



MIT CENTER FOR
TRANSPORTATION
& LOGISTICS

MLOG/ZLOG

Recruiting Guide 2008-2009

MIT Master of Engineering in Logistics (MLOG)

MIT-Zaragoza Master of Engineering in Logistics (ZLOG)

Introduction

The MIT Center for Transportation & Logistics (CTL) is a great source of motivated, intelligent, and knowledgeable supply chain professionals for your company. Ranked first in supply chain management education by US News and World Report for the past several years, MIT has a long track record of graduating leaders in the logistics industry. CTL has developed two masters programs in supply chain management: the Master of Engineering in Logistics Program at MIT in Cambridge, Massachusetts, (MLOG) and the Master of Engineering in Logistics & Supply Chain Management at Zaragoza Logistics Center in Spain (ZLOG).

There are a variety of ways for your company to meet, recruit, and hire supply chain professionals from our programs, and elsewhere at MIT or from Master de Logistica in Zaragoza. The remainder of this document provides some details on how we can assist you, but if there is a specific need that your company has, please contact us directly.

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CTL Supply Chain Programs

The MIT Center for Transportation and Logistics (CTL) was established in 1973 to conduct cutting edge research in the supply chain, transportation, and logistics areas. In order to disseminate these innovations, two master degree programs were established: the MIT-MLOG program and the MIT-Zaragoza ZLOG program. Each of the programs is briefly described below.

The MIT-Zaragoza ZLOG Program

Started in 2003, the MIT-Zaragoza Master of Engineering in Logistics & Supply Chain Management (ZLOG) program builds on the top-ranked MLOG curriculum. Nine months of challenging coursework, cutting edge research, and industry interaction provide ZLOG graduates with the problem solving and leadership skills that companies seek in an increasingly complex and dynamic marketplace.

Based in Zaragoza, Spain, ZLOG is part of the MIT-Zaragoza International Logistics Program – a unique research and education partnership between academia, industry and government that develops and disseminates innovative supply chain concepts. Interestingly, the program is located within one of the largest logistics parks in Europe. While there, students have the opportunity to interact and learn from faculty, researchers and fellow students from across the globe. The program continues to attract students from diverse backgrounds. Classes have consistently included students from five continents.

Students must complete core and elective coursework, a master's thesis, and participate in the month-long International Exchange on the MIT campus, where they join MLOG students in the Supply Chain Innovations & Leadership Series and the Supply Chain Challenge. Graduates receive a master's degree from the University of Zaragoza and a certificate from the MIT-Zaragoza International Logistics Program.

The program has graduated 74 logistics professionals that now work in countries around the world. ZLOG alumni have joined companies such as: Accenture, Beiersdorf, Cap Gemini, Caterpillar, Colgate-Palmolive, Cummins, Deloitte, DHL, Dow Chemical, Dupont, i2, ILOG, ING Group, International Paper, Kuehne & Nagel, Lucent Technologies, McKinsey & Company, Metro AG Group, Nike, Optiant, Pepsi Bottling Group, Rubbermaid, Schlumberger, Solutia, Shell Oil Company, Sun Microsystems, Target, and Williams Sonoma.

The incoming ZLOG Class of 2009 consists of 35 students hailing from 15 countries and 5 continents! The average age is 29 years old and they have an average of 5 years of work experience. Nearly half of the class (17) are women. Prior to coming to the ZLOG program, the students worked in several industries, to include: healthcare, energy, high tech, transportation, IT, financial, retail, software, consulting, and manufacturing. Previous employers include: ABB Power Technologies, Accenture, BASF, Cadbury, Citigroup, Cummins, Deutsche Bank, DHL, Ghana Ministry of Health, HSBC, IBM, Infosys, Intel, Kimberly Clark, Lockheed Martin, Microsoft, Nestle, Oxfam, PricewaterhouseCoopers, Proctor & Gamble, Pyrex, RAND, SABMiller, Tyco Healthcare, Unilever, World Food Program, and others.

Both the MLOG and the ZLOG programs have a high percentage of international students who are very interested in working for multinational corporations in their home countries - an attractive proposition for the companies to reduce their expatriate relocation and living costs. The MLOG and ZLOG students arrive in August and graduate in May the following year. All of these students will be available for employment as of June 2009.

