Rotterdam School of Management Erasmus University

Master programmes 2020-2021



RSM zafing

RSM - a force for positive change

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Welcome to RSM



t Rotterdam School of Management, Erasmus University (RSM), we help people become critical, creative, caring and collaborative, and to be a force for positive change. For 50 years now, we have been driven by state-of-the-art research. Each of our master programmes combines a stimulating intellectual environment with the opportunity to gain experiences in situations very similar to those you will encounter in the business world: working and collaborating in diverse groups, conducting independent research, implementing ideas, and interacting in international settings. We offer you the best of theory and practice to enhance your business career, and become a leader of people and ideas.

All our master programmes provide:

- » a mix of educational formats ranging from case studies and group projects to internships and individual research
- » small-scale, interactive electives and group assignments that engage you in debate and discussion
- » being part of a diverse and international student body
- » challenging academic theory that reflects the latest business and management thinking.

Each programme is internationally oriented, accredited, taught in English, and meets the structure for bachelor and master degrees introduced by the Bologna Accord.

A truly international insight into business and management Upon graduation you will have an internationally recognised qualification from a leading European business school, and be part of a network of more than 40,000 RSM alumni.

In addition to our specialised master programmes in various business areas, exceptionally talented students can also apply for the selective 18-month MSc International Management/CEMS. Or, if you are a bachelor graduate from a non-business discipline, you can boost your career opportunities through our 12-month Master in Management (MiM) programme.

You will find plenty of information about RSM's master programmes in this brochure and online, including first-hand experiences from students and alumni. Please contact us if you have any further questions about the programmes or RSM.

We look forward to welcoming you on campus in September 2020!

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Prof. Steef van de Velde Dean of Rotterdam School of Management, Erasmus University

Multiple reasons to choose RSM

Rotterdam is:



A **gateway** to Europe



The **biggest port** in Europe

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A **cosmopolitan** city



A businessminded city



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Located in the bustling **Randstad region** with a population of more than **8 million** RSM proudly has:



Triple crown accreditation



A **consistent ranking** among Europe's top business schools

Master programmes 2020 – 2021 Rotterdam School of Management, Erasmus University | 5

Introducing our master programmes



At RSM, you will find the **broadest selection of business master programmes** in the Netherlands. Each programme represents an **area of business or management** that is in great demand by organisations today.







Average female students



Nationalities among students

MScBA Business Analytics & Management

RSM has launched a new 12-month Master in Business Analytics & Management in 2020-2021. The programme is specifically designed for very ambitious bachelor graduates with a strong affinity to data analytics and its application in different management domains, such as finance and accounting, marketing, supply chain management, and information management.

Please visit rsm.nl/bam

See page

MSc International Management/CEMS

RSM's 18-month MSc International Management/CEMS is a programme that offers a dual qualification, offered via a consortium of over 30 international business schools and more than 70 corporate partners. Admission is highly selective and restricted to top students aspiring to top international jobs.

Master in Management

The 12-month Master in Management (MiM) programme is specifically designed for bachelor graduates who want to broaden their horizons and acquire management skills.

See page

Twelve specialised MSc programmes

- » Accounting & Financial Management
 - Business Analytics & Management
- » Business Information Management
- » Finance & Investments
- » Global Business & Sustainability
- » Human Resource Management

- » Management of Innovation
- » Marketing Management
- » Organisational Change & Consulting
- » Strategic Entrepreneurship
- » Strategic Management
- Supply Chain Management







160+ International partner schools

MSc International Management/CEMS rsm.nl/cems cems.org

An accelerated start to your international management career. Looking for a competitive advantage when taking the first steps in your international career in business or management? Then this is one of the best master programmes you can pursue.

The MSc International Management/CEMS brings you an RSM degree and a CEMS business qualification in one world-class 18-month programme through RSM's partnership with the global CEMS organisation. It offers an unrivalled start to your career thanks to high-quality international teaching and superb networking prospects. You can specialise through careful selection of courses and your thesis topic, or choose a track of more general management studies.

CEMS, the Global Alliance in Management Education, is a strategic alliance of top business schools and leading multinational organisations: more than 30 renowned academic institutions around the world collaborate with over 70 corporate partners and 5 NGOs to offer globally minded students a unique blend of highquality education and professional experience. The Financial Times 2018 ranking places CEMS ninth in the world among the top master programmes in management. Candidates already know that RSM is where they will find a solid business education in the largest international port in Europe, embedded in a nation with a rich history of trading. RSM is consistently ranked in the highest tier of the annual Financial Times Global Masters in Management ranking, placing third for the international mobility of our graduates.

The programme's credentials, its focus on the practical aspect of business education and the highly competitive selection process ensure that you will join a highly motivated and talented class, and undertake a demanding international programme.

64

Average number of

students in cohort

66%

Average international students in cohort



Graduates starting work within 3 months after graduation



Duration

 Management consultancy Consumer good: Financial sector Tech industry Examples of industries

where graduates work

Management consulta
 Marketing manager
 Revenue analyst

Examples of graduates job titles

C E M S

THE GLOBAL ALLIANCE IN MANAGEMENT EDUCATION

The IM/CEMS difference

The IM/CEMS at RSM is distinguished by its intensive quality and relatively small class sizes, encouraging students and staff to connect the curriculum to a broader social context. In IM/ CEMS, the intertwining of education and extracurricular activities facilitates the achievement of personal targets set by the students.

Key features

During the programme you will:

- » pursue two world-class management qualifications in one programme in an international city at the commercial heart of Europe
- » gain thorough knowledge of management in international companies
- experience real consultancy projects and international internships
- » train in general and specialised management skills
- » take part in an international study exchange
- » become proficient in several languages.

The CEMS network

The CEMS network is a co-operation of over 30 partner schools, all representing the best business schools in their respective countries, including The London School of Economics and Political Science (LSE), UK; HEC Paris, France; ESADE, Barcelona, Spain; and the Ivey Business School in Ontario, Canada. Corporate partners include A.T. Kearney, BNP Paribas, L'Oréal, Facebook, Google, McKinsey, Nokia, and Procter & Gamble. Social partners include CARE International, Fairtrade International, United Nations Alliance of Civilizations, European Space Agency, and Transparency International.

The CEMS spirit

CEMS students and alumni around the world share curiosity, ambition, awareness and passion for international experiences. They have a broad world view that welcomes cross-cultural differences, and embraces corporate social responsibility and sustainability as core values. This strong sense of community has often been called 'the CEMS spirit'.

