



SOM'S INSIDE SCOOP: CAREERS IN INTERNATIONAL DEVELOPMENT

RELEVANT CLASSES – IN AND OUTSIDE SOM

- **MGT 521:** Macroeconomic Analysis
- **MGT 528:** Public & Private Management of the Environment
- **MGT 529:** Workshop on Entrepreneurship in the Nonprofit Sector
- **MGT 580:** Business, Government and Globalization
- **MGT 582:** The Business of Globalism: Managing in a World City
- **MGT 611:** Policy Modeling
- **MGT 612:** Program Evaluation
- **MGT 620:** International Economics
- **MGT 621:** Microeconomic Applications: the Public Sector
- **MGT 642:** International Investment Banking and Corporate Governance
- **MGT 648:** Emerging Market Finance
- **MGT 694:** Community and Economic Development
- **MGT 814:** Understanding the Financial Statements & Financial Condition of Private NFPs
- **MGT 846:** Microfinance
- **MGT 849:** Topics in International Finance
- **MGT 853:** Services Marketing: Strategies for Nonprofits and For-profits

Other departments to look in:

- Economics - traditionally offers at least one course on international economic development
- Forestry - urban, energy and environment related courses
- Law - clinics and courses on corruption and institution building
- International Relations
- Political Science

SECOND YEARS INTERESTED IN/WITH EXPERIENCE IN THE FIELD

- Julienne Oyler
- Caroline Boyd
- Nadia Gomes
- Rob Place

HELPFUL ALUMNI

- Paul Barbour, International Finance Corporation
- Siddhartha Chowdri
- Neal Keny-Guyer, Mercy Corps
- Ira Peppercorn, Ira Peppercorn International, LLC
- Christina Aline Wooldridge, CARE

ORGANIZATIONS RECRUITING THROUGH THE CDO

- World Bank

- International Finance Corporation
- Technoserve
- United Nations

SAMPLE GROUP OF EMPLOYERS

Intergovernmental Organizations	
African Development Bank	http://www.afdb.org
Asian Development Bank	http://www.adb.org
Food and Agricultural Organization (UN)	http://www.fao.org
Inter-American Development Bank	http://www.idb.org
International Finance Corporation	http://www.ifc.org
International Fund for Agricultural Development	http://www.ifad.org
International Monetary Fund	http://www.imf.org
International Organization of Migration	http://www.iom.int/
The World Bank	http://worldbank.org
United Nations	http://www.un.org
United Nations Development Programme	http://www.undp.org
United Nations Foundation	http://www.unfoundation.org
UNICEF	http://www.unicef.org
World Food Programme	http://www.wfp.org
United States Government	
Federal Reserve - New York	http://www.ny.frb.org
Department of Energy	http://www.doe.gov
Department of State	http://www.state.gov
Millennium Challenge Corporation	http://www.mca.gov
Overseas Private Investment Corporation	http://www.opic.gov
United State Agency for International Development (USAID)	http://www.usaid.gov
US Treasury, International Division	http://www.ustreas.gov/offices/international-affairs/index.html
International Government Agencies	
UK: Department for International Development (DFID)	http://www.dfid.gov.uk/
Canada: Canadian International Development Agency (CIDA)	http://www.acdi-cida.gc.ca/index-e.htm
EU: ECHO	http://europa.eu.int/comm/echo/
Germany: GTZ	http://www.gtz.de/english/
Development Consulting Firms and Contracting Agencies	
Abt Associates Inc.	http://www.abt.com
BearingPoint	http://www.bearingpoint.com
Blue Orchard	http://www.blueorchard.ch/en/home.asp
Chemonics	http://www.chemonics.com
Consultative Group to Assist the Poor (CGAP, a World Bank initiative)	http://www.cgap.org
Development Alternatives Inc.	http://www.dai.com
Emerging Market Group	http://www.emergingmarketsgroup.com/
Environmental Resources Management	http://www.erm.com
John Snow International Inc.	http://www.jisi.com

Nathan Associates	http://www.nathanassoc.com
PriceWaterhouseCoopers	http://www.pwc.com
Research Triangle Institute (RTI)	http://www.rti.com
The Pragma Corporation	http://www.pragma.com
Non Governmental Organizations (NGOs)	
Accion International	http://accion.org
ACDI VOCA	http://www.acdivoca.org
Action Aid	http://www.actionaid.org/
Ashoka	http://ashoka.org
Asia Foundation	http://www.asiafoundation.org
CARE USA	http://careusa.org
Catholic Relief Services	http://www.crs.org
CHF International	http://www.chfhq.org/
International Foundation for Election Systems	http://www.ifes.org
International Medical Corps	http://www.imcworldwide.org
International Rescue Committee	http://www.theirc.org
Management Sciences for Health	http://www.msh.org
Mercy Corps	http://www.mercycorps.org
National Democratic Institute	http://www.ndi.org
Oxfam USA	http://www.oxfamusa.org
Pact	http://www.pact.org
Partners of the Americas	http://www.partners.net
Population Services International	http://www.psi.org
Save the Children	http://www.savethechildren.org
Technoserve	http://www.technoserve.org
Winrock International	http://www.winrock.org
World Learning	http://worldlearning.org
World Wildlife Fund	http://www.wwf.org
Foundations, Policy Institutes	
Bank Information Center	http://www.bicusa.org
Brookings	http://www.brookings.org
Carnegie Endowment for International Peace	http://www.ceip.org
Center for Strategic and International Studies	http://www.csis.org
Bill & Melinda Gates Foundation	http://www.gatesfoundation.org/default.htm
Earthwatch	http://earthwatch.org
Environmental Defense	http://www.edf.org
Ford Foundation	http://www.fordfound.org
Heritage Foundation	http://www.heritage.org
Rockefeller Foundation	http://www.rockefeller.org
Worldwatch Institute	http://worldwatch.org

