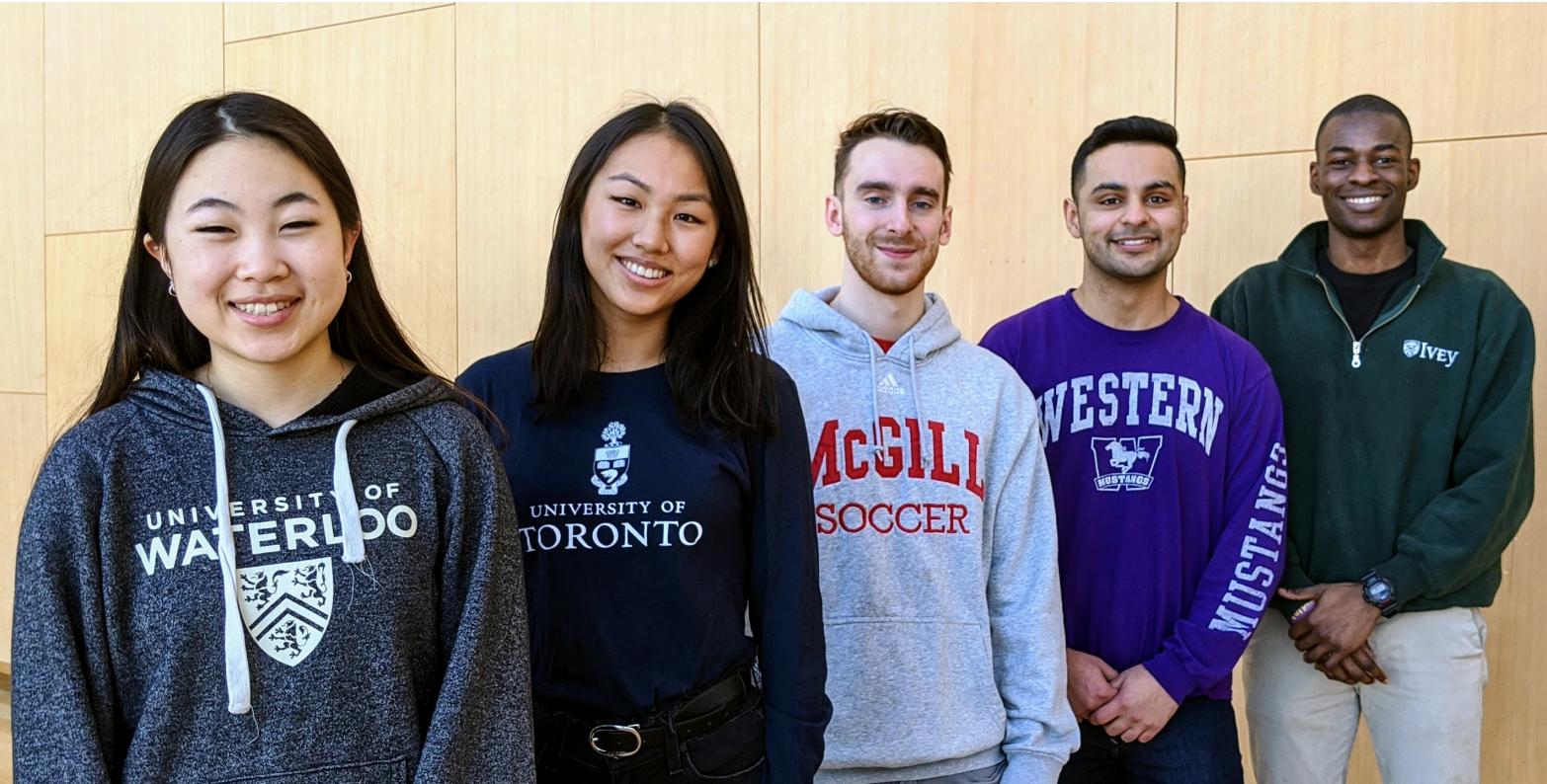


FIRST EDITION

# ATILA SCHOOLS AND JOBS REPORT

THE BEST CANADIAN UNIVERSITIES FOR GETTING JOBS AT  
GOLDMAN SACHS, GOOGLE, MCKINSEY, PFIZER  
AND MORE



WHICH CANADIAN UNIVERSITY HAS  
THE MOST SCIENTISTS  
AT PFIZER?

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WHICH SCHOOL HAS THE  
MOST VICE PRESIDENTS AT  
AMAZON?

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WHO MAKES MORE  
AS A NEW GRAD?  
SOFTWARE ENGINEER AT GOOGLE OR  
ANALYST AT GOLDMAN SACHS

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## Letter from The Editor

My process for choosing my university and degree was very simple. I Googled the “best paying degrees” and “best paying jobs”. Google told me that the best paying degree was engineering and that the best paying job was business (investment banking). So I decided to go to Western University and the Ivey Business school, to get a dual degree in engineering and business.

Of course, I am oversimplifying it to be concise and humorous but it's not too far from the truth if I'm being honest. For millions of students and parents across Canada every year, we are trying to figure out what schools will help us get the best jobs, in search of economic prosperity, social prestige and ascending Maslow's hierarchy of needs. Yet I find it very interesting that I couldn't find a single guide that analyzes Universities in the way that students and parents actually care about: “What school will help me get a good job?”

While it's nice to know that a certain school published 1,000 papers last year or that faculty rated this school as great. What undergrad students really want to know is how much does an entry-level analyst at Goldman Sachs or Software Engineer at Google make . Then you want to know which schools do the best job of placing students there. (hint: \$Xk and \$YK and Western University and Waterloo, respectively. As I write this, I'm in my school library on a sunday afternoon, and I see more students doing mock interviews and browsing LinkedIn than studying for midterms.

This is the guide that I wish existed when I was a student.

## Am I a Hypocrite?

In this guide we talk a lot about money and prestige. Which jobs make the most money, which positions make the most money, which cities make the most money. Money, Money, Money. It all seems very rapacious and superficial. Yet, I strongly discourage people from making major life decisions on the basis of money and status alone. Am I a Hypocrite? I'm telling young people not to make life decisions on the basis of money alone, yet we've created a book to help students make a major life decision on the basis of money. I don't think it's hypocritical, I think it's practical. The beauty of life is in the juxtaposing nuances. I know that sounds like some very poetic BS, but let me explain.

Money is very important and I think that money should be a top 5 criteria but should not be your only criteria. Intangibles like what are you passionate about, the environment, the culture, the people should also factor into your decision. These are cliche things that you've heard before, but it doesn't make them less true. Like Charlie Munger says, “if it's trite it's right”.

Look at me for example. Recall in the introduction, that I said, I picked my school based on the best paying degree and best paying career. That is only half-true. For example, I was on the varsity soccer team, so it was very important that I got along well with the guys on the soccer team, I also toured the campus and found it beautiful, the professors and students I met on my visit were nice etc. This ended up being very important because I realized in second year that I didn't want to work in investment banking and I realized in third year that I didn't want to work in big tech. So if I had chosen my degree and school on the basis of that I would be feeling pretty dumb right now. But because I picked on the basis of intangibles like the environment, people, culture, etc. I think I'm happier with my decision, I would encourage you all to do the same.

I should also add that, I have said multiple times that not everyone has to go to university. For many students, college and trades is an excellent program. Don't make decisions predicted on hype and social pressure, easier said than done I know but I strongly encourage everyone to engage in self-reflection and figure out what's best for them.