The MIT MLOG Program

The Master of Engineering in Logistics (MLOG) Program is a highly competitive one year structured program targeted for early career supply chain professionals with 3 to 8 years of work experience. Initiated in the fall of 1998, the MLOG program was designed to supply the global logistics industry with professionals who possess both analytical and leadership skills. The core program includes specialized classes in Logistics Systems, Supply Chain Design, International Logistics, and Information Technology Systems in Supply Chain, Supply Chain Strategy, and System Dynamics. Additionally, the students take a number of electives from across MIT, to include the Sloan School of Business.

The students are also required to complete a research thesis addressing some facet of logistics operations or supply chain management from an applied perspective. The majority of the student projects involve MIT Supply Chain Education Partner companies who provided data, project support, and general management. If you are interested in working with MLOG students in this manner, please contact us.

In addition to class and thesis work, the MLOG students continuously interact with leading logistics professionals from across various industries and countries through projects, lectures, site visits, and seminars. Essentially, MLOG graduates leave MIT as fully educated professionals well-versed in current practices across all areas of logistics and experts on at least one specific facet of the industry, due to their thesis work.

Since its inception, the program has graduated close to 300 logistics professionals that now work in the consulting, manufacturing, retail, logistics, distribution, software, and other industries. MLOG alumni are employed by companies such as: Dell, Frito-Lay, Toyota, Amazon, M&M Mars, WR Grace, Accenture, GE Supply, McKinsey, JD Edwards, McKinsey, Wyeth Pharmaceuticals, UPS Consulting, The Home Depot, Staples, Harmon Kardon, Sony, and many others. Their titles range from Vice Presidents of Logistics to Senior Consultants to Supply Chain Analysts.

The current MLOG Class of 2009 consists of 35 students from ten countries. Approximately 60% are US citizens or permanent residents. The average age of the students is 30 with an average of 7 years of direct work experience in a wide range of industries to include: pharmaceuticals, high tech, transportation, IT, military, retail, software, consulting, and manufacturing. Past employers include: Dell Inc., FedEx, i2 Technologies, Accenture, Pratt & Whitney, Boeing, Cisco, Manhattan Associates, Maersk Logistics, various branches of the military, and others.

Recruiting Options and Arrangements

Recruiting at the MLOG and ZLOG programs runs continuously from September to June. Because the students arrive in late August, and then immediately go through an intense orientation and introduction process, we highly recommend that companies do not conduct interviews or information sessions before October. Resume books for both the MLOG and ZLOG classes will be available from mid September upon request. It is important to remember that all MLOG and ZLOG students are available for interviews – regardless of whether you are interviewing at MIT in Cambridge or at ZLC in Zaragoza, Spain. We can assist in setting up phone interviews and video conferencing if desired. It is also important to remember that the MLOG and ZLOG program merges in January, with all students taking part in a three week session in Cambridge, followed by a one week session in Zaragoza. During this exchange all students will be available for interviews, creating an optimal environment for recruiting efforts. Many companies choose to visit campus in the fall and then again in January to interview candidates from both programs

We have three general recruiting approaches for companies: Sponsored presentations & interviews, Direct interviews, and Specific job postings. A brief overview of the options is described below followed by a more comprehensive description containing all the details of the recruiting process.

- Sponsored Presentations - These are made on-campus and are the most effective way to inform and educate students about your organization and the career options available within your firm. Typically, a firm gives a 25-45 minute presentation with an overview of the company, its culture, and some specific information about career opportunities in supply chain management. The presentation is usually followed by individual interview sessions either the same day or at some pre-determined future date. Companies have the option of pre-selecting candidates from the program Resume books and keeping open slots. The most effective companies find that by keeping open slots they have left open the opportunity to find some very interesting candidates. The specific details on the interviewing process used by your firm can be accommodated.
- Direct Interviews - These can be held either on or off-campus. For this option, companies do not present at either of the campuses and instead select the students they are interested in directly from the program Resume Books. The company can contact the students directly to set up interviews off-campus or contact our office to schedule on-campus interviews. While not as effective as sponsored presentations and on-campus interviews, this option lets a firm meet directly with only the students they are interested in.
- Specific Job Postings – If waiting until the students graduate in June is not an option. We can assist you with those positions that you need filled immediately. For these positions, we will circulate the specific job description to all interested MLOG and ZLOG alumni – as well as the current students. We circulate to current students because they have access to friends and colleagues still in the workforce who might be interested. This also may spark future interest from a great candidate that might keep your company on their radar moving forward. Also, you might just find someone worth waiting for.

