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DEVEX CAREER ADVICE AND INSIGHTS

YOUR ULTIMATE GUIDE TO DEVELOPMENT'S TOP SECTORS

DECEMBER 2025

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This guide contains 10 sections, one for each of the top 10 sectors. Every section contains a sector overview, insights from professionals and recruiters, findings from our job board data analysis, and more.

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INTRODUCTION

A PRACTICAL GUIDE TO A COMPLICATED LANDSCAPE

We've compiled comprehensive snapshots of the top development sectors to work in, packed with useful tips and insights.

In the big tent that is global development, there's a place for almost any professional who desires to do good and do it well. But once you start down a globaldev career path, it's easy to feel overwhelmed by the broader sector's massive scale, daunting challenges, who does what, and how it all adds up to achieving the Sustainable Development Goals.

This is why we compiled this guide covering development's top spaces to work in, driven by data analysis from Devex's renowned job board and our extensive archive of exclusive career advice and insider reporting. Originally published in December of 2024, **this edition has been updated with new data** capturing the **significant impact of this year's US funding crisis.**

We determined our top 10 based on the number of job postings per sector published on Devex since January 1st, 2025. Dexex organizes its content and job postings into 21 broad sector categories. Many of these are made up of workers with particular expertise in spaces such as global health and humanitarian aid. Others, such as project management and institutional development, largely consist of cross-functional roles present in all sectors. To simplify our methodology for this report, we've not included these broader sectors among our top 10.

Still, much crossover remains from sector to sector despite seemingly different goals. For instance, climate and funding issues are integral aspects of almost every development sector. Meanwhile, key roles in sectors like infrastructure will also feature prominently in others, such as water and sanitation, democracy, human rights, and governance.

In short: Global development is complicated. But the following 50 pages have been designed to bring some clarity for those looking to find their fit in the development workplace, while providing further insights that even the most seasoned professionals will benefit from as they advance in their careers.

Warm regards,

The Devex Careers Team



SECTOR OVERVIEW

BANKING AND FINANCE

Inside the sector that aims to facilitate economic growth to reduce poverty and enable sustainable development.

In development's banking and finance sector, financial institutions work to mobilize savings and channel them into productive investments, supporting businesses, infrastructure, and innovation. The sector also encompasses finance professionals within NGOs and other development organizations focused on internal budgeting and donor-related concerns.

Global finance underpins trade and investment, fostering economic integration and the flow of capital across borders. Development finance institutions, or DFIs, and multilateral development banks, or MDBs, such as the World Bank, drive large-scale projects in health, education, and renewable energy, addressing critical challenges in underserved regions.

However, the sector faces challenges, including financial inclusion gaps, regulatory complexities, and the need to balance profitability with ethical practices. Innovations such as microfinance, fintech, and green finance are transforming the landscape, ensuring that the sector contributes to inclusive and sustainable development worldwide.

6,514

Banking and finance jobs.

Advertised on Devex from Jan. 1 — Dec. 4, 2025.
-23.4% compared to 2024.
2025 sector rank: 1 (no change vs. 2024)

TRENDS TO KNOW

U.S. vs. the SDGs. President Donald Trump's unprecedented tariff threats and sharp reduction of official development assistance, or ODA, could

BANKING AND FINANCE | WHERE THE JOBS ARE



Where the most banking and finance jobs advertised on Devex were based from Jan. 1 to Dec. 4, 2025.

eliminate streams of development funds. Experts say there are opportunities for other countries to step up, with the passage of the Pandemic Agreement at this past WHA serving as an example of how new pathways for collaboration may be opening up.

Getting more out of MDBs. Some are calling for multilateral development banks to make better use of their resources. In response, a new global guarantee platform designed to help public development banks access much larger pools of private finance through capital markets was recently launched. Hosted by an independent entity, a total of $10 billion will be made available for the guarantees and $25 million for technical assistance.

Doubling down on debt. More than half of low-income countries are either in, or at high risk of being in, debt distress. Underlying that are rising debt service costs, especially as interest rates remain high globally. Countries are cutting health, education, and climate spending just to keep up with the debt payments. At the core of the debate is who will restructure sovereign debt and how.

ACRONYMS TO KNOW

DFIs - Development finance institutions.
GFC - Green climate fund.
LMIC - Lower-middle-income country.
MDBs - Multilateral development banks.
ODA - Official development assistance.

BANKING AND FINANCE

JOB BOARD INSIGHTS

POPULAR ROLES

FINANCE OFFICER

Tracks, analyzes, and reports income and expenditures, and responsible for reviewing budgeting processes.

View current opportunities

INVESTMENT SPECIALIST

Sources deals, structures credit, and may involve developing a pipeline of viable investment opportunities.

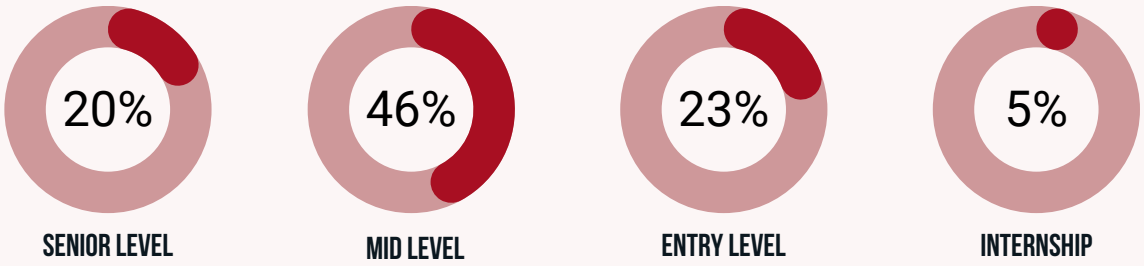
View current opportunities

ACCOUNTANT

Manages finance department to meet financial reporting requirements. May deal with external and internal audits.

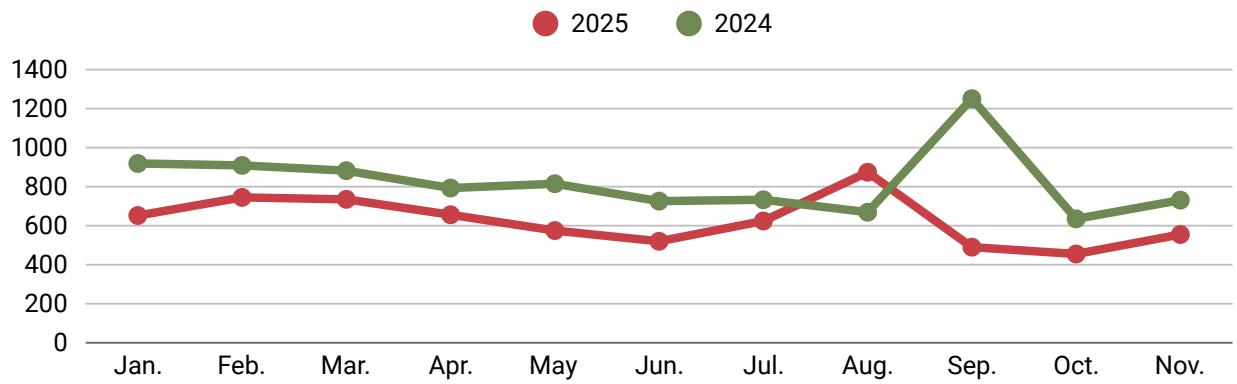
View current opportunities

CAREER LEVELS



Based on 6,514 banking and finance jobs advertised on Dexex from Jan. 1 to Dec. 4, 2025.

JOBS POSTED PER MONTH: 2025 VS. 2024



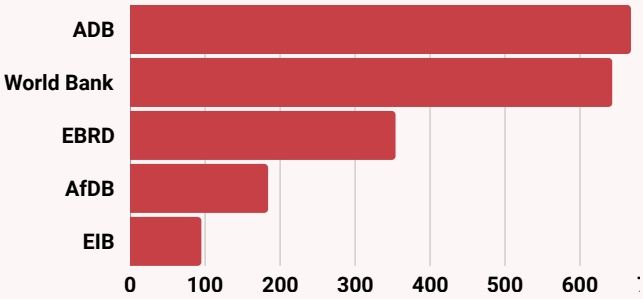
The number of banking and finance roles posted on Devex per month, comparing 2024 to 2025, through November.

BANKING AND FINANCE

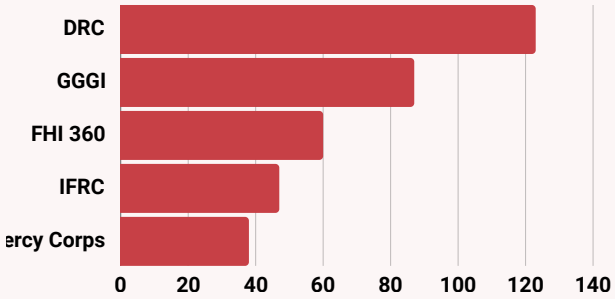
EMPLOYERS TO KNOW

TOP HIRING ORGANIZATIONS

DEVELOPMENT BANKS



NONPROFIT



Employers that posted the most banking and finance jobs in their organization category from Jan. 1 to Dec. 4, 2025.

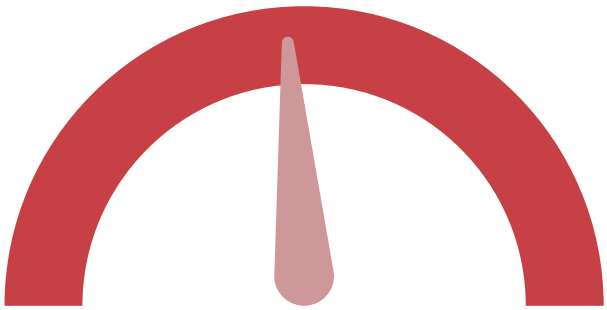
TRENDING EMPLOYERS

European Bank for Reconstruction and Development (EBRD)
Head office: United Kingdom
Jobs posted in 2025: 354 (+35.1% vs. 2024)
View current openings | More about EBRD

African Development Bank (AfDB)
Head office: Cote d Ivoire
Jobs posted in 2025: 184 (+18.7% vs. 2024)
View current openings | More about AfDB

European Central Bank (ECB)
Head office: Germany
Jobs posted in 2025: 84 (+58.5%)
View current openings | More about ECB

SALARY TRANSPARENCY



48% of job postings included salary.

The **highest-paid role** advertised was for vice president and CIO by the **MacArthur Foundation,** based in the U.S. with an **annual salary of $750,000.**

APPLICATION TIP : DO YOUR HOMEWORK

> If you get through that first stage, try to thoroughly understand the organization because if you got through that first stage, there's an understanding that you've got the background and skills that we're looking for.
>
> **— Paul Houston, senior human resource specialist, ADB**

BANKING AND FINANCE

PROFESSIONAL PERSPECTIVE: CLIMATE FINANCE

Bhairav Raja, a veteran sustainable business, investment and financial inclusion adviser, sheds light on his work in the sector.

What does your role entail? I'm often building concepts. I work a lot with frameworks to address gaps in imperfect market systems — where there are impediments to trade and investment from, say, the African continent to high-growth markets like the European Union and U.S. or even within Africa. The goal is to identify some of these impediments and the concepts that could create more jobs and business growth. So, it's often about being an architect of concepts and testing them in their early stages.

How did you get started? After working for Credit Suisse, an investment bank in London, early in my career, I soon had a realization: instead of making wealthy clients richer, why not apply these mainstream financial principles on the other side of the coin, supporting the economic resiliency and growth of businesses and households operating in less favorable conditions? So I decided to reskill and made the bold choice to leave my job and the comforts of all that.

What skills have come in handy? One of the most critical skills in my career has been identifying and problem-solving against challenges presented by the private sector — sometimes ones they don't even recognize. I've also made it a priority to learn and apply new frameworks. Once you've got core methodologies and approaches, it becomes easier to adopt new ones, especially within the umbrella of sustainable economic development or responsible business.

Read the full interview.



If you are a purpose-driven professional, ask yourself, what is the impact of your work? However large or small, I get great motivation in seeing businesses demonstrate more responsible practices or enabling them to grow and offer more jobs locally.

Bhairav Raja
Sustainable finance advisor

EXPLORE MORE ON DEVEX

- Download: Your guide to getting hired by the World Bank
- What we know about consulting salaries at the Asian Development Bank

WISE WORDS: BANKING ON CONTACTS

"The key is to understand there is not only one way to express interest in a development organization like the World Bank. Equally as important and sometimes more powerful [is] to engage, connect, and network with the target organization."

— Roberto Amorosino, former senior HR specialist, World Bank



SECTOR OVERVIEW

DEMOCRACY, HUMAN RIGHTS, AND GOVERNANCE

Inside the sector that aims to foster inclusive, accountable, and effective institutions that uphold laws, promote citizen participation, and protect fundamental freedoms.

The democracy, human rights, and governance sector supports democratic processes, such as free and fair elections, and strengthens civil society to enhance transparency and public accountability. It also addresses issues such as corruption, weak governance, and human rights violations, which hinder development and exacerbate inequalities.

The approach is increasingly intersectional, recognizing the role of gender, marginalized groups, and digital governance in shaping equitable societies. International partnerships and multilateral initiatives play key roles while balancing cultural contexts with universal norms.