After graduation, lifelong membership in the CEMS Alumni Association offers you a rich source of information, and job and networking possibilities. Many students find their first job even before graduation, thanks to the close collaborations between students and CEMS partner companies that take place during the programme.

"IM/CEMS is an exclusive programme that aims to develop the next generation of global leaders. So beyond gaining comprehensive knowledge of the various business functions, our students are equipped with the cross-cutting skills, mindsets and resilience that will allow them to build teams, to thrive in the context of ambiguity, and to lead others to action."

Dr Meir Shemla Associate Professor of Organisational Behaviour

Admission criteria

- » A research university bachelor degree in business administration or related field consisting of a minimum total of 60 EC in advanced courses in strategic management, marketing, supply chain management and operations, finance and accounting, as well as a minimum total of 20 EC in qualitative and quantitative research methods and statistics.
- » A successful selection interview and assessment.
- » Proof of proficiency in English and two other languages visit the RSM website for the exact language requirements.
- » For additional requirements please refer to the website.

More specific information about our admission requirements can be found on page 34, and on www.rsm.nl/masteradmissions.





IM/CEMS curriculum

As an IM/CEMS student you will spend either the first or second semester on exchange at a CEMS partner university. Each school offers required CEMS modules, while providing its own unique academic and cultural experience within the CEMS network. A local CEMS club at each university fosters an active social life and CEMS spirit among CEMS students.

A n intensive one-week block seminar kicks off the first semester of the programme. Additionally, you will take core courses covering the foundation of international management, along with elective courses.

The second semester offers a core course in global management practices, as well as a highlight of the programme: a consultancybased business project for an international company. In both semesters students may tailor course selection to a certain functional domain or pursue a general track for broader training in all functions of business. If you did not go abroad in the first semester, then you spend the second semester at a CEMS partner university. Most students plan their eight-week internship during the summer break, and this is where you really start to gather international experience and begin building your international, professional network. The third and final semester is tailored to producing your master thesis, considered to be the culmination of the IM/CEMS programme. This final semester begins with a research clinic, followed by academic exploration and development leading to your thesis.

MSc International Management/CEMS



MScBA Master in Management



Business administration for non-business bachelor graduates. This one-year Master in Management (MiM) opens up a new sphere of career possibilities for you if you are a bachelor graduate from a non-business discipline. Your previous academic knowledge combined with this programme will challenge you to find your personal driver and career path, which will help you become a problem-solving and result-oriented business professional equipped with relevant business knowledge and skills.

Learn and integrate all aspects of general management and business administration alongside academic theory that reflects the latest business and management thinking. You will acquire a depth of knowledge from key domains in business administration through contact with real companies in consultancy projects, and prepare for the labour market by working in international teams and critically reflecting on your career goals.

Admission criteria

- » A research university bachelor degree in any discipline except business administration containing a minimum total of 20 EC in qualitative and quantitative research methods and statistics, of which at least 10 EC have to be in quantitative research methods or statistics.
- » For additional requirements please refer to the website.

More specific information about our admission requirements can be found on page 34, and on www.rsm.nl/masteradmissions.

Programme structure

Autumn semester (21 EC)

- » Strategic management
- » Marketing management
- » Business and psychology
- » Financial management (Part 1)
- » Business analytics

Spring semester (21 EC)

- » Entrepreneurial challenge
- » Management science, operations, and supply chain
- » Financial management (Part 2)
- » Corporate governance
- Consultancy project

Research clinic and thesis (17 EC)

Your future career (1 EC)



Average number of

students in cohort



Average international students in cohort

Graduates starting work within 3 months after graduation

86%



Duration

Consulting Consulting Technolog

Examples of industries where graduates work

Digital optimisation specialis
 Product manager
 Management consultant

Examples of graduates job titles



"Most Master in Management students look for both a change and a boost in their career. RSM's programme delivers both. The diversity among MiM students makes it an intellectually liberating environment, where theoretical thinking is always challenged. Academic knowledge and practical skills are channelled into first-hand experiences with managerial problems, facilitating a jump-start in the business world. RSM's MiM is both an exciting ride and a great investment in a student's future."

Dr Gabriele Paolacci Associate Professor of Marketing Management

MScBA Accounting & Financial Management



Specialising in insightful financial information. Financial information functions as the nervous system of all economic organisations and markets, helping managers and investors to make economically sound decisions. Specialists trained in accounting and financial management understand what financial and non-financial information managers and investors need, how such information is used, and how it can be securely gathered and distributed throughout the organisation and to the outside world. RSM's Master in Accounting & Financial Management prepares you to be such a specialist.

You will:

- prepare and analyse financial information and performance indicators to make decisions about new business opportunities, equity investments, and mergers and acquisitions
- understand how managers can be motivated by financial and non-financial performance indicators, and how this can help to evaluate their past decisions
- develop information systems and controls, and perform audits that help to ensure the reliability of financial and non-financial information
- explore and apply international regulations and guidelines that govern accounting and financial management.

Admission criteria

- A research university bachelor degree containing a minimum total of 20 EC in qualitative and quantitative research methods and statistics, of which at least 10 EC have to be in quantitative research methods or statistics.
- Strongly recommended: a minimum of 40 EC in advanced courses in business administration, including accounting and finance.
- For additional requirements please refer to the website.

More specific information about our admission requirements can be found on page 34, and on www.rsm.nl/masteradmissions.

Programme structure

Core courses (22 EC)

- International financial reporting
- Management control
- Business analysis and valuation
- Financial information and decision-making
- Presentation and social skills
- Your future career

Examples of electives* (18 EC)

- Accounting analytics
- Controllership
- M&A and corporate governance
- Assurance services

*Some electives have limited capacity

Thesis (20 EC)

Research methodology and master thesis



Average number of

students in cohort



Average international students in cohort



Graduates starting work within 3 months after graduation



Duration

Financial analys Controller/ CFO

iob titles

Examples of industries Examples of graduates where graduates work

"RSM's Accounting & Financial Management programme has a strong business focus, a practical orientation, and much attention for personal skills development. It helps you develop into the financial specialist that employers in financial management, controlling, auditing, or financial consultancy are craving for nowadays: a financial specialist with a strong backbone in accounting, who is a trusted advisor and partner of management."

