



Academic and Recruitment Guidelines & Policies

Given the high quality and number of applications that we receive for only 90 seats, the IMD MBA program is probably one of the toughest to get into. Everyone goes through a full day assessment center where we evaluate hard skills, interpersonal and communication skills and the applicants' ability to work in cross-cultural teams. In addition each accepted candidate goes through a full background check conducted by an independent agency.

The IMD MBA Program is one of the most demanding and intense learning experiences offered today. To obtain the IMD MBA degree, candidates must demonstrate that they have acquired the knowledge, skills and personal characteristics required for a responsible and effective leadership career. Participants who do not meet the academic and professional requirements during the program are asked to leave.

Non-disclosure of IMD performances and GMAT scores; no peer evaluations

In the spirit of teamwork and cooperation which characterizes the IMD MBA Program, participants should not be asked to disclose IMD performance and GMAT scores, nor evaluate peers.

Maintaining flexibility in selecting candidates to interview

We strongly recommend that companies keep an open mind with regards to candidates not short listed who request an interview. Based on past experience, highly motivated candidates who do not exactly match stated requirements have subsequently earned entry into companies and contributed significantly.

Scheduling interviews

In adherence to the academic rigor of the program, there are no scheduled classes during the two-week on-campus recruitment period in September. The scheduling of second round interviews remains at the discretion of recruiters, however, recruiters are asked to be flexible and schedule these interviews after the two weeks of first round interviews and when possible outside of class time.

Avoiding schedule changes

The on-campus recruitment timetable must be respected. Because we run 500+ interviews in a two-week period, presentation and interview schedules are confirmed far in advance and last-minute changes or cancellations can have serious implications.

Reimbursement of travel expenses

Participants invited to visit a company site should be reimbursed promptly for all expenses incurred during the visit. We appreciate your understanding of the academic focus of the program, your respect for our faculty, and your understanding of our participants' investment in their education.

Job Offer Management

The IMD MBA is a one year program starting in January each year. Because our MBAs graduate in the first week of December, only 3 months after 1st round interviews, we strongly encourage companies not to lose momentum during the interviewing and decision making process. In general IMD MBAs receive offers from October through beginning of December. In order to make the process fair for all On-Campus Recruiting (OCR) companies, we ask our recruiters not to push for the MBAs to accept an offer before the start of November. This is to ensure that the MBAs can make an informed decision and all OCR companies are given a fair opportunity to finalize their OCR process. Similarly, we ask our MBAs to stop interviewing as soon as they decide to accept an offer, and companies not to withdraw an offer already made to candidates.