TRENDS TO KNOW

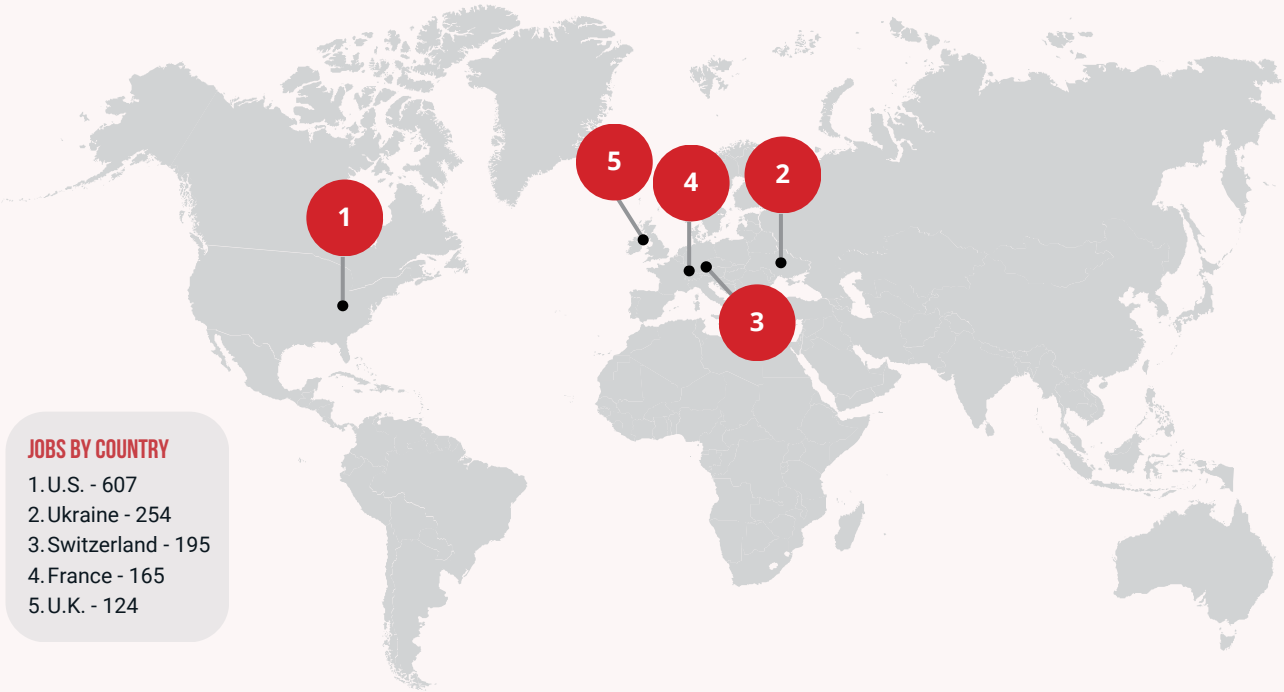
Peace programs go dark. As U.S.-funded initiatives disappeared in 2025, peace-building NGOs like Search for Common Ground said they were "operating blind" in one of Nigeria's most fragile regions. United Nations' peacekeeping operations have also been hamstrung by budget shortfalls, in large part due to delayed or nonpayments by the U.S. Across the world, nearly $370 million was cut from programs specifically targeting conflict mitigation and reconciliation, the CGD analysis found, a 99% loss.

5,680

Democracy, human rights, and governance roles.

Advertised on Devex from Jan. 1 — Dec. 4, 2025.
-15.2% compared to 2024.
2025 sector rank: 2 (**+2** vs. 2024)

DEMOCRACY, HUMAN RIGHTS, AND GOVERNANCE | WHERE THE JOBS ARE



JOBS BY COUNTRY

1. U.S. - 607
2. Ukraine - 254
3. Switzerland - 195
4. France - 165
5. U.K. - 124

Where the most democracy, human rights, and governance jobs advertised on Devex were based from Jan. 1 to Dec. 4, 2025.

Combatting democratic backsliding. Democracy has been declining globally. By 2023, 71% of the world's population — 5.7 billion people — were living in autocracies. Meanwhile, the U.S.' ranking in The Economist's Democracy Index fell from a "full democracy" to a "flawed" one in 2016. In response, USAID launched its new democracy, human rights, and governance policy in July 2024. Pivots include embracing a whole-of-agency approach to bolstering democracy, a focus on the norms and values that build democratic political culture, and a push toward advancing digital democracy.

Some human rights work is increasingly dangerous. The rise of authoritarian regimes is expanding a concerted effort to silence dissenters, many of whom are NGO workers and activists working to protect and advocate for democracy, land rights, equality, or environmental protection. In 2023, at least 300 human rights defenders, or HRDs, were killed. In the majority of cases, the state poses the main threat to HRDs.

ACRONYMS TO KNOW

CARDS - Community Assistance for Reconstruction, Development and Stabilisation.
DAR - Development Assistance for Refugees.
ICJ - International Court of Justice.
IHRL - International human rights law.

DEMOCRACY, HUMAN RIGHTS, AND GOVERNANCE

JOB BOARD INSIGHTS

POPULAR ROLES

HUMAN RIGHTS OFFICER

Coordinates activities related to mandates on human rights, including research and analysis.

View current opportunities

LEGAL OFFICER

Provides legal advice and counsel to an organization. Issues range from constitutional to financial.

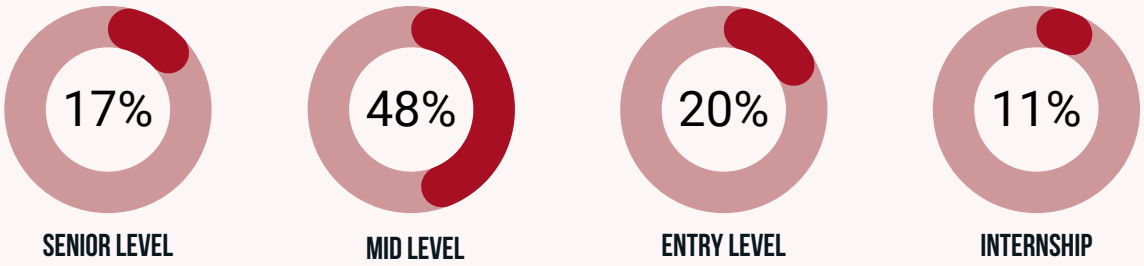
View current opportunities

SAFEGUARDING SPECIALIST

Ensures safety of individuals receiving humanitarian aid. Advises and trains staff in safeguarding.

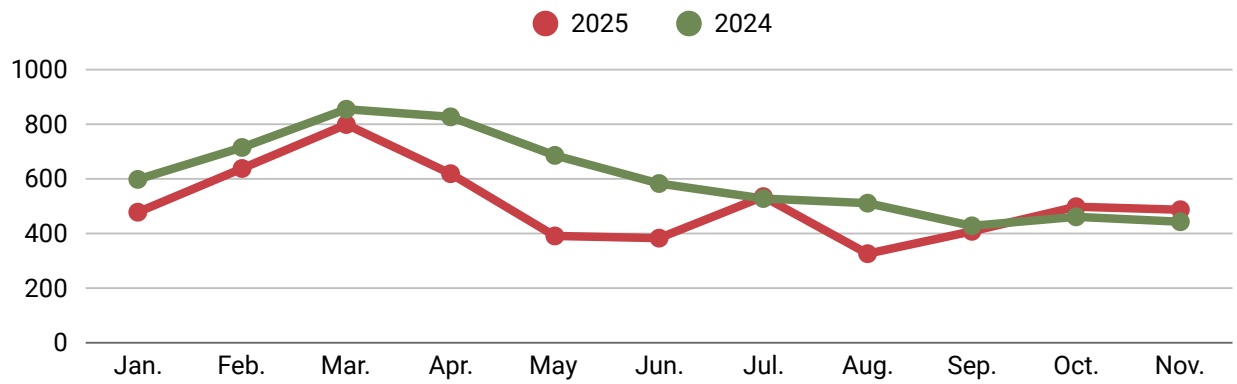
View current opportunities

CAREER LEVELS



Based on 5,680 democracy, human rights, and governance jobs advertised on Dexex from Jan. 1 to Dec. 4, 2025.

JOBS POSTED PER MONTH: 2025 VS. 2024



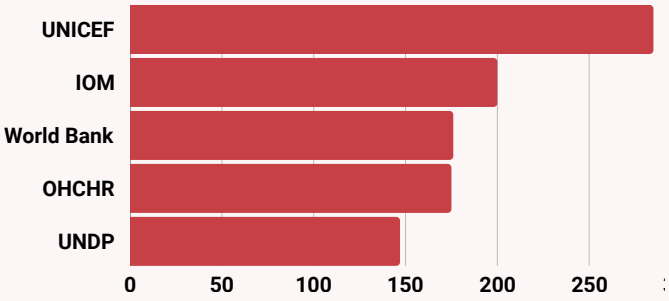
The number of democracy, human rights, and governance roles posted on Devex per month, comparing 2024 to 2025, through November.

DEMOCRACY, HUMAN RIGHTS, AND GOVERNANCE

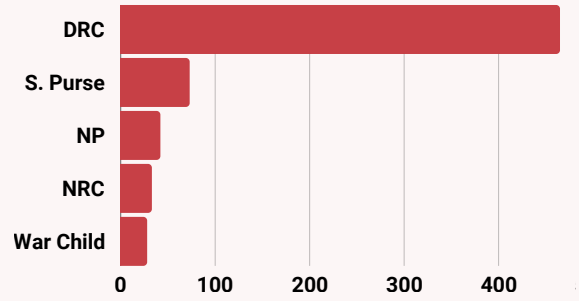
EMPLOYERS TO KNOW

TOP HIRING ORGANIZATIONS

UNITED NATIONS



NONPROFIT



Employers that posted the most democracy, human rights, and governance jobs in their organization category from Jan. 1 to Dec. 4, 2025.

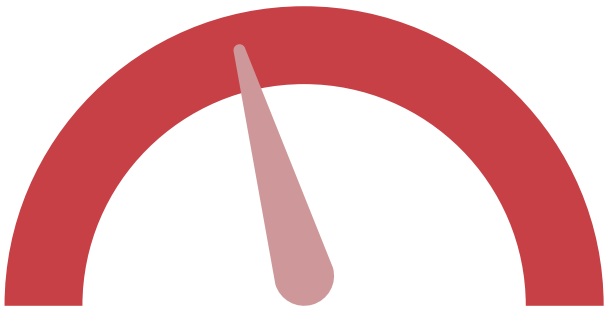
TRENDING EMPLOYERS

Danish Refugee Council (DRC)
Head office: Denmark
Jobs posted in 2025: 465 (+88.3% vs. 2024)
View current openings | More about DRC

Organization for Security and Co-operation in Europe (OSCE)
Head office: Austria
Jobs posted in 2025: 132 (+14.8% vs. 2024)
View current openings | More about OSCE

Organisation for Economic Co-operation and Development (OECD)
Head office: France
Jobs posted in 2025: 115 (N/A vs. 2024)
View current openings | More about OECD

SALARY TRANSPARENCY



42% of job postings included salary.

The **highest-paid role** advertised was for executive director of **Human Rights Watch**, based in the U.S. with an **annual salary between $475,000 and $535,000.**

APPLICATION TIP: WRITE IT OUT

HIAS

On the cover letter — this is where a candidate can describe their intentions and motivations in applying for the position. I would recommend that candidates really utilize this when they have less experience.

Juan Manuel Díaz, human resources adviser, HIAS

DEMOCRACY, HUMAN RIGHTS, AND GOVERNANCE

PROFESSIONAL PERSPECTIVE: SAFEGUARDING

Lucy Heaven Taylor, a veteran safeguarding consultant, sheds light on her work protecting recipients of development aid.

What does your role entail? We have a specific definition of "safeguarding" in the humanitarian and development sector that's slightly different to that used in other professions. Essentially, it's anything that you do that prevents people from being harmed as a result of coming into contact with our staff and programs. In terms of day-to-day work, it's everything from advising clients on policy and implementation to designing and delivering training, contributing to interagency fora, conducting investigations [into potential safeguarding incidents], and training others to do so.

How did you get started? I have a background in humanitarian and development project management and have worked in the sector for more than 20 years. … [After I left Save the Children UK], I then took up a role in Oxfam's humanitarian department but maintained an interest in PSEA [protection from sexual exploitation and abuse]. Within Oxfam, I became a "focal point" on the issue and then lobbied for a PSEA role to be created. I applied and got the job.

What skills have come in handy? If you're going to do this kind of work, you need to be self-aware, humble, and a good listener. You also need to have, if not an expertise in gender and gender-based violence, then at least an understanding of it.

Read the full interview.



I would definitely encourage people to go into [safeguarding] because we need a lot more capacity than we currently have.

Lucy Heaven Taylor
Safeguarding consultant

EXPLORE MORE ON DEVEX

- The top global development employers in the human rights sector
- What it's really like to be a human rights defender

WISE WORDS: A REWARDING PATH

"I don't have any regrets that I chose the path to human rights advocacy. ... At the end of your life, you will just assess what you have done, not just for yourself, but for humanity."

— **Mary Aileen Diez-Bacalso, executive director, FORUM-ASIA**



SECTOR OVERVIEW

SOCIAL AND INCLUSIVE DEVELOPMENT

Inside the sector that aims to improve the well-being of individuals and communities, particularly marginalized or disadvantaged groups.

Workers in the social and inclusive development sector strive to address systemic inequalities, promote social justice, and foster sustainable growth by ensuring equal access to opportunities and resources.

Key focus areas include gender equality, education, health care, poverty alleviation, disability inclusion, youth empowerment, and community development. This sector works to bridge gaps in access to essential services, advocate for equitable policies, and empower communities to participate in decision-making processes.

Governments, nongovernmental organizations, or NGOs, international agencies, civil society groups, and private enterprises are key stakeholders, often collaborating through public-private partnerships. Strategies in this sector prioritize participatory approaches, culturally sensitive interventions, and data-driven policies to create meaningful and long-lasting impact.

5,200

Social/inclusive development jobs.

Advertised on Devex from Jan. 1 — Dec. 4, 2025.
-33.4% compared to 2024.
2025 sector rank: 2 (**-1** vs. 2024)

TRENDS TO KNOW

Fallout from U.S. funding cuts. In 2025, the U.S. government terminated 44 of its grants to UNFPA, which provides sexual and reproductive health services to people living in the lowest-resource

SOCIAL AND INCLUSIVE DEVELOPMENT | WHERE THE JOBS ARE



Where the most social and inclusive development jobs advertised on Devex were based from Jan. 1 to Dec. 4, 2025.

settings around the world. Donald Trump's budget request for fiscal year 2026 eliminates family planning funding entirely, including funding for UNFPA.

