LSE International Organisations Day 2022

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# Asian Development Bank (ADB)

## About them

The ADB representative was an alumna of LSE, Ilaria Caetani.

## Roles they recruit to

Those with no experience were advised apply for the internships that are posted on their official website and occur in two batches during the year.

For those with at least 5-6 years’ experience, there is the YPP programme.

Doing Internships and YPPs were spoken about as a pathway to secure a job later in ADB after gaining the experience. If you are hired, it was mentioned that there is a high chance of being offered a position at their headquarters in Manila (Philippines), which may require you to relocate.

Asian Development Bank has a self-funded component and mentioned that they were less reliant of donor funding. As a result, they offer life-long employee contracts to incentivise staff to stay within the institution.

See more at <https://www.adb.org/work-with-us/main>

## Requirements

A key eligibility requirement for internships and YPP opportunities is that your country should be one of the ADB member nations.

For the YPP programme 5 years’ experience is the absolute minimum.

# EU Careers (EPSO)

## About them

The representative (Alina Anton) explained how EU institutions differ from UN agencies: the offer permanent job positions accessible though the general competition, and the EU commission has the power to make policies via its legislative power among member states.

## Roles they recruit to

Three main areas:

1. Traineeship programmes (duration: 6 months) available across all EU institutions. Most relevant to LSHTM students are the European Center for Disease prevention and control (ECDC) and EMA (European Medicines Agency). Blue Book traineeship program at the European Commission has some health-related projects so it's worth applying to that one as well. <https://epso.europa.eu/en/job-opportunities/traineeships>
2. The general competition for a permanent position (in September, three step competitions)
3. Consultancy opportunities – ‘Contract Agents’

See <https://epso.europa.eu/en/eu-careers/staff-categories> for other categories and explication.

For clinical or public health professionals the speaker said that they do have roles (for doctors, public health specialists, health data analysis, scientists, researchers etc.), however they normally hire these as consultancy opportunities rather than permanent positions. For permanent role, the expected entry level for health professionals position is generally 5+ years of working experience (but they can be open to hiring less experienced professionals for consultancy roles).

## Requirements

For the majority of opportunities, you need to be a European Citizen to be eligible to apply. For traineeships, sometimes this is more flexible.

The main EU working languages are English and French – many opportunities require you to have both languages. However, for some roles (including traineeships) it’s simply specified that you need the working language of the agency (usually English) and one other EU language (not necessarily French).

Unlike other international organisations, where if you are enrolled in an MSc it already counts in the application process, EU Institutions recognise a master's degree only once you have the actual diploma. This means that as a current MSc student if you want to apply now for a traineeship they will only recognise your bachelor's diploma and not your MSc (even though the traineeship will start after you complete your MSc).

# International Monetary Fund (IMF)

## About them

The speaker stressed their global coverage - most countries are members with only some exempt due to size (e.g., Vatican City) or political leaning (e.g., North Korea). They compared the IMF to an organisation providing GP health checks on economies of member countries

## Roles they recruit to

Direct entry roles in specific disciplines and opportunities for experienced economists, plus:

* Economist Programme
* Fund Internship Programme
* Research Assistant Programme

See more at <https://www.imf.org/en/About/Recruitment/working-at-the-imf>

## Requirements

The Fund Internship program when mentioned as particularly beneficial for students in PhD programmes and students who aim to do an internship must have strong background in macroeconomics.

The Research Assistant Program was mentioned as particularly beneficial for people who have recently completed a bachelor’s degree.

# International Organization for Migration (IOM)

## About them

IOM strive to resettle people worldwide through migration management. There is a health department within the IOM, and they are actively looking for people who care about migrant health, although roles may or may not be directly focused on this.

The IOM employs the most young people out of all the UN organizations however, 2 years of experience are still required for permanent roles, with almost no exceptions

## Roles they recruit to

* Internships - a great way to gain experience in the organisation and to increase your chance of future work in the organisation.
* Contract positions - these are often the ways into the organisation and are often followed by more permanent positions at the IOM
* Permanent roles (depending on experience you could apply directly for a higher-level permanent role e.g., P4 or above, even if you’ve not worked for the UN before)

See more at <https://www.iom.int/iom-careers-and-job-vacancies>

## Requirements

Permanent roles require 2 years of experience as a minimum. Internships require you to be in the final year of a degree programme (or graduate degree) or within a year of finishing your course and aged 19 – 36.

