Careers in development

Jonathan Pryke

Note

This discussion paper is not written by a careers expert. It is rather a work in progress based on my own experiences trying to start a career in development with extensive input from colleagues that have many more years of experience. The objective of this paper is to start a conversation about careers in development and is not intended as a comprehensive or prescriptive careers resource. It will be progressively updated with feedback and broader input. Because this is based around my own experiences it will be somewhat Canberra focused, though the lessons and opportunities can, by and large, be replicated across Australia (and beyond). If there are any omissions please contact me. This blog also pulls together a great variety of posts addressing development careers. A special thanks to all of my colleagues at Devpolicy for their valuable insights.
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1. Introduction

I have written this paper in an attempt to address a question that I and my colleagues are frequently asked: “How do I get started in a career in development?”

1.1. Why listen to me?

I am 25 years old and pursuing a career in development. This has not been a linear path for me and is one littered with failures, changes of direction and crises of confidence. I completed a Bachelor of Commerce from the University of Sydney and two Master degrees at the Australian National University (ANU) (one in Public Policy/Development Policy the other in Diplomacy). I currently work full-time as a Researcher at the Development Policy Centre (Devpolicy), a leading Australian think tank based at the ANU, which undertakes research and provides analysis of foreign aid and development policy in the Asia Pacific region. I also study economics part time to better improve my ability to have a positive impact on aid effectiveness, my (current) chosen career path within development.

As I said, my journey has not been linear. My failures include rejections from various internship applications and from the Australian Agency for International Development (AusAID) graduate program twice. These set-backs led me to re-think many times over how to pursue a career in this field. They have also led to successes. Last year I was accepted into various graduate programs (including Treasury and the Department of Foreign Affairs and Trade) and was offered a unique opportunity as one of Devpolicy’s first staff members.

Working at Devpolicy has introduced me to a range of development specialists and experts at every point in the career spectrum, who have been a valuable source of wisdom and insight in many respects, including in the writing of this paper.

I think my experience to date has put me in a position to provide some basic insights to help young people like myself through the initial steps of establishing a career in the field of development.
1.2. What is a career in development?

Before talking about career opportunities in development (see page eleven onwards), I’d like to provide a little more detail about what people think a ‘career in development’ is and what they might expect to achieve (financially and experientially).

Careers in development vary considerably, because development itself encompasses almost every sector imaginable (such as infrastructure; agriculture; rural development; health; education; humanitarian assistance; governance, to name a few). This makes it hard to identify what to expect from a career in development. There are, however, some general categories that I think are helpful as a means of framing the different ‘pathways’ one might pursue.

1.2.1. The NGO path

NGO careers are generally more community oriented than other development careers (particularly if you work for a domestic NGO in a developing country). This is the ‘hands on’ style of development that most envision (i.e. working with communities, engaging directly with beneficiaries etc.). Some advantages are that you get to work on the ground, NGOs tend to be more values oriented than development agencies (if you are very idealistic about development you will likely enjoy working for organisations that explicitly try to be ethical), you are able to engage with communities and often work directly with beneficiaries. Some disadvantages include that you often work in a very focused area, you can be marginalised from influencing broader development discourse, the remuneration is relatively poor and you could become jaded by poorly functioning organisations. Finally, a lot of NGO jobs are located in donor countries and, while there can be interesting policy and advocacy positions, there can also be a lot of relentless fund chasing work.

1.2.2. The bilateral path

This really means working for a government agency. In Australia, government careers in development are predominantly through AusAID, but secondments and technical assistance programs (TA) also draw heavily on other (vocational) areas of government,
predominantly (but not limited to) AFP, Treasury, and Finance (and generally these opportunities are made available to people who have been working in a non-aid related field for some time). These roles (secondments/TA from other departments aside) are often highly administrative in nature and the work sits at a level above engagement with beneficiaries.