## What Should You Optimize For?

The engineer in me imagines our wonderful reader, creating a spreadsheet to decide what University is best for her. I imagine she wants to become a software engineer at Microsoft so she assigns a score of 5 to Waterloo and 3 to UBC, in the "jobs" column. A score of 2 to Waterloo and 4 to UBC in the campus column (sorry Waterloo! Don't worry, I will make it up to you in the Tech Chapter). She adds up all the schools and uses that to make her decision, the poster child of rational thinking.

However, I would encourage you to add 2 columns: "rate of personal improvement" and "smart and nice people". I think that you should also pick universities on the basis of 1. "Where do you think you would grow the most over the next four years" and "Which university had the highest density of smart and nice people?".

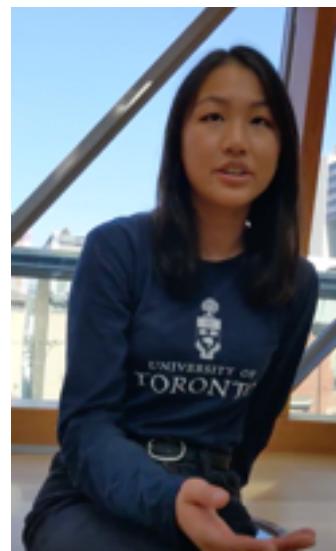
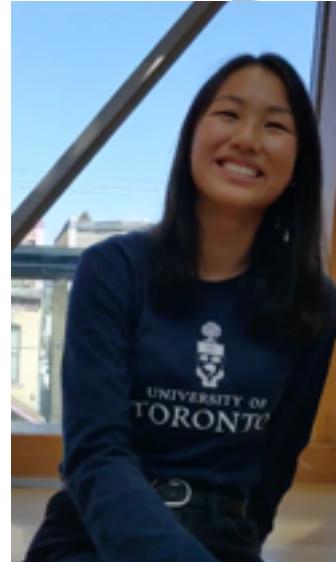
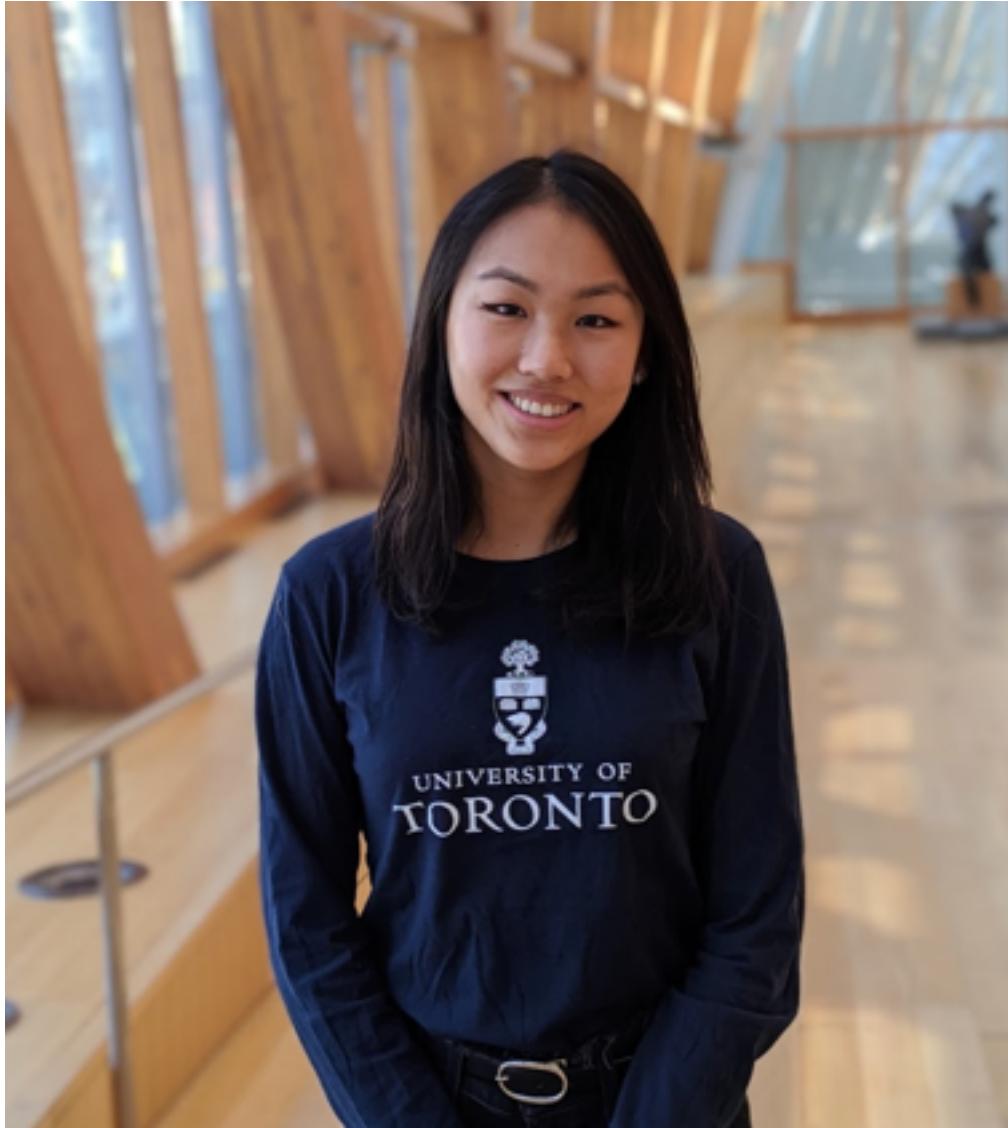
Now these are extremely subjective metrics and it's very hard to describe what that looks like. Every person has their own definition of personal growth, smart and nice. However, now that I've said it, you can't unhear it and it's now permanently part of your mental framework. Now whenever you make major life decisions you will ask yourself "Will I grow as a person from this opportunity?", "Are these people smart so I can learn from them? Are they nice so I enjoy being around them?". Only you can decide how to answer those questions but as long as you are asking the questions, you're off to a great start.

Kind Regards,  
Tomiwa Ademidun  
Editor-in-chief  
Founder, Atila.ca



*Emily is a medical student at the University of Toronto*

# EMILY CHEN



“

*At the end of the day, you're going to graduate university as **a person** ... so work on the best version of yourself.”*

”

*Alex: What about certain extracurriculars like the Waterloo Math competition?*

Anne: I think those help, but definitely not as important as the grades, but no they definitely do help.

*What do you like about your school?*

Anne: I would say it's the people that I have met through school.

*What do you think your school could do better?*

Alex [on McGill]: I think initially when you get there you don't really know what's going on, and like the system and the course registration is a mess so they really need to fix that.

Other than that it's pretty good; the professors are good, the campus is good, so there is not much to complain about. Maybe also something like exam scheduling breaks; I know some schools that get more breaks than McGill does, and sometimes it can be stressful. I know this is at every school but being a bit more organized in their course registration and even just responding to students' emails.

I know my sister had to do an extra semester at McGill because she had been accepted to take courses abroad and then one of the courses ended up not being valid and it led to her having to do an extra semester because of one course, so just being more communicative.



*What do you think your school could do better?*

Anne [on Waterloo]: I hear from a lot of people that they wish Waterloo had better mental health resources... I've definitely heard from my friends that they could do better, even with hiring more therapists and different things like that. I heard the schedule can get really packed too.