## Additional tips

Some tips were given on interview questions to practice:

* what is your value proposition?
* what are the three values that are important to you and how are these represented in your job?
* What lessons have you learnt from mistakes that you’ve made?

Some tips were given on applications:

* Direct your cover letter towards the companies’ key competencies and how you exhibit each of these
* Networking is crucial, leading to long-term reciprocity in sharing professional knowledge. 90% of job opportunities come from formal or informal networking.

# Organisation for Economic Co-operation and Development (OECD)

## About them

Some confusion here about the scope of health-related jobs – some attendees reported confirmation there were health-related roles. Others mentioned a lack of health projects (it may that the health-related roles are within broader functions working across projects, e.g., policy, research and analysis). It is recommended to check staff roles as they come up.

## Roles they recruit to

* Internships – 1-6 months in duration. One frustrating aspect discussed was that in order to have an internship a person applying must be a current student, which is difficult with a program as intensive and as quick as the LSHTM masters.
* Young Associates programme – 2-year programme targeted for recent undergraduates – those with a Masters or hire are not eligible (it’s designed to help you choose a Masters)
* Roster recruitment – 2/3 times a year vacancies for common roles (e.g. statisticians) are published, and suitable candidates are found and placed on a ‘roster’ for speedy recruitment as needed across the organisation.
* Staff jobs - these might be official staff or temporary positions – advice to apply in summer of 2023 for A1 junior roles, but note that these are likely more competitive and that employees in these roles work as international civil servants: which affects taxes and salary.

See more at <https://www.oecd.org/careers/oecd-careers/>

## Requirements

* Unlike World Bank or EU Careers, having proficiency in another major language like French is not mandatory but recommended.
* Many roles seek applicants with a solid quantitative base
* Some confusion around nationality requirements: “On the website it says that only people from OECD country members are eligible to apply. However, when I asked the speaker at the stand to clarify this, she said that this is not true and that everyone can apply.”

# United Nations Development Programme (UNDP)

## About them

The UNDP's three pillars are development, political and human rights, and peace keeping. Thus, they work on a wide array of projects and it's important to figure out how and where you would fit before applying to work with the UNDP. There was a heavy focus on how to best set yourself up for success when applying to roles within the UNDP. All separate organizations within the UN have different hiring portals/applications so you need to be aware of the different systems they all use and the roles available in each. Of the UN branches, the UNDP covers the most SDGs - to get your foot in the door it would be best to pick an SDG and work towards being an expert in that one stream. Shape your CV around that narrative when submitting your application and make sure your passion for the topic is clear.

The UNDP emphasised a focus on gender equality and opportunities for people with different backgrounds.

Some confusion here about the level of health-specific opportunities – one attendee noted that the UNDP focuses on health projects as a priority, and another noted that they don’t have positions for public health or related specialists. It is recommended to check staff roles as they come up.

## Roles they recruit to

* Internship programme (currently enrolled or within a year of graduation)
* JPO programme (Masters and 2 years’ experience minimum)
* Consultancy/contract roles
* Graduate scheme (For those with less than 2 years’ experience)
* Staff roles at P1, P2 etc.

<https://www.undp.org/careers/types-opportunities>

## Requirements

* Most staff roles are P2 or higher so will require at least a minimum of 2 years of relevant work experience. This doesn’t need to be in a famous organisation! Internships often do not qualify as work experience and PhDs will typically count for half of the length that you were working on the PhD. For now, as we work to gain experience it would be a good idea to look at UNDP job postings that you aim to qualify for in the next 5-10 years then work towards building the expertise and competencies it requires.
* It’s vital to tailor your application to the requirements UNDP asks for the job role, giving clear, factual evidence (no vague mentions!) Consider incorporating the Sustainable Development Goals (SDGs) as they relate to your skills, interests and the job role.
* Field experience in LMICs is an added advantage.
* They **do not count internships as work experience** even if it is with the UNDP.
* It’s important to demonstrate cultural awareness (and that you can recognise how your own culture might influence your reactions), particularly given the high level of travel
* Jean-Luc mentioned that the most important thing when applying is showing that you really care and that you believe that you can make a difference.
* Jean-Luc also suggested following twitter accounts and other social medias of the UN to get used to various acronyms and terminology used by them which would help in job applications.
* Applicants should have written and spoken proficiency in at least one, and preferably two of the three working languages of the UNDP: English, French and Spanish. Fluency in Arabic, Portuguese, Russian or Eastern European language is an asset

# United Nations High Commissioner for Refugees (UNHCR)

## About them

UNHCR supports people who are displaced, stateless and refugees. 100 million people have been forcibly displaced worldwide. UNHCR has a workforce of about 19 000 people, 39% of that is female and so there is a concerted ongoing effort towards gender parity in their hiring practices. The reality of working with the UNHCR is that the work is extremely fulfilling but also very challenging.