Some advantages are that it provides a stable career path in development, as well as a variety of career opportunities, including postings overseas and work on large programs and in various specialisations (often in a marginal role, however) that have a (debatably) significant impact on development outcomes. Some disadvantages are that the environment is very competitive, time and commitment expectations are very high (in certain positions), it takes time to be promoted to a position of influence/decision making, there is only a limited role in shaping policy and the work is often procedural and administrative.

Also, at more senior levels you may have no choice but to follow the policy direction of the government of the day, which will almost undoubtedly clash with your own ethics and opinions at some point on what makes good aid (the same could be said, however, for most career streams of development).

1.2.3. The multilateral path

This means working in an international organisation. Another dream of a lot of people striving for careers in development is to work for the World Bank, United Nations, Asian Development Bank, or any other multilateral agency. Advantages of building a career within these agencies include: a global career, the opportunity to work with the world’s best and brightest, good remuneration, the chance to work on large programs and living abroad. The disadvantages are: the selection process is incredibly competitive (they are more difficult to get into than AusAID because you are competing with a much larger pool of candidates), worker fatigue (they work you hard, and you travel a lot), a disconnect from ‘hands on’ development work and working in highly bureaucratic environments. To give an example, a colleague of mine resigned from the World Bank early in his career as promotions meant being based overseas for extended periods of
time with limited prospects of returning to Australia (something that becomes much more important when you start a family). Another colleague with extensive experience in multilateral agencies found (and this is also discussed on page 38 in the recent UK multilateral review [pdf]) these environments were often non-meritocratic – and as a result tend to exploit their talented young staff to compensate for the weaknesses of their longer-term staff.

1.2.4. The academic path

Academia is an option overlooked by many, but it is also the area where you are given the most freedom to undertake research into development that may potentially shape discourse and dialogue at a broader level. The norm in Australia, however, has been that academia has been marginalised from the streams of policy impact. This is (hopefully) changing, and is certainly not the case in the US or the UK, where academics have a discernible impact on development dialogue.

The advantages of academia include the relative freedom to explore your ideas, a relatively stable career path (though post-doctoral positions in good institutions are incredibly competitive) and a degree of creative flexibility. The disadvantages include investing in lots of study (to a PhD level, which takes both commitment and salary sacrifice), competition for publications and positions (especially in good institutions) and a (potential) siloing/separation from aid practitioners and the broader aid community. A substantial amount of your time may also be spent teaching, which has the potential to reduce your research time to a fraction of your working hours.

This career path can include think-tank and policy centres (such as the Centre for Global Development, the Overseas Development Institute, Devpolicy, etc.), which don’t offer a lot of opportunities to people straight out of university but occasionally do – particularly with people that have gained experience with them through PhD field work or volunteering/study.
1.2.5. Other

Other paths include project management and consultancy, but these avenues generally come later in one's career (they are also areas where private sector experience can certainly help you).

1.2.6. Remuneration

A prickly subject for the puritans, but here is a general hierarchy of who pays the best:

1. (Good) Consultancy – the trade-off is that consulting is not a reliable source of income, is frustratingly short term in nature, and it is based on networks. You are often isolated and not located within an organisation, meaning you miss organisational and learning opportunities. Also, the drive for value for money in many development agencies is (for better or worse) increasingly lowering remuneration rates for consultants.

2. Multilaterals – the WB, ADB and UN pay very well (including, in some cases, tax-free salaries), but also expect the best. With the booming Australian dollar, salaries in government are beginning to look much more attractive.

3. Bilateral agencies

4. Academia

5. Some international NGOs

6. Domestic NGOs

7. NGOs in developing countries

8. Volunteering (a lot of ‘volunteering’ opportunities provide some compensation, such as assistance with rent and daily living)

1.3. Degrees for development

Disclaimer: I have a predominantly social sciences/humanities background

While Development Studies, International Relations and other humanities degrees are important in helping you develop critical thinking, writing and analytic skills, and because they teach you about development, employers are often looking for specific technical skills. If pursuing further study beyond your undergraduate degree, I would
suggest that you think about public health, education, urban management, environmental management, infrastructure/engineering, accounting, public finance and economics degrees. Also note that the more vocational/technical your expertise (engineers, doctors, nurses, logistics specialists) the more aligned you will be with the implementation side of development. Other degrees mentioned above will draw you towards planning, management and development agency positions (note that this is only an observation).

