necessary knowledge to succeed in their master's programs. This phase will also include a visit to our partners: the University of Deusto and Universidad Pontificia Comillas, from which students will become alumni, and a trip to Loyola with self-awareness activities to begin working on their personal and professional growth.



02

Projects with Companies

During the master's program, you will collaborate with organizations to solve current challenges using the PBL methodology. These projects will not only provide you with training in real-world scenarios but also enhance your resume and make your profile more attractive to employers.



03

Entrepreneurship Training

All programs include a course dedicated exclusively to entrepreneurship, where you will develop an innovative and feasible project. This course will also connect you with entrepreneurial ecosystems to generate synergies.



04

Sustainability and Social Impact Projects

You will collaborate with organizations focused on social innovation to internalize a working approach that not only focuses on achieving results but also on making a positive impact on your environment. This mindset will guide you to consistently seek meaningful contributions in every aspect of your career.



05

Tech Academy

Receive training in technology and digitalization applied to your area of study to enhance your technical skills and strengthen your resume.

Study Plan

Our master's programs are officially accredited and adhere to the standards and criteria set by the European Higher Education Area (EHEA).



06

Mentoring Program

Following the 1-to-1 approach that defines us, we will match you with a top professional currently active in your field, aligned with your interests, needs, and goals. This mentor will guide you throughout the year, sharing their experience and knowledge to help you stay on track and achieve your objectives.



07

Networking Opportunities

You will have the opportunity to attend events and fairs, visit companies, and hear from leading professionals. These activities will broaden your perspective and open doors to valuable networking opportunities.



10

Master's Thesis (Capstone)

Apply everything you've learned in a final master's project that involves creating an innovative and realistic venture. You can undertake this project individually or in a group, and in collaboration with an existing company.



08

Employability Workshops

During your time at Advantere, you will receive continuous support and training from our Careers Center to help you discover your path and achieve your goals.



09

International Experience

All master's programs include a stay at Georgetown University, where you will receive specialized training in sustainability and social impact, visit renowned institutions, and experience university life in the USA. At the end of the program, you will receive an official certificate from Georgetown University.

Throughout the academic year, you will receive both theoretical and practical training, with courses taught by professionals who have extensive and recognized expertise in their respective fields.

Master in Real Estate Finance (MREF)



Learn more about the program

Why this Master?

Project-Based Learning: Work on real projects with leading companies in finance and real estate, applying your knowledge from day one to real investment and asset management challenges.

Finance Expertise with Real Estate Focus: Build a solid foundation in finance while specializing in valuation, asset management, private equity, and sustainable investment—where market demand is strongest.

Official Degree & Global Recognition*: Earn an official European degree from Universidad Pontificia Comillas and a certificate from Georgetown University, backed by two institutions of international prestige.

Financial & Strategic Skills: Develop advanced analytical, modelling, and valuation capabilities to understand and manage complex investment decisions in global real estate markets.

International Exposure: Study fully in English in Madrid and take part in a residential experience at Georgetown University (Washington, D.C.), connecting Europe and the Americas.

Sustainability & Impact: Integrate ESG and responsible finance principles into real estate strategies that shape cities, assets, and communities for the future.

Mentorship & Career Guidance: Benefit from personalized mentoring and career coaching from professors and industry professionals with direct market experience.

Diverse & Global Environment: Join a highly international cohort of students from over 30 nationalities and start building a global professional network from day one.

*Pending official verification

A woman with long dark hair, wearing a dark blazer over a white shirt and a dark skirt, stands in a meeting room. She is gesturing with her hands as if presenting. In the foreground, there is a table with a water bottle, a laptop, and some papers. The background shows a large screen displaying a bar chart with various data points.

Built with the industry. DESIGNED FOR REAL CAREER OUTCOMES.

Advisory Committee: The **Master in Real Estate Finance** is guided by an exceptional Advisory Committee composed of senior leaders shaping today's real estate and capital markets. The committee includes top executives such as **Ismael Clemente (CEO, Merlin Properties)**, **Adolfo Ramírez-Escudero (Chairman & CEO, CBRE Spain & LatAm)**, **Claudio Boada (Senior Advisor, Blackstone)**, **Vanesa Gelado (CEO, Hines Spain)**, **Borja García-Egoecheaga (CEO, Neinor Homes)**, **Jorge Pérez de Leza (CEO, Metrovacesa)**, **Jaime Riera (Head of Real Estate Investment Banking EMEA - JLL)**, **Javier Echeverría (COO, Savills)**, **Laura Hernando (Managing Director Hotels, Colliers)**, and **Ignacio de la Torre (Chief Economist, Arcano)**, among others.

Their close connection to global capital markets, investment, development, and advisory ensures that the MREF remains fully aligned with industry realities, emerging trends, and the skills employers actively seek. This strong market linkage is a powerful guarantee of the program's relevance, credibility, and positioning as a reference in **Real Estate Finance education**.



Jaime Castelló, DBA.
Associate Dean



In a world reshaped by artificial intelligence and an increasingly uncertain job market, specialization makes the difference.

The Master in Real Estate Finance is a unique, industry-driven program designed to help early-career professionals secure a strong first job in a sector where financial expertise still matters.

Developed in close dialogue with companies seeking specialized profiles, the program combines quantitative finance skills with a deep understanding of the real estate ecosystem. Employability is built into the program from day one.

