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DEVEX CAREER ADVICE AND INSIGHTS

WHO IS STILL HIRING IN GLOBAL DEVELOPMENT?

MAY 2025

INTRODUCTION

WHO IS STILL HIRING IN GLOBAL DEVELOPMENT?

An overview of the current recruitment landscape to help professionals find the best opportunities in a more competitive job market.

Even as the global development job market continues to feel the aftershocks of the USAID funding freeze, over 20,000 job postings have appeared on Devex since the U.S. foreign aid crisis began. Knowing which organizations have remained the most active in recruiting new talent can give job seekers an edge in a more competitive market.

To help development professionals make sense of the current recruitment landscape, we've put together this comprehensive guide featuring exclusive data insights on which pockets of the sector are offering the most job opportunities.



OVERVIEW

THE STATE OF THE DEVELOPMENT JOB MARKET



> *It is still possible to break into the global development sector, but it's important to be strategic and flexible, [as] those entry level roles are competitive with the current funding challenges.*
>
> **— Jack Jarrett, HR consultant**

Soon after being sworn in as United States president on Jan. 20 of this year, Donald Trump's administration has turned the global development sector upside down.

His unprecedented orders to freeze U.S. foreign aid and withdraw from the World Health Organization quickly led to stop-work orders and hiring freezes. Since then, USAID has been effectively shuttered, tens of thousands of people have been laid off, and thousands of contracts have been canceled.

As a result, the development recruitment landscape has been altered drastically. Since the aid freeze was first announced on Jan. 24, roughly 20,100 jobs have been posted on Devex's board, about 21% fewer than the same period in 2024, according to our analysis.

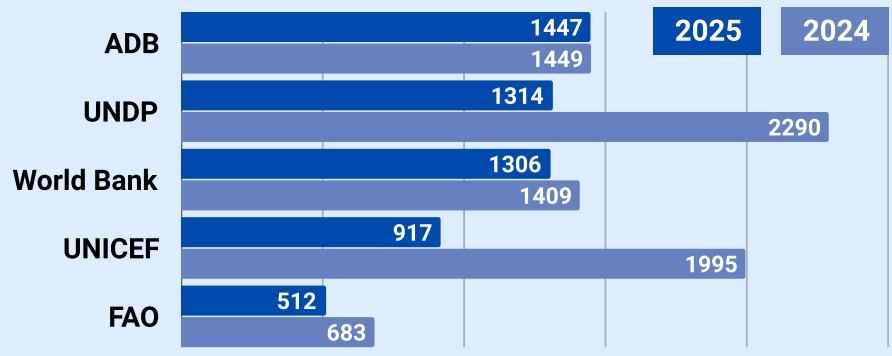
20,168

Development jobs since aid freeze.

Advertised on Devex from Jan. 24 - May 1, 2025.