Many skills useful for development are also built outside your studies through volunteering and working abroad. If you are not engaging directly in a vocational skill in your degree, volunteering becomes even more important.

1.4. General tips

Here are some points I would like to stress from my (and colleagues) experience of establishing a career in development:

1.4.1. Volunteer

At an entry point this is the singularly most important thing you can do that will separate you from those around you. Medium to long term international volunteer experience, particularly in countries that don’t provide all of the luxuries you come to accept in Australia, is highly regarded. While there are many volunteer sending agencies out there, only some are good. Some are for-profit ventures with dubious benefits to the communities they operate in and others are outright scams. Be sure to do your research before volunteering so you can have a positive impact. It is also important to stress that the time you spend volunteering matters. A prospective employer isn’t going to care very much that you have gone to help build an orphanage in Uganda for two weeks or spent a lot of time travelling through developing countries. Spending months in a single country however (or for that matter in remote indigenous communities) is a lot more telling of your ability to withstand hardship and your dedication to development.

Where you volunteer also matters. A colleague with a long history working in the field for MSF (and beyond) noted “a capital-level junior admin position making photocopies
for UN agencies is very different to being the sole implementer of a small woman’s rights NGO project in Kashmir. I picked the Kashmir NGO when I got these from two applicants, but of course, this depends on what job you are aiming for when you volunteer, and I think that is key to deciding on volunteer jobs. I was recruiting for an MSF field position and not for the UN at that time.”

Don’t just think of volunteering abroad, there are plenty of development, youth and advocacy organisations working within Australia that you can volunteer with that provide great experiences and networks. Volunteering in remote Australian communities is also highly valued by development employers.

One other point I want to stress here after discussions with colleagues that have had senior experience in AusAID is that the single most effective thing you can do to enhance your chances of getting into the AusAID graduate program is to complete a year as an AYAD volunteer (expanded on later in this document).

1.4.2. Be realistic

It is essential to accept some realistic (but still ambitious) expectations of what you will achieve in a career in development. Put simply, you are not going to be able to solve all the world’s challenges. Also remember that working in development isn’t the only way to do good in the world, and some of the time when pursuing a development career you will question whether you are in fact doing any good at all. This is in no way a deterrent, it’s just important to set realistic expectations.

Colleagues have also noted that you need to be realistic on what kind of entry positions (particularly in developing countries) you will be offered. If you are interested in this work, your first position will probably be in a place you are not that keen on, for a much longer time than you are happy to go for, and often will mean you are separated from family and friends. The same can be said about jobs in Australia: you may not always be wild about the work you are given. Accepting these realities (which can really be applied to any career) will go a long way to helping you get, and enjoy, your first job.
1.4.3. Keep applying

Even if you don’t think you can get it (or don’t even want it), it takes practice to be able to effectively talk about your strengths and weaknesses. And any interview experience you get is invaluable. The reason I failed AusAID the second time around was because it was my first real panel interview and I was a nervous wreck. Four graduate interviews later for DFAT (traditionally, though AusAID is apparently catching up, the toughest government graduate program to get in to with around 6,500 applicants a year) I was much more relaxed and was accepted. The only thing that had changed in that time was my interview experience.

1.4.4. Cast a wide net

Don’t focus on just one avenue for your career, there are multiple ways to get into development (or any field) and by being focused purely on one path you close yourself off to other opportunities.

1.4.5. Start small and spend time in the right places

Volunteer, travel and gain experience in any small way possible as it all adds up. This applies both within and outside Australia. Just deciding to go and live in a developing country for six months and seeing what comes your way can pay off. Likewise, doing summer internships or short-term work (no matter how basic or bad the work is) at any development agency will generally lead to more opportunities if you perform well.