Intersection of gender and climate. Climate impacts are increasingly exacerbating gender inequalities. A study analyzed survey data from 40,157 Indonesian women married between 2008 and 2013, including 4,832 child marriages. Using village-level disaster data — such as earthquakes, tsunamis, floods, and storms — from the same period, they found that natural disasters significantly increased the likelihood of child marriage.

Transgender rights and health care access. In countries where the transgender community is marginalized, such as Pakistan, formal employment is difficult to obtain — driving many to sex work and putting them at higher risk of diseases such as HIV and hepatitis B. But many transgender people avoid visiting health facilities where they can be mocked and mistreated.

ACRONYMS TO KNOW

CSG - Child safeguarding.
GESI - Gender and social inclusion.
GII - Gender Inequality Index.
DVFP - Disability and vulnerability focal point.
SOGIESC - Sexual orientation, gender identity, gender expression, and sex characteristics.

SOCIAL AND INCLUSIVE DEVELOPMENT

JOB BOARD INSIGHTS

POPULAR ROLES

GENDER SPECIALIST

Focuses on integrating gender equality and women's empowerment into policies, programs, and projects.

View current opportunities

CHILD PROTECTION OFFICER

Plays a critical role in safeguarding the rights and well-being of children at risk of abuse, neglect, and violence.

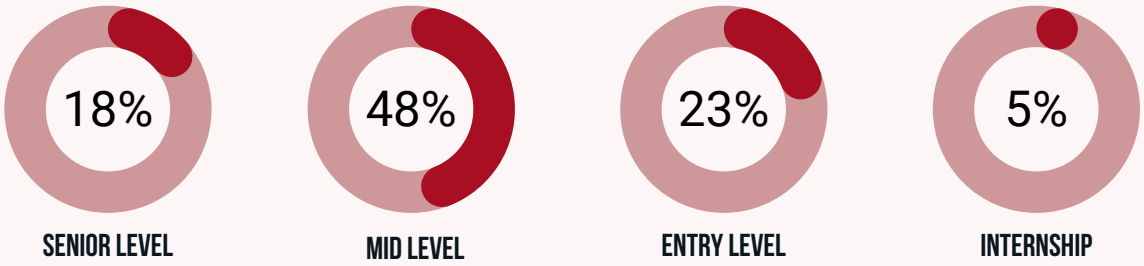
View current opportunities

SOCIAL POLICY SPECIALIST

Designs, implements, and advocates for policies that promote equity and protects vulnerable populations.

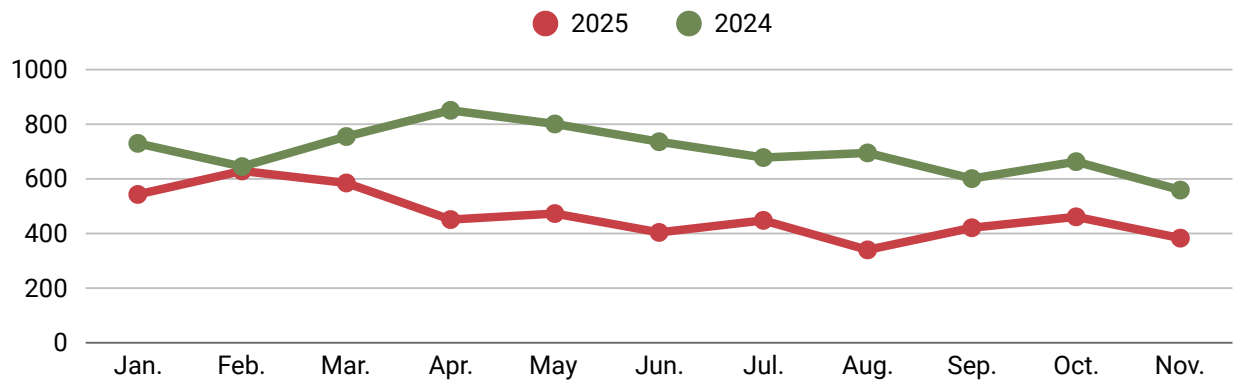
View current opportunities

CAREER LEVELS



Based on 5,200 social and inclusive development jobs advertised on Dexex from Jan. 1 to Dec. 4, 2025.

JOBS POSTED PER MONTH: 2025 VS. 2024



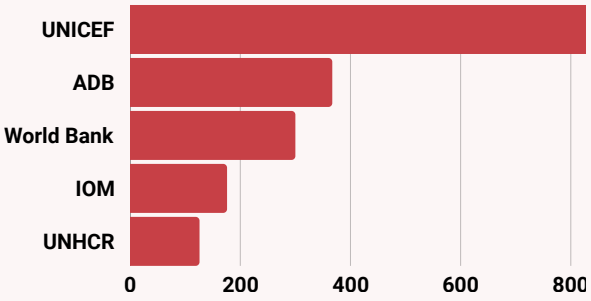
The number of social and inclusive development roles posted on Devex per month, comparing 2024 to 2025, through November.

SOCIAL AND INCLUSIVE DEVELOPMENT

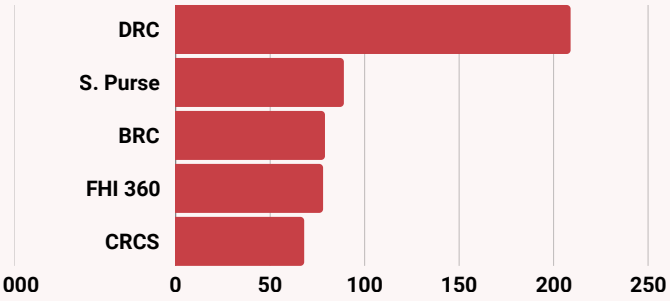
EMPLOYERS TO KNOW

TOP HIRING ORGANIZATIONS

MULTILATERAL/UNITED NATIONS



NONPROFIT



Employers that posted the most social and inclusive development jobs in their organization category from Jan. 1 to Dec. 4, 2025.

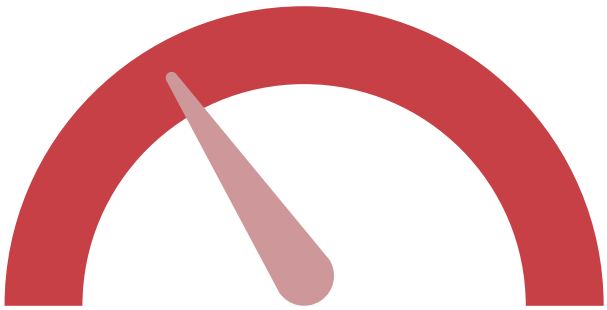
TRENDING EMPLOYERS

World Food Programme (WFP)
Head office: Italy
Jobs posted in 2025: 111 (+7.8% vs. 2024)
View current openings | More about WFP

Samaritan's Purse
Head office: United States
Jobs posted in 2025: 89 (+107.0% vs. 2024)
View current openings | More about Samaritan's Purse

Médecins Sans Frontières (MSF)
Head office: Switzerland
Jobs posted in 2025: 54 (+92.1% in 2024)
View current openings | More about MSF

SALARY TRANSPARENCY



33% of job postings included salary.

The **highest-paid role** advertised was for vice president of integrity of **World Bank Group**; based in the U.S. with an **annual salary between $350,000 and $473,600.**

APPLICATION TIP: APPLY WITH PASSION

"Our hiring managers always pay attention to the candidates' passion and commitment to our organization's mandate [so] it is always good to ... describe experiences related to gender equality issues in the application."

— Lyudmila Anderson, recruitment human resources specialist, UN Women

SOCIAL AND INCLUSIVE DEVELOPMENT

PROFESSIONAL PERSPECTIVE: PROJECT MANAGEMENT

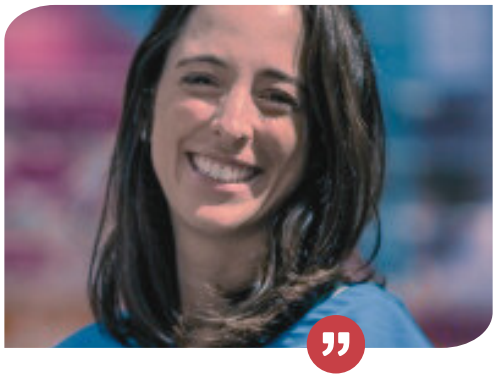
Tamara Jurberg, a lead project manager at CARE, shed light on her work promoting inclusive leadership in the sector.

What does your role entail? My team works to support WLOs for their leadership and participation in humanitarian coordination mechanisms. Our approach seeks to transition away from a model in which WLOs were viewed as implementing partners, breaking down traditional program hierarchies to foster equal partnerships between CARE and WLOs. As such, CARE establishes flexible, multiyear partnerships with WLOs, engaging them in all steps of the program life cycle, from conception.

How did you get started? I was born and raised in Brazil, and one of my greatest inspirations was my aunt, who dedicated herself to working with vulnerable communities in Rio de Janeiro, promoting their social integration. Early on, I realized how unequal my country was, and felt compelled to work towards reducing inequalities. For five years, I worked with a national NGO in Brazil. However, I soon felt the need to broaden my horizons and pursue an international career.

What skills have come in handy? Leadership and inclusive problem-solving, which involves including others in discussions, enhances problem-solving and helps navigate uncertainties and challenges. Being able to encourage feedback and collaboration is also critical, as diverse ideas and mindsets contribute to a stronger, more innovative team.

Read the full interview.



Professionals working in the advocacy space require a balanced blend of patience and persistence because the impact of our actions isn't always immediately visible.

Tamara Jurberg
Lead project manager, CARE

EXPLORE MORE ON DEVEX

- Job board insights: The top GESI employers
- Watch: What it's really like to be a GESI professional
- How to build career expertise in gender equality and social inclusion

WISE WORDS: FIND YOUR PEOPLE

"The GESI community is by its nature a supportive network full of people who are committed to mentoring the next generation."

— **Angie Dazé, director of GESI resilience, International Institute for Sustainable Development**



SECTOR OVERVIEW

ENVIRONMENT AND NATURAL RESOURCES

Inside the sector that aims to balance economic progress with preserving natural ecosystems and the climate crisis.

The environmental sector in global development addresses pressing challenges such as climate change, biodiversity loss, deforestation, pollution, and resource depletion. Key priorities include promoting renewable energy, sustainable agriculture, water resource management, and circular economy practices.

International organizations, governments, NGOs, and private sectors collaborate to advance global goals, particularly the United Nations' Sustainable Development Goals (SDGs), such as SDG 13 (Climate Action) and SDG 15 (Life on Land).

Financing mechanisms like green bonds, carbon markets, and climate funds are crucial in driving investments in sustainable projects. Innovation in technologies like clean energy, waste recycling, and conservation strategies is pivotal. However, the sector faces challenges like unequal resource distribution, geopolitical conflicts, and policy gaps, requiring robust global cooperation and local action to ensure long-term environmental resilience and equity.

4,588

Environment/natural resources jobs.

Advertised on Devex from Jan. 1 — Dec. 4, 2025.
-8.9% compared to 2024.
2025 sector rank: 4 (**+1** vs. 2024)

TRENDS TO KNOW

Climate finance's altered landscape. Despite global climate finance reaching a record $125B in 2023, a UNEP report from the same year found

ENVIRONMENT AND NATURAL RESOURCES | WHERE THE JOBS ARE



Where the most environment and natural resources jobs advertised on Devex were based from Jan. 1 to Dec. 4, 2025.

that the finance gap to fund climate adaptation in low-income countries is at least 50% bigger than previously thought. The U.N.'s Fund for Responding to Loss and Damage launched in 2025 with about $800 million in voluntary pledges from wealthier countries — far short of the hundreds of billions that low- and middle-income countries say they will ultimately need. The U.S. also reneged on $4 billion in pledges it made to the Green Climate Fund, or GCF.

Environmental decline is accelerating. The world is barreling toward a cascade of environmental and economic shocks unless governments move far faster to confront the planet's overlapping crises, according to an assessment from the United Nations Environment Programme. The report urges governments to recognize them as interlinked pressures hitting every region.

ACRONYMS TO KNOW

CCRA - Climate Change Risk Assessment.
COP - Conference of the Parties (to the UNFCCC).
GFC - Green Climate Fund.
GHG - Greenhouse gas.
UNEP - United Nations Environment Programme.

Carbon market debate. At COP 29, countries formalized the framework and rules for a global market to buy and sell carbon credits. Proponents of the deal say it could bring $80 billion in revenue to the African continent. Critics argue that carbon markets allow emitting countries to keep functioning as normal.

ENVIRONMENT AND NATURAL RESOURCES

JOB BOARD INSIGHTS

POPULAR ROLES

ENVIRONMENT AFFAIRS OFFICER

Monitors and analyzes specific aspects of program and project development and implementation.

View current opportunities

ENERGY SPECIALIST

Focuses on renewable energy strategies and solarization techniques for sustainability schemes.