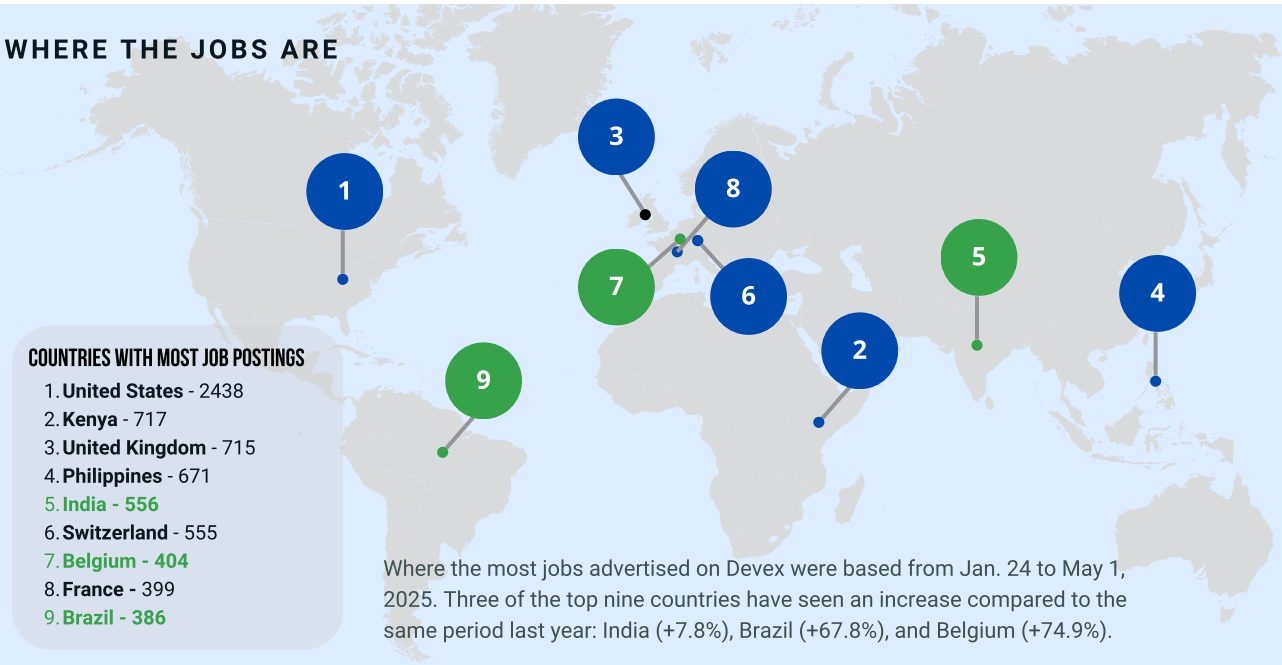
The hardest-hit development sectors include global health, which has seen a 45.5% drop in job postings compared to the over 2,300 advertised last year. This has been primarily driven by significant hiring slowdowns from global health giants WHO and UNICEF, the latter of which posted the second-most number of jobs of any development organization in 2024 (1,995). UNICEF's 917 postings in 2025 represent a 54% decrease compared to last year.

TOP 5 EMPLOYERS SINCE JAN. 24



The organizations with the most job postings on Devex from Jan. 24 to May 1, 2025. Postings from the same period in 2024 are also shown.

WHERE THE JOBS ARE



COUNTRIES WITH MOST JOB POSTINGS

1. **United States** - 2438
2. **Kenya** - 717
3. **United Kingdom** - 715
4. **Philippines** - 671
5. **India - 556**
6. **Switzerland** - 555
7. **Belgium - 404**
8. **France -** 399
9. **Brazil - 386**

Where the most jobs advertised on Devex were based from Jan. 24 to May 1, 2025. Three of the top nine countries have seen an increase compared to the same period last year: India (+7.8%), Brazil (+67.8%), and Belgium (+74.9%).

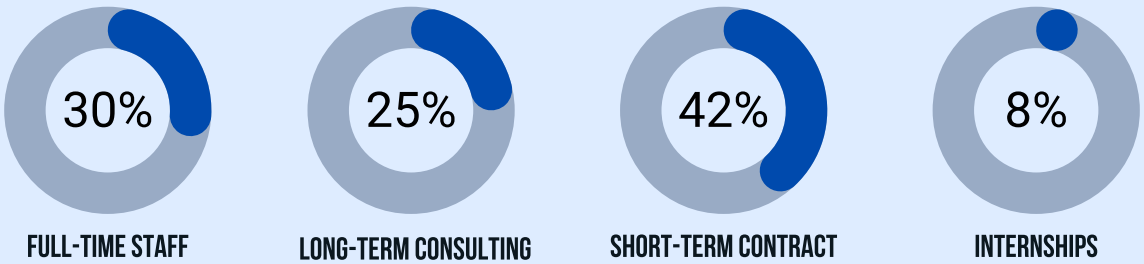
Other sectors have weathered the storm much better, and in a few cases, have seen year-on-year growth. Climate-related roles (1,876) have increased by over 9%, fueled in part by a resilient Asian Development Bank. ADB's nearly 1,500 total postings are the most of any organization since the aid freeze began, and are roughly the same as the same period in 2024.

Among the top 10 locations, the steepest drops in available jobs compared to 2024 were seen in Switzerland (-24.3%), France (-26.9%), and Kenya (-15.4%). Two of the outliers were Belgium and Brazil, where postings increased by around 74% and 63%, respectively.

In terms of job levels, while nearly 19% fewer mid-level positions were posted this year, entry-level job seekers have encountered an even more challenging job market, as the nearly 4,600 postings this year are about 30% lower than in 2024. The only job-level category to see an increase in 2025 was internships, with over 400 more opportunities (+38.9%).