Colleagues have noted that people in development agencies often despair at the slowness and anonymity of their organisation’s general recruitment processes and tend to jump at chances to circumvent them by engaging people directly (though this shouldn’t be taken as a general norm). So try things that haven’t been tried before. Also, while you will eventually have to apply in the normal way at some point, any previous positive exposure you have had to the people in that agency (in whatever capacity) will likely improve your chances of success.
In the title of this section I refer to the ‘right places’ and I'm not just talking about in developing countries and the development sector, you should also be thinking about a regional focus. If you want a development job in Australia then experience in Melanesia or Indonesia is going to be much more beneficial to you than experience in Latin America or Haiti. If you volunteer with the goal of furthering your career, you should think about what countries/geographical areas are likely to be of most relevance to future work. In Australia this means Asia-Pacific (including South Asia), with Africa a distant second (and more relevant for NGO work than bilateral work).

1.4.6. Strongly consider more study

Development is necessarily a very complex field, and more study will put you in an even greater position to have a positive technical/vocational impact. To be internationally competitive (outside of NGO and advocacy circles) more degrees are necessary. A Master degree is standard for many people in multilateral organisations, while for the World Bank and ADB, a PhD is common. On that note, further study also becomes more difficult the older you get (because of salary sacrifice, dependents, potential career sacrifices, etc.), meaning that studying while you are young is usually the time when the opportunity costs are lowest. On the other hand, there can be instances mid-career when a period of study can be possible, very useful, and even employer funded so, while more study now is almost always a good idea, you should not feel like you have to do everything straight away.

1.4.7. Focus on your passion

In some ways this is one of the most important career determinants. Everyone I have discussed this paper with agrees that you should pursue a career in a field where you find the subject matter interesting. There is also no linear pathway in development and you perform best in what you are passionate about. If you pursue that path things are more likely to fall into place and your career will much better align with the rewards you personally seek from working in the development sector.
1.4.8. Build networks

I know the ‘networking’ concept gets a lot of people’s skin crawling but building relationships and networks is definitely necessary. My job didn’t come from a recruitment website; it came through networks. A colleague who has worked at AusAID, the Red Cross, and the World Bank, in consultancy and in academia commented that only one of these jobs involved not previously being referred or knowing the interviewer in some capacity. Some advice is to be proactive and outgoing, engage with lecturers and practitioners, go to as many development events as possible; you never know who you will meet and what opportunities they will bring.

1.4.9. Don’t rule out the private sector

They provide important vocational (along with administrative, risk management, resource management, marketing, etc.) skill sets that are often multi-disciplinary.

1.4.10. Don’t rush in

This point ties into others about vocational training, further study, volunteering etc. You should consider developing skills (vocational/tertiary training) and expertise (working within Australia) before applying. Applying too early can be a mistake because (a) you are much less likely to be successful, (b) you are limited in what you can contribute, and (c) you will find it much harder to return to a career at home even if you are successful abroad. While at an early stage in your career (c) might not seem so important, it is certainly a strong theme of discussion among development specialists later in their careers. As a colleague of mine rightly stated “Churchill said, ‘If you’re not a socialist at 20, you don’t have a heart, but [this is the bit that people forget], if you’re not a capitalist at 40, you don’t have a brain.’”

1.4.11. Be persistent

The most brutal rejection is the first (in my case the second from AusAID was also quite bad), but the more it happens you begin to realise (this being said with a healthy dose of retrospect) how many avenues are really available to you. I have been rejected by the
AusAID grad program twice and now work as a researcher for a former chief economist of AusAID. Don’t let past failures set your boundaries or ambition, keep trying and you will eventually succeed.

2. Career opportunities

Here I have compiled all of the (entry-ish level) paid and volunteer opportunities that I am aware of (which is by no means comprehensive). I have grouped them geographically with an obvious link to what I know, which is the ANU.