The remainder of this document outlines the details for each of the three approaches.

Sponsored Presentations

We highly recommend that interested companies come to the actual campuses to meet potential students face to face. The procedures for making presentations at each campus are detailed below.

Sponsored Presentations (Zaragoza, Spain)

Below are some general guidelines for scheduling an information session and follow-on interviews at the Zaragoza Logistics Center in Spain. In addition to the ZLOG program and potential video/phone link to the MLOG program, companies visiting Zaragoza can also recruit from the ZLC Spanish-speaking master's program – the Master de Logística (MdL).

Sponsored presentations in Zaragoza can be run in three different time periods:

Fall: Any time from October to December – ZLOG and MdL students

Winter: Last week of January – MLOG, ZLOG, and MdL students

Spring: Most run from February to April – ZLOG and MdL students

Information Sessions

The best times for an information session are during lunch (2-4pm) or in the early evening (6-8pm), although we can schedule them other times according to your preference. Presentations after 2pm could also incorporate a videolink to MIT. Presentations usually run from 25 to 45 minutes including questions and answers. The ZLOG program will arrange for meeting rooms and audiovisual equipment, as needed. We can also arrange for a videolink to MIT, if desired. If you wish to offer snacks or refreshments of some sort we will be able to suggest a variety of catering services. Your company is responsible for any catering charges.

Follow-On Interviews

For follow-on interviews, we recommend the following approaches:

- Totally open interviews: students sign up for the interview slots that you make available. The sign up is on a first-come-first-served (FCFS) basis. If demand exceeds available slots, then additional slots can be added – according to the company's schedule availability.
- Mix of closed and open interviews: the company first selects the students that they are interested in based on the resumes received from interested students. The schedule is announced with open slots available for sign students to sign up FCFS. You may also want to reserve a couple slots for students you meet at presentations.

To schedule an information session and follow-on interviews in Zaragoza, Contact Vegard Jansson (vjansson@zlc.edu.es or +34 976-070 158) with the following details:

- Preferred time and date for Information Session
- Audio Visual preference for Information Session
- Contact information for all presenters & interviewers
- Catering preferences
- Preferred time and date for Interviewing
- Details on preferred interviewing structure (Open/Closed, desired length of interview, number of rooms needed, interest in phone/video link to MIT for interviews, any special requests, etc.)
- Contact information for all interviewers
- If you would like to schedule some closed interview slots ahead of the visit, then we recommend sending us a job posting and/or short description of representative positions/people you are seeking. We will circulate the position description to our MLOG and ZLOG students and (if desired) to students in the MdL Spanish-speaking master's program. We will gather and send to you the cover letters & resumes of students interested in interviewing with your company. In return, you can send us a list of candidates to schedule in closed interview slots.

Vegard will then work with you to finalize together the presentation and interview schedule and help with travel suggestions. There are a number of direct flights to Zaragoza from within Europe; and both Madrid and Barcelona are connected to Zaragoza via high-speed train of 1.5 to 2 hours.

Sponsored Presentations (MIT Cambridge, MA, USA)

This approach consists of two main components: an information session and follow-on interviews.

Information Sessions

The Information sessions are typically held on MIT campus at noon, in the late afternoon, or in the early evening. The sessions usually last an hour with 20 to 30 minutes of presentation and the remainder of the time used for answering questions from the attendees. Events that are held during lunch and evening hours attract the most students as do those that feature snacks or refreshments of some sort. We will arrange for on-campus meeting rooms as well as any audio visual equipment, as needed.

While our focus is on MLOG and ZLOG students, all MIT students are welcome to attend the presentations and interview unless specifically restricted by the sponsoring company. Event notification is circulated to other relevant Masters Programs, such as Leaders for Manufacturing (LFM), Master of Science in Transportation (MST), and Sloan MBA. Additionally, we advertise events with various relevant MIT student groups, such as the Operations, Supply Chain Management, and Transportation Clubs. If your company already has scheduled interviews with other programs at MIT (such as at Sloan's Career Development Office), you can always request that MLOG students be allowed to interview as well. Certain programs will not allow students from other academic programs to interview unless the company requests it.