MREF in a nutshell



Duration:
1 year
(60 ECTS)



Format:
In person



Location:
Madrid –
Washington
D.C



Language:
English



Working experience:
0 – 5 years of work
experience



Tuition fee:
€32,000



Scholarships available

Semester 1

Leadership, Ethics & Sustainability (3 ECTS)
Artificial Intelligence & Tech Academy (3 ECTS)
Financial Analysis and Decision Making in Real Estate (6 ECTS)
Corporate Finance and Advanced Valuation for Real Estate Companies (6 ECTS)
Real Estate Portfolio Management (6 ECTS)
Dynamics of the Real Estate Sector (6 ECTS)

Semester 2

Management Techniques for Optimizing the Value of Real Estate Assets (6 ECTS)
Institutional investment in Real Estate and Market Cycles (6 ECTS)
Mergers, Acquisitions and Special Situations in Real Estate (6 ECTS)
Real Estate Financing and Advanced Analysis (6 ECTS)
Master's Thesis (Capstone Project) (6 ECTS)

Master in Strategic Marketing & Communications (MSMC)



Learn more about
the program

Why this Master?

Strategy-led learning with real impact: Learn through Project-Based Learning with real organizations, where creativity, strategic thinking, and data-driven insight come together to address real marketing and communication challenges.

A broad and strategic foundation: Develop a holistic understanding of brand management, digital innovation, communication strategy, and consumer insight—building direction before specialization.

Official and internationally recognized degree*: Earn an official European Master's Degree from Universidad Pontificia Comillas, complemented by a certificate from **Georgetown University**.

Creativity guided by strategy: Strengthen your ability to design bold strategies and lead communication initiatives with judgment, purpose, and responsibility.

*Pending official verification



Not another marketing master.

WE SHAPE DECISION- MAKERS

A truly international experience: Study 100% in English and benefit from a residential period at Georgetown University (Washington, D.C.), connecting Europe and the United States.

Marketing and communication with purpose: Learn to develop responsible and authentic strategies that create positive impact for brands, organizations, and society.

Personalized mentoring and career guidance: Receive individual support through one-on-one mentoring and professional coaching throughout the program.

A diverse and global learning community: Join a multicultural cohort of students from over 35 nationalities, enriching your perspective and professional network.



Jaime Castelló, DBA.
Associate Dean



Marketing and communications play a defining role in how organizations think, decide, and act. The Master in Strategic Marketing & Communications is designed to develop professionals capable of approaching these disciplines with strategic judgment, creativity, and responsibility. Through a rigorous and practice-oriented experience, the program prepares students to translate insight into influence and to guide communication and marketing decisions that create lasting value across organizations and societies.

MSMC in a nutshell



Duration:
1 year
(60 ECTS)



Format:
In person



Location:
Madrid –
Washington
D.C



Language:
English



Working experience:
0 – 5 years of work
experience



Tuition fee:
€32,000



Scholarships available

Semester 1

Personal & Team Leadership (3 ECTS)
Ethics & CSR (3 ECTS)
Tech Academy (3 ECTS)
Strategic Management (3 ECTS)
Strategic Marketing (6 ECTS)
Responsible Marketing (3 ECTS)
Market Based Innovation (3 ECTS)
Strategic Brand Management (3 ECTS)
Neuroscience (3 ECTS)
Consumer Behaviour (3 ECTS)
Evidence-based Marketing (3 ECTS)

Semester 2

Communications Strategy (6 ECTS)
Content Creation (3 ECTS)
Crisis Management (3 ECTS)
PR & Events Management (3 ECTS)
Advanced Digital Marketing (3 ECTS)
B2B Client Management (3 ECTS)
UX Design (3 ECTS)
Omnichannel Management (3 ECTS)
Master's Thesis (Capstone Project) (6 ECTS)

- Responsible Leadership
- Strategy & Digital Transformation
- Strategic Marketing Management
- Consumer Insights
- Communications Strategy
- Advanced Communications Strategy - Electives
- Final Project

Master in International Management (MIM)



Learn more about
the program

Why this Master?

Innovative Methods:

hands-on projects with leading companies to hone essential skills.

Official Degree:

an official European degree from Pontifical University of Comillas and a certificate from Georgetown University.

International Exposure: a fully English-taught program with a residential period at Georgetown University (Washington D.C.).

Social Impact: create meaningful change by developing real social impact projects.

Technology Skills: focus on technology and business analytics to make a positive difference.

Mentorship and Personalized Attention: one-on-one tutoring and career coaching.

Internship Opportunities: hands-on experience and valuable networking opportunities to kickstart your career.

Diverse Learning Environment: students from various backgrounds and fields.



“ There’s a
distinct difference
—a sense of
acceptance &
an opportunity
to be yourself—
that stands out
to me in
Advantere.

Klenam Goni,
MIM '23
Ghana



Inge Larsen, Ph.D.
Co-Director of the Master in International Management



Robert Antonides, MBA.
Co-Director of the Master in International Management



Embark in a transformative journey with our Master in International Management, an experience that equips you to lead in a global business landscape. We prepare you to address key challenges such as digital transformation, climate change, and global complexities, positioning you for success in international business.

