

Employability & Careers Report

2026 

**Preparing students for
complexity, purpose and
global careers**

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INTRODUCTION

At Advantere School of Management, employability is not only about accessing job opportunities.

It is about helping students understand themselves, adapt to a rapidly changing world, and develop the confidence, mindset and skills required to create meaningful professional impact.

Today’s professional landscape demands much more than technical knowledge. Companies increasingly seek professionals capable of navigating uncertainty, solving complex problems, collaborating across cultures, and combining strategic thinking with human understanding.

This is why employability at Advantere begins long before graduation. Through Project-Based Learning (PBL), mentoring, coaching, networking opportunities, career advising and direct collaboration with companies and organizations, students are supported throughout a transformational journey that connects academic learning with real professional challenges.



Because we believe employability is not only about finding a job. It is about becoming ready for the future.


Eduardo Morón
Employability, Career Services
& Alumni Director

Our approach combines





THE APPROACH TO EMPLOYABILITY

A Human-Centered Employability Journey

At Advantere, employability is approached as a continuous journey that integrates personal growth, professional development and meaningful connection with organizations.

Unlike traditional career models focused exclusively on recruitment outcomes, Advantere combines practical learning, reflection, mentoring and exposure to real business environments to help students build careers aligned with market needs and personal aspirations.

01. SELF-KNOWLEDGE & PERSONAL DEVELOPMENT

Students begin their employability journey by developing a deeper understanding of themselves, their strengths and their aspirations.

KEY INITIATIVES

- CliftonStrengths Assessment
- 1:1 coaching sessions
- Career advisory conversations
- Leadership reflection sessions
- Mentoring support

THIS STAGE HELPS IDENTIFY

- Personal strengths
- Areas for development
- Career motivations
- Professional interests
- Leadership potential

STUDENTS ALSO DEVELOP

- Self-awareness
- Resilience & emotional intelligence
- Managing uncertainty & professional transitions
- Recognising strengths & vulnerabilities
- Healthy, sustainable leadership habits



“Studying at Advantere was a turning point for me. It opened professional doors, strengthened my confidence and helped me realize I am capable of taking on important challenges and creating value in purpose-driven organizations.”