PUBLICATIONS, PERIODICALS, WEBSITES

Careers in International Affairs

Marie Pinto Carland, Lisa A. Gihring, Editors. Published by Georgetown University Press

Global Work, Interaction's Guide to Volunteer, Internship and Fellowship Opportunities

Edited by Shanta M. Bryant and Tienne McKenzie. Published by Interaction (2000)

Interaction Member Profiles 2002-03

Edited by Shanta M. Bryant and Marie Campos

International Jobs, Where They Are and How to Get Them

Eric Kocher, Nina Segal. Published by Perseus (1999)

Monday Developments: Interaction's biweekly newsletter on international humanitarian developments, issues and trends

State of the World 2002, A Worldwatch Institute report on Progress Toward a Sustainable Society

Edited by Lester Brown, Christopher Flavin, Hilary French. Published by WW Norton & Co. 2002

World Development Report 2003, Sustainable Development in a Dynamic World: A compilation of the World Bank and OUP2003

Organization	Website
Job Postings	
DevJobs	http://www.devjobsmail.com
DevNetJobs	http://www.devnetjobs.org
IdeaList	http://www.idealists.org
Microfinance Gateway	http://www.microfinancegateway.org
Relief Web	http://www.reliefweb.int
Professional Associations	
Association of Women in Development	http://www.awid.org
Global Development Research Center	http://www.gdrc.org
Grameen Foundation	http://www.gfusa.org
Interaction, the American Council for Voluntary International Action	http://www.interaction.org
Society for International Development	http://sid.org
Women's Environmental and Development Organization	http://www.wedo.org

ADDITIONAL INFORMATION:

Description of the Field

The goal of international development (ID) is to alleviate poverty among the citizens of developing countries. Meeting this challenge usually entails investment in the economic, political and social facets of the societies, and consequently there are ID jobs in the business, government, and not-for-profit sectors.

Economic aspects of ID work range from designing sound macroeconomic and fiscal policy to fostering small and medium enterprise growth to introducing or expanding microfinance. Economic growth also requires attention to the infrastructure necessary to support productivity such as energy, transportation, and sanitation.

Political development includes creating and fostering good governance – including transparent financial systems, an independent judiciary and the active participation of civil society.

Social development focuses on the improvement of health, education and the social safety net. HIV and AIDS is an increasingly important area of international development work.

Career Paths

A significant proportion of development professionals will work in at least two of the three sectors – public, private and not-for-profit – over the course of their careers. Therefore, rather than limit yourself to a specific sector during the post-MBA job search, candidates should think about function; preference for political, economic or social development; desire to be overseas or in the US; and interest in micro (field-based) or macro (headquarters/policy) side of international development. Based on those factors, career paths may vary dramatically from spending the next 20 years managing health clinics in post-conflict countries for an NGO to working at a large organization like the World Bank putting together financing deals for infrastructure projects. Typically, significant travel and/or overseas postings are required for any aspect of international development.

Entry Salaries

- Government: Candidates with a master's degree will likely enter US government service GS9, through the Presidential Management Fellows Program (PMF, <http://www.pmi.opm.gov/>) or Foreign Service. Agencies may offer a salary of FS 10 or 11 to direct hires with considerable previous experience.
- Intergovernmental Organizations: low \$50s
- NGOs: \$40s
- Development Consulting Firms: low \$60s

When considering these salaries, remember Yale SOM's loan forgiveness program for those graduates who work in government or not-for-profit agencies.

Salaries will also depend in part on previous salary history of the individual candidate; transferring to an NGO from the private sector, international organization or with significant international experience may allow you to enter at a higher pay grade.

Demand

As more than one billion people live on less than \$1 a day, the imperative to address global poverty is ever present. Opportunities for careers in development are extensive in all sectors. However, competition for positions in the leading Intergovernmental Organizations (IGOs - e.g. the United Nations, World Bank) is fierce, as these organizations seek and recruit qualified candidates world-wide, and try to ensure the workforce is broadly representative of the communities they serve. Selection may require choosing one among several hundred qualified applicants and commonly takes 6-9 months to complete.

Applications to US government agencies (including Department of State and USAID) take a similarly long time, and students looking to enter those agencies should begin to investigate the process during the first year of their MBA program.

Demand from private firms and not-for-profit agencies varies, in part depending on whether the candidate is looking for a headquarters/project support position, or a field project management role. Many organizations hire staff only as openings arise on contracts and new projects, and thus with little lead time.

Qualifications Necessary to Enter the Field

The skills learned in a MBA program may be applied in development of the private sector, banking and finance, as well as general management of agencies and organizations. Joint degree students will find opportunities in technical fields relevant to their degrees (e.g. public health, environment, law). Many organizations are new to recruiting candidates from MBA programs, and may look for classes that parallel policy and public management degrees, including policy monitoring and program evaluation.

In addition to graduate training, many employers seek fluency in at least two languages. Experience in one or more developing countries is important. MBA students are advised to expand their international experience during the summer between the first and second year of their program through and internship. UN agencies, multi-lateral development banks, government agencies and NGOs all offer such opportunities.

MBA's looking to break into the field and gain some international experience should also consider MBA Corps (<http://www.mbacorps.org>), an organization that matches MBA's with international consultancies of varying duration.