2.1. Opportunities within ANU (but also applicable to other universities)

2.1.1. The Australian National Internship Program

I can’t recommend this enough. You get 12/18 units towards your degree (equivalent of two/three subjects) for committing to a two/four day per week internship for three months. A lot of major development related organisations in Canberra have ANIPs (CARE, ACFID, Devpolicy, etc.), and if they don’t you should approach them to join the program. And don’t be afraid that your marks aren’t good enough; you have nothing to lose in applying (and constantly applying).

This is also available for most universities around Australia (although all internships are based in Canberra).

2.1.2. University field schools

These (here and here) are just some examples. Take advantage of field schools because they will separate out your university experience from those that have taken the conventional coursework paths around you.

2.1.3. Tutoring and research positions

People often ask me how they can get a job like mine. The ANU (and most universities) runs its casual and entry research and tutoring positions in an ad hoc fashion that is built largely from networks and relationships (though this website is supposed to be a
tutoring hub, it is not very helpful). That said, part time and full time positions are all competitively advertised for.

A lot of positions are limited to post-graduate students or at least those with honours degrees. The best advice I can give is to build strong relationships with the lecturers and research centres you like and engage with them outside the classroom, but don’t expect to get very far at the undergraduate level. Also attend public lectures, there are so many development-oriented lectures held at the ANU and (not only are they interesting) they are a fantastic networking opportunity.

2.1.4. **UNDP postgrad internship program**

The UNDP has partnered with the ANU to offer this unique internship program. Basically it is a three month summer internship that counts as one subject (6 units), and you can be placed anywhere in the world. Unfortunately it is only for people doing postgraduate study, and it is highly competitive (another failure of mine). But it is still definitely worth applying for if you are at this point in your studies, and a huge incentive to keep studying at the ANU.

2.1.5. **Australian Consortium for ‘In-Country’ Indonesian Studies**

This boutique group was mentioned to me by a colleague and looks very promising (there are probably also a lot more out there that I am not aware of). It provides in-country study opportunities in Indonesia and is widely recognised as a feeder into AusAID (particularly in the Indonesia branch).

2.2. **Opportunities within Canberra**

2.2.1. **Volunteer organisations**

http://www.anuvolunteers.org/
http://theoaktree.org/
As already discussed volunteering is an essential starting point for anyone looking to start a career in development, providing you with much needed entry level experience. It's also very rewarding work and you can make great friends and networks by joining a community of like-minded people.

The list above is by no means exhaustive but rather a starting point. Some good places to start are Oaktree, the Red Cross, Amnesty International, UN Youth (more political/leadership oriented than development), etc. There are also indigenous and refugee oriented organisations that offer voluntary opportunities.

I've also included ACFID in the above listing, which is a good resource for voluntary opportunities.

**2.2.2. Interning at Development organisations**

http://www.acfid.asn.au/get-involved/internships/

I have listed a few websites here of major NGOs that offer internship programs, but this is by no means comprehensive. If an NGO/development agency that you are interested in is either too small or doesn’t list internship opportunities, take the initiative and email them with an inquiry about how you might help – you would be surprised at how often this leads to something.

**2.3. Opportunities within Australia**

In this section I focus more on career entry points, which I am by no means an expert on. I have, however, drawn on the experiences of those I work with, and what the experience I have, to put together the list below.

**2.3.1. AusAID graduate program**

The primary entry point to a career in development in Australia, the AusAID graduate program is highly competitive and runs once a year (with applications opening around
April for a start in the following February). In 2012 it accepted around 40 graduates, but this may vary year to year depending on budget constraints. The process starts (but is subject to change year to year) with a long written application (where a large proportion of applicants are cut), an IQ/personality online test (which is virtually impossible to prepare for) and finally a panel interview (I think they hire about 1/3 that they interview). The first time I applied I didn’t get past round 1, the second time I got up to an interview.