Across the three main contract types analyzed, long-term consulting assignments have taken the biggest hit, with over 29% fewer job postings. Full-time staff positions and short-term contract assignments have been affected less but have still decreased significantly by around 16% each.

JOB TYPES



The percentage of various job types for the 20,168 jobs advertised on Dexex from Jan. 24 to May 1, 2025.

WHO IS STILL HIRING?

MOST ADVERTISED DEVELOPMENT ROLES

To help job seekers understand where demand remains, we recently conducted a separate analysis of 19,000 job postings on the Devex job board from the past three months. While overall opportunities are down, certain roles and sectors are still seeing activity, particularly roles in consultancy, project or program management, and finance and research.

PROJECT/PROGRAM COORDINATION

Project management remains the backbone of development hiring, with over 2,000 roles posted in the past quarter. These range from managing health and water, sanitation and health — or WASH — programs to coordinating agriculture projects. **VIEW OPEN ROLES.**

RESEARCH/ANALYSIS

Research remains essential, particularly as organizations seek data-driven approaches in a changing landscape. Recent opportunities have ranged from research and innovation directors to research analysts. **VIEW OPEN ROLES.**

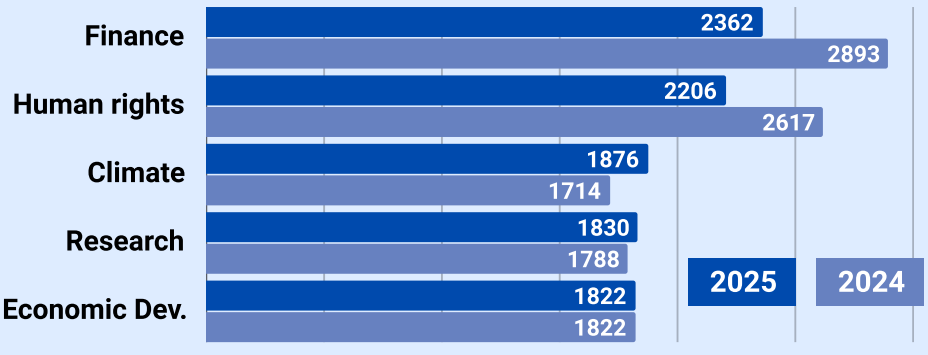
FINANCE/INVESTMENT

Reflecting the growing importance of blended finance and development finance institutions' engagement, over 600 finance-related roles are currently open. Traditional finance roles, such as financial specialists, are also still popular. **VIEW OPEN ROLES.**

COMMUNITY DEVELOPMENT

Roles in social services are still available, especially for those with expertise in protection and community engagement. Recent openings have ranged from gender equality and social inclusion, or GESI, advisers to community development coordinators. **VIEW OPEN ROLES.**

TOP 5 DEVELOPMENT SECTORS SINCE JAN. 24



The sectors with the most job postings on Devex from Jan. 24 to May 1, 2025. Postings from the same period in 2024 are also shown.

WHO IS STILL HIRING?

TOP EMPLOYERS BY ORGANIZATION TYPE

In the following pages, we look at the most active development employers hiring, organized into five different categories: multilateral; bilateral and government; consulting firms; nongovernmental organizations, or NGOs; and foundations or philanthropic organizations.

Within each category, we also highlight one organization that has been hiring at either the same or higher rate compared to 2024.



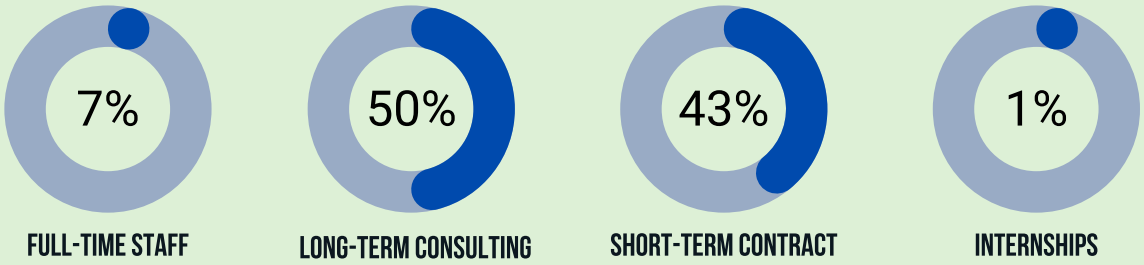
MOST ACTIVE HIRING ORGANIZATIONS

MULTILATERALS

01 ASIAN DEVELOPMENT BANK (ADB)

Jobs posted since Jan. 24: 1,447 (-0.1% vs. 2024).
Top locations: Philippines, India, Asia.
View current job openings.