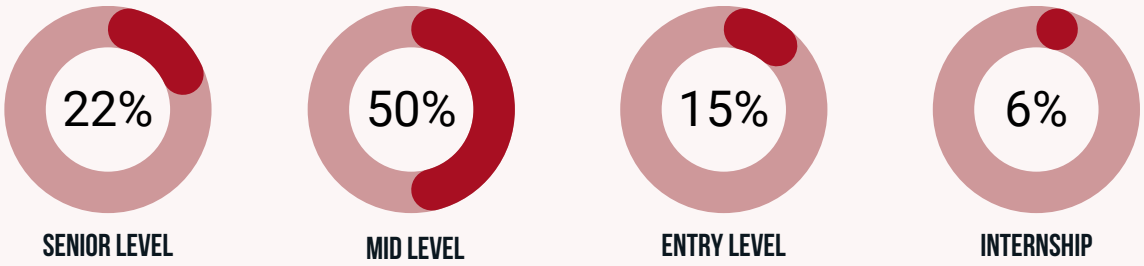
View current opportunities

CLIMATE CHANGE SPECIALIST

Provides technical advice on climate change issues and sustainability to relevant stakeholders

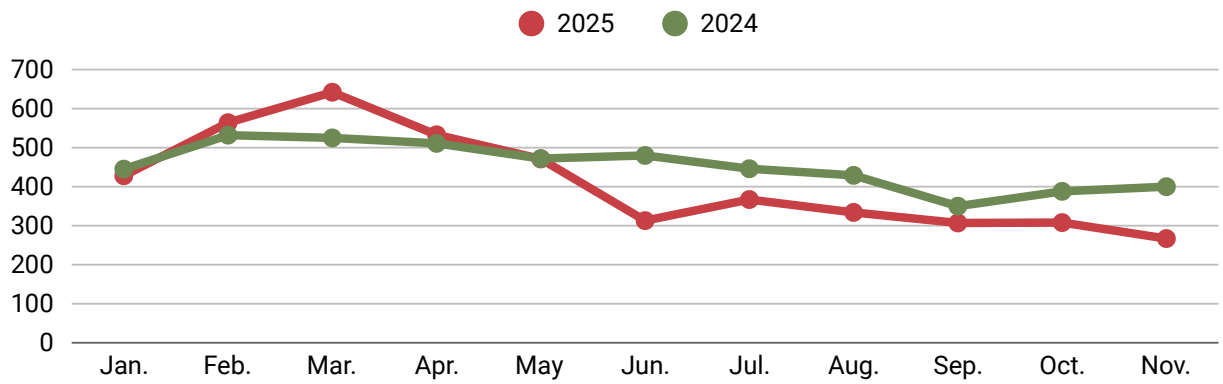
View current opportunities

CAREER LEVELS



Based on 4,588 environment and natural resources jobs advertised on Dexex from Jan. 1 to Dec. 4, 2025.

JOBS POSTED PER MONTH: 2025 VS. 2024



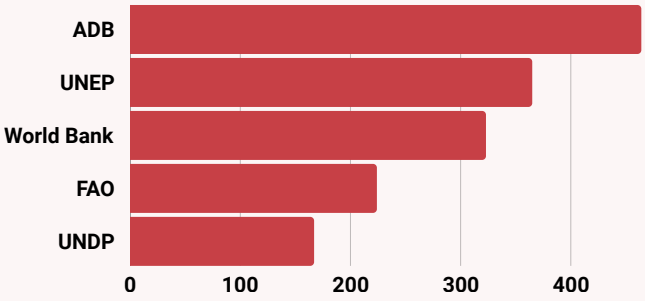
The number of environment and natural resources posted on Devex per month, comparing 2024 to 2025, through November.

ENVIRONMENT AND NATURAL RESOURCES

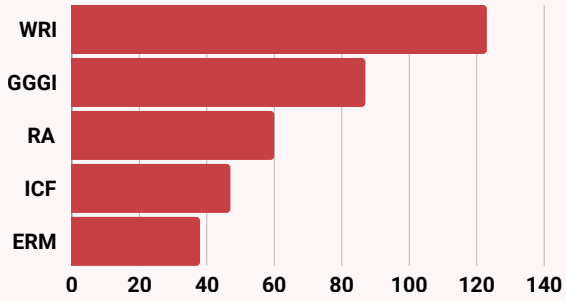
EMPLOYERS TO KNOW

TOP HIRING ORGANIZATIONS

MULTILATERAL/UNITED NATIONS



NONPROFIT/CONSULTING



Employers that posted the most environment and natural resources jobs in their organization category from Jan. 1 to Dec. 4, 2025.

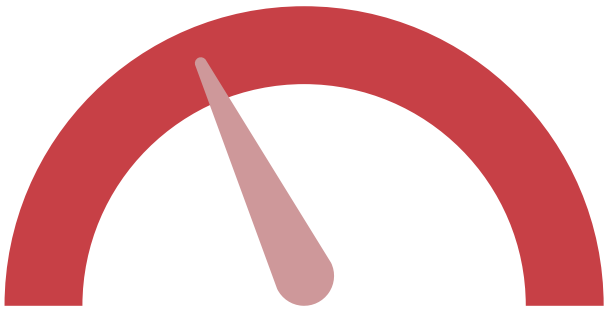
TRENDING EMPLOYERS

African Development Bank (AfDB)
Head office: Cote d Ivoire
Jobs posted: 112 (+111.3% vs. 2024)
View current openings | More about AfDB

World Resources Institute (WRI)
Head office: United States
Jobs posted: 283 (+146.1%)
View current openings | More about WRI

Rainforest Alliance
Head office: United States
Jobs posted: 56 (+12% vs. 2024)
View current openings | More about Rainforest Alliance

SALARY TRANSPARENCY



37% of job postings included salary.

The **highest-paid role** advertised was for a global director of environment of **World Bank Group**, based in the U.S. with an **annual salary between $279,700 and $419,600.**

APPLICATION TIP: DATA IN DEMAND

UNEP is a science-based organization … [so] we are looking for candidates with data analysis backgrounds, whether this is experience in formal or informal education and through work experience.

Carlos Barragan, chief of human resources, UNEP

ENVIRONMENT AND NATURAL RESOURCES

PROFESSIONAL PERSPECTIVE: CLIMATE CHANGE ADVISEMENT

who has worked for organizations including Save the Children Australia and CARE as a climate adviser and specialist for, sheds light on her work in the sector.

How did you get started? Throughout my professional life, I have been fascinated by the question of how we can strengthen people's capacities to adapt to and mitigate climate change. Climate change is having devastating effects on communities in Pacific small island developing states, or SIDS, especially on marginalized groups like children, youth, women, and people with disabilities. At the same time, these people have shown tremendous efforts to strive for climate action at local, national, regional, and global levels — which inspires me a lot.

What skills have come in handy? I think the most important one is listening and trying to understand the desires and requirements of various stakeholders, including country office staff, local partners, government representatives, and community members. It's essential to then explore how we can effectively translate this into, for example, proposals that align with donor expectations, concrete advocacy initiatives, or regional strategies.

Any other advice for those interested in climate work? There are very diverse career pathways possible in this space — you can work on locally led adaptation projects, advocate and campaign for mitigative measures, investigate climate finance processes, work on the loss and damage fund, and much more. I would advise you to identify the specific aspect of climate change you are most drawn to and stay up to date with new developments.

Read the full interview.



The climate change working environment is very broad and there are very diverse career pathways possible. … Identify the specific aspect of climate change you are most drawn to.

Edel Heuven
Climate change adviser

EXPLORE MORE ON DEVEX

- How to succeed as a climate officer
- Career Explorer: Working at the intersection of gender and climate
- Salary insights: What were the highest-paid climate jobs in 2024?

WISE WORDS: CLIMATE LEADERSHIP

"The climate crisis leads to people putting their head in the sand a lot … so being able to help leaders keep their eyes open and think about this as a change process is really hard work."

— David Nicholson, chief climate officer, Mercy Corps



SECTOR OVERVIEW

GLOBAL HEALTH

Inside the sector that aims to improve health outcomes and reduce health disparities worldwide.

In the global health development sector, governments, NGOs, international organizations, and private-sector partners collaborate to tackle diverse health challenges, including infectious diseases, maternal and child health, malnutrition, and noncommunicable diseases.

A key goal is to achieve equitable health care access and build resilient health systems. Efforts often focus on disease-specific initiatives, such as malaria, tuberculosis, and HIV/AIDS, as well as promoting vaccinations, clean water, and nutrition. Funding from major organizations such as the World Health Organization and foundations such as the Gates Foundation is critical in supporting these programs.

Capacity-building is another priority, involving training local health care workers and improving health infrastructure to prepare for emergencies.

3,679

Global health jobs.

Advertised on Devex from Jan. 1 — Dec. 4, 2025.
-45.3% compared to 2024.
2025 sector rank: 5 (**-3** vs. 2024)

TRENDS TO KNOW

Trump's 'America First' health plan. In lieu of working with NGOs that have implemented U.S. government global health and development projects for decades, the Trump administration's strategy calls for bilateral agreements with governments and partnerships with private sector companies. The strategy signals a significant

GLOBAL HEALTH | WHERE THE JOBS ARE



Where the most global health jobs advertised on Devex were based from Jan. 1 to Dec. 4, 2025.

reduction in funding for technical assistance.

Escalating risks from climate change. Climate change is increasing health risks. With many parts of the world experiencing enormous amounts of rainfall leading to heavy flooding, more people are at risk of drowning and other injuries, while infectious diseases spread more easily. Other places are experiencing extreme drought events, which are worsening the effects of communities already grappling with malnourished populations.

Rise of noncommunicable diseases, or NCDs: While infectious diseases remain a significant burden, NCDs such as diabetes, cardiovascular diseases, and cancers are on the rise globally. These require long-term, resource-intensive care, and present a challenge for health systems focused historically on communicable diseases.

ACRONYMS TO KNOW

GF - Global Fund to Fight AIDS, Tuberculosis and Malaria.
HHD - HIV, health and development group.
HSS - Health systems strengthening.
NCD - Noncommunicable disease.
PHPM - Pharmaceutical and health products management.

GLOBAL HEALTH

JOB BOARD INSIGHTS

POPULAR ROLES ADVERTISED

HEALTH/NUTRITION OFFICER

Provides technical, operational and administrative assistance throughout the health programming process.

View current opportunities

MEDICAL OFFICER

Undertakes clinical duties providing health services, or plays a strategic role in implementing policies.

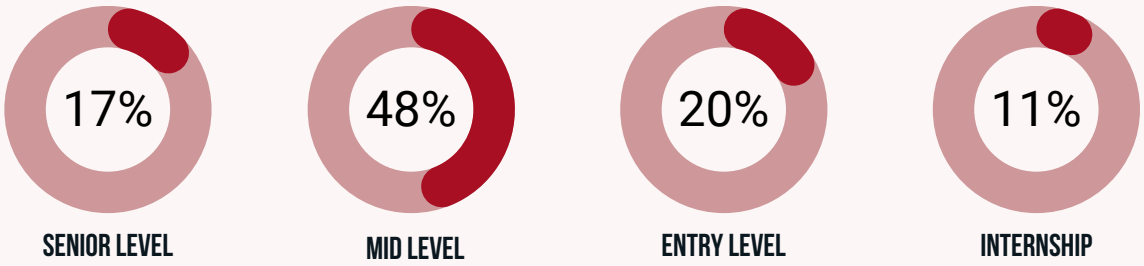
View current opportunities

IMMUNIZATION SPECIALIST

Works on planning, implementation, and monitoring and evaluation of immunization programs.

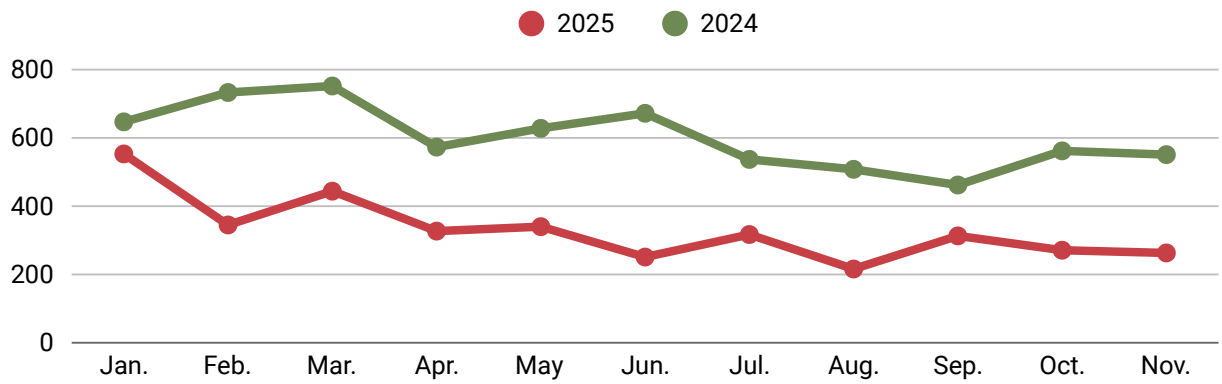
View current opportunities

CAREER LEVELS



Based on 3,679 global health jobs advertised on Dexex from Jan. 1 to Dec. 4, 2025.

JOBS POSTED PER MONTH: 2025 VS. 2024



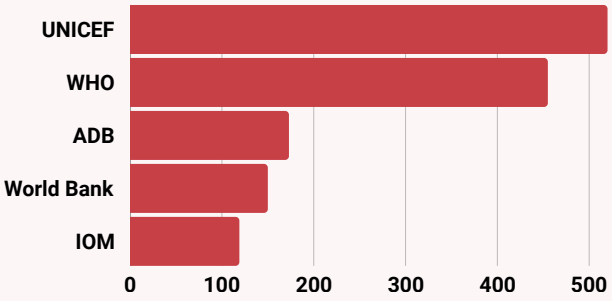
The number of global health roles posted on Devex per month, comparing 2024 to 2025, through November.

GLOBAL HEALTH

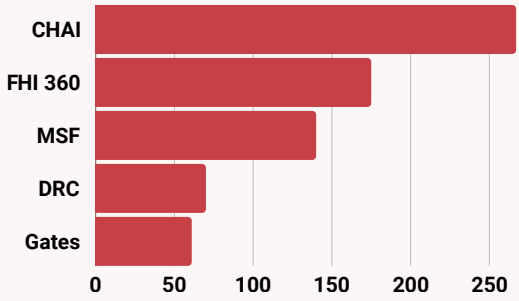
EMPLOYERS TO KNOW

TOP HIRING ORGANIZATIONS

MULTILATERAL/UNITED NATIONS



NONPROFIT



Employers that posted the most global health jobs in their organization category from Jan. 1 to Dec. 4, 2025.