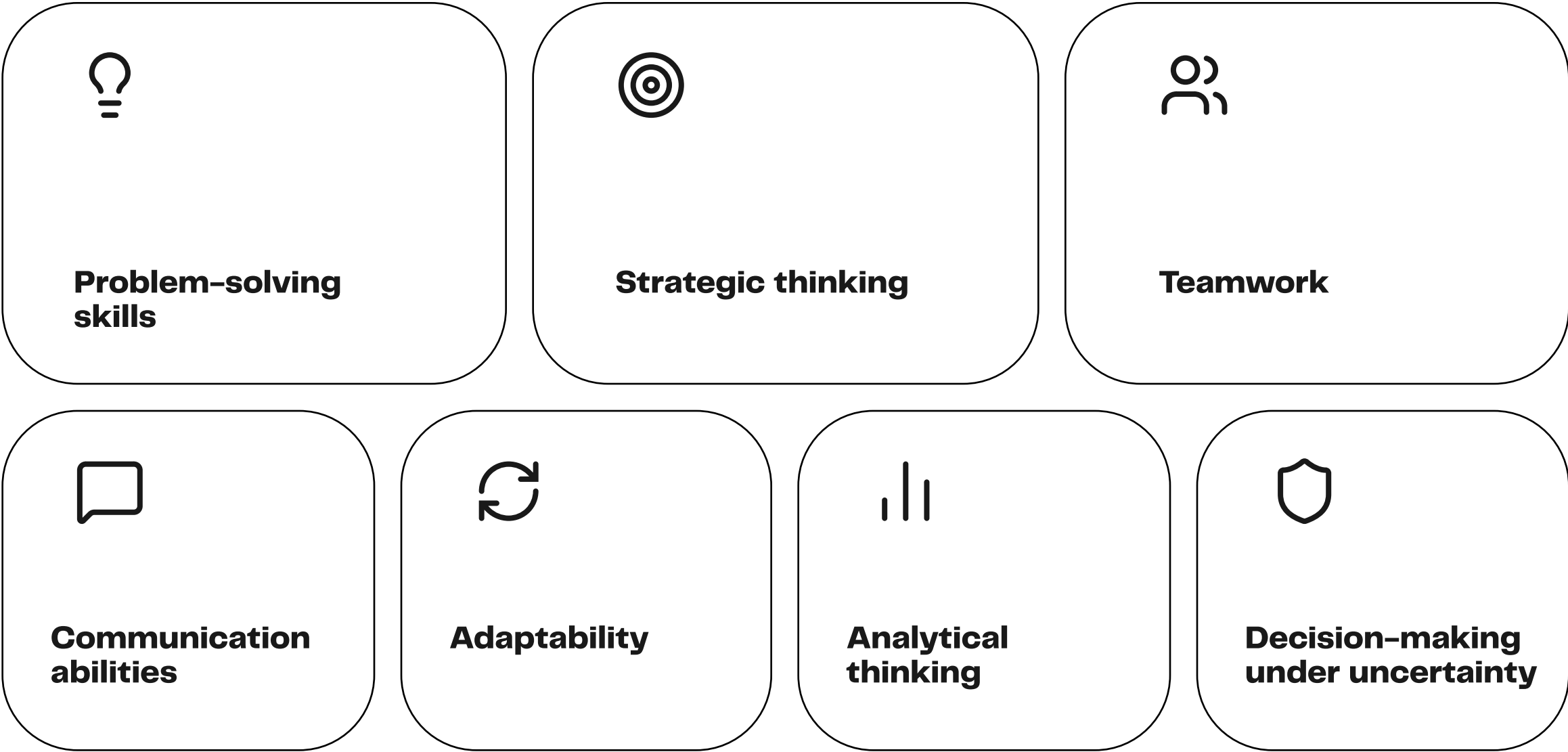
Elisa Sánchez Palomo Valero

MIM 24-25 · ESG Technician
– Fundación Juan XXIII,
Spain

Through dedicated workshops and reflection sessions, students develop the tools to navigate uncertainty, manage frustration, build resilience and cultivate healthy professional relationships — capabilities increasingly important not only during the job search, but throughout their professional and personal lives.

02. REAL-WORLD READINESS

Through Advantere's Project-Based Learning (PBL) methodology, students work on real challenges proposed by companies and organizations — continuously exposed to real business environments, professional expectations and interdisciplinary collaboration.



Students are continuously exposed to real business environments, professional expectations and interdisciplinary collaboration.



The program taught me how to approach work by understanding the “how”. It strengthened my analytical thinking, problem solving and 360º business vision.

Lucía Martínez-Villaseñor
MIM 24-25 · Metro Potential – MAKRO



The PBL methodology prepared me for interviews and business cases during my job search.

Fernando Papagna
MIM 24-25 · Sales Operations – STAMP

03. CAREER ACTIVATION & PROFESSIONAL CONNECTIONS

Students receive continuous support to successfully navigate the transition from university to the professional world.

Throughout the academic year, students have access to:

Career workshops ↗

CV & LinkedIn prep ↗

Interview preparation ↗

Business case prep ↗

Networking ↗

Alumni talks ↗

Mentoring sessions ↗

Industry panels ↗

Recruitment opportunities ↗

936

Professional opportunities shared during the academic year

680

Graduate Programmes

256

Off-Cycle Internships

These opportunities span multiple sectors and industries, helping students explore diverse career paths aligned with their interests and strengths.

Moreover, as employers increasingly seek practical experience — even for entry-level positions — Advantere places growing emphasis on extracurricular internships and professional experiences that help students strengthen their profiles before graduation.