*What are your career and life goals?*

Anne: My career goals... I am still figuring it out but right now, I think it would be so cool to work at a startup in a big city like Toronto or New York. I mean that's the goal right now but I am still in second year

*But for life goals is there anything that you just want to accomplish or any bucket list items you want to check off?*

Anne: This is going to sound so lame but I just want to buy my parents a house, and that has always been my life goal ever since I was younger, so when I'm done that, that's how I'll know that I've succeeded \*\*

# RAZA & SARAH

*What advice would you give a grade 12 student?*

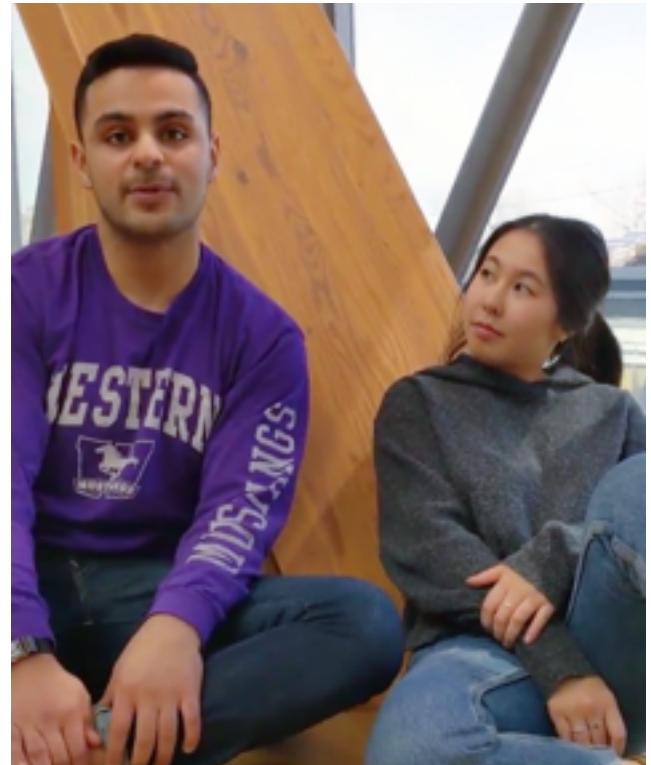
Sarah: Advice for a grade 12 student would be to be **open to whatever possibilities that come your way**. I think it's really easy to tunnel into a specific job, or even a program, and being able to see yourself in that in the future— I think it's great to have those kinds of goals to get somewhere, but you'll experience so many different things and meet so many people on the way. **You have to be open to changing course.**

Raza: What I wish I heard in grade 12 was that **everything will work out because you don't stop working until it does.**

So what I mean by that is... Let's say you don't get into the university you want to, I didn't. Let's say you don't get the interviews you want to, I didn't in third year. If you keep grinding, it'll work out eventually.

I went from having a 60 average in first year to becoming the top 25% in my last year of Ivey. I wasn't supposed to be there, but I turned my whole life around, and I think if you were to look back at me in grade 12 and project where I'd be, I think I'm significantly higher now because I worked so hard at it.

So I think everything will work out in the end because you want it to, and why that's important is because when you go through things like your first midterms and you fail a bunch, that's fine. You don't have to accept it as a case fact. **You can just take it and then change it so you kind of own your own destiny.**



Sarah: On top of that too, you're going to work towards the things you want to work towards. If you're not working hard towards something then there's obviously some part of that (thing) that you don't want. So **finding what motivates you and what excites you is important— and that might not be the first thing that you try.**

I feel like there's this tendency in high school and even in university, where you feel like you're in a rush to figure out what you're meant to be doing for the rest of your life, but that can always change. If you don't get your dream job, then you can work towards it.  
**You have time.**

## *What are your career goals now and have they changed since going into university?*

Tomiwa: It definitely has changed. When I was picking schools and which one to go to, what I did was I went on Google and I googled "best-paying degrees" and engineer came up first. Then I googled "best-paying jobs" and Investment Banking came up first.

So I pretty much picked engineering and Investment Banking because you'd make the most amount of money. So when I first came to university, I just wanted to make a lot of money, and I still think making money is good, but I think I care more about the impact I make now. So all in all, I came into university wanting to make a lot of money, and I still want to make money, but now I want to make money by adding value to others.

The job I have right now, I just signed a contract recently, I'll be working for a startup in Toronto doing biotech, which is super cool. So for me, **I love that kind of stuff because I get to make money by adding value to others.**

## *Any closing remarks or advice?*

Tomiwa: Self-awareness is super important, especially in business. In a business school like Ivey, it's almost like high school, in the sense that you're in a section, and it can get very cliquey. But what I'm trying to say is that, oftentimes, people sort of adopt what other people are doing. So for example, if you don't know what to do, the most likely course of action would be to do what your friends are doing. And I think that can be a big mistake because what makes your friends happy may not make you happy.

So take the time to do self-reflection. Journalling is so important, but I know a lot of people don't like writing, so if you don't like writing, I'd recommend doing video vlogs of yourself. You don't even have to send it to anyone. It can be about "what am I thinking today, how am I feeling?". Watch it a month later and track how you feel to get a sense of what you enjoy.

Also, limit social media. Social media can be very good but it can also cause you to adopt values that aren't yours. So when you take something away from social media and you form an opinion, you have to ask yourself "Is this my opinion?" or is it an opinion from someone else? \*



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SOCIAL MEDIA CAN BE VERY GOOD BUT IT CAN ALSO CAUSE YOU TO ADOPT VALUES THAT AREN'T YOURS.

... ASK YOURSELF "IS THIS MY OPINION?" OR IS IT AN OPINION FROM SOMEONE ELSE?"

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# Introduction



The Atila Schools and jobs report answers a very simple question: “What are the best schools for getting the best jobs”. This is the most important question that many students have when picking universities. Yet no report has ever actually looked at Canadian schools in a way that answers this question. The Atila schools and jobs report is the first of its kind.

In this introduction we will cover:

Our methodology for getting the data and how to best interpret it

Just because your school isn't high on the list (or even on the list!), doesn't mean that you can't work for one of these companies

Not everyone has to work for one of these companies, there's lots of great companies to work for (like Atila, we're hiring!)

Money and Prestige shouldn't be your only criteria:

Intangibles matter:

Passionate about your work, being around smart, driven people, work-life “harmony”, company culture and values, being near your friends and family

## Salary

We used [Glassdoor](#) to estimate the salaries for various positions, companies, and locations. Certain positions had less than 5 salaries and were not statistically significant so we included the number of data points we used and the Glassdoor confidence interval so you're aware of them.

In certain industries such as tech or investment banking, stock options or end of year bonus tend to make up a large part of the compensation package (sometimes, it can even be more than your base salary). However, this compensation varies widely based on individual performance and the state of the company and economy at a particular time, so we generally try to focus our comparisons on the base salary. However, in our appendices' tables we show different salaries including both base and bonus. Please note that for many of the salaries presented, less than half of respondents reported receiving a bonus.

We also cross referenced our data for any outliers and general weirdness using [h1bdata.info](#), a H1B Visa salary database that employers fill when applying to grant non-American employees a H1B visa to work in America. For tech jobs, we also used [levels.fyi](#) to cross-reference the salaries.