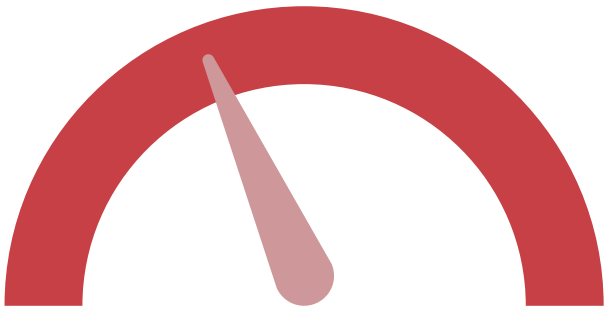
TRENDING EMPLOYERS

Clinton Health Access Initiative (CHAI)
Head office: United States
Jobs posted in 2025: 267 (N/A vs 2024)
View current openings | More about CHAI

FHI 360
Head office: United States
Jobs posted in 2025: 175 (+3.5% vs 2024)
View current openings | More about FHI 360

Gates Foundation
Head office: United States
Jobs posted in 2025: 61 (+103.3% vs. 2024)
View current openings | More about Gates Foundation

SALARY TRANSPARENCY



38% of job postings included salary.

The **highest-paid role** advertised was director of polio for the **Gates Foundation,** based in the U.S. with an **annual salary between $367,800 and $570,200.**

APPLICATION TIP: WRITE IT OUT

HIAS

On the cover letter — this is where a candidate can describe their intentions and motivations in applying for the position. I would recommend that candidates really utilize this when they have less experience.

Juan Manuel Díaz, human resources adviser, HIAS

GLOBAL HEALTH

PROFESSIONAL PERSPECTIVE: GLOBAL HEALTH CONSULTING

Diogo de Sousa Neves, who has worked as a global health consultant for WHO and other leading organizations, sheds light on his work in the sector.

What does your role entail? Projects in this field are inherently multidisciplinary and involve partners with both global and local presence. A significant portion of my efforts is dedicated to ensuring all stakeholders are properly aligned and have visibility on the overall aims and implementation strategies. In practice, this translates to analyzing data, writing reports and briefs, and organizing and attending meetings with partners, experts, and health officials.

How did you get started? Initially, my career and interests leaned toward advanced drug delivery systems with the use of nanotechnology. This was after completing my studies in pharmaceutical sciences. I was really passionate about research. However, by chance, I met a person deeply involved in development work at the United Nations, which altered my course entirely. She introduced me to what was then a relatively new program focused on access to cancer treatment, igniting in me a profound interest in the scope and ambitions of such initiatives.

What skills have come in handy? I consider my analytical skills in health policy to be among my most valuable assets. They have proven instrumental in navigating complex policy processes and conveying messages concisely to diverse stakeholders.

Read the full interview.



In the realm of global health, data serves as the backbone for informed decision-making and policy development.

Diogo de Sousa Neves
Global health consultant

EXPLORE MORE ON DEVEX

- Insider tips for landing a role with the World Health Organization
- How to build expertise in sexual health and reproductive rights

WISE WORDS: HELPING THE VULNERABLE

"Working with vulnerable groups is an added value in [my] professional experience, especially when you see that your work and contribution have served to improve the health of [an] entire community."

— Dr. Mirela Rista, gynecologist, Youth Center "PO"



SECTOR OVERVIEW

HUMANITARIAN AID

Inside the sector that aims to alleviate suffering and provide essential support during global crises.

The humanitarian aid sector works to address emergencies such as natural disasters, armed conflicts, pandemics, and food insecurity. Key actors include international NGOs, the United Nations, Red Cross/Red Crescent societies, and local organizations.

Aid efforts focus on providing food, shelter, healthcare, water, sanitation, and protection to vulnerable populations. The sector operates under principles of humanity, neutrality, impartiality, and independence. Funding comes from governments, private donors, and multilateral institutions.

Challenges include resource shortages, political constraints, access issues, and ensuring accountability. Increasingly, emphasis is placed on localization, resilience-building, and leveraging technology to improve efficiency and empower affected communities to recover and thrive.

3,068

Humanitarian aid jobs.

Advertised on Devex from Jan. 1 — Dec. 4, 2025.
+21.7% compared to 2024.
2025 sector rank: 6 (+1 vs. 2024)

TRENDS TO KNOW

Continued push for localization. There is widespread consensus that local organizations are best placed to deliver the programs needed to tackle global challenges, but oftentimes these groups lack the resources they need to deliver programs at scale. Several potential solutions

HUMANITARIAN AID | WHERE THE JOBS ARE



Where the most humanitarian aid jobs advertised on Devex were based from Jan. 1 to Dec. 4, 2025.

continue to be explored and experimented with, including a payments-by-result model.

Progress undermined by aid cuts. While a peace deal between Rwanda and the Democratic Republic of Congo was brokered by the U.S. in 2025, U.S. aid cuts gutted humanitarian programs across the DRC that left communities without water, protection, or livelihoods — and cast doubt on whether peace can hold.

Tracking global humanitarian need. The number of people needing aid declined for the second year in a row, from a peak of 363 million in 2023, according to the Global Humanitarian Overview 2025 report. But figures on humanitarian need remain stark, with more than 300 million people needing support, at a potential cost of $47.4 billion. The recent decline follows a decade in which humanitarian need climbed steeply, driven first by the pandemic, and then by a rise in conflict, including the war in Ukraine, and the global climate emergency.

ACRONYMS TO KNOW

DAR - Development assistance for refugees.
HAC - Humanitarian action for children.
HC - Humanitarian coordinator.
HRP - Humanitarian response plan.
LMIC - Lower-middle income country.

HUMANITARIAN AID

JOB BOARD INSIGHTS

POPULAR ROLES ADVERTISED

HUMANITARIAN AFFAIRS OFFICER

May involve being deployed to emergencies, and undertaking studies on humanitarian relief and related matters.

View current opportunities

RESETTLEMENT SPECIALIST

Assists in resettlement delivery and may carry out interviews and assessments to process refugees.

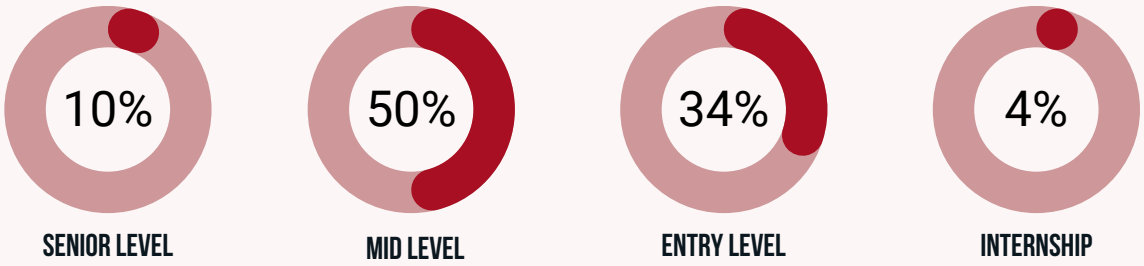
View current opportunities

FIELD COORDINATOR

Implements and delivers aid programs, including managing and supporting project managers.

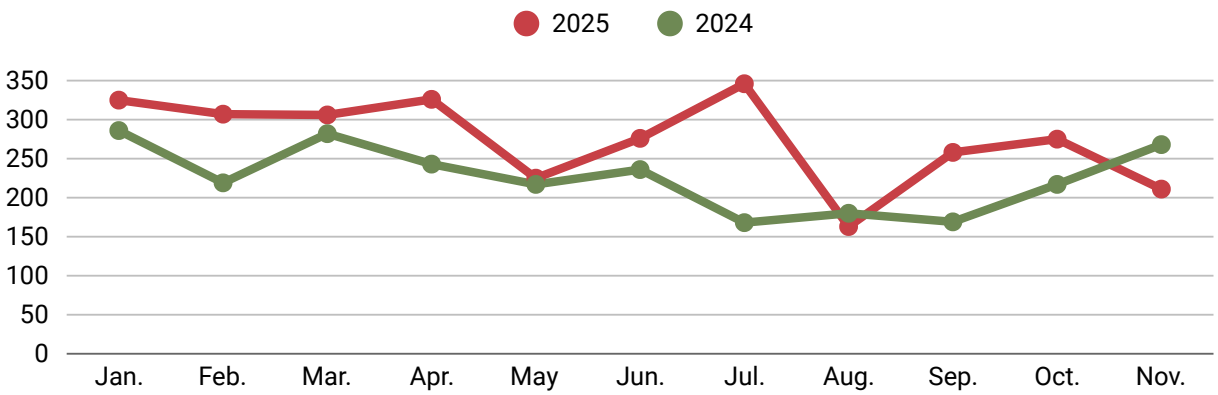
View current opportunities

CAREER LEVELS



Based on 3,068 humanitarian aid jobs advertised on Dexex from Jan. 1 to Dec. 4, 2025.

JOBS POSTED PER MONTH: 2025 VS. 2024



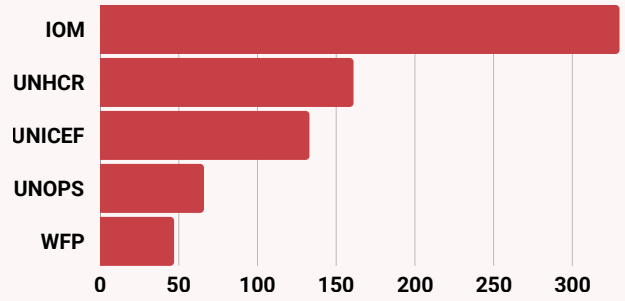
The number of humanitarian aid jobs posted on Devex per month, comparing 2024 to 2025, through November.

HUMANITARIAN AID

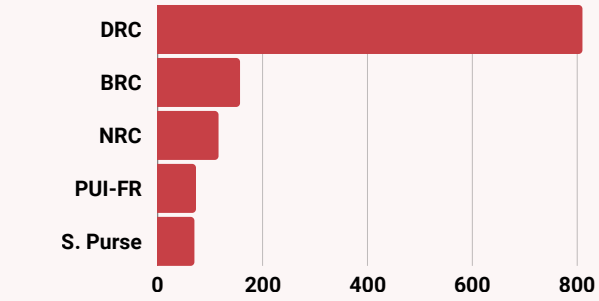
EMPLOYERS TO KNOW

TOP HIRING ORGANIZATIONS

MULTILATERAL/UNITED NATIONS



NONPROFIT



Employers that posted the most banking and finance jobs in their organization category from Jan. 1 to Dec. 4, 2025.

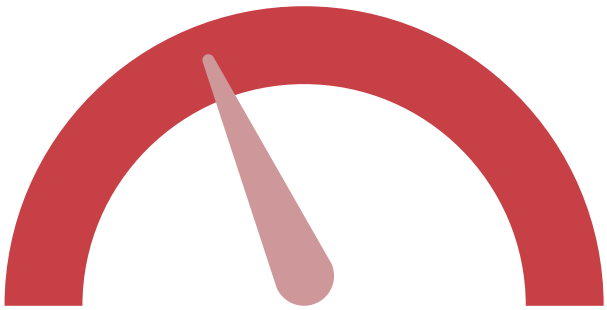
TRENDING EMPLOYERS

Belgian Red Cross (Croix-Rouge de Belgique)
Head office: Belgium
Jobs posted in 2025: 157 (N/A vs. 2024)
View current openings | More about BRC

Premiere Urgence Internationale (PUI-FR)
Head office: France
Jobs posted in 2025: 73 (+180.8% vs. 2024)
View current openings | More about

War Child
Head office: Netherlands
Jobs posted in 2025: 44 (+633.3% vs. 2024)
View current openings | More about

SALARY TRANSPARENCY



38% of job postings included salary.

The **highest-paid role** advertised was by **UNDP Congo** for a community stabilization and recovery specialist, based in the D.R.C. with an **annual salary between $120,480 and $211,565.**

APPLICATION TIP: THE EARLIER THE BETTER

DRC DANISH REFUGEE COUNCIL

Apply as early as possible, even if the deadline is, for example, two weeks away. For some roles, ... someone who applies late in the process will still be considered but might not be one of the first to be interviewed.

Iosif Sofios, recruitment specialist, DRC

HUMANITARIAN AID

PROFESSIONAL PERSPECTIVE: LEADING ON LOCALIZATION

Sameena Gul, a veteran humanitarian and localization expert who has worked for HelpAge International, War Child, Norwegian Refugee Council and more, sheds light on her work.

How did you get started? I entered the development sector by accident. Straight after completing my master's, I started my career with a provincial government department, which was considered quite prestigious. However, the job turned out to be a nightmare with little opportunity to learn anything. I spent the next three years job-hunting, which helped my family come to terms with the reality that I needed to leave home to find work. In the end, I found a job as the deputy head of a local NGO working on women's issues.

What skills have come in handy? For those who are interested in this or similar roles, it is extremely important to know their craft, to stay open to feedback, and to expect to communicate frequently with updates. Being aware of what is happening in the sector, of successes and failures — and understanding the historical perspective on the colonization of aid, the political developments around the world, and the issues impacting countries and communities — are all important.

Any other advice for people interested in this work? Localization remains quite new, though the discourse is now widespread in the sector. There are not many experiences around to learn from, and those that are available lack innovative approaches. The journey is one of review, reflection, learning and adapting our thinking, approaches and actions.

Read the full interview.



A hardworking person with stamina and conviction about localization and why it is necessary to decolonize aid would suit this kind of role.

Sameena Gul
Head of localization, HelpAge International

EXPLORE MORE ON DEVEX

- How to get your first international job in humanitarian aid
- Staffing priorities for the Gaza humanitarian crisis

WISE WORDS: LEARNING ON THE JOB

"The more obstacles you face early on in your career, the better suited you are for the future. Your best education is experience."

— James McDowell, global emergency response team head, Medair



SECTOR OVERVIEW

EDUCATION AND CAREERS

Inside the sector that aims to promote literacy, critical thinking, and life skills to empower communities and break cycles of poverty.

The education and careers sector encompasses education programming. On Devex, we broaden this to include career development professionals, given the cross-over of skills and experience for several roles, such as training and research specialists.

Universal access to quality education, particularly for marginalized groups, is a key to SDG 4. Investment in early childhood education, teacher training, and infrastructure improves learning outcomes, while digital technologies expand access in remote areas.

However, challenges persist, including unequal access, gender disparities, and funding gaps. The COVID-19 pandemic and U.S. aid cuts exacerbated these issues. Global efforts, including public-private partnerships and international aid, aim to strengthen education systems, reduce barriers, and equip learners with skills for a rapidly evolving world, fostering inclusive and sustainable growth.