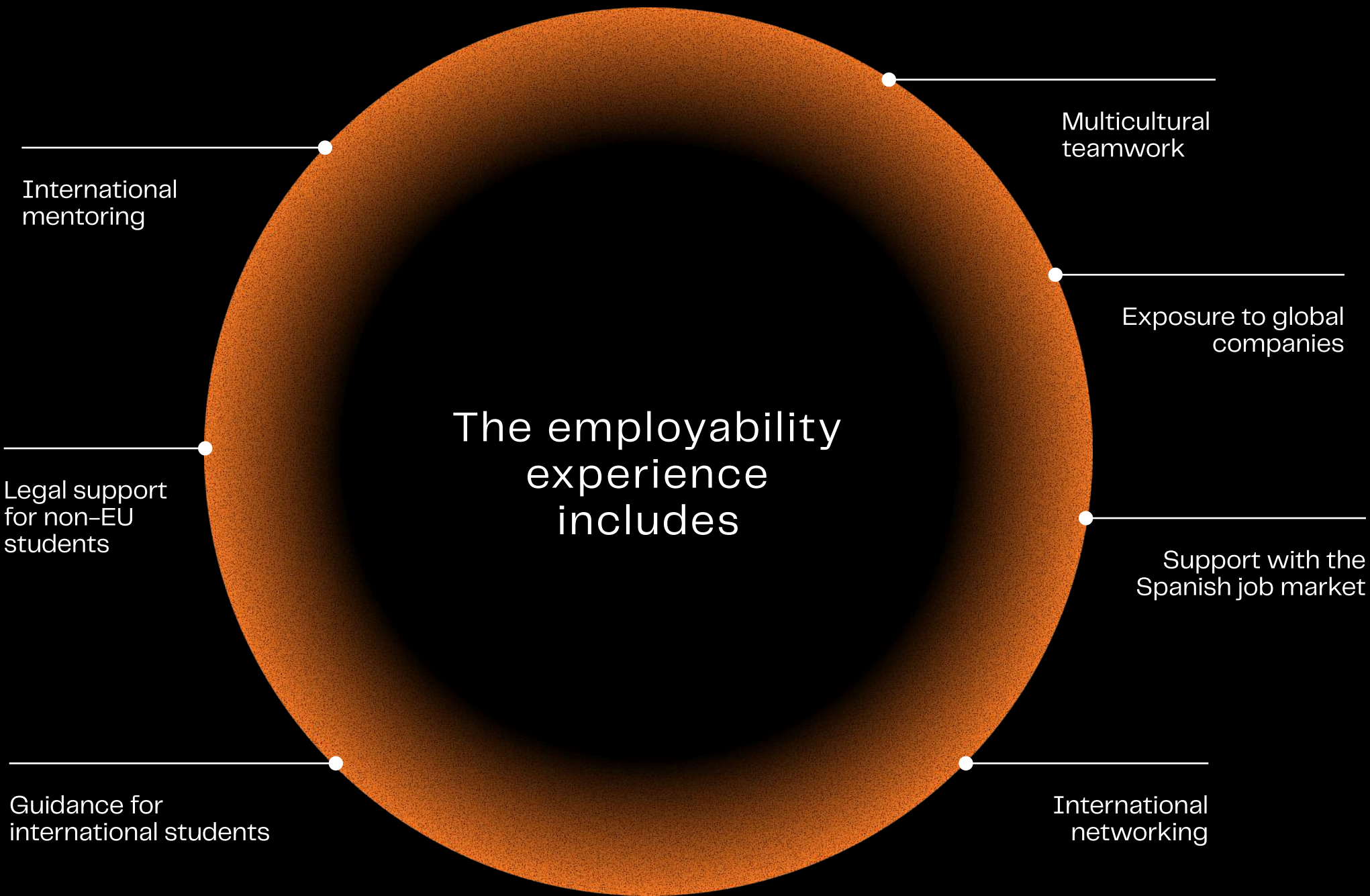


The numerous employability initiatives, resources and continuous support were key to successfully finding employment.

Pablo García-Mon
 MIM 24-25 · Deals Associate – PwC

04 INTERNATIONAL EMPLOYABILITY & GLOBAL CAREERS

Advantere's international environment prepares students to work across cultures, industries and geographies.



Students not only develop professional capabilities, but also the confidence and adaptability required to build careers in global environments.



"The Employability Team played a crucial role in my experience, supporting me with guidance and connecting me with an excellent mentor who helped me navigate the Spanish job market. Thanks to this support, I secured a job in Spain and successfully obtained a residence permit allowing me to work here."