When comparing Canadian salaries to American salaries, for example in the "How much do I really make?" Chapter, we converted American Dollars to Canadian Dollars using an exchange rate of 1 USD = 1.3147 CAD exchange rate. This rate is based on the [XE Money transfer rates](#) on January 26, 2020, 5pm UTC.

## Companies

**Tech:** Wikipedia's [5 largest public tech companies by Market Capitalization](#) as of December 31, 2019

Microsoft

Apple

Amazon

Alphabet

(While the official name is Alphabet, we chose to focus on Google because that is the name which is most well known and [96% of Alphabet's employees work at Google](#). )

Facebook

**Consulting:** Vault.com's [top 50 Consulting Firms list](#) from 2019 where they rank firms by revenue, prestige, growth, and employee satisfaction.

McKinsey

Boston Consulting Group

Bain & Company

Deloitte

Accenture

The Vault ranking actually placed PricewaterhouseCoopers (PWC), Booz Allen Hamilton (BAH), and Ernest and Young LLP (EY) ahead of Accenture. However, we chose to leave them out because EY and PWC is already covered in our accounting chapter (coming soon) and BAH does not have a major Canadian Presence.

**Investment Banking:** Wikipedia's [largest Full Service Investment Banks](#), we picked the top 4 companies overall and included the 2 biggest Canadian banks

JP Morgan Chase,  
Goldman Sachs,  
Bank of America Securities  
Morgan Stanley  
RBC Capital Markets  
BMO Capital Markets



## Team

		
Tomiwa Ademidun	Melissa Wen	Dev Pancea
		
Aaron Doerfler	Isaac Tang	Elaine Yin



# Tech



Twenty years ago, if you had walked into one of the elite universities in Canada and asked the top business-minded students, “What are your plans after graduation?” most of them would have said investment banking or management consulting. While that is still a popular answer for many students today, there is another industry that is quickly becoming a popular destination for the country’s best and brightest: the tech industry. In fact, many students that go into investment banking or management consulting often enter these industries in hopes of getting the glorious “exit opportunities” to “pivot” into a position at a tech company.

It makes sense, tech companies offer a very compelling value proposition: salaries that are competitive with or even surpassing investment banking and consulting (as you will see below), the prestige of working for a company that makes products used by your friends and family and a culture that is known for having a better work-life balance. Getting a software engineering or product manager job at a big tech company is now arguably the most sought after job in many of the top universities across Canada. Let’s see which schools do the best job of getting you a coveted job at one of these elite tech companies.

Waterloo students because they barely have to compete with anyone for fall and winter semester internships.

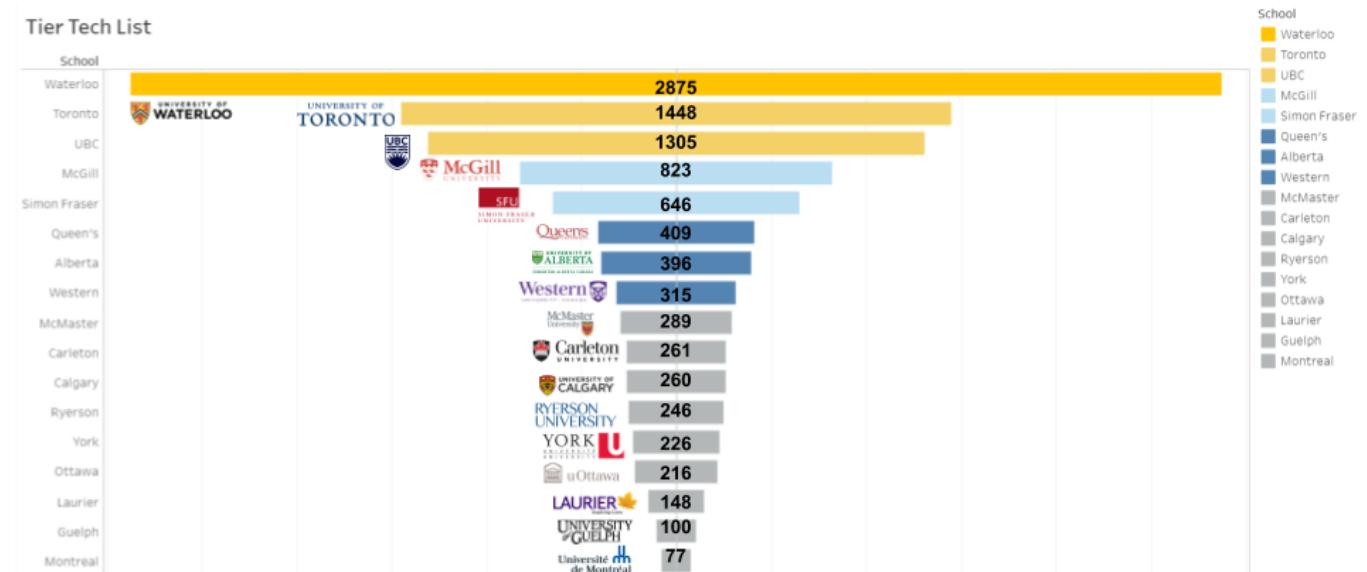
This might sound like we're hyping Waterloo, but bear in mind that:

Both the author and editor of this ebook attend Western University, so we're not biased towards Waterloo.

(Full disclosure: some of our software [developers](#) attend Waterloo, but they didn't have any input on this section)

More importantly, Waterloo has built an amazing reputation for itself. Not just in Canada, but internationally, and at Atila, we believe in giving credit where credit is due.

## 2. Top 5 Schools are Actually 5 Tiers (with big Gaps)



Originally we were going to rank schools in terms of top 5 but once we saw the big gaps between schools we decided it might make more sense to place the schools into 5 tiers.

Tier 1: Waterloo (2875)

Tier 2: University of Toronto (1448), UBC (1305)

Tier 3: McGill (823), Simon Fraser (646)

Tier 4: Queen's (409), Alberta (396), Western (315)

Tier 5: Others (<300)



Now, to be fair, UBC and Simon Fraser both have an advantage because they are the only two schools in our list of 17 schools that are on the West Coast. Furthermore, all the tech companies on our list are also headquartered on the West Coast. Amazon and Microsoft are the two biggest employers on our list and their headquarters are respectively just a [3](#) and [2.5](#) hour drive from UBC's vancouver campus and both companies have offices in vancouver as well ([25](#) minutes each)

We debated whether it's really fair to consider McGill a tier 3 school and originally considered it a tier 2 school, because subjectively to us and recruiters, employers etc. it probably feels like a Tier 2 school, alongside Toronto and UBC. However, we want to be very data driven and objective, and the data is clear on this, McGill and Simon Fraser are Tier 3 schools for tech jobs. However, like we mentioned in our introduction our ebook will be continuously updating this book so feel free to give some feedback and we would be happy to update our tiering system. Finally, we have Queens, Alberta, and Western in Tier 4 then all the other schools in Tier 5.