Prof. Erik Peek Professor of Business Analysis and Valuation



MSc Business Information Management

rsm.nl/bim

At the intersection of business and information. Do you have the ambition to understand the role of digital technologies in creating business opportunities and transform organisations through technology? Our programme sits at the intersection of business and IT, and is the ideal platform to launch your international career. It focuses on the management of information as a strategic resource for improving overall business performance, and develops professionals who combine analytical know-how and business knowledge.

You will investigate the business side of information management for unlocking IT innovations, discover the technical side of leveraging big data to identify business opportunities, and learn how to apply findings and take action. The multidisciplinary approach gives you a broader background than information management alone.

After two blocks of core courses, students have the choice between one of two specialisation tracks (Digital Business or Data Science), or can choose to pursue an individual study plan.

Admission criteria

- » A research university bachelor degree containing a minimum total of 20 EC in qualitative and quantitative research methods and statistics as well as a minimum of 40 EC in advanced courses in business administration including information management.
- » For additional requirements please refer to the website.

More specific information about our admission requirements can be found on page 34, and on www.rsm.nl/masteradmissions.

Programme structure

Core courses (22 EC)

- » Information strategy
- » Designing business applications
- » Business architecture and transformation
- » Big data management and analytics

Examples of electives* (18 EC)

- » Customer-centric digital commerce
- » Programming for managers
- » Big data and business analytics
- » Innovation in the digital age
- » Strategy and Economics of Platforms
- » Introduction to AI and Deep Learning

*Some electives have limited capacity

Thesis (20 EC)

» Research methodology and master thesis



Average number of

students in cohort



Average international students in cohort

<u></u>	90	070
Craduate		

Graduates starting work within 3 months after graduation



Duration

 Management consultancy Software and computing service: Technology, multimedia, telecom
 Examples of industries

where graduates work

Information manager
 Business consultant
 IT consultant

Examples of graduates job titles



"The BIM master programme prepares students to play a crucial role in organisations, by analysing and improving information flows, and by translating what is technologically possible into clear business value."

Prof. Ting Li Professor of Digital Business

MSc Finance & Investments



A management perspective on financial decision-making. The MSc Finance & Investments deals with qualitative and quantitative financial decision-making from the perspective of companies, investors and individuals. You will gain state-of-the-art knowledge, insights and skills essential for a successful career as a finance professional. The research-driven programme is based on the latest theories and applications.

RSM has been awarded Chartered Financial Analyst (CFA) Program Partner Status by the CFA Institute and Chartered Alternative Investments Analyst (CAIA) Programme Partner Status by the CAIA Institute. In this programme, you have the unique opportunity to qualify for an RSM degree and prepare for the Level I CFA and CAIA exams at the same time.

Admission criteria

- » A research university bachelor degree containing a minimum total of 20 EC in qualitative and quantitative research methods and statistics as well as a minimum of 40 EC in advanced courses in business administration including finance.
- » For additional requirements please refer to the website.

More specific information about our admission requirements can be found on page 34, and on www.rsm.nl/masteradmissions.

Programme structure

Core courses (26 EC)

- » Corporate finance
- » Investments
- » Research methods
- » Business ethics

Examples of electives* (18 EC)

- Entrepreneurial finance and private equity
- » FinTech
- » Financial analytics
- » Sustainable finance
- » Financial modelling
- » Portfolio management
- » Derivatives
- » Mergers and acquisitions
- » Advanced valuation

*Some electives have limited capacity

Thesis (16 EC)

Master thesis



Average number of

students in cohort



Average international students in cohort



Graduates starting work within 3 months after graduation



Duration

 Investment and merchant banks
 Insurance
 FMCG

Examples of industries where graduates work

Financial advisor

Financial analyst

Examples of graduates' job titles

"The MSc Finance ϑ Investments combines the latest academic insights with practical applications, and allows you to tailor the programme to your own interests through a wide variety of up-to-date electives, including financial analytics, FinTech and sustainable finance."

Prof. Mathijs van Dijk Professor of Finance



Programmes

MSc Global Business & Sustainability

rsm.nl/gbs

A master in sustainable business. In this programme, you will focus on business strategies and responsibilities in the face of global economic, social and environmental challenges. It examines how business leaders manage sustainability threats, and how new market opportunities are pursued through sustainable value creation.

The MSc Global Business & Sustainability investigates complex sustainability challenges in a broad, integrated and holistic manner addressing the multiple perspectives of companies, governments and NGOs. It teaches you cutting-edge advancements in the theory and practice of sustainable business, and challenges you to formulate your own ideas and propose solutions for transformative change toward more sustainable societies.

Admission criteria

- » A research university bachelor degree containing a minimum of 60 EC of relevant courses, consisting of a minimum total of 20 EC in qualitative and quantitative research methods and statistics, and a minimum of 40 EC in advanced courses of which at least 20 EC in organisation studies, management or business administration. The remaining 20 EC may contain courses in social sustainability, social justice, ethics, human rights, ecological sustainability or business administration.
- » For additional requirements please refer to the website.

More specific information about our admission requirements can be found on page 34, and on www.rsm.nl/masteradmissions.

Programme structure

Core courses (21 EC)

- » Sustainability leadership and planetary boundaries
- » Global business strategies
- » Sustainability and behavioural ethics
- » Personal narrative, communication and career
- » Sustainability grand challenges

Examples of electives* (18 EC)

- » Corporations and justice
- » Social entrepreneurship
- » Climate change strategy role-play
- » Circular economy

*Some electives have limited capacity

Thesis (21 EC)

Research methodology and master thesis



Average number of

students in cohort

36%

Average international students in cohort



Graduates starting work within 3 months after graduation



Duration

Consulting Consulting Covernment Non-profit/NGO

Examples of industries where graduates work

CSR manager
 Policy maker
 Controller or auditor

Examples of graduates job titles



"Our Global Business & Sustainability master teaches cutting-edge academic knowledge and requires students to apply it in practice. Our programme uses innovative teaching methods to help students critically analyse and develop new corporate practices. Through strong connections with alumni and partners in the private, public and civil society sectors, our students have a network of change agents, seeking to tackle global sustainability challenges through rewarding careers."

Dr Steve Kennedy Associate Professor of Sustainability Management

MSc Human Resource Management



Managing and leading people in organisations. This is arguably the most important task in any organisation because value is created with and by people. Leaders, including HR and line managers, must understand what makes people more effective, efficient, and creative. Only then can organisations meet the challenges the environment poses on them, gain a competitive edge, and be a force for positive change.

