

YOUNG PROFESSIONALS PROGRAM



THREE INSTITUTIONS.
DEVELOPING LEADERS.
FOR JOINT IMPACT.

PROGRAM OVERVIEW

For 60 years, the Young Professionals Program has attracted some of the brightest young minds to contribute to the World Bank Group's top priorities, from poverty eradication, social development and climate change to the global Covid-19 response and recovery.



On June 1, 2020, the World Bank and IFC merged their respective Young Professionals Programs, and included MIGA, to create one World Bank Group Young Professionals Program (The WBG YPP). **The program recruits on behalf of three of our institutions: the [World Bank](#), [IFC](#) and [MIGA](#).**

Building on the rich legacy of its predecessor programs, The WBG YPP aims to recruit and develop future leaders to collaborate effectively across our institutions on joint WBG solutions to development challenges. We are looking for applicants who display a passion for international development, strong academic credentials, relevant professional experience, and the potential to grow into impactful leadership roles across the World Bank Group.

Young Professionals are recruited from around the world, with preference to nationals of [WBG member countries](#) and [countries of operations](#). We welcome all qualified individuals from diverse professional, academic, and cultural backgrounds to apply.

PROGRAM FEATURES



FIELDWORK FOCUS

The WBG YPP offers Young Professionals a unique opportunity to work on the frontlines of international development. Candidates should be willing to relocate to field-based assignments, especially those supporting client countries experiencing Fragility, Conflict and Violence (FCV) and other challenging environments.

✓ ELIGIBILITY CRITERIA

To be considered, applicants must:

- ◆ Be born on or after October 1, 1991
- ◆ Have a master's or doctoral degree*
- ◆ Specialize in a field relevant to **YPP Business Areas**
- ◆ Demonstrate relevant professional experience or continued study at the doctoral level**
- ◆ Be fluent in English
- ◆ **Note:** The World Bank Group's recruitment policy is to hire staff of the highest caliber, on as wide a geographical basis as possible, with preference to nationals of WBG member countries or countries of operations.

*GRADUATE DEGREE REQUIREMENTS:

For World Bank & MIGA placement: Complete a relevant master's degree by September 2023 or a PhD before September 2024. Fields of study should be related to a of a [World Bank](#) or [MIGA Business Area](#).

For IFC placement: Complete a relevant graduate degree by September 2024. Fields of study should be related to an [IFC Business Area](#) including but not limited to a Master's of Business Administration (or equivalent), Economics, Finance, International Relations, Science and Engineering.

**PROFESSIONAL EXPERIENCE REQUIREMENTS:

For World Bank & MIGA placement: Demonstrate 3+ years of **relevant** experience, or the equivalent in continued study at the doctoral level.

For IFC placement: Demonstrate 4+ years of **relevant** experience in finance, project/program development, economic development and/or consulting. Certifications such as the CFA are a plus.

+ ADDITIONAL CONSIDERATIONS

To be competitive, applicants should additionally:

- ◆ Display a commitment and passion for international development
- ◆ Possess outstanding academic credentials
- ◆ Exhibit excellent client engagement, communication and team leadership skills

The following attributes are a plus:

- ◆ Work experience in emerging markets or developing countries
- ◆ Full proficiency in one of the following official WBG languages: Arabic, Chinese, French, Portuguese, Russian, and Spanish



YPP BUSINESS AREAS

YPs are placed into several priority areas of the WBG business. To be eligible for the WBG YPP, candidates must demonstrate experience in at least one of the topics listed below. For more information on these business areas, please review the websites of the [World Bank](#), [IFC](#) or [MIGA](#).

WORLD BANK YOUNG PROFESSIONALS

GLOBAL PRACTICES

- Agriculture & Food
- Digital Development
- Education
- Energy & Extractives
- Environment, Natural Resources & Blue Economy
- Finance, Competitiveness & Innovation
- Governance
- Health, Nutrition & Population
- Jobs and Development
- Macroeconomics, Trade & Investment
- Poverty
- Public Private Partnerships
- Social Protection
- Social Sustainability & Inclusion
- Transport
- Urban Development, Disaster Risk, Resilience & Land
- Water

GLOBAL THEMES

- Climate Change

IFC YOUNG PROFESSIONALS

PRODUCTS

- Advisory
- Blended Concessional Finance
- Derivatives and Structured Finance
- Equity
- Loans
- Mobilization
- Trade and Commodity Finance

SECTORS

- Agribusiness & Forestry
- Energy
- Financial Institutions
- FinTech
- Health & Education
- Manufacturing
- Mining
- Municipal and Environmental Infrastructure
- Telecom, Media & Technology
- Tourism, Retail & Property
- Transport

AREAS OF EXPERTISE

- Climate Finance
- Private Equity Funds
- Public Private Partnerships
- Treasury
- Upstream Market Creation
- Venture Capital

MIGA YOUNG PROFESSIONALS

PRODUCTS

- Credit Enhancement
- Political Risk Insurance

AREAS OF EXPERTISE

- Accounting/Finance
- Economics
- Environmental & Social Management
- Export Credit
- Legal
- Project Finance

THEMES

- Climate Change
- Corporate Finance Services
- Public-Private Partnerships
- Risk Management
- Sustainable Energy



WORLD BANK GROUP

July 3–July 31

August 15–September 30

July–August

September– October

November–January

February

September



HOW TO APPLY

Applications Open for all World Bank, IFC and MIGA profiles

Applications Re-Open for IFC profiles only

Applicants screened for minimum eligibility requirements

Technical review of eligible applicants for shortlisting candidates

Assessments & interviews scheduled

Offers extended and decisions announced to all candidates

New WBG YPP cohort joins the World Bank Group

APPLICATION CHECKLIST

To be considered for the WBG YPP, applicants must submit:

- ☒ Resume/CV
- ☒ Academic Credentials*
- ☒ 1 Short Essay
- ☒ Short Summary of Thesis or Dissertation
(World Bank candidates, only if applicable)
- ☒ 3 Professional or Academic Recommendations**

*Diploma, Degree Completion Letter, Proof of Enrollment with Expected Graduation Date or Transcript.

**Recommendations will be requested by email during the screening process.



WORLD BANK GROUP

THE WORLD BANK
IBRD • IDA

IFC
International
Finance Corporation

MIGA

Multilateral Investment
Guarantee Agency

For more information go to: www.worldbank.org/yp