The graduate program has been growing recently in line with the overall growth of the aid budget, and they take on a whole range of candidates from various fields. I know people who have come in straight from their undergraduate degree and others with PhD’s. It has also expanded to take on some specialist intake streams in economics, health, education and administration (the corporate stream). You shouldn’t, however, feel that you need to have a specialisation to get into the graduate program as the generalist stream is still the largest component of any intake.

My advice here is not to be afraid to apply, be it post-undergraduate, post-honours, or post-postgraduate, they look beyond convention and the qualifications you have. Also, get people to look over your application; a second set of eyes is vital in helping you sell yourself. On this note, if you know anyone in the public service (the more senior the better) get them to have a look at your application as they have more than likely been exposed to recruitment in the past and will know what the selection criteria is actually looking for. The Australian Public Service Commission also has some good resources in helping you figure out how to improve your application. Also, engage with your university careers office (see ANU’s here), they are underutilised and very happy to help.

If you get to the interview round it is natural to be petrified but try to remember that, while it is a good opportunity, it is not the only place to work in development.

*Note: AusAID is not the only bilateral approach to starting in development. A lot of other government agencies are engaged with the aid program, often in more vocational ways.*
AusAID also extensively recruits from other government departments and it is much easier to move within government than come in as an outsider.

2.3.2. Domestic recruitment websites

Ethical jobs provides a good comprehensive list of ‘ethical’ job opportunities within Australia. It lists hundreds of opportunities at various levels of people's careers and is a good place to get started to get a general feel for what might be out there. Devnet (an ANU website) also lists quite a lot of NGO and other positions based overseas that you can receive straight to your email.

2.3.3. Working in an NGO

From my experience with NGOs it seems like the majority of them (at an entry level) hire through their volunteers and interns, though don’t assume that every internship will generate a job opportunity (many NGOs simply don’t have the money to employ every intern or volunteer). That said, get started early: even if they aren’t advertising be proactive and contact them. The worst that could happen is they say no. Advocacy work, with organisations like Oaktree, is also going to take you a long way.

2.4. Opportunities abroad

Here I am even less of an expert. One point raised by others with greater expertise that has resonated with me is not to wait on the conventional pathways. The best (or at least most creative) option is to get out to a developing country, off the beaten track, and engage on the ground in some form of extended (i.e. months not weeks) volunteer opportunity. The further off the trail you get (think Sudan, sub-Sahara, remote Pacific, Burma) the more opportunities there will be and less skilled people to make use of the aid money there. It is a risk, but risks often pay off.

That piece of wisdom aside, there are many entry level options to be aware of and also some great volunteer opportunities.
2.4.1. **Australian Volunteers for International Development**

In 2011 the primary Australian volunteering opportunities abroad were brought together under one overarching banner/portal, AVID (an initiative of AusAID). The **volunteer portal** is great for exploring all potential postings across these different programs. The programs can be more generally split into a few major categories listed below (the AYAD program is probably the best fit for most people at an entry level). All of the AVID schemes receive a monthly ‘stipend’ (the same across all schemes, but varying between country posting) that is expected to cover your living. The stipend is enough for you to live comfortably. Your flights are also covered.

**The Australian Youth Ambassador Program** (*AYAD*)

The AYAD program is amazing. Basically AusAID subsidises young people (under 30) to go and volunteer abroad for a year in an NGO or development agency in a variety of developing countries (largely in Asia-Pacific but also now in Africa). This really is an amazing experience that I would recommend to everyone. Opportunities now come out monthly and, while most of them ask for experience or vocational training, I would recommend you just keep applying – eventually you will get something.

Also, if your dream NGO or agency (be it one that you have volunteered or worked for in the past or are interested in specifically working for) isn’t on the list of AYAD placements, I would recommend you encourage them to apply for an AYAD volunteer in the future. This sort of direct engagement with the organisation will also improve your chances of getting the position if/when it is advertised through the AYAD system.