So are you highly motivated and interested in the people that make up an organisation? This programme offers you a unique researchbased perspective into what organisational leaders see as their main source of success: the ability to manage people.

Admission criteria

- » A research university bachelor degree containing a minimum total of 20 EC in qualitative and quantitative research methods and statistics, as well as a minimum of 40 EC in advanced courses in business administration including organisational theory and behaviour, industrial and organisational psychology or social psychology.
- » For additional requirements please refer to the website.

More specific information about our admission requirements can be found on page 34, and on www.rsm.nl/masteradmissions.

Programme structure

Core courses (22 EC)

- » Managing people in organisations
- » Current issues in HRM
- » Strategic and international HRM
- » Building healthy organisations for optimal human performance

Examples of electives* (18 EC)

- » High-performance leadership
- » Management of diversity and inclusion
- » Leadership development and training
- » Managerial and group decision-making
- » Your future career
- » HR analytics

*Some electives have limited capacity

Thesis (20 EC)

» Research challenges in HRM and organisational behaviour, and master thesis



Average number of

students in cohort



Average international students in cohort



Graduates starting work within 3 months after graduation



Duration

HR consi HR consi FMCG Retail

Examples of industries where graduates work

Human resource manager

Human resource analys

Reward analyst

Examples of graduates' job titles

"The MSc Human Resource Management uses the latest academic knowledge to develop practical insights about how to effectively manage people in organisations. We draw from research on leadership, teams, organisational behaviour, and strategic and international HRM, which you will apply to practical examples through organisation visits, case studies, and in-company projects."

Dr Rebecca Hewett

Assistant Professor in Human Resource Management



Study in Rotterdam

Rotterdam is the Netherlands' second-largest city. The largest port of Europe, and a cosmopolitan city in one. In addition to the city's vibrant hospitality scene, there are plenty of student activities. You can join the Erasmus Student Network (ESN), which organises lots of social programmes, trips, interesting debates and cultural events, on and off campus. With a party now and then, of course.



MSc Management of Innovation

rsm.nl/mi

For future leaders in innovation. This programme is dedicated to the integrated and dynamic field of innovation. You will investigate innovation management through a unique blend of theoretical perspectives, case analyses, and practical experiences. As an innovation leader, you will be able to generate and sense creative ideas, implement those ideas, and transform organisations, markets and business ecosystems.

Alter your way of thinking towards a mindset of innovation through this programme. You will develop skills to spread this mindset through organisations, learn to overcome resistance, negotiate, and execute innovation. You will investigate innovation challenges with classmates, faculty members and representatives from companies. As part of the individual and team assignments, you will regularly present and carry out your findings in class or on site at participating companies.

Admission criteria

- » A research university bachelor degree containing a minimum of 20 EC in qualitative and quantitative research methods and statistics as well as a minimum of 40 EC in advanced courses in business administration, *or* a bachelor of science degree from a research university in an engineering field combined with a minimum of 20 EC in business administration courses.
- » For additional requirements please refer to the website.

More specific information about our admission requirements can be found on page 34, and on www.rsm.nl/masteradmissions.

Programme structure

Core courses (22 EC)

- » Strategy of innovation
- » Organisation of innovation
- » Creativity for innovation
- » Idea evaluation
- » Innovation projects and teams

Examples of electives* (18 EC)

- Open innovation
- » New business development
- » Circular economy

*Some electives have limited capacity

Thesis (20 EC)

Research methodology and master thesis



Average number of

students in cohort



Average international students in cohort



Graduates starting work within 3 months after graduation



Duration

FMCG
 Fmcg
 Energy
 Technology

Examples of industries where graduates work



Examples of graduates job titles



"This programme cultivates innovation leaders who adapt to change and also create it. Students learn theories and frameworks on how to foster and manage innovation activities in organisations, interact with business leaders to gain first-hand experiences, and harness unique interpersonal and business skills. They also work closely with faculty to generate new academic knowledge, and solve challenging real-life business problems. We also support students to carry out innovations to improve the world."

Dr Murat Tarakci Associate Professor of Innovation Management

MSc Marketing Management



Marketing is fundamental to vision and strategy. It is an important driver of performance in organisations. By studying different aspects of the marketing process you learn how strategies and tactics result in the success or failure of products and services. People who understand marketing are better able to develop a successful vision and strategy for their businesses.

RSM's research in marketing management has a strong global reputation, and the master programme is practically oriented, research-driven and internationally focused.

After two blocks of core courses focused on understanding consumer behaviour and marketing strategy, you will be able to select one of our three specialisation tracks:

- » Brand and product management
- » Digital marketing and analytics
- » Individual study plan

Admission criteria

- » A research university bachelor degree containing a minimum total of 20 EC in qualitative and quantitative research methods and statistics, as well as a minimum of 40 EC in advanced courses in business administration and marketing *or* business communications and marketing.
- » For additional requirements please refer to the website.

More specific information about our admission requirements can be found on page 34, and on www.rsm.nl/masteradmissions.

Programme structure

Core courses (22 EC)

- » Consumer behaviour
- » Consumer marketing research
- » Personal professional development
- » Marketing strategy
- » Marketing strategy research
- » Your future career

Examples of electives* (18 EC)

- » Big data analytics for marketing insight
- » Choice architecture
- » Customer experience management
- » Neuromarketing

*Some electives have limited capacity

Thesis (20 EC)

» Thesis clinic and master thesis



Average number of

students in cohort



Average international students in cohort



Graduates starting work within 3 months after graduation



Duration

Account manage
 Brand manager
 Product manager

Examples of industries where graduates work

Examples of graduates job titles

"Our marketing students can tailor the programme to their career interest in one of the specialisation tracks, brand and product management or digital marketing and analytics, or by following an individual study plan. We're always innovating content and teaching methods to reflect contemporary developments in marketing and education. And career events and a strong student association provide ample opportunity to interact with future employers on campus."

Dr Yvonne van Everdingen Associate Professor of Marketing Management



MSc Organisational Change & Consulting rsm.nl/occ

An MSc programme for aspiring change agents, as we all deal with change continuously. We see change as a multidimensional, social process involving different people, contexts and perspectives. These aspects are incorporated into our programme, not only through theory, but also in practice; by applying real-life cases, skills-based education and a focus on continuous personal development. The demand for managers to act as change agents is sharply on the rise. In this MSc programme, you can combine intellectual curiosity about the nature of modern, complex organisations with developing practical consulting skills geared towards change.