Typically, roles at the UNHCR rotate every 2-5 years between ‘hardship’ and ‘non-hardship’ locations, but there is a strong expectation that you will work in hardship areas (91% of UNFPA staff are working directly in the field and 42% in hardship locations). It’s important that those who apply are passionate and willing to live in highly multicultural and innovative, but also hardship locations.

## Roles they recruit to

Across different roles, healthcare positions are available but limited in number.

* Paid internships: One reported conversation noted that UNHCR internship experience counts as the 2-year experience requirement for potential later UNHCR job applications. Equivalent experience with other international organisations counts towards 75% of the required experience [I haven’t seen this directly referenced online though – editing careers adviser]
* Fixed term roles: 2 yearly large releases of fixed term positions (100s of postings), one in the Spring (March/April) and one upcoming in the Autumn (October/November). All applications require 2 short essays which are important to be considered for the role so be specific in answers and tailor yourself to the position. The recruitment process is lengthy - can take up to 6 months and may require multiple interviews and a written test.
* Talent pool roles: typically have the following process: you submit your application, your application is screened into database if deemed a good fit for the role, and then you remain on standby until an appropriate position is vacant. There can often be less than one month’s notice before your start-date. Talent pool roles are mostly international positions (roles in country that is not one's own home country). Talent pools typically open in late autumn.

[www.unhcr.org/careers](http://www.unhcr.org/careers) - also connect with the organisation on its social media handles to learn about opportunities.

## Requirements

* 2 years’ experience plus a Masters is expected for a P2 role (the typical first position in the professional grades).
* Advice is to apply early (does not hurt to apply during MSc) and apply to more than one position.
* Language skills are seen as very important: Spanish, French, and Arabic would be a particular advantage. Priority is given to individuals who are either nationals or well-versed with the local language of the target audience/community for mitigation programmes.
* All applications require 2 short essays which are important to be considered for the role so be specific in answers. Read the requirements of the application carefully and tailor your application to them.

# United Nations Population Fund (UNFPA)

## About them

The session was led by a representative from the UK office.

Types of work: Health economics, Programme management (Gender-based-violence, contraceptives, FGM etc), HIV, Humanitarian work (maternal health services, dignity kits, rape, GBV, HIV/STI stigma) and Diplomacy roles (advocacy, influence governments, work with parliaments etc).

It was suggested that within the UNFPA there are different ways to direct your career: follow the need; follow the money; follow where funds are being invested; follow your heart or follow a niche area.

One of those niches is reproductive health, where the UNFPA especially works. UNFPA goals are to ensure reproductive healthcare access and end gender-based violence (GBV). Their campaign to end GBV is via their "body right" advocacy campaign, to ensure women live with dignity and are protected from hate speech and violence.

The UNFPA uses indices (HIV prevalence, infant mortality rate, etc.) to assess which regions have the greatest need. A third of UNFPA resources are aimed at humanitarian aid areas, including family planning, reproductive health kits, PPE and "clean birth kits". The mobile medical teams are determined to reach the most vulnerable women and children in remote areas. E.g., the displaced pregnant women in Yemen. In Lao PDR, the ‘Noi 2030 project’ was introduced on the International Day of the Girl Child 2016 and calls for increased preventive and protective investment in adolescent girls. There are replicas of the project in Africa.

UNFPA depends entirely on funding from various countries, which means that political situations in countries have an impact on UNFPAs activities (for example, the UK reduced funding to UNFPA last year, the USA cut almost all the funding to UNFPA during the Trump administration etc.).