2,556

Education and careers jobs.

Advertised on Devex from Jan. 1 — Dec. 4, 2025.
-23.4% compared to 2024.
2025 sector rank: 1 (no change vs. 2024)

TRENDS TO KNOW

Inclusive education under threat. As USAID was the largest funder of inclusive education, U.S. aid funding cuts are threatening classroom gains for children with disabilities worldwide. Aid accounts for 12% of education spending in low-

EDUCATION AND CAREERS | WHERE THE JOBS ARE



Where the most education and careers jobs advertised on Devex were based from Jan. 1 to Dec. 4, 2025.

income countries and even higher in Niger, Rwanda, and Sierra Leone at 20%, and as much as 50% in the Central African Republic and the Gambia.

SDG 4 debate. Education assessment experts have been debating whether a key learning indicator measuring reading and math levels among early-grade school children should be dropped from SDG 4. Many feared that recent progress toward improving foundational learning in low- and middle-income countries would be lost if the indicator were dropped. Others say the current approach to assessing the indicator makes low-income countries dependent on technical experts from the global north.

Climate effects on education. A 2024 World Bank report showed that extreme weather events such as heat waves, wildfires, floods, droughts, diseases, and rising sea levels threaten education outcomes and have the risk of reversing progress made in schools over recent decades.

ACRONYMS TO KNOW

EYDP - Early years development plan.
GEMR - Global education monitoring report.
HEI - Higher education institution.
PISA - Programme for international student assessment.
UNESCO - United Nations Educational, Scientific and Cultural Organization.

EDUCATION AND CAREERS

JOB BOARD INSIGHTS

POPULAR ROLES

EDUCATION OFFICER

Provides technical, operational and administrative assistance throughout the education programming process.

View current opportunities

TRAINING/RESEARCH SPECIALIST

Designs and carries out training plans for field staff, local volunteers, and others working with an organization.

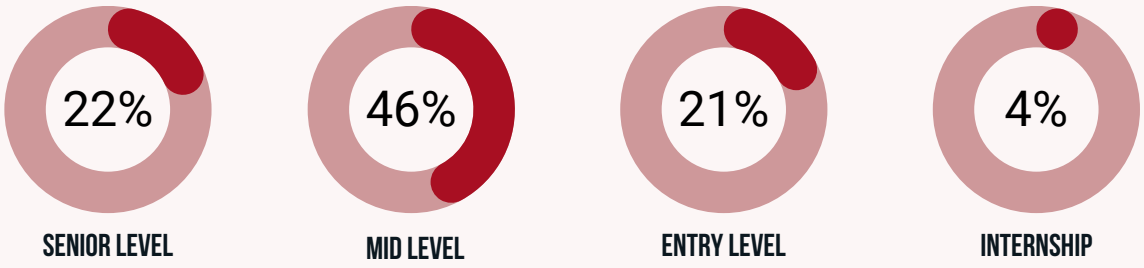
View current opportunities

EDUCATION PROJECT MANAGER

Designs and manages projects, including education in emergencies and accelerated learning programs.

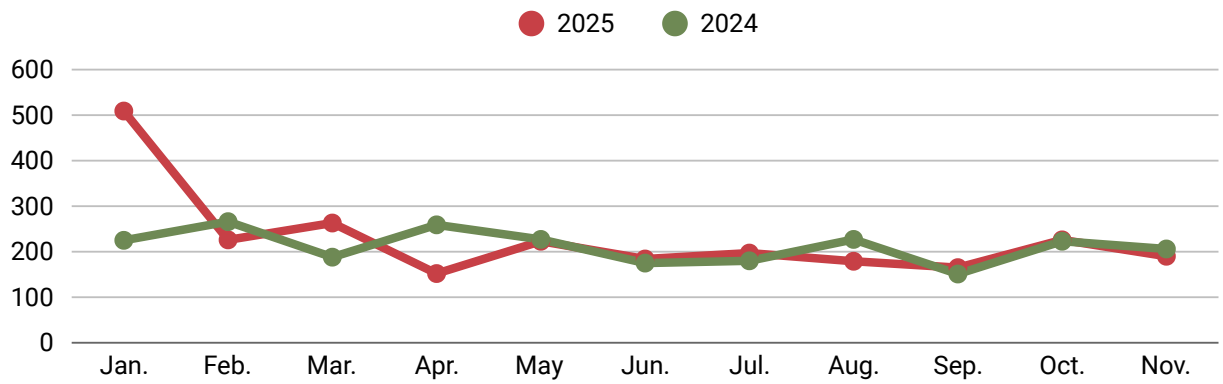
View current opportunities

CAREER LEVELS



Based on 2,556 education and careers jobs advertised on Dexex from Jan. 1 to Dec. 4, 2025.

JOBS POSTED PER MONTH: 2025 VS. 2024



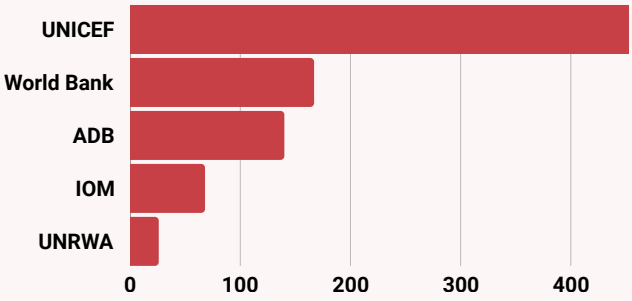
The number of education and careers jobs posted on Devex per month, comparing 2024 to 2025, through November.

EDUCATION AND CAREERS

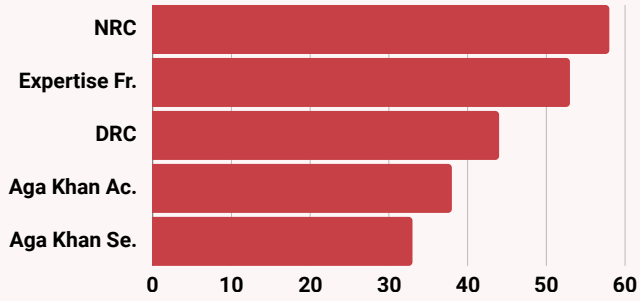
EMPLOYERS TO KNOW

TOP HIRING ORGANIZATIONS

MULTILATERAL/UNITED NATIONS



NONPROFIT



Employers that posted the most education and careers jobs in their organization category from Jan. 1 to Dec. 4, 2025.

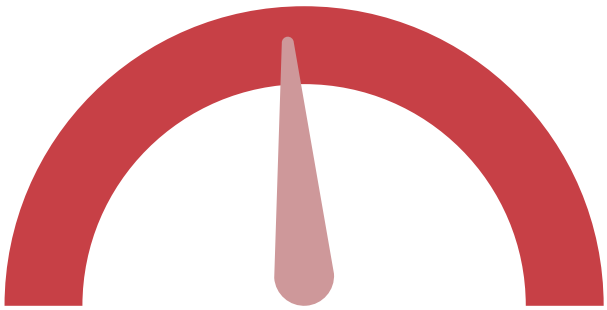
TRENDING EMPLOYERS

Expertise France
Head office: France
Jobs posted in 2025: 53 (N/A vs. 2024)
View current openings | More about Expertise France

DT Global
Head office: United States
Jobs posted in 2025: 53 (+960% vs. 2024)
View current openings | More about DT Global

Aga Khan Education Services
Head office: N/A
Jobs posted in 2025: 33 (+17.9% vs. 2024)
View current openings | More about Aga Khan

SALARY TRANSPARENCY



33% of job postings included salary.

The **highest-paid role** advertised was by the **World Bank Group** for a director of education and skills, based in the U.S. with an **annual salary between $286,100 and 429,400**.

APPLICATION TIP: GENERALISTS WELCOME

Consultants can significantly enhance the appeal of their applications by showcasing a well-rounded skill set that encompasses technical expertise as well as soft and interpersonal abilities.

Sajid Ali, deputy director of human resources, UNICEF

EDUCATION AND CAREERS

PROFESSIONAL PERSPECTIVE: ADVOCATING FOR YOUTH

Emmanuel Ametepey, founder of Youth Advocates Ghana, sheds light on his work as a youth advocate and background as a teacher.

What does your role entail? Youth Advocates Ghana is a national youth development organization focusing on the rights of children in education, health care, governance, and generally anything related to the Sustainable Development Goals. As the founder and executive director, my job entails casting a vision for our organization and establishing the relevant contacts, partnerships, and resources that will make it sustainable.

How did you get started? Being a teacher inspired me to look beyond the classroom and begin to think about how we holistically approach the challenges that children and young people face in Ghana.

What skills have come in handy? If you find yourself in this space, it's important that you develop yourself. It's important that you are focused because many people want to work on different issues at once — that is impossible. So it is important that you identify your niche and what kind of change you want to bring, and be dedicated to the work. Developing yourself into a professional is important, no matter what area you want to work in. It is important that you have the knowledge and know-how to do it.

Read the full interview.



I think that the skills I am developing here will be needed elsewhere, either by working for the government or ... other organizations ... where I can ... have an opportunity to provide leadership.

Emmanuel Ametepey
Founder, Youth Advocates Ghana

WISE WORDS: ON PERSEVERANCE

"Given how difficult the task of teaching is, it's possible to focus on all the things we don't have, but ... with the right support, young people from those same communities where we find the hardest to reach kids can be true agents of change."

— Caitlin Baron, CEO, the Luminos Fund



SECTOR OVERVIEW

AGRICULTURE AND RURAL DEVELOPMENT

Inside the sector that aims to influence and promote food security, poverty alleviation, and economic growth.

Agriculture employs over 25% of the global workforce and provides livelihoods for rural communities, particularly in low- and middle-income countries. Investments in sustainable farming practices, infrastructure, and technology can enhance productivity, reduce environmental degradation, and improve resilience to climate change.

Rural development initiatives, such as access to education, health care, and financial services, empower communities and bridge the rural-urban divide. Addressing gender inequality and supporting smallholder farmers are critical for inclusive growth.

By integrating agriculture with broader economic and social policies, the sector can drive progress toward the SDGs, particularly those on hunger, poverty, and sustainable ecosystems.

2,051

Agriculture/rural dev. jobs.

Advertised on Devex from Jan. 1 — Dec. 4, 2025.
-6.8% compared to 2024.
2025 sector rank: 8 (**+1** vs. 2024)

TRENDS TO KNOW

US aid cuts blunt progress in African farming. Uganda's small-scale producers have long struggled with low yields, high production costs, and limited processing facilities. USAID funding had begun to close some of these gaps with organic cultivation training and the provision of tools and seedlings, but funding cuts have derailed key programs.

AGRICULTURE AND RURAL DEVELOPMENT | WHERE THE JOBS ARE



Where the most agriculture and rural development jobs advertised on Devex were based from Jan. 1 to Dec. 4, 2025.

Addressing land degradation. The global economy could lose $23 trillion by 2050 due to land degradation, though halting this trend would cost $4.6 trillion, according to figures released at the U.N.'s COP16 desertification summit. This spurred calls for the private sector to be more transparent by disclosing operations that could have land-related impacts on nature and food systems.

Hidden costs of poor diets. The FAO's 2024 State of Food and Agriculture report put an $11.6 trillion annual price tag on health, environmental, and social costs across 156 countries. An estimated 70% of those costs come from unhealthy diets linked to noncommunicable diseases such as heart disease, stroke, and diabetes. It is the first time that FAO has dedicated its flagship report to the same issue two years in a row.

ACRONYMS TO KNOW

ARDB - Agricultural and Rural Development Bank.
ARWIND - Assistance to rural women in non-farm Development.
CAP - Common agricultural policy (EU).
FAO - Food and Agriculture Organization of the United Nations.

AGRICULTURE AND RURAL DEVELOPMENT

JOB BOARD INSIGHTS

POPULAR ROLES ADVERTISED

FOOD SECURITY SPECIALIST

Implements food security assessment and monitoring activities, including data analysis.

View current opportunities

FOOD TECHNOLOGIST

Collects, analyzes and reports on information to maximize efficiency of food technology activities.

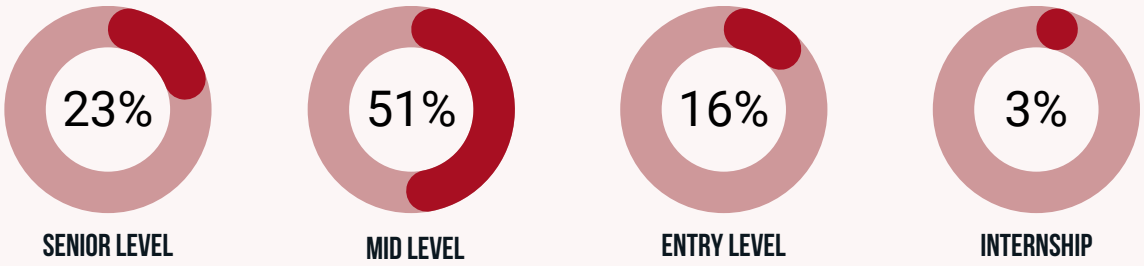
View current opportunities

LIVESTOCK EXPERT

Provides support in the areas of animal health, animal production, and value chain development.

