

Recruiter's Guide to the CEIBS MBA 2024 Summer Internship Programme

The CEIBS MBA is a 16-month programme. Our MBA Class of 2024 started in October 2022 and ends in April 2024. 120 students from this class will be available for full-time internships for 11 weeks between June 19 and September 1, 2023. It is also possible for students to start before, or continue after, the official summer internship period, based on the mutual agreement of both parties. Planning ahead for the summer internship programme will lead to successful talent hiring.

Typical MBA Internship Programme

MBA students mainly target internship programmes that give them hands-on experience and exposure to decision makers. Along with enriching their professional expertise, many students intend to build industry insights through the programme.

Internships might cover strategic planning, investment analysis, financial analysis/forecast, marketing planning, business/process re-engineering or projects co-initiated by the company and the MBA intern(s).

Value of the Internship Programme to Your Organization

- **Immediate and productive contributions to your organization:** CEIBS MBA students possess advanced business knowledge, solid hard and soft skills, maturity and problem-solving capabilities to work on a variety of duties, responsibilities and/or special projects. They often bring unique and fresh perspectives to organizations.
- **Short-term and cost-effective talent:** Hiring a CEIBS MBA student to work on special projects is significantly less expensive compared to hiring an external consultant with a comparable level of knowledge and skills.
- **Effective approach to prospective full-time hirings:** Organizations can take the internship as a probationary period to evaluate whether they will offer the MBA intern a full-time position upon completion of the internship.

How to Implement the Internship Programme

Intern Selection:

- **Job Postings:** Please reach out to one of our CDC consultants, who will review and release the internship position(s) via our career portal. For new recruiting companies, please complete and send the [Job Posting Request Form](#) (or your JD) to cdc@ceibs.edu.

- **Company Presentation:** Company presentations or information sessions can be arranged on CEIBS Shanghai Campus. These give organizations a dedicated platform that increases the chances to attract and engage the most qualified students.
- **Mini Bio:**
 - You may also contact us for hard copies or e-version of the MBA Class of 2024 Mini Bio book.
- **Interview:**
 - Employers have the discretion to conduct interviews and shortlist candidates.
 - Interviews can be held on campus, at your office, or virtually.

Recruitment Timetable:

June 12, 2023 and before	Companies submit the Job Posting Request Form (or your JD) to CDC. Download the form here .
	Company presentations and interviews
June 19, 2023	Deadline for companies to communicate hiring decision with CDC
June 19-September 1, 2023	Official full-time internship period
September 4-29, 2023	Companies fill out the online MBA 2024 Employer Evaluation of Internship . Access it here .

Salary and Allowances

- CEIBS MBA interns are typically compensated in form of a daily salary, travel and/or meal allowances. The negotiation is between the student and the recruiting company.
- Based on our 2022 Summer Internship Survey, the mid 60% range of salary/allowance was 200-600 RMB per day (4,350-13,050 RMB per month).

Responsibilities as Intern Recruiters

In addition to supervising the interns:

- Recruiters need to finalize the intern offers with the selected candidate(s) by June 19, 2023.

- We recommend that students be given sufficient time to respond to an offer. Please inform CDC of your hiring decision by June 19, 2023.
- Hiring managers need to fill out the online [MBA 2024 Employer Evaluation of Internship](#) to evaluate the intern's performance by September 29, 2023.
- For hiring of international students for internships in Mainland China, please allow students ample time for intern visa applications and approval by the Shanghai Entry and Exit Administration Bureau.
- For overseas internships, please allow students ample time for visa and work permit applications and processing.

Contact: Please contact your assigned CDC consultant with any questions. For new recruiters, please contact Ms. Lillian Lan at 86-21-2890 5142 or by e-mail at cdc@ceibs.edu.