Organisations are in a constant state of change and good leaders are needed to help organisations cope with these changes. This programme is for aspiring change agents and offers continuous learning, personal development and learning how to think critically. But especially, learning the ability to truly work with and for others; an essential criterion for a good leader.

Admission criteria

- » A research university bachelor degree containing a minimum total of 20 EC in qualitative and quantitative research methods and statistics, as well as a minimum of 40 EC in advanced courses within the domain business administration or public administration including a course in organisation theories.
- » For additional requirements please refer to the website.

More specific information about our admission requirements can be found on page 34, and on www.rsm.nl/masteradmissions.

Programme structure

Core courses (22 EC)

- » Professionalization and change theories
 - Theories on change, behaviour and differences
 - Managing professional organisations
 - Consulting and change
 - Foundations of consulting
- Studying change
- » Your future career

Examples of electives* (18 EC)

- » Advisory skills
- » Rhetoric for managers
- » Intervention skills
- » Cross-cultural management

*Some electives have limited capacity

Thesis (20 EC)

» Research methodology and master thesis





"The MSc Organisational Change & Consulting prepares students for a life as a professional consultant. Our students are trained to engage with change appreciatively, as they are encouraged to critically evaluate situations and possibilities, and to seek concrete and responsible solutions geared towards all relevant stakeholders involved."

Dr Marja Flory

Senior Lecturer of Organisational Change

MSc Strategic Entrepreneurship

rsm.nl/entrepreneurship

Entrepreneurs make a difference – do it. Start-ups, scale-ups and existing organisations with a renewed business model have something in common – they identify and exploit new business opportunities that transform business landscape often by addressing environmental and social challenges. This is the essence of the entrepreneurial process.

In this MSc programme, you will gain knowledge and acquire entrepreneurial skills to create and grow new businesses within new ventures or established companies. You will blend theory, a rigorous scientific approach and learning-by-doing on and off campus with renowned and passionate academics, experienced entrepreneurs, skilful investors and dedicated alumni.

Admission criteria

- » A research university bachelor degree containing a minimum total of 20 EC in qualitative and qualitative research methods and statistics, as well as a minimum of 20 EC in advanced courses in business administration such as accounting, finance, marketing, human resource management, operations, innovation management, entrepreneurship, strategy, supply chain management, or micro- or macroeconomics.
- » For additional requirements please refer to the website.

More specific information about our admission requirements can be found on page 34, and on www.rsm.nl/masteradmissions.

Programme structure

Core courses (22 EC)

- » Opportunity creation
- » Entrepreneurial skillset
- » Start-up and growth
- » Corporate entrepreneurship
- » Your future career

Examples of electives* (18 EC)

- » Social entrepreneurship
- » New business development
- » Financial intelligence for entrepreneurs
- » Managing the family business

*Some electives have limited capacity

Thesis (21 EC)

 Research methodology, thesis trajectory and master thesis Career Service (1 EC)



Average number of

students in cohort



Average international students in cohort



after graduation

Graduates starting work within 3 months



Duration

Start-ups Technolog Corporate organisati

where graduates work

Examples of industries

Business develope
Project manager

C Entrepreneu

Examples of graduates' job titles

"Our programme helps strategic entrepreneurship students to develop their entrepreneurial mindset and equips them with tools to continuously test their ideas within a safe environment. Students also work with the Erasmus Centre for Entrepreneurship to get exposure and feedback from peers, mentors, experienced investors and fellow entrepreneurs. RSM applies innovative teaching techniques and supports students with starting up their own businesses or developing their ideas within existing organisations."

Dr Magdalena Cholakova Associate Professor of Strategy and Entrepreneurship



MSc Strategic Management



Strategies for international challenges. The MSc Strategic Management programme is uniquely geared to help you develop for positions as general manager or strategy consultant. Focusing on the bigger strategic decisions, you will learn to think like a business leader in your career at large multinational and major consulting firms.

You will explore how to approach complex strategic decisions, to analyse the facts, and to develop and evaluate strategic options. You will also learn how make and implement strategic decisions. During the core courses, you will focus on topics such as mergers and acquisitions, innovation, building alliances and international expansion. After the core courses you will be able to choose from a broad variety of more specialised electives.

Admission criteria

- » A research university bachelor degree containing a minimum total of 20 EC in qualitative and quantitative research methods and statistics, as well as a minimum of 40 EC in advanced courses in business administration including business strategy, organisational theory and behaviour, and finance and accounting.
- » For additional requirements please refer to the website.

More specific information about our admission requirements can be found on page 34, and on www.rsm.nl/masteradmissions.

Programme structure

Core courses (22 EC)

- » Managing business strategically
- » Changing business through strategic innovation
- » Corporate strategy and growth
- » Corporate strategy, ownership and governance
- » Research clinic
- » Your future career

Examples of electives* (18 EC)

- » Strategic management consulting
- » Sustainable strategies
- » Competitive strategies in platforms and networked markets
- » Honours class for selected students

*Some electives have limited capacity

Thesis (20 EC)

» Thesis clinic and master thesis



Average number of

students in cohort



Average international students in cohort

Graduates starting work within 3 months

after graduation

93%



Duration

Consulting Venture capital Transportation and Logistics

Examples of industries where graduates work

Business analyst
 Project manager
 Strategy consultant

Examples of graduates job titles



"The MSc Strategic Management focuses on big strategic decisions that companies need to make to secure their competitive advantage and create a long-term sustainable future for the firm. The programme prepares you for a good entry position, and also for your subsequent career progression to senior management and strategic consulting roles. The international and very diverse student body from various universities and countries helps you interact and work with your future colleagues worldwide."

Dr Anna Nadolska Assistant Professor of Strategic Management

MSc Supply Chain Management



Rotterdam is the gateway to Europe. As the largest commercial port in Europe, Rotterdam is the focal point of logistics and supply chain management in the Netherlands with logistics networks that stretch far beyond Dutch borders. As a business school in Rotterdam, RSM has cultivated a wealth of knowledge and expertise on the subject, making it a recognised world leader in supply chain management research and education.

In this MSc programme, you will gain thorough knowledge of the contribution of supply chain management to strategic objectives, and learn how to apply this knowledge to designing advanced logistics systems.

Based on independent evaluations of the Leiden Ranking, which compares research institutions, research carried out by RSM's Business Processes Logistics & Information Systems group is consistently ranked in the top 5 in Europe.