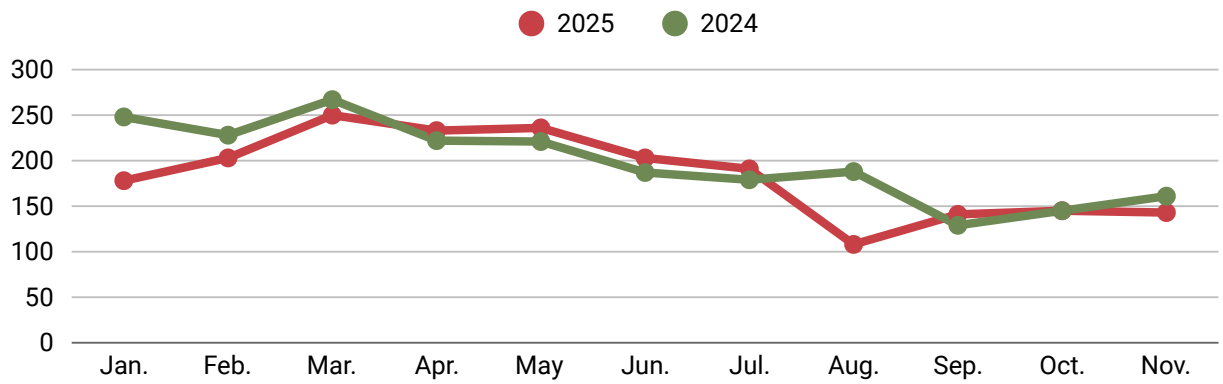
View current opportunities

CAREER LEVELS



Based on 2,051 agriculture and rural development jobs advertised on Dexex from Jan. 1 to Dec. 4, 2025.

JOBS POSTED PER MONTH: 2025 VS. 2024



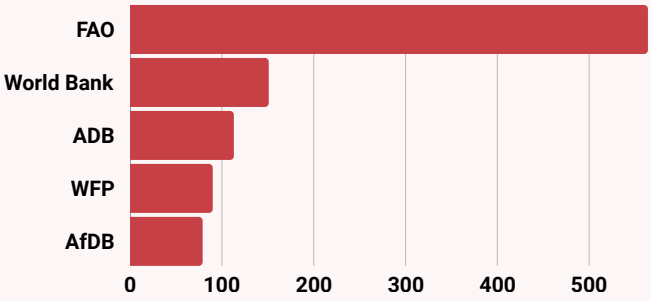
The number of agriculture and rural development roles posted on Devex per month, comparing 2024 to 2025, through November.

AGRICULTURE AND RURAL DEVELOPMENT

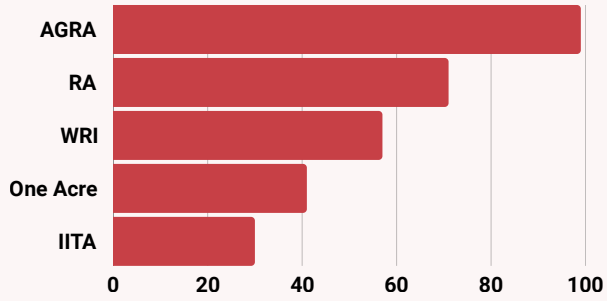
EMPLOYERS TO KNOW

TOP HIRING ORGANIZATIONS

MULTILATERAL/UNITED NATIONS



NONPROFIT



Employers that posted the most agriculture and rural development jobs in their organization category from Jan. 1 to Dec. 4, 2025.

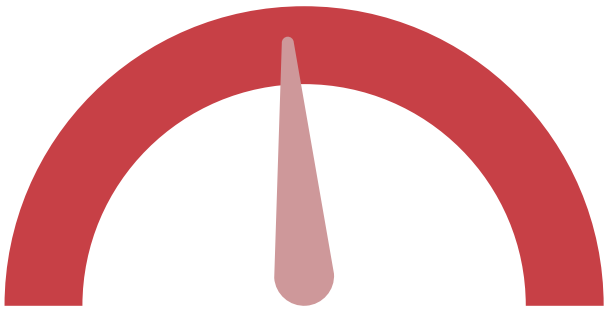
TRENDING EMPLOYERS

Alliance for a Green Revolution in Africa (AGRA)
Head office: Kenya
Jobs posted: 99 (+2.1% vs. 2024)
View current openings | More about AGRA

Rainforest Alliance
Head office: United States
Jobs posted: 71 (same as 2024)
View current openings | More about Rainforest Alliance

One Acre Fund
Head office: N/A
Jobs posted: 41 (+70.8% vs. 2024)
View current openings | More about One Acre

SALARY TRANSPARENCY



24% of job postings included salary.

The **highest-paid role** advertised was by **Rainforest Alliance** for a chief commercial officer with an **annual salary between $250,000 and $350,000.**

APPLICATION TIP: KEYWORDS ARE KEY FOR A REASON

Really look closely at the job posting and use some of those keywords. It can even be helpful to print out the job posting and circle some of the keywords that you feel match with your experience.

— Yannah Preta, global talent acquisition manager, Mercy Corps

AGRICULTURE AND RURAL DEVELOPMENT

PROFESSIONAL PERSPECTIVE: FOOD SCIENCE

Tawee Impoolsup, a food scientist with Scholars of Sustenance, sheds light on his work in the food and agriculture sector.

What does your role entail? I train everyone here in this cycle to understand how to manage the food, what the food is, and what spoiled food looks like. I explain to our staff, our ambassadors, and our recipients because they eat the food and need to know what they are going to eat. My day is not a routine at all. ... Some days I need to train the donors. Some days I need to train our staff. Some days I need to train our recipients about food safety [and] on food waste.

How did you get started? I [studied] food science and food engineering. For my bachelor's degree, I studied at Kasetsart University and for my master's at King Mongkut's University of Technology Thonburi. I finished my master's degree in 2019 and I wanted to do something [related to] my education. When I saw this job, I was interested because I wanted to work in an NGO. I want to help people [using] my knowledge. I've worked here for two years.

What skills have come in handy? You need to graduate, for example, in food technology, food science, food engineering, or food chemistry. You need to be strict and follow your protocol. But you need to have soft skills too; you need to have a lot of people skills to do this stuff. I think 80% of the job is people skills and 20% is hard skills.

Read the full interview.



When you love food, you want to know more about it. It will help you learn your food science skills. You need not only the passion but experience in science.

Tawee Impoolsup
Food scientist, Scholars of Sustenance

EXPLORE MORE ON DEVEX

- What development professionals need to know about working in food science
- How to build career expertise in food systems

WISE WORDS: COLLABORATION ISN'T OPTIONAL

"Collaboration is nonnegotiable. Think collaboration not competition. Apply for funds together. Recruit people who can help you connect to adjacent communities."
— Lawrence Haddad, executive director, Global Alliance for Improved Nutrition



SECTOR OVERVIEW

INFRASTRUCTURE

Inside the sector that aims to design, build, and maintain the physical systems that enable societies to function.

In development's infrastructure sector, governments, engineering firms, and development organizations work to design, build, and maintain the physical systems enabling societies to function, including roads, energy grids, digital connectivity, and climate-resilient public facilities.

The sector also includes infrastructure specialists within NGOs and multilateral agencies who focus on project planning, procurement, and safeguarding standards. MDBs and bilateral donors finance major projects in transport, clean energy, and urban development, often targeting regions where basic systems remain inadequate or outdated.

Challenges include land and environmental constraints and the need to balance rapid build-out with long-term resilience and community impact. Innovations include off-grid energy tsolutions and digital infrastructure.

1,152

Infrastructure jobs.

Advertised on Devex from Jan. 1 — Dec. 4, 2025.
+2.4% compared to 2024.
2025 sector rank: 9 (**+3** vs. 2024)

TRENDS TO KNOW

Unlocking capital for infrastructure. Several efforts are underway to offset declining aid for infrastructure. Launched in 2015 by African states and the African Development Bank, Africa50 was set up as a Pan-African investment platform to help close the continent's infrastructure funding gap. In 2025, the G7 Infrastructure Investment

INFRASTRUCTURE | WHERE THE JOBS ARE



Where the most infrastructure jobs advertised on Devex were based from Jan. 1 to Dec. 4, 2025.

Council was created to help mobilize private capital for sustainable infrastructure projects in emerging and developing economies.

Africa's push toward digital sovereignty. Even as many African countries rely on external support for digital public infrastructure, fragmented aid is forcing an urgent pivot toward national control. Though many partners have come forward to help African countries build digital tools, these projects have not been as effective as promised — often because they don't integrate with other digital services.

China's shift to smaller projects. The country has moved from massive infrastructure projects to smaller, self-sustaining initiatives, marking a strategic pivot in its foreign aid approach and raising questions about its true motivations.

ACRONYMS TO KNOW

BOO - Build, operate and own.
PPP - Public-private partnership.
SAHF - Social and Affordable Housing Fund.
VEA - Voice, empowerment and accountability.
ROT - Rehabilitate, operate, and transfer.

Critics say China's approach is inducing debt crises in low-income countries, neglecting the risks of climate change, and prioritizing geopolitical interests over local needs.

INFRASTRUCTURE

JOB BOARD INSIGHTS

POPULAR ROLES

FIELD ENGINEER

Responsible for the on-site planning, implementation, quality control, and monitoring of technical projects.

View current opportunities

SHELTER/SETTLEMENT OFFICER

Responsibilities include assessing shelters for maintenance, recommending materials, and monitoring implementation.

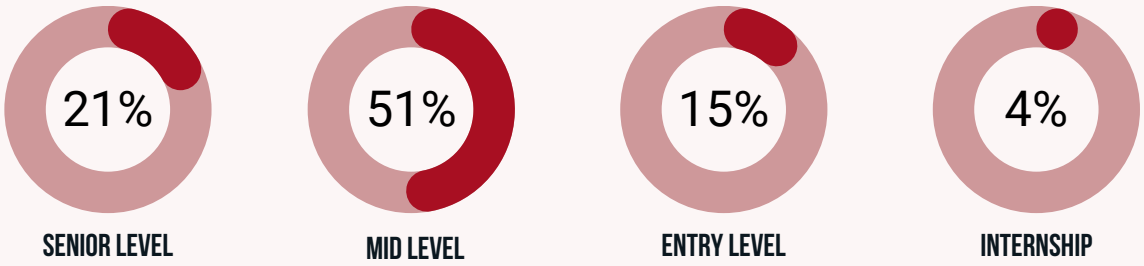
View current opportunities

PROJECT MANAGER

Designs and manages infrastructure projects, ensuring they meet community needs, budget, and quality standards.

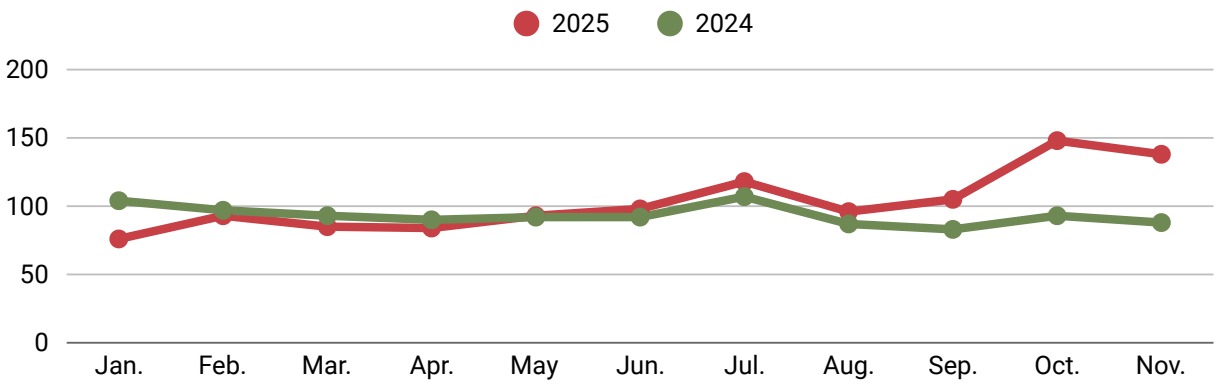
View current opportunities

CAREER LEVELS



Based on 1,152 infrastructure jobs advertised on Dexex from Jan. 1 to Dec. 4, 2025.

JOBS POSTED PER MONTH: 2025 VS. 2024



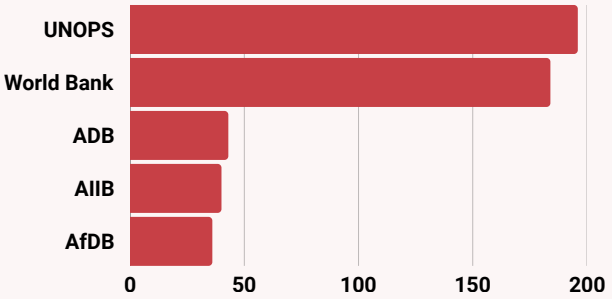
The number of infrastructure roles posted on Devex per month, comparing 2024 to 2025, through November.

INFRASTRUCTURE

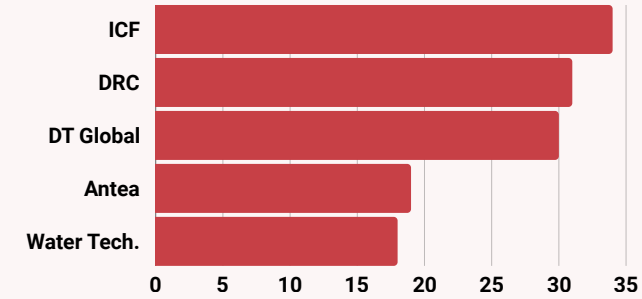
EMPLOYERS TO KNOW

TOP HIRING ORGANIZATIONS

MULTILATERAL/UNITED NATIONS



NONPROFIT/CONSULTING



Employers that posted the most infrastructure jobs in their organization category from Jan. 1 to Dec. 4, 2025.

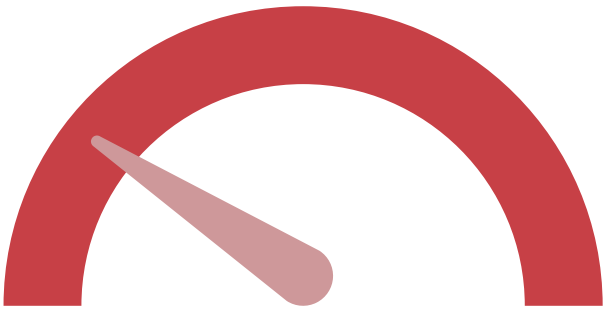
TRENDING EMPLOYERS

World Resources Institute (WRI)
Head office: United States
Jobs posted: 56 (+40.0% vs. 2024)
View current openings | More about WRI

Asian Infrastructure Investment Bank (AIIB)
Head office: China
Jobs posted: 40 (+233.3% vs. 2024)
View current openings | More about AIIB

African Development Bank (AfDB)
Head office: Cote d Ivoire
Jobs posted: 36 (+33.3% vs. 2024)
View current openings | More about AfDB

SALARY TRANSPARENCY



21% of job postings included salary.

