

MLOG / ZLOG

Recruiting Guide 2009-2010

MIT Master of Engineering in Logistics (MLOG)

MIT-Zaragoza Master of Engineering in Logistics (ZLOG)

**Center for Transportation and Logistics
Massachusetts Institute of Technology**

ctl.mit.edu/education

www.mit.edu/mlog

www.zlc.edu.es/zlog

Introduction

The MIT Center for Transportation & Logistics (MIT-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.

MIT-CTL has developed two masters programs in supply chain management: the Master of Engineering in Logistics (MLOG) Program at MIT in Cambridge, Massachusetts, and the Master of Engineering in Logistics & Supply Chain Management at the Zaragoza Logistics Center in Spain (ZLOG).

The key to tapping into our global supply chain talent pool begins with the MIT-CTL Career Development and Recruiting Office, the one-stop location for recruiting students from the MLOG and ZLOG programs, as well as from related programs across MIT. We are here specifically to support your supply chain recruiting, retention, and training needs.

There are a variety of ways for your company to meet, recruit, and hire supply chain professionals from our programs, and elsewhere at MIT. This document provides 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 Master 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 program 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. 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 a month-long International Exchange where they study together with MLOG students for one month on the MIT campus and in Zaragoza. 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 over 100 logistics professionals that now work in countries around the world. ZLOG alumni have joined companies such as: Accenture, Amazon, 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, Roche, Rubbermaid, Schlumberger, Solutia, Shell Oil Company, Sun Microsystems, Target, and Williams Sonoma.

The incoming ZLOG Class of 2010 consists of 31 students hailing from 20 countries and 5 continents. The average age is 30 years old and they have an average of 6 years of work experience. 29% of the class 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: Dupont, Intel, Kingston Technology, LG Telecom, Marvell Semiconductor, Movistar, Panamco, PEMEX, Pfizer, PWC, Sanofi-Aventis, Schlumberger, UPS, USAID, 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 in June of 2010.

The MIT-MLOG Program

The Master of Engineering in Logistics (MLOG) Program at the Massachusetts Institute of Technology is a highly competitive, nine-month program targeted for early career supply chain professionals with 3 to 8 years of work experience. Initiated in the fall of 1998, MLOG 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.

MLOG 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 provide 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 over 300 logistics and supply chain professionals that now work in 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, Wyeth Pharmaceuticals, UPS Consulting, General Mills, A.T.Kearney, The Home Depot, Staples, Harmon Kardon, Sony, and many others. Their titles range from Vice President of Logistics to Senior Consultant to Supply Chain Analyst.

The current MLOG Class of 2010 consists of 33 students from 11 countries and 5 continents. Approximately 61% are US citizens or permanent residents. The average age is 29; and they bring with them an average of 7 years of 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., Goodrich, BGI Logistics, Ford Motor Company, Accenture, Kraft Foods, various branches of the military, and others.

Recruiting Options Overview

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 Mid-September. Resume books for both the MLOG and ZLOG classes will become available, upon request, in September.

Regardless of whether you are interviewing at MIT in Cambridge or at ZLC in Spain, all MLOG and ZLOG students can be available for interviews throughout the 9 month program. We can assist you in setting up interviews via conference calls or video conferencing. It is also important to remember that both programs will be together in January (3 weeks in Cambridge and 1 week in Zaragoza) so companies that schedule recruiting events that month can travel to either Cambridge or Zaragoza, to interview candidates from both programs together.

We have four general recruiting approaches for companies:

- Sponsored Presentations & Interviews
- Resume drop & Interviews
- Selection from resume book & Interviews
- Specific Job Postings

Below is a brief overview of each approach, followed by a more comprehensive description.

- Sponsored Presentations - This approach offers the most effective way to inform and educate students about your organization and the potential career opportunities within your company. Typically, a company gives a 25-45 minute on-campus presentation with an overview of the organization, its culture, and some specific information about career opportunities in supply chain management. Following the presentation, a company has the opportunity to conduct individual interview sessions that same day or select a pre-determined future date. This approach gives a Company the option to pre-select candidates from our resume books. In addition, many companies find it effective to keep open slots, providing them with flexibility to interview other interesting candidates they meet that day. If your firm has a specific interviewing process, just share it with us and we can accommodate you.
- Resume Drop & Interviews - In this approach, a company is not required to do a presentation to the students. They may send an open job description to Jonathan Pratt or Vegard Jansson, who will post the position to the students. Interested

students will send Jonathan or Vegard a copy of their resume and cover letter. The resumes will then be bundled up and sent back to the company recruiter. A company has the option to contact our office to schedule on-campus interviews or contact students directly to set up off-campus interviews. While not as effective as sponsored presentations and on-campus interviews, this option lets a company meet directly with only the students in which they are interested.