Admission criteria

- A research university bachelor degree containing a minimum total of 20 EC in gualitative and guantitative research methods and statistics, as well as a minimum of 40 EC in advanced courses in business administration of which at least 6 EC in the area of operations management, logistics or supply chain.
- For additional requirements please refer to the website.

More specific information about our admission requirements can be found on page 34, and on www.rsm.nl/masteradmissions.

Programme structure

Core courses (20 EC)

- Managing the supply chain
- Global logistics and information technology
- Facility logistics management
- Distribution networks
- Purchasing and supply chain management

Examples of electives* (18 EC)

- Forecasting in supply chains
- Supply chain simulation
- Ports in global networks

*Some electives have limited capacity

Thesis (22 EC)

» Research methodology and master thesis



Average number of

students in cohort



Average international students in cohort



Graduates starting work within 3 months after graduation



Duration

rocurement manage Production planne

iob titles

Examples of industries Examples of graduates where graduates work

"Studying supply chain management at RSM means you're embarking on a challenging, but also very rewarding journey. You'll gain thorough knowledge of managing supply chains and apply this knowledge to designing advanced logistics systems in real life. Students have access to an extensive network of alumni and corporate partners in one of the largest international ports worldwide. This contributes to a stimulating learning environment and provides outstanding career prospects for our graduates."



Inspiring RSM alumni

When you graduate from RSM, your next career step could take you into business or government, or into nongovernmental organisations. The wide range of courses prepares you for positions that become your initial steps into middle management and onwards. Thousands of RSM alumni have taken this route, and many have made their way into top positions as business leaders, government advisors and leading thinkers. They are a source of inspiration to others. You will find some examples of successful RSM alumni here.

S ofya Shuster obtained her MSc Finance & Investments in 2011, and is currently Vice-president Real Estate Finance at ING Capital. Sofya is accelerating in international finance while giving back to the community in New York City. Her impressive career includes becoming a Vice-president at ING at 26. Sofya connects and supports people, for example by founding ING's young professional network in London. She was recently elected one of three Sustainability Champions for ING Americas.

Alba Tiley obtained her MSc Strategic Management in 2010, and is currently Global Sustainable Antibiotics Director at DSM Sinochem Pharmaceuticals (DSP). She works on developing strategic sustainability solutions including raising awareness of industrial pollution as a cause of antimicrobial resistance (AMR), and increasing access to antibiotics and their appropriate use. Alba works on partnerships to improve the sustainability of the pharmaceutical supply chain engaging with all sectors including civil society organisation, and represents DSP in leading industry platforms. Internally, she drives sustainability throughout the organisation by co-ordinating local sustainability champions and sharing the impact of the global effort across the company.



"RSM made all the difference! During my studies, I researched strategic multi-stakeholder alliances and how they create value for various sectors. I was fortunate to have helpful professors as supervisors who supported my passion for this topic. My master thesis interview then led to a job interview at DSM, and landed me my current position."

Alba Tiley

Global Sustainable Antibiotics Director, DSM Sinochem Pharmaceuticals





Sofya Shuster Vice-president, Real Estate Finance, ING Capital

"RSM has played a very important role in my life in so many ways. On campus and through the alumni network I have met a lot of bright, talented and driven individuals. At RSM, I had exposure to many leading Dutch and international companies from various sectors, which helped me to determine which course I wanted to take in my career. All these experiences were valuable for my personal and professional development."

Opportunities

International networks, corporate internships and real-life experiences

International exchange

At RSM, you will meet international students from other business schools who have chosen to spend the exchange programme portion of their studies in Rotterdam. These students were carefully selected by our highly ranked partner schools all over the world. Likewise, as an RSM master student, you will have the opportunity to spend a semester at one of these top business schools after you finish the curriculum components in Rotterdam. RSM maintains an international network of more than 150 leading business schools and universities in Europe, North America, Latin America, Oceania, Asia, Africa and the Middle East. Please note that you must finish your master courses (except for one elective) and thesis prior to going on exchange.

www.rsm.nl/master-exchange

International consultancy project

If you do not take part in an international exchange, you can participate in RSM's International Consultancy Project, in which you work in an international team on a real-life consultancy project. You will then apply your knowledge to a business challenge of real strategic relevance, and gain valuable work experience. www.rsm.nl/int-consultancy-project

Company internships

RSM's extensive corporate network will give you ample opportunity to work at some of the world's largest multinational companies. Many students acquire their first job from the contacts they make during their internship. Please note that internships are not part of the curriculum in most of our programmes, but you can complete one after finishing your courses and thesis.

Student association

As a student at RSM, you can join the Study Association of Rotterdam School of Management, Erasmus University (STAR). STAR is the largest student-led study association in Europe. Every year, STAR organises a wide range of events, including the Netherlands' largest on-campus recruitment event, international study trips, research trips, conferences, and many social events.

Each MSc programme has its own study association within STAR, these are called Master Study Clubs. They offer company visits, study trips and workshops based on your programme subjects. You can also meet your peers outside of the classroom through these clubs.

You can become active as a member of your Master Study Club board or study trip committee, or as a consultant with the Erasmus Consultancy Project. As an active member of STAR you will develop personally and professionally.

Have a look at www.rsmstar.nl to see what STAR can offer you.



Advancing your career

Your guide to impactful professional progress

RSM Career Centre

At RSM, we are dedicated to helping you market yourself to future employers with maximum effect. Our Career Centre is run by an enthusiastic team of professionals who prepare you for the international job market.

Acting as an interface between you and company recruiters, its services include:

- » expert advice on how your future career might look
- » how to present yourself to potential employers
- » how to write outstanding CVs and application letters, including personal feedback
- » where and how to search for jobs
- » how to use winning interview techniques
- » a career preparation course
- » online learning modules
- » on-campus company presentations
- » workshops to help you with your job applications.