A final piece of advice, if you do get accepted go into it with a realistic idea of your role and what you will be able to achieve in a year. In some places you will play a vital role in the organisation (which speaks in support of applying for the unknown local agencies), in others you won’t be doing a whole lot. If you go in wanting a holistic developing country experience you will love it. If you go in expecting to change the world and fix all of the country’s problems you are going to get jaded pretty quickly.

**Australian Volunteers International**
Akin to the AYAD scheme, AVI is a long-standing independent not-for-profit that aims to provide Australians the opportunity to become volunteers overseas in various parts of the world. AVI differs from the AYAD scheme in a few ways. The first is that it is an independent organisation (not a part of the Australian aid program). The second is that it is open to people of all ages (not just under 30). Finally, the opportunities aren’t limited to 12 months like in the AYAD scheme. While it is a great scheme and it may offer unique volunteer opportunities, I would still recommend looking into AYAD first (for the dual reasons of limited competition and the increased prospects of entry into AusAID when you come out the other end of it).

**Red Cross Volunteers**

These opportunities are very similar to the two listed above, but are more focused around humanitarian programs and projects. Again, my advice would be to apply for the AYAD scheme first, and look to these as secondary (but still very useful) opportunities. The Red Cross also expects you to have some specialist skills to volunteer for them, so it might be difficult to find opportunities with them at an entry level.

2.4.2. **UN internship program**

Limited again to graduate students, these tend to be short-term (3 months or so) placements in one of the UN’s regional offices. They are also incredibly competitive (there are only ever around 250 interns working for the UN globally at any given time) and there is no guarantee that you will be placed in a development oriented role.

2.4.3. **UN Young professionals program**

This is the entry level program for the UN. It’s basically a massive general admissions aptitude exam that is run every year. Since UN employment is divided up by countries Australia has been excluded for the past five years. Worth looking into!

2.4.4. **UNDP Junior professionals program**

Like the Young Professionals program but for specific (mostly development related) organs of the UN (including UNDP).
2.4.5. World Bank

World Bank runs [internships](#) and a [young professional program](#) (for Masters, and more probably PhD level people). They are probably the most competitive of any entry level position to get into but still worth looking into if you are prepared to commit to that much study (and get absolutely stellar marks).

2.4.6. Asian Development Bank

ADB is similar to the World Bank and offers [internship](#) and a [young professional program](#). Also incredibly hard to get into, but you will get the opportunity to work with skilful and knowledgeable people.

2.4.7. ODI Fellowship Scheme

The Overseas Development Institute [Fellowship Scheme](#) sends young economists to work in developing countries. The difference from most schemes is that you work in in-line positions in developing country governments and not with NGOs or donors. It is a really impressive program and if you want to know more about it visit their website or watch [this video](#) from their recruitment officer’s recent presentation at Devpolicy.

2.4.8. Recruitment websites

[Devex](#) is a development recruitment and news website that has done a pretty good job of becoming the global hub for job listings in development. It also has some pretty good resources around what to expect from a job in development, remuneration rates of various multilaterals and provides a lot of information (though it can be quite overwhelming). The basic search function for jobs is freely available. A lot more advanced job search functions and services you have to pay for (Devex is a for profit organisation), and I have no idea how good they are. Other websites include [Devnet](#), [Reliefweb](#) and many more.
2.4.9. Volunteering abroad

A strongly recurrent theme of this paper is the importance of volunteering. Any Australian citizen should be making their first point of referencing for overseas volunteering the AYAD program. My second piece of advice (as highlighted at the start of this section) would be to carve your own path overseas. I think it is important to stress that any form of overseas volunteering needs to be months not weeks. A smaller period of time than that and your impact (both on the ground and on your cv) will be quite minimal.

_Note: This is a work in progress, and will be progressively updated. If there are any omissions or comments please contact me and I will endeavour to include them. I am also more than happy to sit down and chat to people if they have specific questions or concerns. A special thanks to all of my colleagues at Devpolicy for their input._