## Roles they recruit to

Recruitment areas: Internships (2-6 months); UN Volunteers; Junior Programme Officer (JPO – sponsored by host government); Leadership Pool Initiative (senior-level jobs that rotate through various stations), Consultancy opportunities (specialists, analysts, competence-based) and technical roles. Most opportunities in UNFPA are consultancy (i.e., specialists for a specific area of interest) for a specific amount of time ranging from a couple of months to 1-2 years.

Job areas: specialists in a particular field; Programme Officers; diplomacy and advocacy officers

## Requirements

* Closely analyse the requirements of the vacancy as they may vary a lot.
* Research the agency and know the UN values
* Consider your skills and experience and how they align with the specific advertised job – tailor very closely

# United Nations Secretariat

## About them

UN organization (193 nationalities, 471 duty stations and 9 job families).

There are two official languages (English and French) but only one is required.

Primary locations are Geneva, Nairobi, New York and Vienna.

UN has 6 strategies for an inclusive workforce (gender, equality and parity strategy, geographical representation, disability inclusion, youth 2030, strategic action plan anti-racism, and workplace mental health).

Areas of future prospects such as digitisation and data analysis where more skills are likely to be required. With them in their next 5 years' goals are communications and behavioural science work.

## Roles they recruit to

They provide job roles including: internships (best entry points for less experienced people – may be remote), temporary roles, consultancies, UN volunteers, Young Professional Programme (YPP), and Junior Professional Officers (JPO) program, permanent jobs and the Global Talent Pool.

The Junior Professional Officer (JPO) Programme is for skilled graduates eager to join the UN. They are recruited under bilateral agreements between the United Nations and donor countries.

Application and Selection process:

1. Search for vacancies
2. Create an online profile on *inspira* (job application platform)
3. Submit application
4. (Application evaluation)
5. Interview
6. (Selection and notification)

Advice to use LinkedIn as a good platform to learn about the job openings - since most job vacancies are open for short time period, you can set job alerts to avoid missing job vacancies.

Bear in mind that the majority of people enter the UN in mid-career. Most UN employees applied more than once, and are it’s common not to be accepted at the first application.

## Requirements

* Young Professionals’ Programme (YPP) has a maximum age criterion of 32 and applicants must be a member of a participating country (changes each year depending on which countries are underrepresented in the UN)
* The majority of roles require experience before applying (usually 2 years)
* Job requirements are absolute – if you don’t meet the specification then advice is not to apply
* English or French is mandatory, English *and* French is highly advantageous, followed by Arabic, Spanish and Russian.

# United Nations Volunteers (UNV) programme

## About them

These opportunities give you a great experience in what it would be like working for and with the UN in all different settings.

In 2021, the UNV had volunteers in 160 countries, 10,917 volunteers in total. Of those the demographic ratios were 56% women and 85% from the global south. Travel restrictions did lead to an increase in the proportion of national UNVs (59%) compared to international UNVs.

The contracts are a minimum of 3 months but most people stay for a 1- 1.5 years. When you arrive, you will get put with a 'buddy' that will help you to settle down and find accommodation etc. which is really useful especially if you are in a new location.

## Roles they recruit to

There a multiple categories of volunteer opportunities based on age, and experience.

All UNV roles are applied to online. You can find useful resources in 'explore' section.

* Pay is $4000 starting and then variable income for food and accommodation depending on where you are.
* Advice to apply around 2 / 3 months before you are ready to start as it can take quite a long time to get it going.

Once a volunteer contract ends, further applications to roles within UN branches will be external although a volunteer experience will aid in an application and potentially could provide networking opportunities. There are no guarantees of a job after but it does increase your exposure. It is not recommended to use the UN volunteering opportunities as a way of getting experience to get other UN jobs: that is not the fundamental purpose of the programme.

<http://www.unv.org/become-volunteer>

## Requirements

* UNV serves all of the UN agencies so applications are competitive. Best advice was to just keep applying and learn from how far you get in each application cycle.

# World Bank Group

## About them

Their missions are to end extreme poverty, and build shared prosperity.