### 3. Canadian Schools Don't do Well for Upper (or any) Management

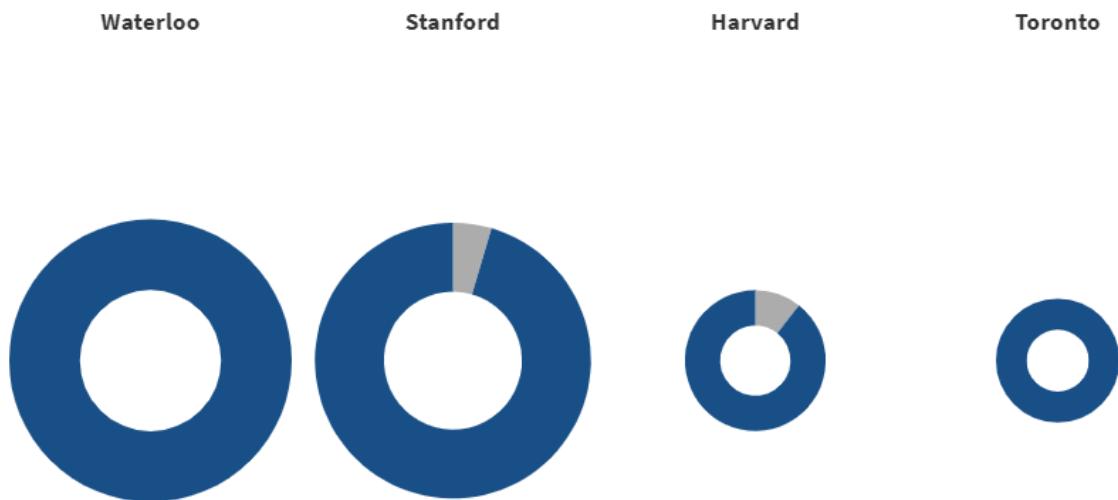
Remember how we said that Waterloo does an excellent job at placing students in technical roles at these engineering companies? Unfortunately, that sort of performance doesn't seem to extend to leadership roles at these companies.

For example, Waterloo placed 302 Software engineers at Facebook and beat Stanford (Stanford!), which "only" had 275. Yet there are a grand total of 0 Vice Presidents at Facebook from Waterloo while Stanford had 13.

Update: After writing the previous paragraph, a friend who works as a software engineer at Google pointed out that while this might seem surprising, it's important to note that a lot of Stanford Software Engineers have chosen to join startups such as Stripe and Palantir which are typically seen as more prestigious in the tech industry. Some have also chosen to pursue research positions, where the acceptance criteria is higher.

#### Vice Presidents at Facebook Versus Software Engineers

■ VP ■ Software Engineer



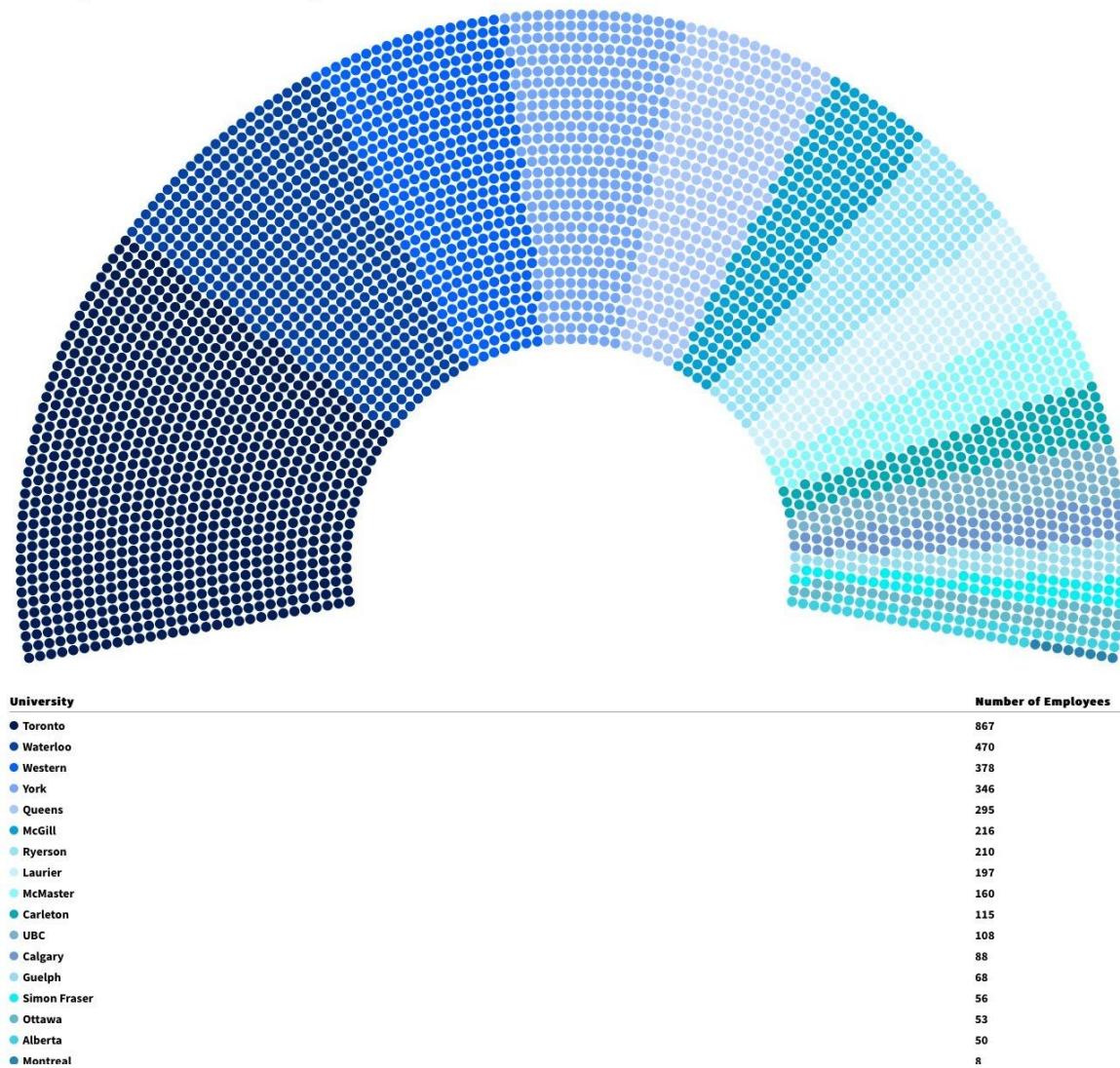
# Investment Banking

## Introduction

Investment banking has historically been the most coveted industry for Canada's best and brightest. University graduates would move on to work on Wall Street and Bay Street, commanding the highest salaries amongst their peers in other industries and could often move on to senior roles in virtually any industry of their choosing.

SCHOOLS REPRESENTED AT CANADIAN BANKS

RBC Capital Markets & BMO Capital Markets

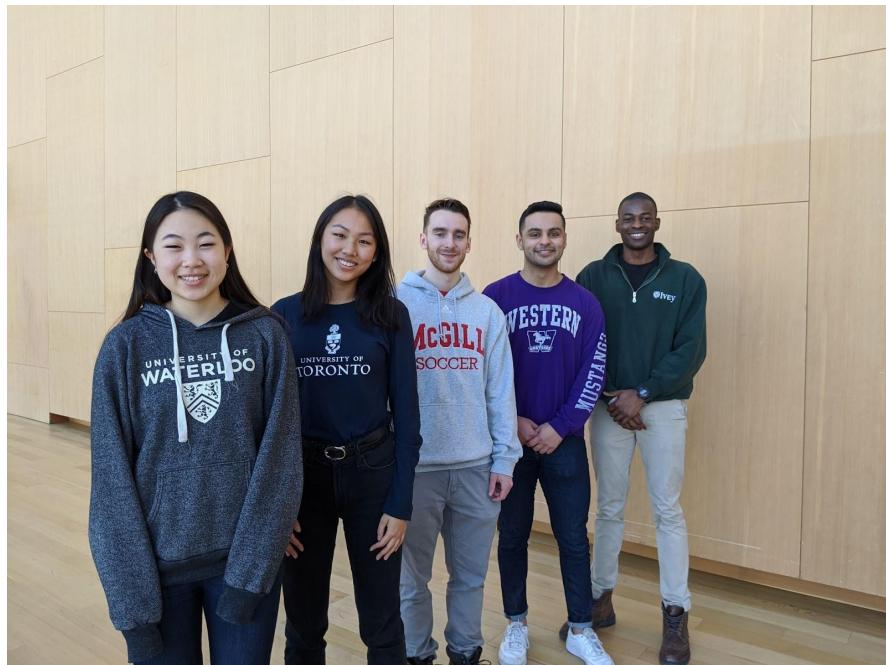


In recent years, the rise of the tech industry has seen many bright students choose tech instead of banking, however, investment banking remains a popular choice. With arguably the most selective recruiting process, choosing the right school is arguably more important for breaking