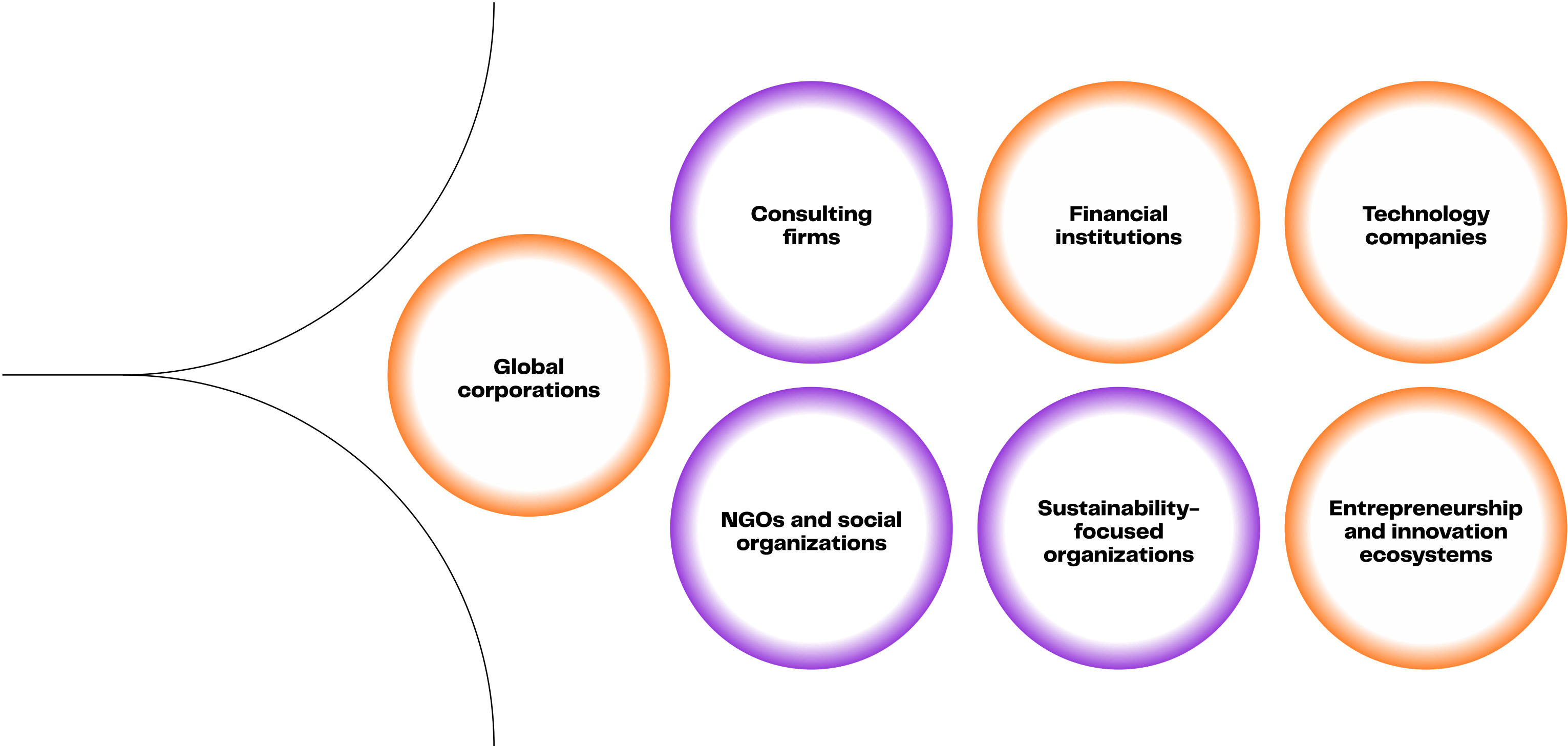
Sanna Manneh
MIM 24-25 Sales Specialist – MAXAM Spain

OUR EMPLOYABILITY ECOSYSTEM

Connecting Business, Innovation & Social Impact

Advantere collaborates with organizations across industries and sectors to provide students with meaningful professional exposure, real-world projects and career opportunities.