MIM in a nutshell



Duration:
1 year
(60 ECTS)



Format:
In person



Location:
Madrid –
Washington
D.C



Language:
English



Working experience: Recent graduates with 0 – 3 years of work experience



Tuition fee:
€32,000



Scholarships available

T1

October	November	December
Strategy 1: Global Environment (2 ECTS)		
Strategy 2: Planning (3 ECTS)		
Operations Management (2 ECTS)		
International Corporate Finance (4 ECTS)		
Organizational Behaviour (3 ECTS)		
People and Talent Management (3 ECTS)		
Marketing Management (3 ECTS)		

T2

January	February	March
Strategy 3: International Models (2 ECTS)		
Global Supply Chain Management (2 ECTS)		
Managing Across Cultures (2 ECTS)		
International HR Management (3 ECTS)		
Business Ethics, Sustainability, and CSR (3 ECTS)		
Global Marketing Strategies (4 ECTS)		

T3

April	May	June	July
Strategy 4: Implementation (3 ECTS)			
Innovation and Digital Transformation (3 ECTS)			
Global Entrepreneurship (3 ECTS)			
International Financial Markets (4 ECTS)			
Corporate Governance (2 ECTS)			
Business Data Analytics (3 ECTS)			
Master's Thesis (Capstone Project) (6 ECTS)			

● Strategy
● Managerial Functions

● Organizational Behaviour
● Ethics & Governance

● Business Data Analytics
● Final Project

Master in Finance (MIF)



Learn more about
the program

Why this Master in Finance?

A career-focused finance program built with the market

Designed for early-career professionals who want to enter or accelerate a career in finance, this Master combines rigorous technical training, real-world application, and strong international exposure.

Real-world learning with financial institutions

Work on hands-on projects with banks, investment firms, and financial institutions, applying financial theory to real market challenges through Project-Based Learning.

Comprehensive and in-demand finance expertise

Develop a solid foundation across key areas of finance, including investment banking, asset management, corporate finance, risk management, and strategic consultancy, aligned with current market needs.

Strong technical and analytical skillset

Build advanced capabilities in financial modeling, data analytics, and financial engineering, equipping you with the tools employers actively seek in analysts and associates.

International recognition and global exposure

Earn an official European Master's Degree from Universidad Pontificia Comillas, complemented by a certificate from Georgetown University, and experience a fully English-taught program with a residential period in Washington, D.C.

Career acceleration through internships and networking

Gain hands-on professional experience and access to a strong network of employers to support your transition into the finance industry.

CC My master at Advantere was key to securing a role in Luxembourg's financial sector. The curriculum and practical skills set me apart in the job market, allowing me to contribute meaningfully to my company.

Donghwan Kim,
MIF '23
South Korea

Preparation for top finance certifications

The curriculum is aligned to support preparation for the CFA certification, strengthening your profile for competitive finance roles.

Access to industry-standard tools

Train using professional platforms such as Bloomberg and FactSet, ensuring you graduate ready to perform from day one.



Jaime Castelló, DBA.
Associate Dean



To become an impactful player in the financial arena, one cannot rely solely on traditional methods of teaching and learning finance. Our Master in Finance one-year program immerses you in a professional environment, providing a fresh perspective to advance your career and enhance your employability.

* Certifications:



FACTSET

Bloomberg

* Tools:



MIF in a nutshell



Duration:
1 year
(60 ECTS)



Format:
In person



Location:
Madrid –
Washington
D.C



Language:
English



Working experience:
0 – 5 years of work
experience



Tuition fee:
€32,000



Scholarships available

T1

October	November	December
Monetary Policy and Economic Analysis (4 ECTS)		
Financial Statements Analysis & Corporate Finance (5 ECTS)		
Global Financial Markets & Regulation (4 ECTS)		
Quantitative Methods in Finance (5 ECTS)		

T2

January	February	March
Ethics, Sustainability and Society (3 ECTS)		
Monetary Policy and Banking (3 ECTS)		
Project Finance (2 ECTS)		
Derivatives (3 ECTS)		
Portfolio Management (4 ECTS)		

T3*

April	May	June	July
Entrepreneurship (2 ECTS)			
Fintech and Banking Disintermediation (4 ECTS)			
Specialization 1: Banking and Fintech		Specialization 2: Quantitative Methods & Data Science	
Blockchain Technology (3 ECTS)		Fixed Income Derivatives (3 ECTS)	
Financial Institutions Management (3 ECTS)		Quantitative Risk Management (3 ECTS)	
Digital Banking (3 ECTS)		Big Data & Artificial Intelligence in Finance (3 ECTS)	
Banking & Fintech Seminar (2 ECTS)		Quantitative Methods Seminar (2 ECTS)	
Specialization 3: Asset Management & Alternative Investments			
Asset Management & Behavioral Finance (3 ECTS)			
Hedge Funds & Real Assets (3 ECTS)			
Private Equity & Impact Investing (3 ECTS)			
Asset Management Seminar (2 ECTS)			
Master's Thesis (Capstone Project)(6 ECTS)			

* This term is designed for students to choose one track.

- Business and Economy
- Financial Markets
- Banking
- Finance Fundamentals
- Finance Ethics
- Final Project
- Financial Techniques and Business Analytics
- Corporate Finance

Master in Talent Management (HR)



Learn more about
the program

Why this Master in Talent Management (HR)?

A strategic HR program designed for the future of work

The Master in Talent Management prepares early-career professionals to lead people, culture, and organizational change in complex, international environments—combining business insight, data-driven decision-making, and human-centered leadership.

Real-world HR practice and career readiness

Engage in hands-on projects, case studies, and internships with organizations, applying HR theory to real challenges in talent strategy, organizational design, and people development.

Aligned with today's and tomorrow's HR roles

The curriculum evolves with key industry trends such as digital transformation, people analytics, diversity & inclusion, well-being, and corporate responsibility, ensuring strong market relevance.

Official degree with international recognition

Earn an official Master's Degree from Universidad Pontificia Comillas, complemented by a certificate from Georgetown University, and study in a fully English-taught program with a residential experience in Washington, D.C.

Learn from experienced HR leaders and academics

Courses are taught by seasoned HR professionals and academic experts who bring real-world insight, strategic perspective, and academic rigor into the classroom.