investment banking analyst and were often in middle office or back office roles, so keep that in mind.

Finally, many people work in investment banking with the aims of entering into a more lucrative role at Hedge Fund, Private Equity or Venture Capital firm. Our report doesn't look at any companies that specialize in any of those three industries. However, we believe that because investment banking is the most popular entry route for those three industries, a school that places a lot of students at a top investment banking firm, is a very strong proxy for placing a lot of students into roles in Hedge Fund, Private Equity or Venture Capital firms.

## Highlights



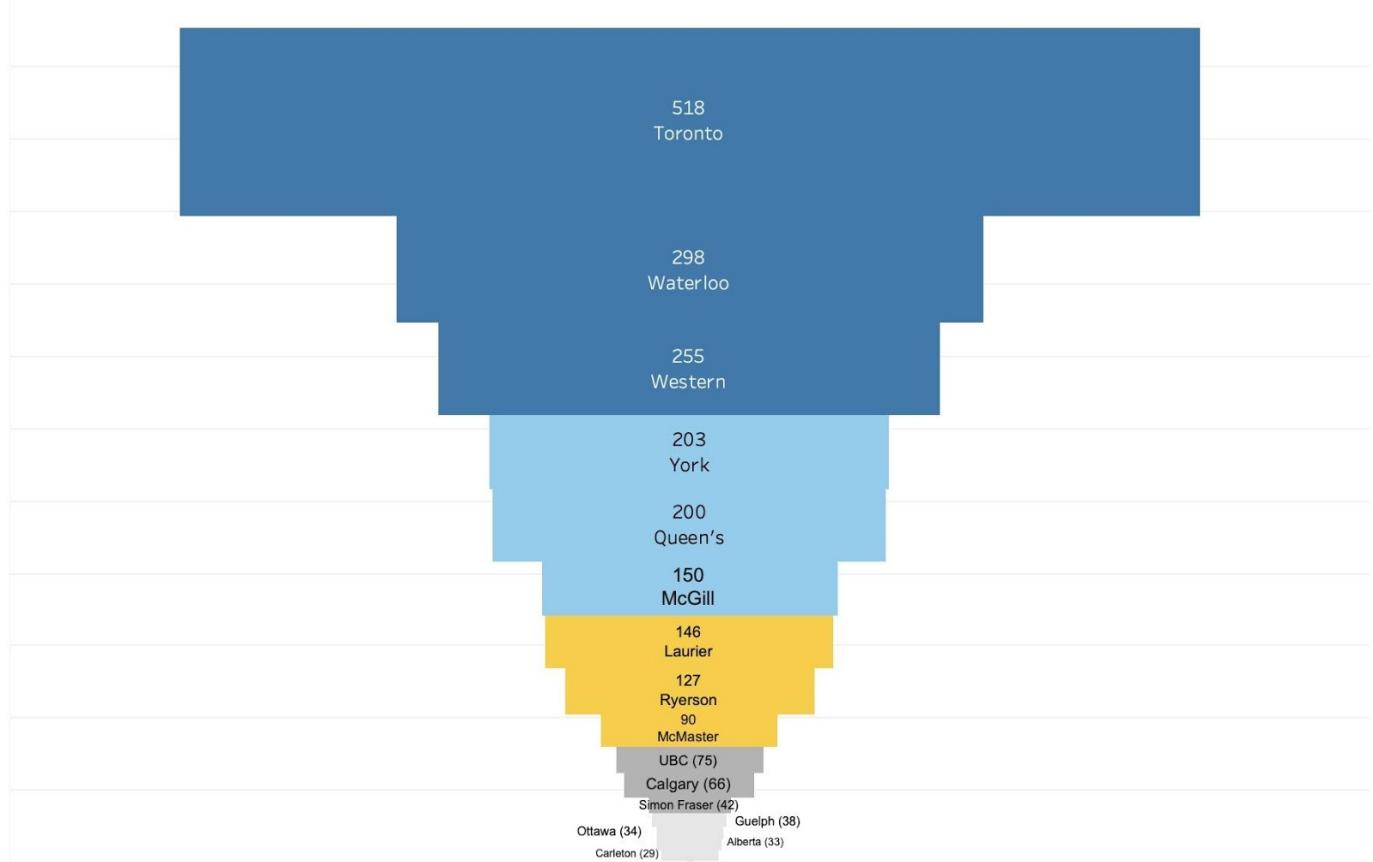
### The Top 5 schools for Investment Banking:

- University of Toronto ([692](#))
- University of Waterloo ([420](#))
- Western University ([382](#))
- McGill University ([356](#))
- Queen's University ([305](#))

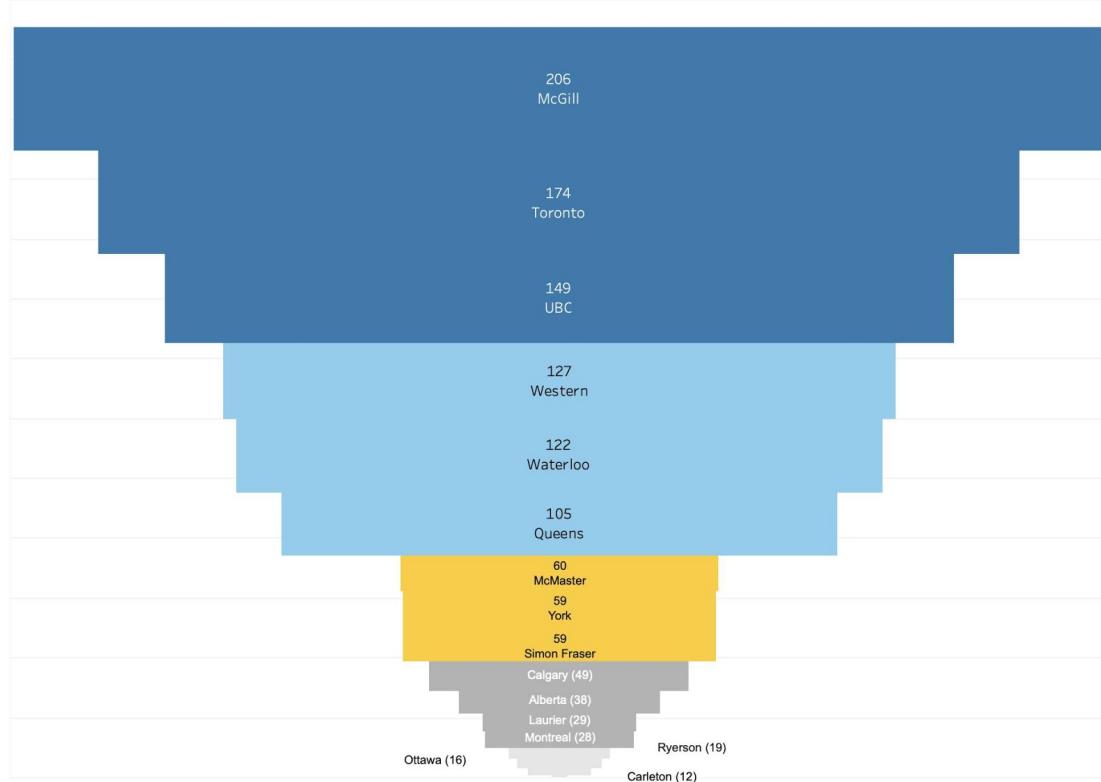
### The Top 5 schools for Goldman Sachs:

- McGill University ([50](#))
- University of Waterloo ([48](#))
- Western University ([46](#))
- University of Toronto ([41](#))
- Queen's University ([35](#))

## Canadian Banks



## American Banks



# Consulting

Universities Represented at Consulting Companies by Position (All companies)



Consulting is a popular field because it offers the broadest range of career opportunities. Consultants have the opportunity to work with clients in a wide range of industries and companies and with roles that can be more flexible than in investment banking or tech. It's a good option for those who aren't completely set on a career path while wanting to keep their options open. Getting a job at a prestigious consulting company can open a lot of doors, so that when (or if) you finally figure out what you want to do with your life, having a company like McKinsey on your LinkedIn profile can open up a lot of doors for you.

The top Consulting firms, like the top investment banking firms, have a fairly formal recruiting pipeline, which is why getting into a “target school” for consulting is a very real phenomenon. This chapter we explain what are the best schools for getting the best consulting jobs.

## MBB Recruiting is very different from Deloitte and Accenture



There is a reason why McKinsey, Bain, and BCG are called “The Big Three”. Not only is their recruiting a lot more selective (recall the earlier stat that Toronto has more consultants at Deloitte (125) than the consultants at McKinsey from all 17 Canadian schools combined (76). Their total compensation is a lot higher as well.

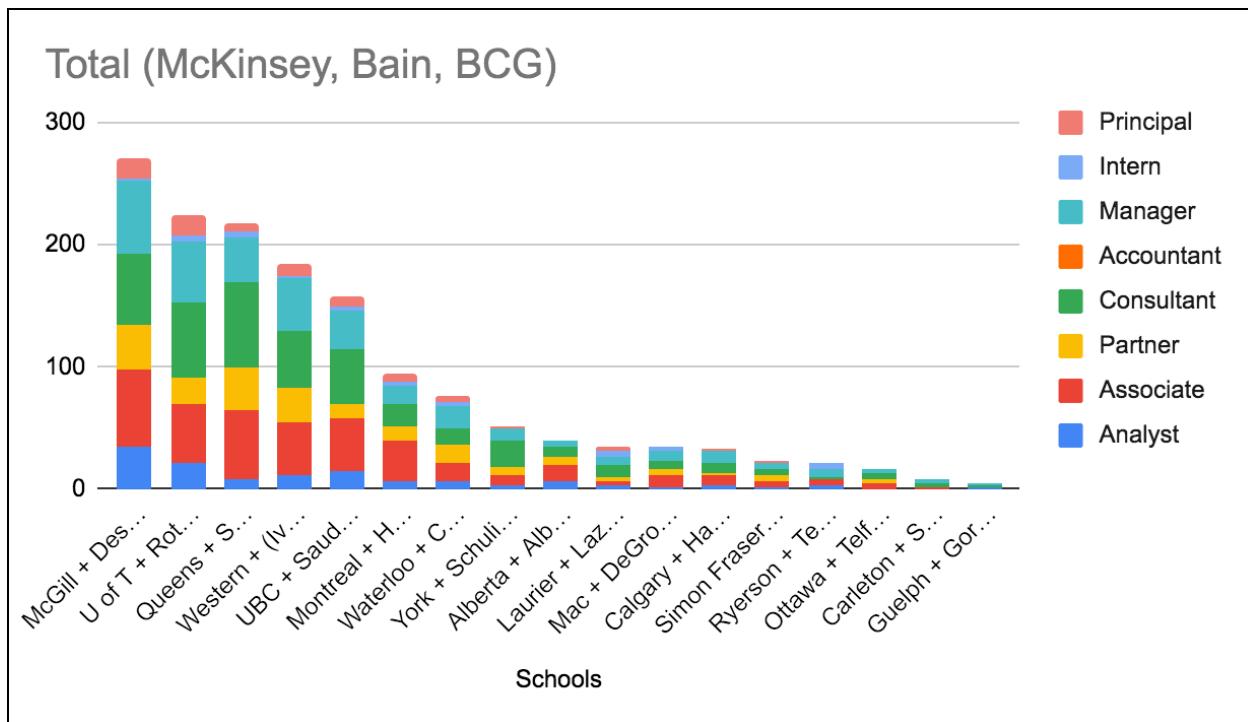
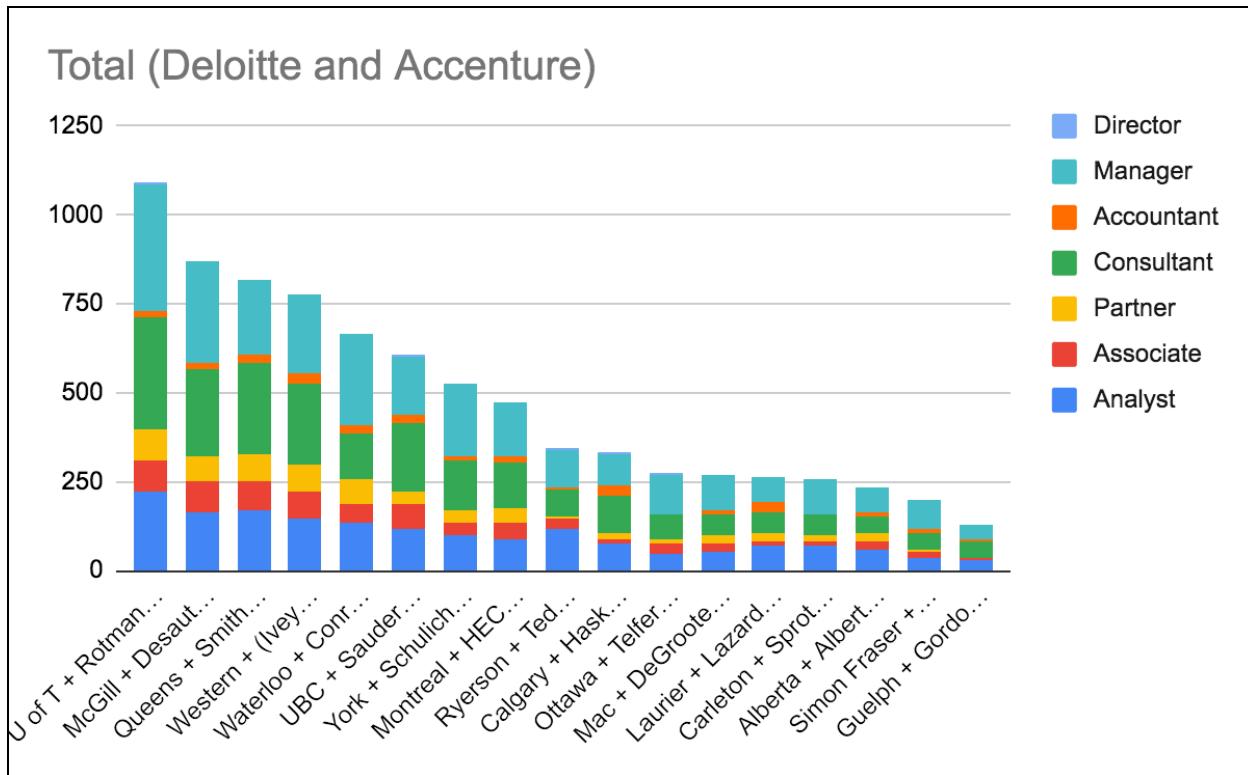
An entry-level analyst at Deloitte makes just \$56,409 CAD compared to \$82,294 CAD for a new grad analyst at McKinsey. At the associate level the gap is even larger with an associate at Deloitte making [\\$75,455](#) CAD, while an associate at McKinsey makes more than double that with an annual salary of [\\$143,235](#) CAD.