Sponsored presentations in Cambridge can be run in three different time periods:

Fall: Any time from October to December – MLOG and other MIT students

Winter: First 3 weeks of January – MLOG, ZLOG, and other MIT students

Spring: Most run from February to April – MLOG and other MIT students

We encourage those companies who are really interested in meeting the ZLOG students as well as the MLOG students, but do not want to travel to Spain, to interview in January when both programs are together in Cambridge. Alternatively, lunch presentations at MIT can be broadcast via video conference to the Zaragoza students. Likewise, evening presentations in Zaragoza can be broadcast to MIT.

Presentations can be followed by a reception where students and company representatives can speak informally. While companies are responsible arranging and paying for any catering directly with the local vendor, we can assist. We will also arrange for the needed on-campus meeting and interview rooms. Here is the contact information for two popular local cafes that frequently cater to events at MIT:

Rebecca's Café
290 Main Street
Cambridge, MA 02142
Tel. 617.494.6688
<http://rebeccascafe.com/>

Milk Street Cafe
50 Milk Street
Boston, MA 02109
Tel. 617.542-FOOD (3663)
<http://www.milkstreetcafe.com>

Once room location is set, please inform us if you are having your presentation catered. Since, the presentation rooms are MIT classrooms; it is highly advisable to have the food delivered when your company representative is present in the room and no earlier.

Follow-On Interviews

Generally, the interviews should follow the Information Session. These can be run immediately following the presentation (not recommended) or at a later time. Having some time between the Information Session and the Interviews allows those students who were not initially interested in your company time to sign up for interviews.

There are several ways that you can run the Interview sessions in terms of number of rounds, length of interview, number of students within each interview, etc. The key point we need to know is whether the interviews will be open or closed.

In an open interview, students are allowed to sign up for the interview slots that you have made available. The sign up is on a first come first serve basis. If demand exceeds available slots, then additional slots can be added – according to the company’s scheduled availability. For closed interviews, the company selects the students that they are interested in based on the resumes received from interested students. We recommend either totally open interview schedules or a mix of closed (company selected) and open interview slots.

To arrange an Information Session at MIT, Contact Jonathan Pratt (jonpratt@mit.edu or 617-253-5055) with the following details:

- Preferred time and date for Information Session
- Audio Visual preference for Information Session
- Contact information for all presenters & interviewers
- Catering preferences
- Preferred time and date for Interviewing
- Details on preferred interviewing structure (Open/Closed, desired length of interview, number of rooms needed, interest in phone/video link to Zaragoza for interviews, any special requests, etc.)
- Contact information for all interviewers
- If you would like to schedule some closed interview slots ahead of the visit, then we recommend sending us a job posting and/or short description of representative positions/people you are seeking. We will circulate the position description to our MLOG and ZLOG students and (if desired) to students in the MdL Spanish-speaking master’s program. We will gather and send to you the cover letters & resumes of students interested in interviewing with your company. In return, you can send us a list of candidates to schedule in closed interview slots.

After the presentation is completed, all of your preferred candidates should be informed that they have been chosen to interview with your company. Send your list of candidates to Jonathan (jonpratt@mit.edu). To arrange your interviewing schedule you may choose to do so directly with your candidates or (after providing the interviewing schedule outline) you can have them sign up for interviewing slots through Jonathan and he will email you the finished schedule.

Direct Interviews (current MLOG/ZLOG students)

Both programs will circulate resume books to all interested companies. They are also available on line at <http://web.mit.edu/mlog/recruitment/hiring.html> for the MLOG program and at <http://www.zlc.edu.es/default.aspx?info=0001A6> for the ZLOG program. Companies may select individuals from the resume books to contact and interview directly without making a company presentation. While not as effective as sponsored presentations and on-campus interviews, this option lets a firm meet directly with only the students they are interested in. For tracking purposes, a list of all MLOG/ZLOG students contacted should be emailed to both Jonathan Pratt, at jonpratt@mit.edu and Vegard Jansson, at vjansson@zlc.edu.es.

Posting of Specific Positions

If your company has a specific supply chain opening, send a short job description along with salary expectations or ranges directly to Jonathan jonpratt@mit.edu and Vegard vjansson@zlc.edu.es. They will circulate this to the larger MLOG/ZLOG alumni group. Based on the required qualifications, we will circulate it to the current MLOG/ZLOG students, all 300+ MLOG/ZLOG alumni, or to a wider audience as appropriate.

Contact Information

If you are interested in talking or meeting with any of the MLOG/ZLOG students or if you want to find out more about the program in general, please contact the following people.

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