It has been a challenging yet enriching experience, fostering personal and professional growth as we tackled problems together as a diverse group.

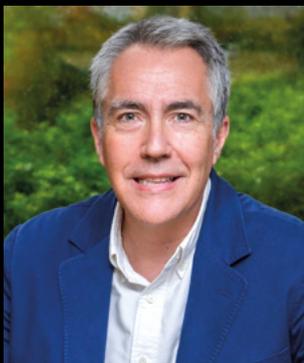
Marifer Salas,
MTM '23
Mexico

Personalized mentoring and career coaching

Benefit from one-on-one mentoring and tailored career guidance, helping you define your HR profile, strengthen your employability, and navigate your early career with confidence.

A diverse and collaborative learning environment

Learn alongside an international cohort from diverse academic and professional backgrounds, working in multidisciplinary teams on real projects with organizations.



Pedro César Martínez, Phd.
Director of the Master in
Talent Management (HR)



The Human Resources field has become a key driver of innovation and strategic success within organizations. Our Master in Talent Management develops professionals with strong data analysis skills, business acumen, and fluency in English, ready to lead in this evolving sector.

MTM in a nutshell



Duration:
1 year



Format:
In person



Location:
Madrid –
Washington
D.C



Language:
English



Next intake:
September
2026



**Working
experience:**
0 – 5 years of work
experience



Tuition fee:
€24,000



**Scholarships
available**

T1

October	November	December
Human Capital and Organization Design (3 ECTS)		
Business Ethics, Sustainability & CSR (3 ECTS)		
Labor Law & Compliance (3 ECTS)		
Strategic Management (3 ECTS)		
International and Contextual People Management (2 ECTS)		
Digital Ecosystem and Digitalizing (2 ECTS)		
Competences and Job Description (3 ECTS)		

T2

January	February	March
Talent Attraction (3 ECTS)		
Talent Review (4 ECTS)		
Talent Development (2 ECTS)		
Talent Mapping and Employee Experience (3 ECTS)		
People Analytics (7 ECTS)		

T3

April	May	June	July
Retention, Compensation and Benefits (6 ECTS)			
Culture & Change Management (3 ECTS)			
Leadership & Social Entrepreneurship (3 ECTS)			
Master's Thesis (Capstone Project) (10 ECTS)			

- Strategic Human Resources
- Technology and Data Insight
- Innovation and Change Management
- Strategic Talent Management
- Compensation Strategy
- Final Project
- Strategic Organization Management

Ready to

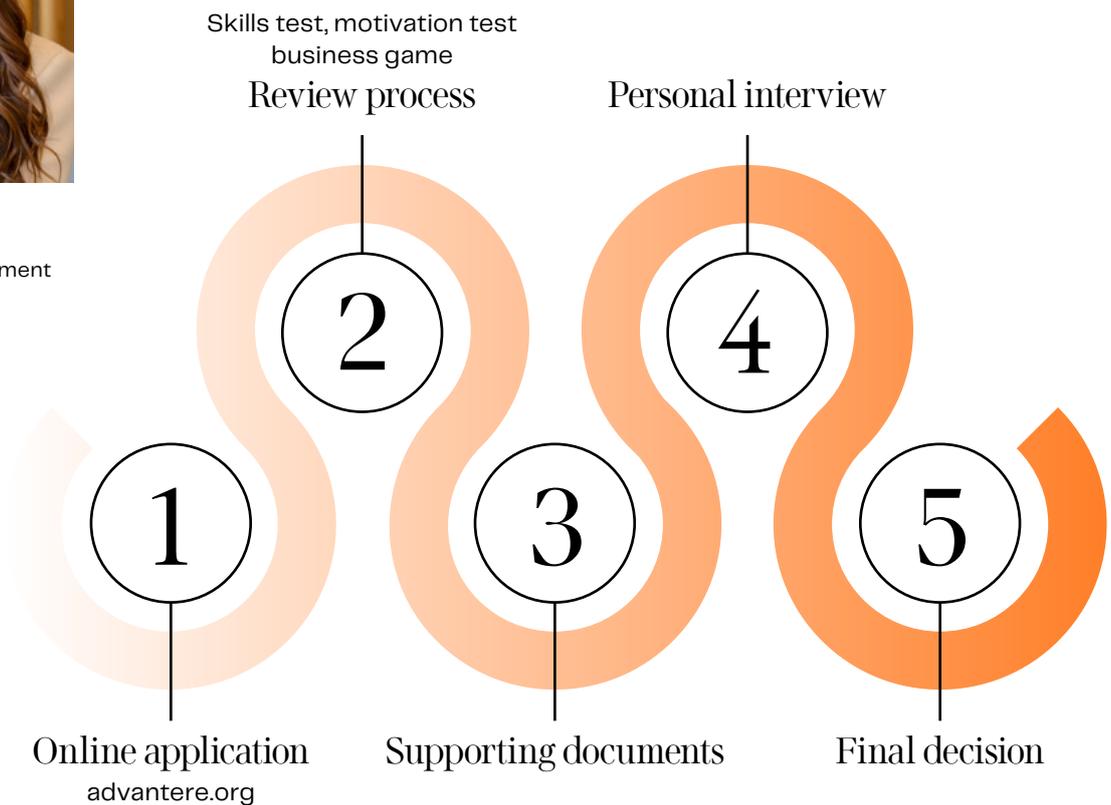
How to apply



Isabel Janeiro, MBA
Director of Marketing,
International Development
and Admissions

We're looking for passionate, globally-minded individuals eager to innovate, drive change, and make a positive social impact.