At these events and sessions, experts from companies such as McKinsey and Amazon and international recruitment organisations will offer valuable information about their recruitment policies, and give advice about careers and the labour market. www.rsm.nl/career-centre

In addition, the RSM Career Centre team offers internships and job opportunities throughout the year via the RSM Job Board. www.rsm.nl/jobboard

MSc graduates in action

A large number of our 2018 graduates have succeeded in finding employment. Three months after graduation 96 per cent are employed, among which 5 graduates in their own business. The average time taken to find a job was about two months. And 23 per cent of our graduates work outside of their own home country. For those in salaried positions, the average starting salary for those working in the Netherlands was €37,370 gross per year. www.rsm.nl/MScEmploymentReport

Many international business leaders have studied at RSM. Worldwide, the RSM alumni community has around 40,000 members; that's a significant pool of contacts for job opportunities, career information, networking, lifelong learning, and social activities. The RSM alumni network is an active and lively community hosting a wide range of events throughout the year, in locations around the world. You can stay in touch with the alumni network through its website, regular e-newsletter, Local Chapter events, and our alumni magazine full of stories about interesting alumni and the latest business research that can benefit your future organisation. www.rsm.nl/alumni www.rsm.nl/outlook Rotterdam

Life in Rotterdam and at RSM



Within easy reach of Amsterdam, Brussels, London, Paris and other places in Europe, Rotterdam's strategic position in Western Europe makes it a **highly popular location for many multinational companies**. As an RSM master student, you will learn about international business in the commercial heart of Europe – **one of the largest economic zones in the world**.



A vibrant city

Rotterdam is a lively city with an international film festival, the North Sea Jazz Festival and a six-day mid-summer cultural festival. You can enjoy its booming nightlife with a hip young scene, and many restaurants, bars, cafés and nightclubs. Rotterdam is also famous for its daring architecture and experimental contemporary art. www.rsm.nl/rotterdam

Feeling at home

You will soon feel at home in our cosmopolitan city with all of its student activities, on and off campus. It's a melting pot of nationalities and cultures here. Through Rotterdam's many multinational organisations, you might get to know your future employer during your studies, for example through an internship. You can easily communicate in English here. And the Netherlands is among the top 25 safest countries in the world, according to the 2018 Global Peace Index.

www.rsm.nl/studyinthenetherlands

Life on campus

RSM is located on Woudestein campus, the main campus of Erasmus University Rotterdam on the eastern side of the city. The university offers on-campus housing, sports facilities, study spaces, a food court, a supermarket, shops, financial services, social areas and the popular 'In de Smitse' café. You can also join regular recreational and cultural events. RSM has its own calendar of social events, and offers an extensive library, expo and congress centre. www.rsm.nl/campus



Rotterdam



9 The Markthal is one of the first indoor markets in the Netherlands where cultures come together in food stands, food shops and restaurants.

S Rotterdam Central Station is your connection to the rest of the Netherlands and Europe, with trains all across the country, and to Paris, Brussels and London. In the surroundings of the iconic Erasmusbrug you will have some of the best views of the Rotterdam skyline.

4 Hotel New York is situated in the former headquarters of the

Holland America Line, and has a great atmosphere for a high tea,

drinks on the terrace and dinner.

Rotterdam: architecture, culture, sports and festivals in a multicultural city by the water



S Visit the SS Rotterdam, the famous post-war Dutch passenger steamship where you can enjoy a drink and a bite on the deck terrace.

Experience Rotterdam from the river by taking a water taxi to

get around fast in the city.

6 In the joyful Witte de Withstraat you'll find hip bars, great

restaurants and good coffee.

3 Visit the Euromast observation tower for a spectacular view of

Rotterdam at a height of 185 metres.

Practical information

rsm.nl/msc-practical-information

It is important to get a good return on your investment. Among the top business schools in the **Financial Times ranking 2018**, RSM has some of the **most affordable tuition fees**. This, in combination with the moderate living costs in Rotterdam, **top-quality education and its outstanding global reputation** makes RSM an excellent investment.

Tuition fees

The 2020-2021 tuition fee for the MSc programmes is \leq 18,200 per year. The Dutch government contributes towards this cost for students who hold nationality from a country belonging to the European Economic Area (EEA). These students therefore pay only the statutory fee of \leq 2,083 per year.

Please note that we are obliged by law to charge a tuition fee of \notin 12,000 to EEA students who already have a master degree from a university in the Netherlands.

Other costs

We estimate that you will need a minimum budget of around € 11,000 a year to cover living and all other expenses during your stay in Rotterdam, in addition to tuition fees. For non-EEA students, please ensure that you have sufficient funds available for the duration of the programme, and for your immigration process. Students entitled to study grants from the Dutch government can expect financial support for 12 months only. No exceptions are made for programmes with a longer duration.

Financial aid

You might be eligible for a full or partial scholarship. For scholarship opportunities, please visit www.rsm.nl/msc/scholarships and www.grantfinder.nl. For example, excellent prospective students without EU or EEA nationality can apply for various RSM scholarships, such as:

- » RSM Non-EEA Scholarship of Excellence
- » Orange Tulip Scholarship
- » Holland Scholarship

Immigration, accommodation and other practicalities

Our website gives practical information about immigration procedures, accommodation in Rotterdam, health insurance and our campus facilities.

There are several ways to find suitable accommodation for the first year of your studies at RSM. Options include furnished and unfurnished accommodation, on-campus accommodation as well as housing off-campus. Once you have been accepted into one of our programmes, we will give you the information you need to start your search for a place to live. Early applicants will find it easier to obtain housing than those who apply late. Latecomers may not find a place in time for the start of the programme, so please apply as early as you can. From mid-April onwards you can register for a room through SSH Student Housing. There are a limited number of rooms available. Registrations will be approved on a first-come, first-served basis.

For additional information on immigration, accommodation, health insurance see: www.rsm.nl/msc-practical-information.

With affordable tuition fees and an exceptional portfolio of business programmes, you get value for money at RSM.

Application and admission

All students will be assessed on academic background and other relevant criteria, as listed on the website. For the MSc International Management/CEMS, an interview, assessment and additional language requirements will also be part of the selection procedure. All applicants must apply for admission through Studielink and our online application system (OLAF). You can find information about the entry requirements and application process on our website. www.rsm.nl/masteradmissions

Application deadlines

A rolling admissions policy is in effect for all programmes except MSc IM/CEMS. We will accept qualified applicants on a first-come, first-served basis until the programmes are full. This means that it is possible for the application phase of a programme to close before the stated deadline. Please be aware that International Management/CEMS, Master in Management, Accounting & Financial Management, Business Analytics & Management, Business Information Management and Finance & Investments have a limited capacity. To increase your chances of being accepted, we advise you to apply as early as possible. Please note that we can only offer you admission to a programme if your application is complete and you meet all of the admissions requirements. Our application deadlines are strictly upheld.