The **highest-paid role** advertised was by the **World Bank Group** for a head of global infrastructure facility, based in the United States with an **annual salary between $184,900 and $343,600.**

APPLICATION TIP: IMPRESS THEM WITH YOUR PREP

Familiarize yourself with the organization so that when you get the opportunity to present, you almost look like an employee, knowing as much about the organization as the employees do.

— Paul Houston, senior human resource specialist, ADB

INFRASTRUCTURE

PROFESSIONAL PERSPECTIVE: RESETTLEMENT

Faith Akovi Cooper, a regional resettlement director with the International Rescue Committee, sheds light on working in resettlement.

What is your day-to-day like? No two days are the same. I work with nine offices along the US southern border and a total of 800 plus staff; it's amazing every day. For me, it's exciting to wake up and know that one of my offices needs something and I can serve as a bridge. I consider myself lucky to be in a place where I can provide strategic support and guidance to ensure that we provide quality services for our clients, and then leadership to get us to where we need to be.

How did you get started?. Initially, I wanted to be a human rights lawyer, but after graduate school, I went on to work in health disparities, with a focus on health policy and advocacy. I then worked in pandemic preparedness and disaster response, which took me to Africa, Asia, Europe, and the Middle East. Today, as a former refugee, I have an opportunity now with IRC to support nine offices that are focused on helping refugees survive, thrive, and recover.

What skills have come in handy? You don't wake up with strong leadership skills. When I think about being a strong, transformative, and inspiring leader, a couple of things come to mind: Emotional intelligence, being resilient, and empathy — if you're going to do this work, you must have empathy. The humanitarian sector is also demanding, so adaptability. I have worked in over 40 countries, most of them short-term, on the continent of Africa, in some of the most rural areas, where sometimes you don't find light or running water.



Even though this is a difficult time in the humanitarian sector, this is still a rewarding and fulfilling career that makes a difference in the lives of refugees.

Faith Akovi Cooper
Regional resettlement director, International Rescue Committee

EXPLORE MORE ON DEVEX

- Career advice from a senior program engineer

WISE WORDS: EMPATHETIC ENGINEERING

"It's a passion. Try to make sure you learn and do the research. Most importantly, try to look at where the problem is from the community level and seek their understanding and their views."

— Peter Nzabanita, Engineers Without Borders



SECTOR OVERVIEW

WATER AND SANITATION

Inside the sector that aims to ensure universal access to safe drinking water, adequate sanitation, and hygiene.

The sector often referred to as WASH — water, sanitation, and hygiene — focuses on challenges such as water scarcity, pollution, poor infrastructure, and inequitable access, particularly in low-income and rural areas.

Key efforts include the development of sustainable water supply systems, improved wastewater treatment, and the promotion of hygiene practices. SDG 6 aims to ensure water and sanitation for all by 2030.

Innovations such as low-cost sanitation technologies, decentralized water systems, and circular economy approaches are helping to bridge gaps.

However, climate change, population growth, and financing constraints remain significant hurdles to progress.

997

Water and sanitation jobs.

Advertised on Devex from Jan. 1 — Dec. 4, 2025.
-25.2% compared to 2024.
2025 sector rank: 10 (no change vs. 2024)

TRENDS TO KNOW

Costs of a growing crisis. The world is currently in the throes of a water crisis that's already impacting the health, livelihoods, and economic development of communities, yet WASH remains one of the most chronically underfunded areas in international aid. According to the World Economic Forum, the funding gap facing sustainable and safe water is $500 billion, making

WATER AND SANITATION | WHERE THE JOBS ARE



Where the most water and sanitation jobs advertised on Devex were based from Jan. 1 to Dec. 4, 2025.

WASH's gap the second largest of the SDGs.

Intersection of WASH and gender. Inadequate access to WASH or WASH facilities designed without a gender lens in mind can leave women and girls at risk of gender-based violence. At the same time, some organizations, such as several in Afghanistan, are aiming to tackle water scarcity and boost economic resilience by empowering women through sustainable water management and green job creation.

Signs of progress. From 2015 to 2022, the share of the global population with safe and well-handled drinking water went up from 69% to 73%, marking progress but revealing the persistent gaps that continue to need attention. This coverage varies significantly by region, with Europe and Northern America having the highest coverage at 94%. In comparison, sub-Saharan Africa lags with only 31% coverage, according to UNICEF and the World Health Organization.

ACRONYMS TO KNOW

GSF - Global sanitation fund.
HRWS - Human right to water and sanitation.
WASH - Water, sanitation and hygiene.
WSUP - Water and sanitation for the urban poor.
WWD - World Water Day.

WATER AND SANITATION

JOB BOARD INSIGHTS

POPULAR ROLES

WASH OFFICER

Provides professional, operational and administrative assistance throughout WASH programming.

View current opportunities

WASH POLICY ADVISER

Works with relevant professionals and institutions to achieve consensus on WASH issues and projects.

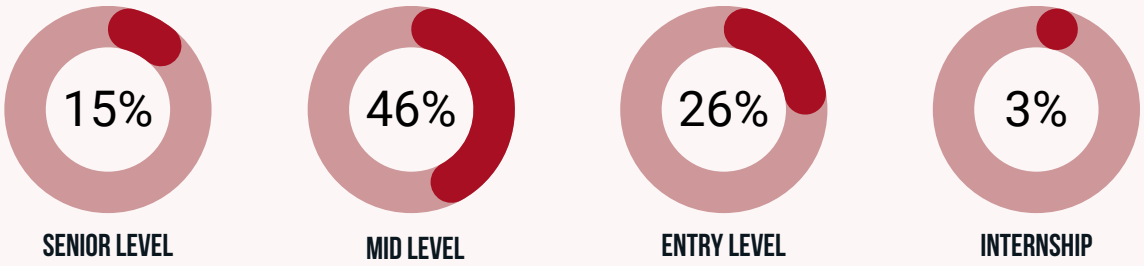
View current opportunities

TECHNICAL SPECIALIST

Works with government and health officials in formulating WASH plans and interventions.

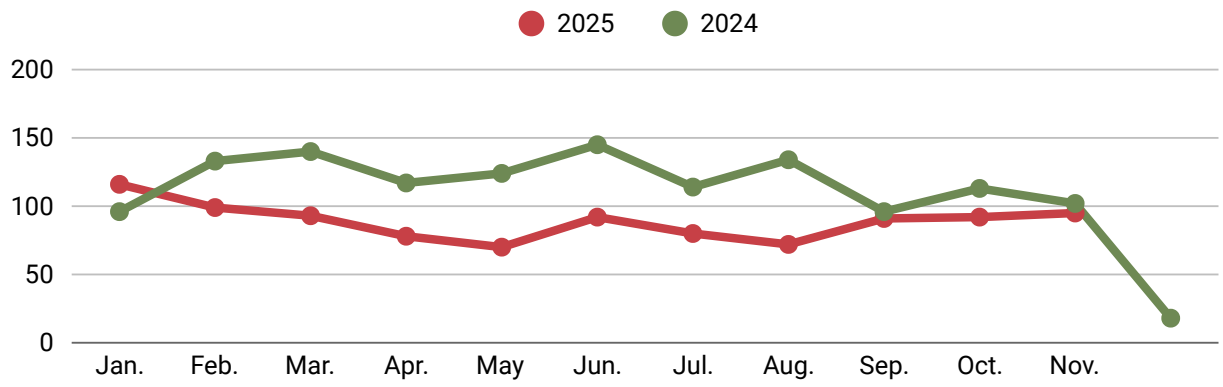
View current opportunities

CAREER LEVELS



Based on 997 water and sanitation jobs advertised on Dexex from Jan. 1 to Dec. 4, 2025.

JOBS POSTED PER MONTH: 2025 VS. 2024



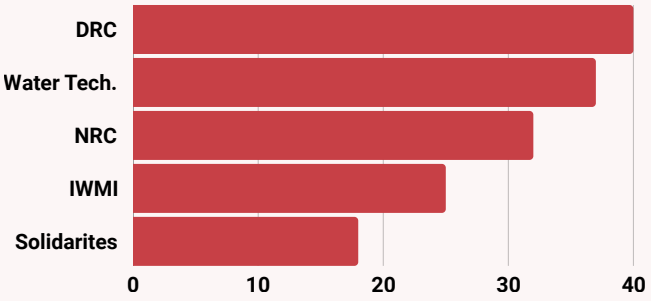
The number of water and sanitation roles posted on Devex per month, comparing 2024 to 2025, up until November.

WATER AND SANITATION

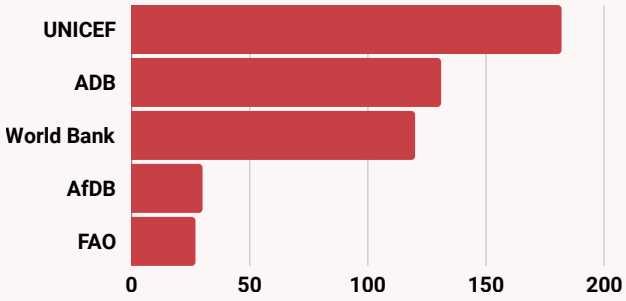
EMPLOYERS TO KNOW

TOP HIRING ORGANIZATIONS

NONPROFIT



MULTILATERAL/UNITED NATIONS



Employers that posted the most water and sanitation jobs in their organization category from Jan. 1 to Dec. 4, 2025.

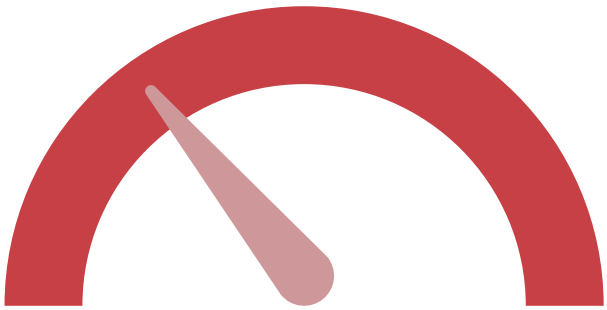
TRENDING EMPLOYERS

Danish Refugee Council (DRC)
Head office: Denmark
Jobs posted: 40 (+42.4% vs. 2024)
View current openings | More about DRC

Water Technology Pty Ltd
Head office: Australia
Jobs posted: 37 (+184.6% vs. 2024)
View current openings | More about Water Technology

International Water Management Institute (IWMI)
Head office: Sri Lanka
Jobs posted: 25 (+8.7% vs. 2024)
View current openings | More about IWMI

SALARY TRANSPARENCY



30% of job postings included salary.

The **highest-paid role** advertised was by the **Gates Foundation** for a deputy director, R&D and innovation in water-efficient sanitation technologies, based in the U.S. with an **annual salary between $233,600 and $362,200.**

APPLICATION TIP: TIGHTEN UP YOUR CV

NORCAP

It might be controversial to say, but a great two-pager with specific keywords matching those of the job description will stand out over a five-page CV every time.

— Lorene Kuraishi-van Haalen, senior recruitment and communications adviser, NORCAP

WATER AND SANITATION

PROFESSIONAL PERSPECTIVE: LEADING ON WASH

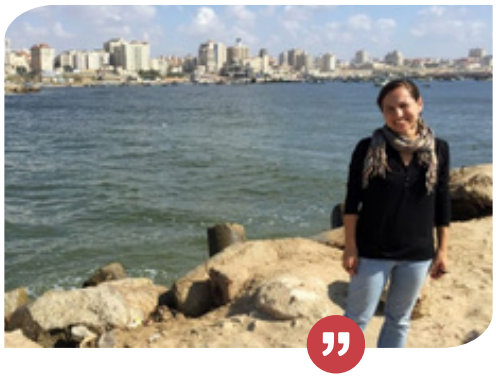
Monica Ramos, the coordinator of UNICEF's Global WASH Cluster, sheds light on working in water and sanitation.

What's a challenging aspect of your role? Sometimes the job is not as exciting as we probably envisioned. There's a lot of Excel spreadsheets, a lot of budgets, there's a lot of proposal writing. So as much as I know we all enjoy being in the field and really being in contact with those that we're serving, sometimes we find ourselves a little bit more chained to the computer than we would like.

How has your role evolved since you started? When I came into this over 20 years ago, you thought: "I just have to be an engineer, I just need to do technical work within the WASH realm." But you quickly learn that the technical solution is actually not the most difficult part and that goes back to what I was saying about people skills and relationship building. At the community level where you have to resolve a land issue in order to get access to a particular water source, that has nothing to do with your technical capacity, that has to do with underlying issues or understanding societies, cultures, and norms.

What skills have come in handy? For the WASH sector, the technical skills are key. So either a technical background or anything coming from public health are very important. Probably like any other career path, the people skills, your ability to communicate, and language skills are obviously very important in the international scene. And I would say your general ability to be flexible and go with the flow.

Read the full interview.



It's really exciting to see uptake from communities and have them say "you've changed our lives." The beauty of WASH is there's a lot of [knock-on effects].

Monica Ramos
Coordinator, UNICEF's Global WASH Cluster

EXPLORE MORE ON DEVEX

- Job board insights: The top WASH employers in global development
- How to build career expertise in water, sanitation, and hygiene

WISE WORDS: ON UPSKILLING

"If you are looking to gain more formal or certified experience, the next level up would be the Delft Institute for Water Education, which offers a wider variety of online classes."

— Heidi Rickels, executive director, Freshwater Project International



Are you a development job candidate looking to stand out to recruiters?

Our in-house recruitment specialists are currently compiling talent pools based on specific global development skill sets, including communications and food systems experts, and many more.

Candidates can update their Devex profiles to be considered, and employers can learn more here.

We hope you found this guide to development's top sectors helpful. For more insights aimed toward global development professionals, visit our Career Center.

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This report was compiled, edited and designed by: Justin Sablich, contributing editor, Devex.

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