There are free world bank courses online

## Roles they recruit to

Young Professionals Programme

* 5-year contract of which two years you are based in the Headquarters and three years you rotate
* Max age at application is 32
* Opportunities for prospective MSc Epidemiology graduates in the Human, Nutrition, and Population department
* Applicants can apply either through the graduate degree route (complete a relevant master's degree or a PHD for World bank group, IFC & MIGA) or the professional experience route (3+ years of relevant experience for World bank placement and 4+ years for IFC & MIGA placement
* 60% of successful candidates have a PhD and 40% an MSc
* They usually have around 7000-1000 applications and they take around 50 people and the recruitment process has many stages and is very long (Duration: 16 months)
* Applications typically open in June
* <https://www.worldbank.org/en/about/careers/programs-and-internships/young-professionals-program/eligibility>

Internships

* 1-4 months
* Applications usually open Dec 1-Jan 31 for following summer
* Must be returning to school after placement (which would mean that most LSHTM MSc students are not eligible for this).

Junior associate program

* For those with at least a bachelor's degree and under 28yrs
* 2 years entry-level experience
* Requires both quantitative and qualitative skills
* 6-month recruitment process, applications are open all year round
* It is manager-driven thus might be useful to connect and network with some of the managers on LinkedIn.

Consultancy

* Short term consultancy (STC) jobs - usually 30-150 days of temporary work
* Good way to get inducted into World Bank, learn about the organization and build network to transition into full time opportunities.

## 

## Requirements

Requirement to have proficiency in one of the official WBG languages other than English

The general recruitment process includes five steps:

1. Use the WBG careers web site
2. Positions are advertised for at least 2 weeks
3. Hiring Manager and Recruitment Team choose 3-5 top candidates
4. Interviews by a panel of 3-4 WBG staff

Time to select from advertising is 90 to 180 days to hire date

Tips for applicants:

* open a LinkedIn account - connect with managers on LinkedIn as a lot of opportunities are not advertised on their careers job page.
* tailor the resume to the job specification
* apply to the positions that meet your profile only
* use the open learning campus for free courses
* attend WBG online events
* show motivation in line with the mission of World Bank
* study WBG projects
* learn other languages
* Set job alerts because there are so many roles that will be open for just 2 weeks
* You can apply for multiple jobs at the same time with World Bank
* It’s very important to network with people working at World Bank for applications to be considered seriously, especially internship applications. Use them as reference.

World Bank encourages entering the institution through internship programs. Young Professional Internship program is for those under 30 years of age.

# Future Smart Panel Discussion

Speakers from International Organisation for Migration, European Stability Mechanism, Organisation for Economic Cooperation and Development, International Monetary Fund and Asian Development Bank.

Key advice:

* Don't be afraid to accept short term or temporary roles in areas of crisis where you can gain experience - these roles can help you land more stable roles later.
* Don't be focused on specific skills but rather try to be flexible and agile in your career. The system needs to be less siloed between organizations and they are becoming more interconnected so having broad skills/knowledge is an asset.
* It's important to have humility and courage of convictions to not do what is easy but what is right - be sure to always have humanitarian response awareness and human rights political awareness as you continue to learn in your role. It’s important focus on your moral compass. An example interview question: “What are the UN values and explain which one is the most important to you?”
* Assess your response to failure - "If you haven't failed in your career, you haven't done your job right" - "fail fast to learn from it and move on”. Do not shy away from sharing your failures in your interviews – an example interview question might be "Tell me about a time you made a cultural mistake and what you learned from it?"
* Roles in the international space necessitate lifelong learning - commit to life-long learning and a diversification of your skills
* It is important to have an awareness of where the money is flowing in terms of funding based on topics of urgency and global interest. Investment in certain areas will mean and increase of roles in that space - this requires you to have mobility in your career and flexibility to adapt to new roles.
* To remain relevant, we need to always be looking for our purpose, and to be aware that our purpose will probably change.

# Keynote speech: Professor Elizabeth Robinson, Director of the Grantham Research Institute on Climate Change and the Environment

Started with a great quote 'health is a driver, indicator and outcome of sustainable development'.

Key advice:

* Careers don’t have to be linear, for example she has jumped from consultancy to a PhD to economics roles and now joining as Director of the Grantham Institute
* International organisations are becoming increasingly aware of climate change
* There are a number emerging fields within the planetary health field that these types of organisations are interested in, such as climate litigation and climate mitigation.
* Different career opportunities will come your way and so you do not need a set plan – by being flexible you can be impactful.

# Panel discussion: Leading a purpose driven career

This was mainly an experience-sharing session. The speakers came from the UN, European Union, and other international organizations.

Key tips:

* Develop connections and widen your network as much as possible
* Develop the skills required in internationals organizations including language proficiency