If that sounds like you, here's how you can become part of Advantere:



Admissions Criteria

Our admissions process is designed to identify candidates with strong academic potential and the drive to succeed.

Below, you will find the key requirements for admission to our programs:



Apply here

- Bachelor's degree from an accredited institution.
- Advantere Assessment Test: evaluates critical thinking, problem-solving, and communication skills. While GMAT or GRE scores are not mandatory, they are welcomed.
- English Proficiency (e.g., TOEFL, IELTS)
If you don't have an up-to-date English proficiency certificate, you can take the Oxford test provided by Advantere.*
- Application materials
 - Resumé
 - Academic transcripts
- Interviews: Shortlisted candidates will be invited for a personal online interview.
- Work experience is not required. However, any relevant experience will be evaluated positively.

* English test waivers may apply for native English speakers or if your bachelor's was completed in an English-speaking country.

join us?

Scholarships

We believe that financial constraints should never be a barrier to academic and professional development.

We offer a variety of financial aid options, including scholarships and funding opportunities, to attract and retain diverse talent that will contribute to the Advantere community and beyond.



Advantere Collaboration Awards

This opportunity is aimed at students who actively shape their experience at Advantere, engaging in outreach, strengthening our community, and collaborating on strategic projects.



International Diversity Scholarship

To encourage a global community with students from all over the world, especially open to candidates from underrepresented nationalities.



Talent and Equality Scholarship

Open to candidates with outstanding academic records, proven social achievements and personal merit, with limited financial means.



Women's Empowerment

Designed for proactive and motivated women who are committed to making significant career and personal achievements and who are determined to act as role models for younger women.



Direct Awards

Because excellence speaks for itself. Top applicants with exceptional academic backgrounds, professional achievements, and strong leadership potential are considered for this recognition automatically.



Jesuit Universities Scholarship

For degree students from all the Jesuit HE institutions (besides our founding partners).



Future HR Leaders Scholarship

Exclusive to Master in Talent Management (HR) candidates. Intended for participants who are eager to rethink how organizations care for people, those ready to lead with empathy, advocate for well-being, and promote ethical, human-centered practices in HR and beyond.

Academic Partner Institutions Bursary

We welcome applications from Comillas, Deusto and Georgetown alumni. They will be automatically awarded a 10% bursary on tuition fees.



Financial Aid

Advantere is committed to making world-class education accessible to a wide range of students. We encourage applicants from all backgrounds to explore our financial aid options, as we believe that an investment in your education is an investment in your future and in the positive impact you will create.



Loans

In collaboration with financial institutions, we provide access to student loan programs with competitive interest rates specifically designed to help you finance your education.

bankinter.

Bankinter offers flexible loan solutions.

fiderh

FIDERH, a Mexican government-funded program, provides low-interest loans for Mexican students pursuing graduate studies abroad.

Payment Plans

- **Ordinary Payment Plan:**
One initial payment to secure your place, followed by additional installments distributed across the academic periods.
- **Flexible Installment Plan:**
Spread out your payments over time to make financing your education more manageable.

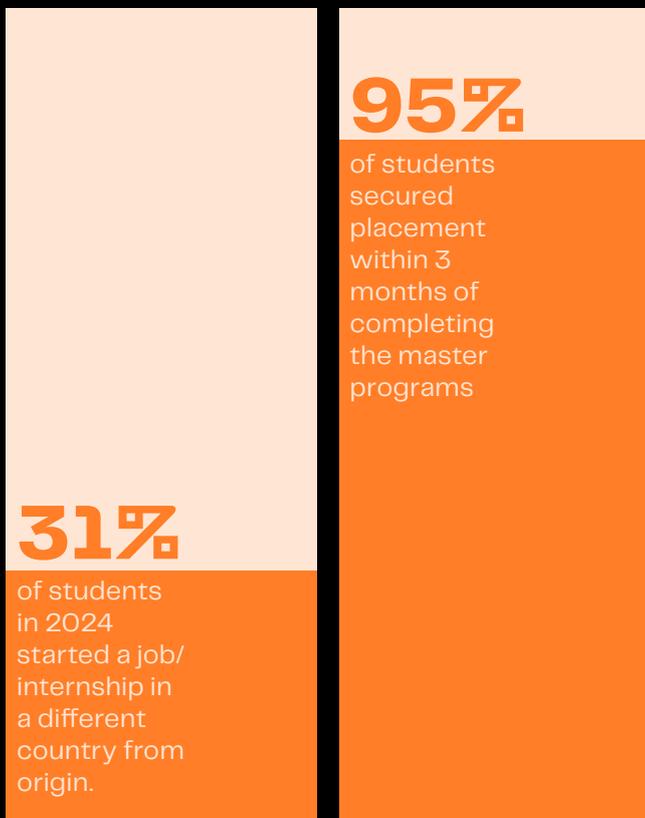
For more information, please contact our Financial Aid Team at:

financialaid@advantere.org

Careers Center

We are dedicated to ensuring that you are not just academically prepared but also fully equipped to excel in your career. Your Student Journey is a comprehensive process designed to guide you, from self-discovery to landing a job aligned with your purpose.

We also offer specialized support to **help non-EU students** transition smoothly to life in Madrid.