JOB TYPES: ADB SINCE JAN. 24



The percentage of various job types for the 1,147 ADB jobs advertised on Dexex from Jan. 24 to May 1, 2025.

02 UNITED NATIONS DEVELOPMENT PROGRAMME (UNDP).

Jobs posted since Jan. 24: 1,314.
View current job openings.

03 WORLD BANK GROUP

Jobs posted since Jan. 24: 1,306.
View current job openings.

04 UNITED NATIONS CHILDREN'S FUND (UNICEF)

Jobs posted since Jan. 24: 917.
View current job openings.

MOST ACTIVE HIRING ORGANIZATIONS

MULTILATERALS

05

FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS (FAO)

Jobs posted since Jan. 24: 512.
View current job openings.

06

WORLD FOOD PROGRAMME (WFP)

Jobs posted since Jan. 24: 496.
View current job openings.

07

INTERNATIONAL ORGANIZATION FOR MIGRATION (IOM)

Jobs posted since Jan. 24: 395.
View current job openings.

08

UNOPS

Jobs posted since Jan. 24: 387.
View current job openings.

09

AFRICAN DEVELOPMENT BANK (AFDB)

Jobs posted since Jan. 24: 338.
View current job openings.

10

INTERNATIONAL FINANCE CORPORATION (IFC)

Jobs posted in 2024: 290.
View current job openings.

MOST ACTIVE HIRING ORGANIZATIONS

NONGOVERNMENTAL ORGANIZATIONS

01 DANISH REFUGEE COUNCIL

Jobs posted since Jan. 24: 357.

View current job openings.

02 MÉDECINS SANS FRONTIÈRES

Jobs posted since Jan. 24: 191.

View current job openings.

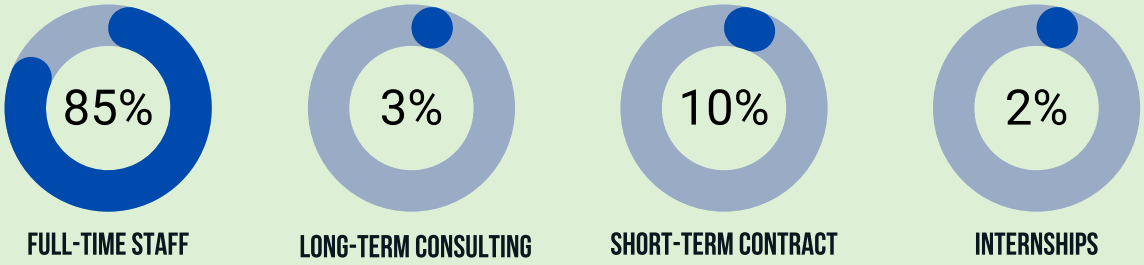
03 SAMARITAN'S PURSE

Jobs posted since Jan. 24: 170 (+34.9% vs. 2024).

Top locations: U.S., North Africa/Middle East, and South Sudan.

View current job openings.

JOB TYPES: SAMARITAN'S PURSE SINCE JAN. 24



The percentage of various job types for 170 Samaritan's Purse jobs advertised on Dexex from Jan. 24 to May 1, 2025.

04 INTERNATIONAL FEDERATION OF RED CROSS AND RED CRESCENT SOCIETIES

Jobs posted since Jan. 24: 150.

View current job openings.

MOST ACTIVE HIRING ORGANIZATIONS

NONGOVERNMENTAL ORGANIZATIONS

05

INTERNATIONAL COMMITTEE OF THE RED CROSS

Jobs posted since Jan. 24: 97.

View current job openings.

06

BELGIAN RED CROSS

Jobs posted since Jan. 24: 90.

View current job openings.

07

RAINFOREST ALLIANCE

Jobs posted since Jan. 24: 67.

View current job openings.

08

HUMANITY & INCLUSION

Jobs posted since Jan. 24: 67.