Application deadlines for RSM MSc programmes:

International Management/CEMS	31 January 2020
Accounting & Financial Management	15 May 2020
Business Analytics & Management	15 May 2020
Business Information Management	15 May 2020
Finance & Investments	15 May 2020
Global Business & Sustainability	15 May 2020
Human Resource Management	15 May 2020
Management of Innovation	15 May 2020
Marketing Management	15 May 2020
Master in Management	15 May 2020
Organisational Change & Consulting	15 May 2020
Strategic Entrepreneurship	15 May 2020
Strategic Management	15 May 2020
Supply Chain Management	15 May 2020

Please note: if you want to apply for a scholarship, application deadlines will be on 1 February 2020 (Holland Scholarship) and 1 March 2020 (RSM non-EEA Scholarship of Excellence and Orange Tulip Scholarship). Your complete application including all required documents as listed on the website should be sent to us before this date. Otherwise we cannot process your scholarship application.





Find out more about the master programmes at RSM

Virtual information sessions

Our admissions team hosts live virtual information sessions throughout the year. During these sessions you can ask questions from anywhere in the world – as long as you have an internet connection. Virtual information session dates are posted on the Meet Us webpage.

www.rsm.nl/msc/contact-us

Master student for a day

Attend one of our MSc programme lectures and walk around our modern campus to experience life as an RSM student. Please check the Meet Us webpage for more information. www.rsm.nl/msc/contact-us

Open days

You can meet our admissions representatives, academic directors and students at one of our open days. You can also join information sessions for each master programme to find out more about its content. Join our open days on 30 November 2019 and 24 March 2020. For more details, please visit: www.rsm.nl/msc/contact-us

Talk to our students

You can ask current MSc students about studying at RSM on our website. Each master programme is represented by a student who will gladly answer your questions about life at RSM. www.rsm.nl/msc/contact-us

Brochures

Tell a friend about RSM's master programmes, or request a digital version of this brochure or any other RSM material – such as our ranking overview – by sending an online request. www.rsm.nl/mscbrochure

Events

Check out RSM's online events calendar to find out when we're visiting a city near you, how you can attend events, and how to join virtual information sessions. www.rsm.nl/events

More information

Questions? Please use our online form to contact us directly. www.rsm.nl/contactmsc You can also follow us on: Twitter: @RSMErasmus Weibo: 鹿特丹管理学院RSM WeChat: RSMErasmus

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Kozminski University	Indian Institute of Management Ahmedabad	Shanghai Jiao Tong University: Antai	Edhec Business School	WHU Beisheim	Imperial College Business School	University of Mannheim	WU (Vienna University of Economics and Business)	Stockholm School of Economics	Esade Business School	IE Business School	Cems	Rotterdam School of Management, Erasmus University	University College Dublin: Smurfit	Università Bocconi	ESCP Europe	Essec Business School	London Business School	HEC Paris	University of St Gallen	School name
Poland	India	China	France	Germany	F	Germany	Austria	Sweden	Spain	Spain	See table note***	Netherlands	Ireland	Italy	FR / UK / DE / ES / IT	France / Singapore	UK I	France	Switzerland	Country
Master in Management	Post Graduate Programme in Management	Master of Management Science and Engi- neering	Edhec Master in Management**	MSc in Management	MSc in Management	Mannheim Master in Management	Master in International Management	MSc in International Business	MSc in International Management	Master in Management	Cems Masters in International Management	MSc in International Management	MSc in International Management	MSc in International Management	ESCP Europe Master in Management**	MSc in Management**	Masters in Management	HEC MSc in Management**	MA in Strategy and International Management	Programme name
74.576	120.636	73.245	68.866	101.304	67.477	89.425	67.695	75.792	81.615	79.784	80.200	78.922	68.400	77.452	80.346	93.461	89.801	96.249	108.621	Weighted salary (US\$)
34	92	6	70	33	84	10	E	24	50	76	28	23	36	51	63	48	56	37	18	Value for money rank
20	36	15	63	86	18	44	66	83	25	10	26	22	35	8	37	55	30	32	92	Career progress rank
68	83	85	86	91	86	06	87	91	87	88	88	88	68	87	87	06	92	91	56	Aims achieved (%)
23	12	4	14	N	16	27	29	28	19	51	17	45	24	6	33	13	œ	10	4	Careers service rank
94(93)	100(98)	100(100)	97(93)	(86)06	91(91)	96(86)	96(100)	88(100)	84(93)	85(89)	98(55)	88(100)	95(97)	100(81)	(06)86	94(70)	96(98)	96(82)	98(100)	Employed at three months (%)
17	N	ы	53	30	96	28	30	33	40	65	36	55	50	34	78	56	82	70	75	International faculty (%)
48		7	46	32	86	31	53	74	95	79	49	63	81	35	86	38	94	46	86	International students (%)
68	86	66	24	69	22	78	6	14	11	10	8	2	1	15	18	16	б	2	4	International mobility rank International course experience rank
40	66	63	20	41	78	32	12	4	53	79	л	13	9	17	6	14	82	11	2	
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Data in these columns are for information only and are not used in the rankings.

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Some 230 points separate the top programme from the school ranked number 100. The top 13 participants form the top group of Masters in Management providers. The second group spans schools ranked 14th to 45th. The third group includes 43 schools. The remaining 12 schools make up the fourth group.

** Grande École programme

*** The Cems programme has 30 different members schools from 30 different countries.

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Limited access at masters level. Undergraduate degree in management, business or economics required.



Master in Management Ranking 2018

FINANCIAL TIMES FT







I WILL PROMOTE SOCIAL INCLUSION BY ENABLING EQUAL OPPORTUNITIES

Julian Parra, Colombian Student, MSc Management of Innovation Jessica Bui Duc, Dutch/Vietnamese Student, MSc Marketing Management



I WILL LEAD THE WAY TO A MORE SUSTAINABLE FUTURE

Kati Mattila, Finnish Student, MSc Business Information Management



I WILL INSPIRE PEOPLE TO STRIVE FOR AN ETHICAL BUSINESS ENVIRONMENT

Saksham Dhingra, Indian Student, MSc Strategic Entrepreneurship

RSM is a diverse community of international students, faculty, alumni, business leaders and staff, each with one unifying commitment: to make business – and business education – a force for positive change. These ambitions, and the intrinsic motivations of the people behind them, form the fabric of RSM and I WILL.

RSM Cafung

Accredited by



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