+10000

↑
Visibility of over 1,000 job opportunities throughout the academic year

20

←
An extended team of over 20 professionals, experts in various sectors, countries, and disciplines

18

←
Our graduates have worked in 18 different countries

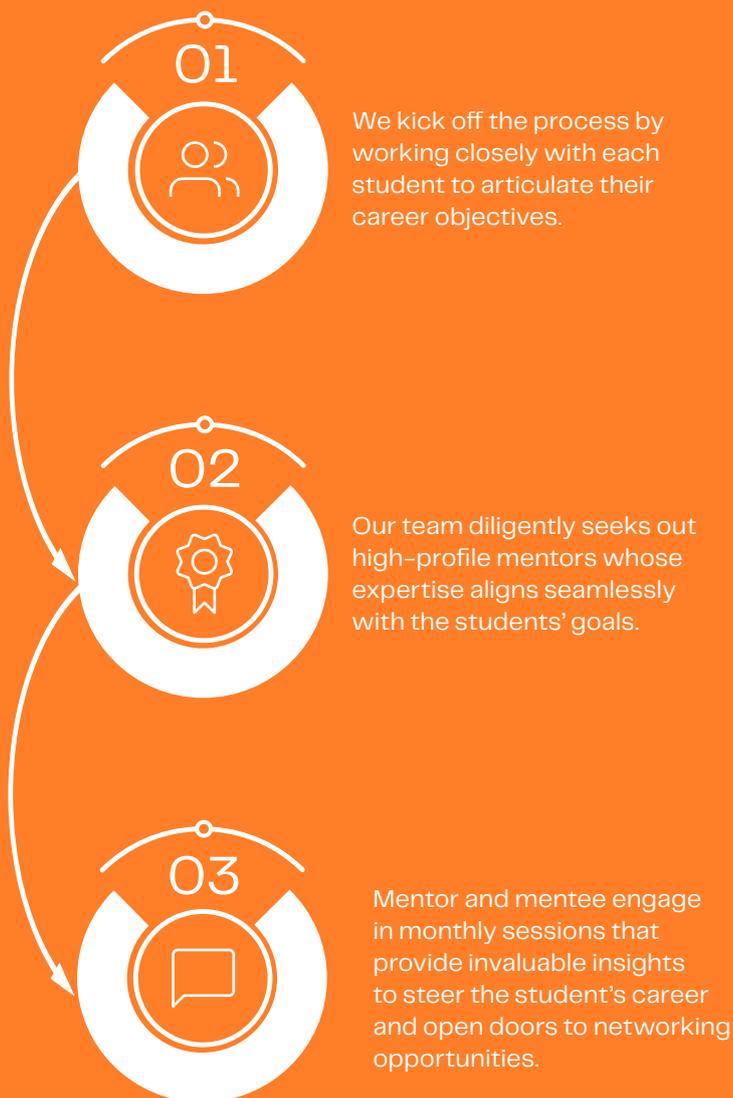
Top Employers



Mentoring Program

During the year, students become part of a tailored mentoring experience, carefully matched with industry leaders based on their career aspirations and development goals.

Our mentors come from diverse professional backgrounds, and include C-Suite Executives, Board Directors, Principals, and Managing Directors across various industries.