- Selection from Resume Book & Interviews – In this approach, a company does not give a presentation to the students but instead selects students from our resume book. A company has the option to contact our office to schedule on-campus interviews or contact students directly to set up off-campus interviews. While not as effective as sponsored presentations and on-campus interviews, this option lets a company meet directly with only the students in which they are interested.
- Specific Job Postings – This option will assist you in filling open positions that cannot wait until June to be filled. For these positions, we circulate the job descriptions to our MLOG and ZLOG alumni – as well as to the current students, who have access to friends and colleagues still in the workforce.

Sponsored Presentations

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

Presentations at ZLOG - Zaragoza, Spain

Below are some general guidelines for scheduling an information session and individual 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).

Information sessions

The best times for an information session are during lunch (2-4pm) or in the early evening (6-8pm), although they can be scheduled any time according to your preference. Presentations after 2pm can also incorporate a video link 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. You can choose to offer snacks and/or refreshments. We can put you in contact with and/or arrange for catering services, but your company is responsible for any catering charges.

Individual Interview Sessions

We recommend the following approaches:

- Open interviews: Students sign up for interview slots on a first-come, first-serve basis. If demand exceeds available slots, additional slots can be added according to the company's scheduled 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 for sign students to sign up. 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 +34 690 024 320) 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 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 trains taking between 1.5 and 2 hours.

Presentations at MLOG - Cambridge, Massachusetts

Sponsored presentations at MIT can be held during three different time periods:

Fall: September to December – MLOG and other MIT students

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

Spring: February to April – MLOG and other MIT students

We encourage companies interested in meeting the ZLOG students, in-addition to, 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, and evening presentations in Zaragoza can be broadcast to MIT.

Sponsored presentations usually consist of two main components: an information session and individual interview sessions.

Information Sessions

The information sessions are typically held on the MIT campus at noon, in the late afternoon, or in the early evening. The sessions usually last an hour with 20- to 30-minute presentations followed by a Q&A session. Events held during lunch and evening hours attract the most students, as well as events that include snacks and/or refreshments. We will arrange for on-campus meeting rooms, as well as audio-visual equipment, as needed.

While our focus is on MLOG 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 Global Operations (LGO), System Design & Management (SDM), and Sloan MBA. Additionally, we advertise events with various relevant MIT student groups, such as the Operations Club, Supply Chain Management Club, and Transportation Club. If your company has already scheduled interviews with other MIT programs (such as Sloan's Career Development Office), you can also request that MLOG students be allowed to interview as well.

The information session can be followed by a reception where students and company representatives can speak informally. While companies are responsible for arranging and paying for any catering directly, we can assist. Here is the contact information for a popular local cafe that frequently caters MIT events:

Cosi - 290 Main Street, Cambridge, MA 02142 Tel. 617.868.5810
<http://www.getcosi.com/>

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.

Individual Interview Sessions

Generally, the interviews follow the information session, either immediately after the presentation (not recommended), or at a later time. Having some time between the information session and the interviews gives students who were not initially interested in your company time to sign up.

Your company dictates how the interview sessions are run, in terms of number of rounds, length of interview, number of students in each interview, etc. All we need to know is whether the interviews will be open or closed.

In an open interview, students can sign up for interview slots on a first-come, first-serve basis. If demand exceeds available slots, additional slots can be added according to the company's scheduled availability. For closed interviews, the company receives resumes from interested students prior to the visit, and selects the students they are interested in interviewing. We recommend either a total open interview schedule or a mix of closed (company-selected) and open interview slots.

After the presentation is completed, all of your preferred candidates (regardless of the program) should be informed that they have been chosen to interview with your company. Send your list of candidates to Jonathan (jonpratt@mit.edu) and he will help coordinate the interview process.

To arrange a Sponsored Presentation 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, Number of rooms needed, any special requests, etc.)
- Contact information for all interviewers

Direct Interviews

Both MLOG & ZLOG programs will circulate resume books to interested companies. They will also be available in September online at (www.web.mit.edu/mlog, www.zlc.edu.es/zlog). 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 Jonathan Pratt (jonpratt@mit.edu) or Vegard Jansson (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) or Vegard (vjansson@zlc.edu.es). They will circulate this to the larger MLOG/ZLOG alumni group. Alternatively, you may fill out the form on the MLOG website: <http://web.mit.edu/mlog/recruitment/hiring.html>. This form does not allow for attaching external documents. 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 recruiting any of the MLOG/ZLOG students, or if you want to find out more about the programs in general, please contact the following people:

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MLOG

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