View current job openings.

09

ALLIANCE OF BIOVERSITY INTERNATIONAL AND CIAT

Jobs posted since Jan. 24: 61.

View current job openings.

10

SOLIDARITES INTERNATIONAL

Jobs posted since Jan. 24: 57.

View current job openings.

MOST ACTIVE HIRING ORGANIZATIONS

CONSULTING FIRMS

01 DT GLOBAL

Jobs posted since Jan. 24: 86.

View current job openings.

02 ANTEA GROUP

Jobs posted since Jan. 24: 80.

View current job openings.

03 NIRAS INTERNATIONAL CONSULTING

Jobs posted since Jan. 24: 70.

View current job openings.

04 ICF INTERNATIONAL

Jobs posted since Jan. 24: 70.

View current job openings.

05 THE PALLADIUM GROUP

Jobs posted since Jan. 24: 55.

View current job openings.

06 COWATER INTERNATIONAL

Jobs posted since Jan. 24: 53 (+32.5% vs. 2024).

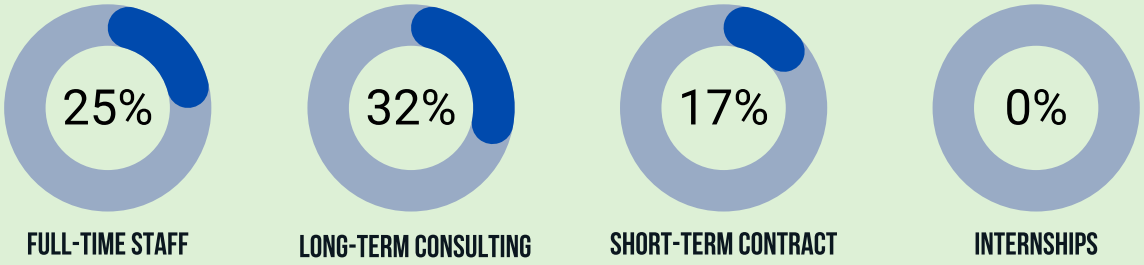
Top locations: Cambodia, Indonesia, and Ukraine.

View current job openings.

MOST ACTIVE HIRING ORGANIZATIONS

CONSULTING FIRMS

JOB TYPES: COWATER INTERNATIONAL SINCE JAN. 24



The percentage of various job types for 53 Cowater International jobs advertised on Dexex from Jan. 24 to May 1, 2025.

07

COMMITTED TO GOOD

Jobs posted since Jan. 24: 52.

View current job openings.

08

HAGERTY CONSULTING

Jobs posted since Jan. 24: 42.

View current job openings.

09

IDINSIGHT

Jobs posted since Jan. 24: 34.

View current job openings.

10

TETRA TECH

Jobs posted since Jan. 24: 29.

View current job openings.

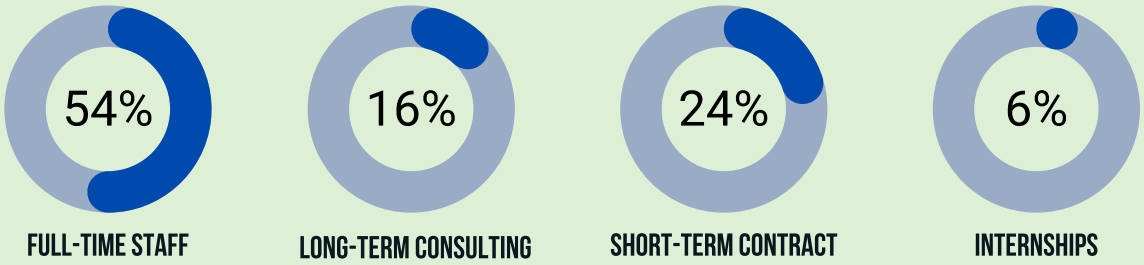
MOST ACTIVE HIRING ORGANIZATIONS

BILATERAL AND GOVERNMENT ORGANIZATIONS

01 FOREIGN, COMMONWEALTH & DEVELOPMENT OFFICE

Jobs posted since Jan. 24: 403 (-0.9% vs. 2024).
Top locations: United States, Philippines, Saudi Arabia.
View current job openings.

JOB TYPES: FCDO SINCE JAN. 24



The percentage of various job types for 403 FCDO jobs advertised on Dexex from Jan. 24 to May 1, 2025.