A Student Journey

● **Advantere**

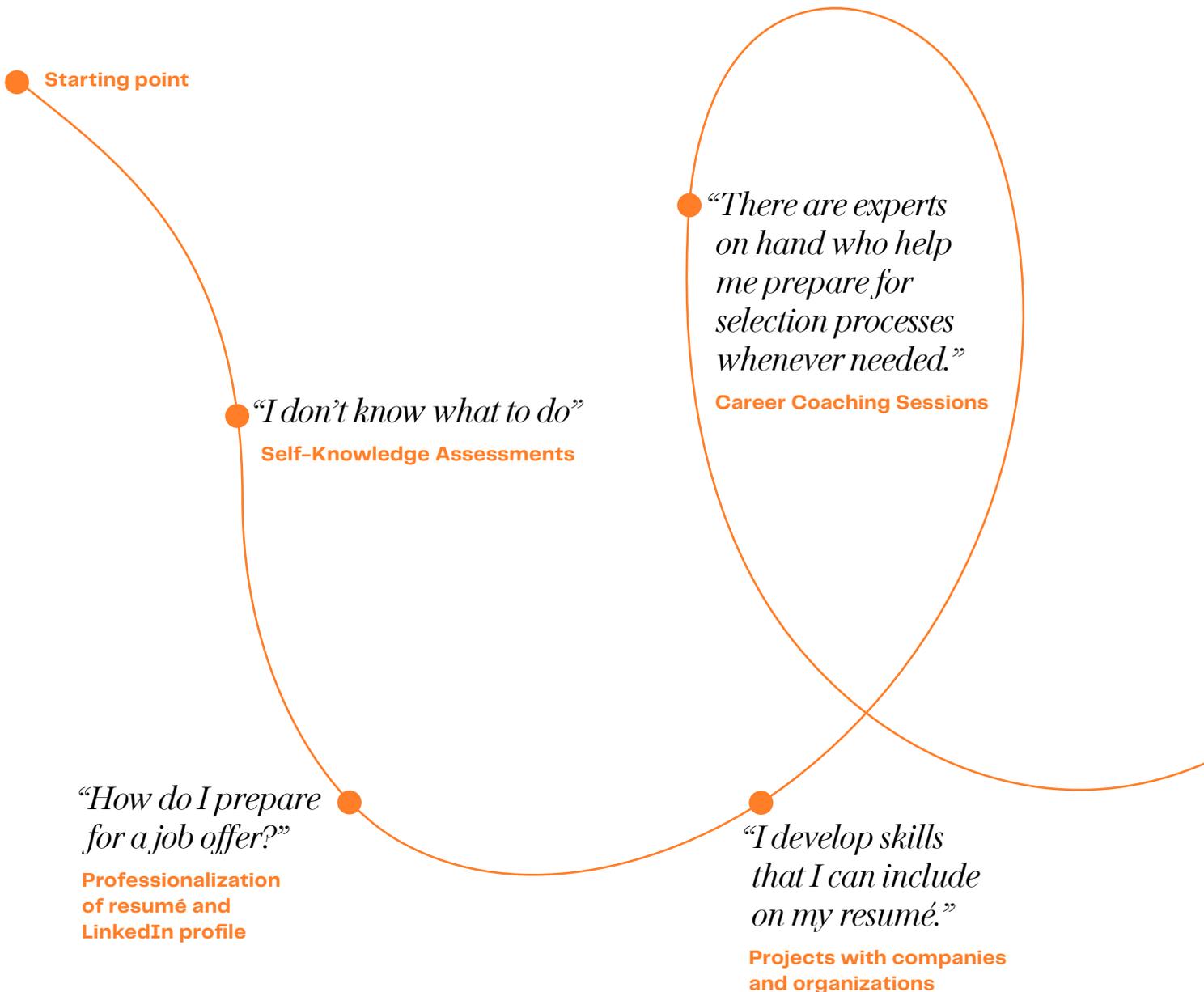
● *Testimony of Carlos Vargas*

This is the story of Carlos Vargas, a testament to the transformative power of a focused education and the opportunities that come with it.



Carlos Vargas

Graduate of the
Master in Finance
2024



● *“A graduate from the previous class has referred me for a position at her company.”*

Alumni Network



María José Carriles
Analyst at BlackRock
and Graduate of the
Master in Finance
2023

● **Open future,
endless impact.**

● *“I have sessions with a mentor personally selected for me, based on my career preferences and development needs.”*

Mentoring Program



Pilar López
VP Strategic Partnerships
at Microsoft and mentor
at Advantere

● *“Thanks to the skills I gained in the PBL with Invesco and Tresmares, I pass the final interview.”*

**Working at BlackRock
as an analyst**

ADVANTERE EXPERIENCE



22

Average age

54% 

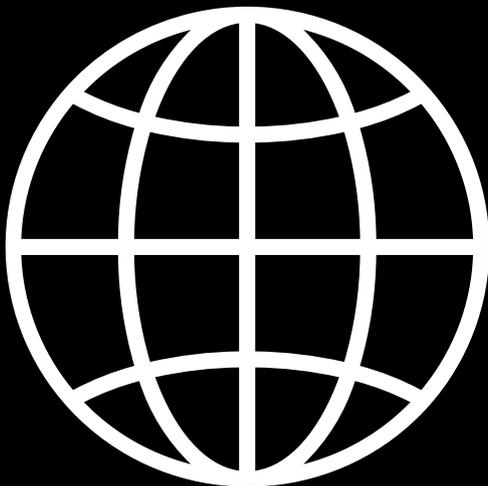
46% 

Spanish students 

33%

67%

International students 



NATIONALITIES

35

International Experience

GEORGETOWN
UNIVERSITY

Strategic
Academic
Partner

One of Advantere School of Management's strategic partnerships is with Georgetown University. Through this collaboration, all students participate in a residency at

Georgetown in Washington D.C., focused on sustainability, social impact and ethical and conscious leadership. During this stay, they attend classes taught by leading experts in their respective fields,

visit the main institutions of the moment, and present the impact projects carried out as part of the course in front of a panel of experts in the field.

