

The World Bank

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YOUNG PROFESSIONALS PROGRAM **YPP**

PROFESSIONAL EXPERIENCE & OPPORTUNITIES

Rotational Assignments: Provide valuable on-the-job experience.

International Travel: Where YPs experience firsthand the challenges of development.

TRAINING OPPORTUNITIES

Young Professionals Orientation: Specially designed to familiarize YPs with the operations of the World Bank.

Individual Training Opportunities: YPs participate in training activities organized within the World Bank as well as external seminars.

Young Professionals Roundtables: Offers YPs a more comprehensive understanding of the Bank's policies, procedures and culture.

MENTORING, COACHING & SUPPORT

Peer Mentors: Assist new recruits in their transition to the Bank.

YP Program Office: Supports YPs professional and cultural integration into the Bank through mentoring, career guidance, and advice.

COMPENSATION & BENEFITS

Compensation: YPs receive an internationally competitive package based on their academic and professional experience.

Benefits: The Bank offers a generous benefits package, including a pension plan, health insurance, and paid leave and relocation benefits.

PROGRAM CRITERIA

The following are minimum requirements to be eligible for the YPP:

- Be 32 years of age or younger.
- Have a Master's degree or equivalent.
- Be fluent in English.
- Be fully proficient in one or more of the Bank's working languages: Arabic, Chinese, French, Portuguese, Russian, and Spanish.
- Specialize in a field relevant to the World Bank's operations such as economics, finance, education, public health, social sciences, engineering, urban planning, and natural resource management.
- Have at least 3 years of relevant experience at the policy level or continued academic study at the doctoral level.

In order to be competitive for the limited number of positions, a combination of the following credentials is highly desirable:

- Display a commitment and passion for international development.
- Possess outstanding academic credentials.
- Exhibit excellent client engagement and team leadership skills.
- Have international development country experience.



For additional information, please visit us at www.worldbank.org/jobs



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Young Professionals Program at the World Bank

"The YPP was a great way to start at the Bank. The Program gave me the opportunity to work in different parts of the Bank before I found what I really wanted to do and where I could contribute the most. On a personal level, the friendships I forged with my fellow YPs have stood the test of time. It's like having a family within the Bank!"

– Priya Basu, Indian, Manager, Innovative Finance

"The excitement of project work and seeing firsthand how they can benefit people's lives started with my experience in the Young Professionals Program and is still continuing, unabated."

– Keiko Miwa, Japanese, Country Manager, Laos

"The Young Professionals Program has given me the opportunity to work on global environmental partnerships at the interface of development and environmental protection."

– Benoit Bosquet, Belgian, Lead Carbon Finance Specialist

"My experience with the Young Professionals Program was great in that I worked with teams of real world-class practitioners to learn hands-on the trade of the theories I read and studied. The Program is a great leadership opportunity in development."

– Vera Songwe, Cameroonian, Adviser to the Managing Director

"In spite of the focus on micro economic issues in my Ph.D., the YPP allowed me to develop my skills as a macro-economist; first as an aide to the Bank's Chief Economist and then as Country Economist. It is the range of opportunities and experiences which makes the program unique."

– Hassan Zaman, Lead Economist

PROGRAM OVERVIEW

The Young Professionals Program (YPP) is a starting point for an exciting career in the World Bank. It is a unique opportunity for young people who have both a passion for international development and the potential to become future global leaders. The Program is designed for highly qualified and motivated individuals skilled in areas relevant to the World Bank's operations such as, economics, finance, education, public health, social sciences, engineering, urban planning, and natural resource management. In order to be competitive for this highly selective program, candidates need to demonstrate a commitment to development, proven academic success, professional achievement, and leadership capability. We value diversity in our workplace, and encourage qualified men and women, including those with disabilities, with diverse professional, academic and cultural backgrounds to apply. Since its inception, the YP Program has hired over 1,500 people who now range from new recruits to managing directors and vice presidents. It is a unique opportunity to experience development and gain exposure to the World Bank's operations and policies.



Working For A World Free of Poverty