02 EXPERTISE FRANCE

Jobs posted since Jan. 24: 170.
View current job openings.

03 ITALIAN AGENCY FOR COOPERATION AND DEVELOPMENT

Jobs posted since Jan. 24: 97.
View current job openings.

04 FRENCH DEVELOPMENT AGENCY

Jobs posted since Jan. 24: 46.
View current job openings.

MOST ACTIVE HIRING ORGANIZATIONS

BILATERAL AND GOVERNMENT ORGANIZATIONS

05

DANISH INTERNATIONAL DEVELOPMENT AGENCY

Jobs posted since Jan. 24: 36.

View current job openings.

06

NETHERLANDS DEVELOPMENT FINANCE COMPANY

Jobs posted since Jan. 24: 22.

View current job openings.

07

BRITISH INTERNATIONAL INVESTMENT

Jobs posted since Jan. 24: 22.

View current job openings.

08

AUSTRALIAN GOVERNMENT DEPARTMENT OF FOREIGN AFFAIRS AND TRADE

Jobs posted since Jan. 24: 22.

View current job openings.

09

SWEDISH INTERNATIONAL DEVELOPMENT COOPERATION AGENCY

Jobs posted since Jan. 24: 20.

View current job openings.

10

DEUTSCHE GESELLSCHAFT FUR INTERNATIONALE ZUSAMMENARBEIT

Jobs posted since Jan. 24: 18.

View current job openings.

MOST ACTIVE HIRING ORGANIZATIONS

FOUNDATIONS AND PHILANTHROPIES

01 CLINTON HEALTH ACCESS INITIATIVE

Jobs posted since Jan. 24: 155.

View current job openings.

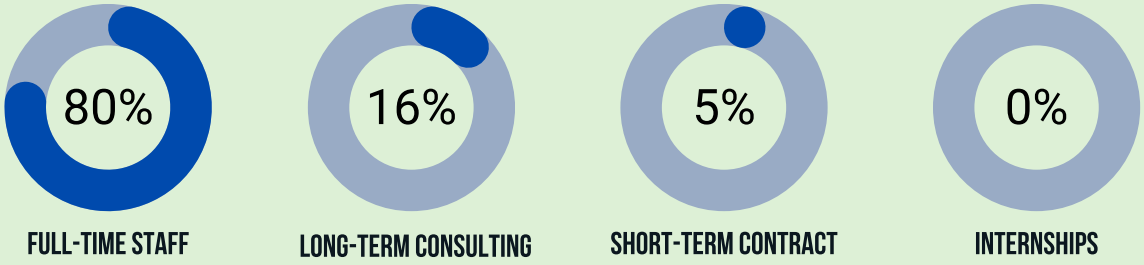
02 GATES FOUNDATION

Jobs posted since Jan. 24: 80 (-1.2% vs. 2024).

Top locations: United States, United Kingdom, and Nigeria.

View current job openings.

JOB TYPES: GATES FOUNDATION SINCE JAN. 24



The percentage of various job types for 80 Gates Foundation jobs advertised on Dexex from Jan. 24 to May 1, 2025.

03 ROCKEFELLER FOUNDATION

Jobs posted since Jan. 24: 41.

View current job openings.

04 AVSI FOUNDATION

Jobs posted since Jan. 24: 24.

View current job openings.

MOST ACTIVE HIRING ORGANIZATIONS

FOUNDATIONS AND PHILANTHROPIES

05

CHARITIES AID FOUNDATION

Jobs posted since Jan. 24: 21.

View current job openings.

06

WELLCOME

Jobs posted since Jan. 24: 20.

View current job openings.

07

OPEN SOCIETY FOUNDATIONS

Jobs posted since Jan. 24: 19.

View current job openings.

08

KVINNA TILL KVINNA FOUNDATION

Jobs posted since Jan. 24: 17.

View current job openings.

09

THE KING'S TRUST INTERNATIONAL

Jobs posted since Jan. 24: 16.

View current job openings.

10

KENAN FOUNDATION ASIA

Jobs posted since Jan. 24: 16.

View current job openings.



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 WHO IS STILL HIRING IN GLOBAL DEVELOPMENT helpful. For more insights aimed toward global development professionals, visit our Career Center.

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