↗ Official Certificate
from Georgetown
University

↗ Experts

+10

↗ Masterclasses

+20

↗ Visits to
international
organizations



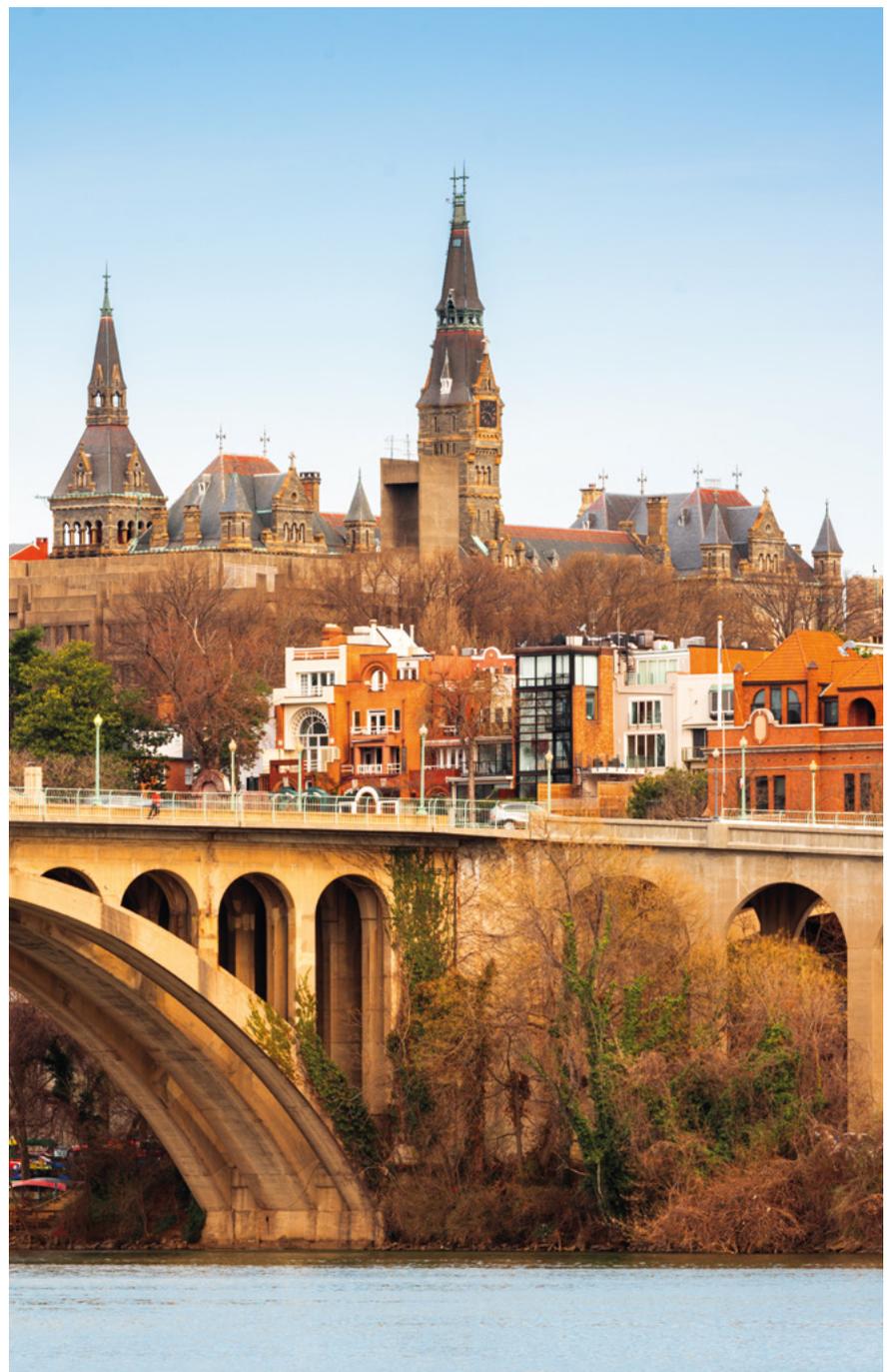
INTERNATIONAL
MONETARY FUND



WORLD BANK GROUP



Watch video
International
Experience at
Georgetown
University





Alumni Network

By joining Advantere, you will not only become part of our alumni network, but you will also gain access to the networks of our Strategic Partners.

You will have access to key networks, events, career development support throughout the years, specialized training customized to the first years of work in organizations, mentoring programs, and much more.

advantere

School of Management

ADVANTERE ALUMNI

- Join social projects led by Advantere alumni
- Peer Mentoring: one-to-one mentoring program with alumni as mentors
- Access to resources for professional development
- Up to three Career Conversations every year with a Career Coach.



COMILLAS ALUMNI

- Contact with over 36,000 alumni worldwide
- Professional development support
 - Access to facilities
 - Postgraduate discounts
 - Events and networking
 - Entrepreneurship support



DEUSTO BUSINESS SCHOOL ALUMNI

- Over 7,000 members and 500 job offers per year
- More than 45 annual events
 - Professional development services
 - Mentoring program
- Lifelong Learning: masterclasses, seminars, conferences and access to Deusto's Library
- Discounts on services such as insurance, clubs and at Deusto Business School.



GEORGETOWN UNIVERSITY

- Join the alumni network in the country where you are located.
- Exclusive events with renowned figures and prestigious universities like MIT or Harvard.
- Annual invitation to the John Carroll event in the U.S. and an annual "International Weekend" in different countries.

Awards and distinctions

Recognition that Reflects a Mission-Driven Vision

At Advantere School of Management, we are proud to be recognized for our commitment to purpose-driven, innovative, and globally connected education. Our dedication to redefining the future of business education has recently earned us two prestigious accolades:

Winner of the 2025 Positive Impact Awards – Education & Culture Category

Organized by: The Objective Media

Why it matters

This award celebrates institutions that create meaningful social and cultural impact through education. Advantere was recognized for our bold commitment to inclusion, ethical leadership, and experiential learning that fosters purpose and global responsibility.

It highlights how our students and faculty actively engage with real-world challenges through consulting projects, international collaboration, and a curriculum rooted in sustainability and social impact.

Named One of the “Top 10 Most Promising Business Schools in Spain 2025”

By: The Higher Education Review

Why it matters

This prestigious listing acknowledges the most innovative and forward-thinking business schools shaping the future of higher education in Spain.

Advantere stood out for our project-based learning model (PBL), global mindset, and emphasis on developing responsible leaders equipped to make a difference in uncertain times.

The recognition reinforces our position as a boutique school offering a truly transformative and international academic experience.

Advantere: more than just academics

Networking Events

Opportunities to connect with industry professionals and fellow students.

Lunches with Leaders

Informal gatherings with business leaders for insightful discussions.

Womantere

A student-led initiative supporting and empowering women in their professional journeys.

Solidarity Runs and Tournaments

to support social causes and build community spirit.

Religious and Cultural Celebrations

Events celebrating diverse traditions and religions.

Corporate Visits

Gain insights into innovative management practices through company visits while reinforcing your networking and career opportunities.

International Summits

Participate in global events, gaining insights from leaders and entrepreneurs.

Student Ambassador

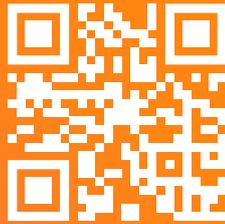
Recognition events for students selected to represent Advantere.

University Visit

A trip to our partner university, Deusto, in Northern Spain for workshops and collaborative learning experiences.

NETWORKING
IS NOT
ABOUT **WHO,**
IT'S ABOUT
HOW.

Cultivate
meaningful
relationships.



info@advantere.org