Below we have the graph of school placements for McKinsey, Bain, BCG and for Deloitte and Accenture (DA). The first thing that stands out is the much higher number of students that Deloitte and Accenture recruit relative to McKinsey, Bain, BCG. The second thing that stands out is the sheer dominance of Toronto at Deloitte and Accenture.

But the most subtle yet most interesting difference is the different distributions between Deloitte and Accenture recruiting compared to MBB. For Deloitte and Accenture, the top 5 schools account for [52.39%](#) of all students. While for MBB, the top 5 schools represent [70.30%](#) for all students.

This graph is a perfect visualization of what it means when people refer to a certain university as being a “target school”. The big gap between UBC and Montreal is a perfect graphical

representation of the fact that UBC is considered a target school for consulting at an MBB firm, every school after that would not be considered a target school.



# All Industries



## Introduction

Now that you have explored major Canadian universities and how they perform in three booming industries, this final overview serves as a conclusion to all our findings and any additional thoughts to the data and research that has been compiled. In this chapter, we will be taking all the data from Consulting, Tech, and Investment Banking to come to the conclusion to “Which school is the best to get a good job?”, and the answer might not be very surprising.

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1. Are Canadian schools “better” than American Schools?
2. Waterloo has the most amount of students employed, but a majority of that number stems from employment in tech
3. Schools have their students employed mostly in tech
4. York and Laurier have students the most evenly distributed among the three industries

5. Consulting and Investment Banking Jobs seem to favor Toronto, NYC, and San Francisco as prime locations; whereas Tech prefers San Francisco, NYC, and Vancouver
- Conclusion
- Appendix

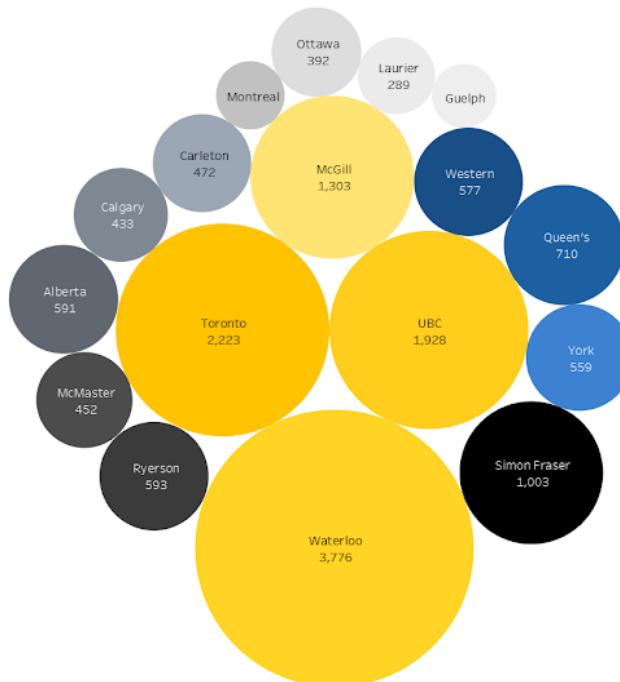
## Methodology

We decided to use Tech, Investment Banking, and Consulting as the three industries we explore in-depth because of the rapidly growing popularity for study in those fields. We did our best to include positions that hold the same skill level across industries, even if they have different titles. In this chapter, we have separated job titles into Entry-Level (undergraduate degree), Mid-Level (Manager, Supervisor, Director, Executive), and High-Level (Vice President, President, Partner) positions for the sake of comparability. Job experience and education level are what determined which positions fit into which skill level. Arguably, skills going up the corporate ladder may not necessarily be comparable, but in most corporate settings, experience determines seniority in the company, and moving into higher management positions often require additional education.

University Students per Industry



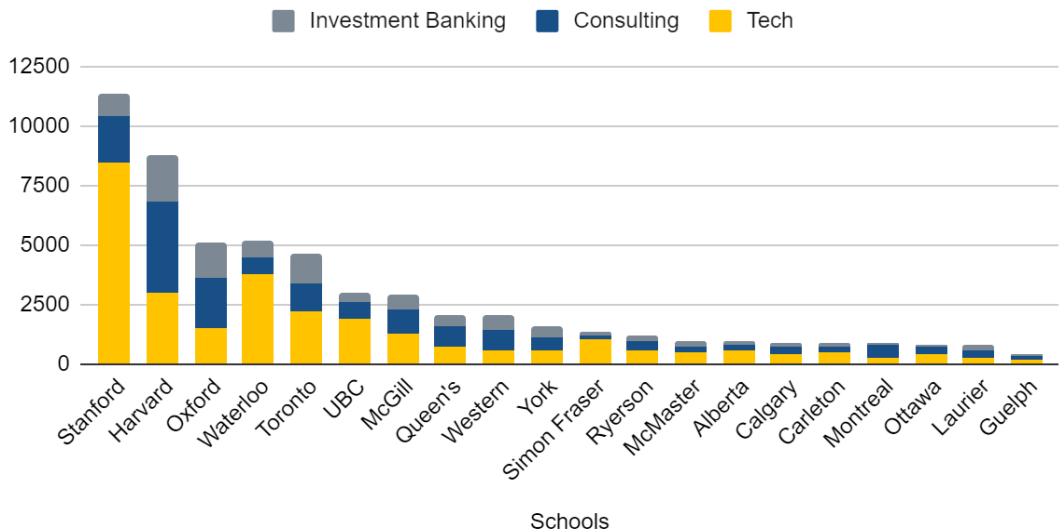
Tech



Investment Banking

Consulting

## Universities (Including Harvard, Stanford, and Oxford) Represented in Consulting, Tech, and Investment Banking



Top 5 schools whose students are mostly employed in tech (relative to the other industries):

- Simon Fraser (73.75%)
- Waterloo University (73.16%)
- UBC (64.94%)
- University of Alberta (63.55%)
- Carleton University (53.21%)

Top 5 schools whose students are mostly employed in consulting (relative to the other industries):

- Universite de Montreal: (67.01%)
- Western University (42.65%)

# Conclusion

## Appendix