Our ecosystem combines



Consulting & Strategy

Accenture · Deloitte · EY · KPMG · McKinsey · PwC · NTT DATA · Llorente y Cuenca

Finance & Investment

Santander · Citi · Deutsche Bank · ING · Bankinter · Invesco · Zurich Seguros · Aquanima

Technology & Digital Innovation

Google · Microsoft · IBM · LinkedIn · Netflix · HP · N26 · Clarity AI · CogniFit · OdiseIA

Consumer, Retail & FMCG

Inditex · L’Oréal · Carrefour · CCEP · Mondelez · P&G · Pepsico · Mahou San Miguel · MINI

Industrial, Energy & Infrastructure

Boeing · Telefónica · Maersk · Cellnex · Enagás · ALSA · Ocean Winds · MAN Truck & Bus

Social Impact & NGOs

Cáritas · Cruz Roja · Entreculturas · Fundación Exit · Fundación Juan XXIII

MENTORING & INDUSTRY VOICES

Mentoring is one of the most valuable elements of the Advantere employability experience. Students are paired with professionals from different industries and international backgrounds who provide guidance, perspective and real-world insight.

Through these conversations, students explore:

-  **Career decisions**
-  **Industry trends**
-  **Professional growth**
-  **Adaptability**
-  **Leadership**
-  **Work-life balance**
-  **AI & future careers**



Technical skills are important, but mindset is increasingly what differentiates people. Curiosity, adaptability, resilience and communication skills are essential.

João Monteiro
Fixed Income Sales – Nomura Bank



Mentoring is a way to give back, helping students navigate the transition from academic life to a professional world shaped by global change, new career models and emerging technologies.

Rocio Isabel Esteve Renes
Market Access Associate Director at MSD



Mentoring allows us to bridge the gap between academic learning and the realities of the professional world.

Sergio Morales
Managing Director – Banco Santander

IMPACT STORIES

Student & Alumni voices from the class of 2024–25



Anxo Landeira

MIF 24-25 · Structured Finance Analyst KENTA CAPITAL, Spain

“Advantere’s Master’s in Finance helped me improve both my technical and soft skills, especially through the PBL projects. With the support of mentors and professors, I was able to better define my professional profile and make the leap into the job market in the financial sector.”



María Barthel

MTM 24-25 · Recruiting Analyst – Accenture, Colombia

“Advantere helped me identify the skills most valued in the labor market and taught me how to communicate my professional profile more effectively to companies.”



Josué Hernández Hervás

MIM 24-25 · Country Editor – The Business Year

“Advantere helped me know myself better in order to make the right decision for my future. Understanding my strengths and weaknesses was key for my personal and professional development.”



Daniela Salas Márquez

MTM 24-25 HR Management People Graduate – Ryanair Spain & Colombia

"Advantere helped me understand myself and set realistic goals. Honest guidance made my job search more focused, productive and less stressful during the transition from student to professional."

SOME KEY DATA FROM 2025-2026

936

professional opportunities
shared during the year

680

Graduate Programmes

256

Off-Cycle Internships



100+

partner organizations & companies

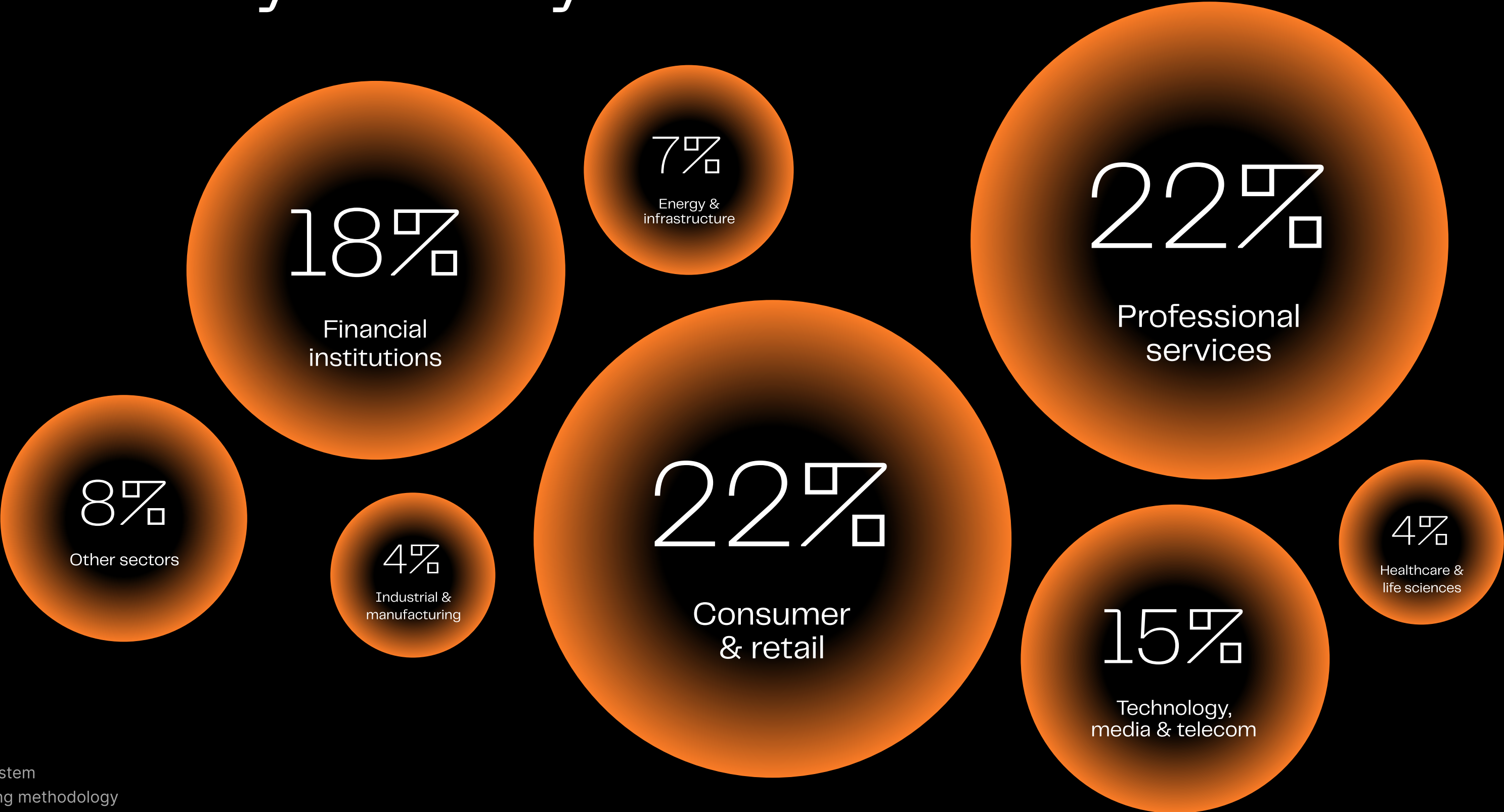
95%

of our students receive a job offer within 3
months of graduation

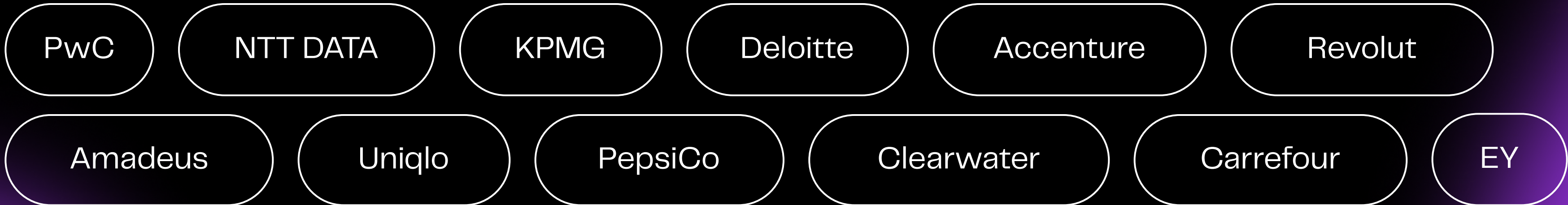
+35

nationalities across the community

Placements by industry



Top hiring companies



Job role titles

Store people manager	Business consultant	Valuation and business modeling	Project manager officer
Community relations manager	Finance and treasure technician	Finance and treasury technicians	Talent acquisition specialist
Business developer	M&A analyst	Brand manager	Sr consultant valuation & business modeling
Project manager	Investment analyst	Business development manager	Entrepreneurs
Product manager	Consultant	Recruitment analyst	



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