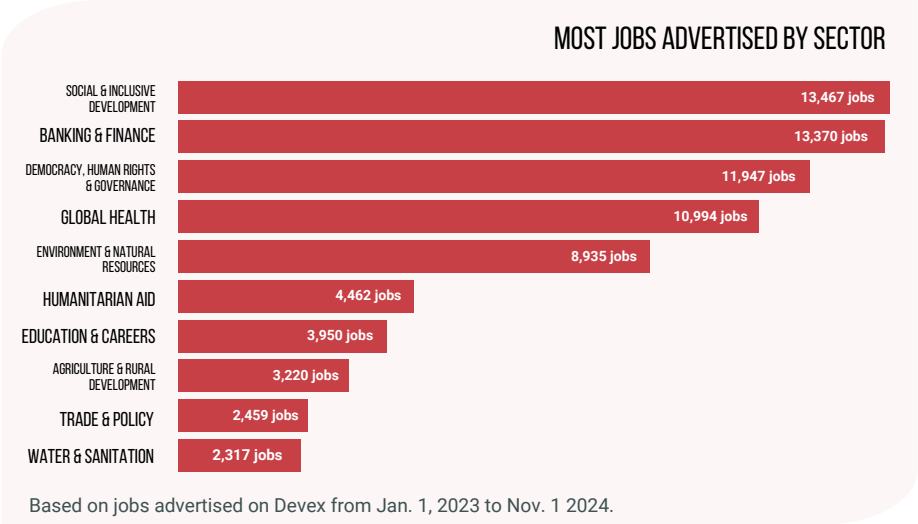
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DEVEX CAREER ADVICE AND INSIGHTS

YOUR ULTIMATE GUIDE TO DEVELOPMENT'S TOP SECTORS



Based on jobs advertised on Devex from Jan. 1, 2023 to Nov. 1 2024.

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CONTENT

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've 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.

We determined our top 10 based on the number of job postings per sector published on Devex over the last two years. 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 asproject management and institutional development, largely consist of cross-functional roles present in all sectors. To simplify our methodology to 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. Climate and funding issues are integral aspects of almost every development sector, just as trade and policy decisions have consequences across all the SDGs — just to name a few examples.

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.

I sincerely hope that you find this guide useful, and thank you so much for being a Devex Career Account member.

Warm regards,



Justin Sablich

Careers editor, Devex



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.

13,467

Social and inclusive development jobs.

Advertised on Devex from Jan. 1 2023 — Nov. 1 2024.

TRENDS TO KNOW

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

SOCIAL AND INCLUSIVE DEVELOPMENT | WHERE THE JOBS ARE



Where the most social and inclusive development jobs advertised on Devex were based from Jan. 1, 2023 to Nov.1, 2024.

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.

Funding cuts and child protection. Aid cuts in various countries are stifling the efforts to advance children's rights and well-being. For example, a recent UNICEF UK study concluded that the United Kingdom has "no strategy" to deliver aid for children after years of "devastating" spending cuts that are even larger than those inflicted on other sectors.

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.

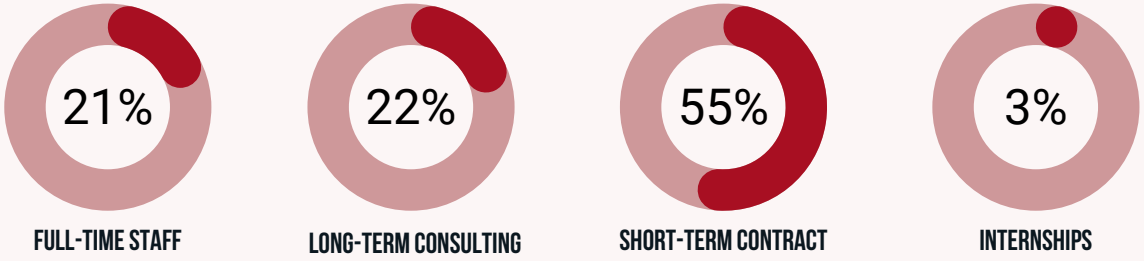
View current opportunities

SOCIAL POLICY SPECIALIST

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

View current opportunities

JOB TYPES



Based on 8,460 social and inclusive jobs advertised on Dexex from Dec. 1, 2023 to Nov. 30, 2024.

SALARY INSIGHTS

17%	$67K	$86K	$500K
Jobs with public salary	Avg. minimum salary	Avg. maximum salary	Top salary offered

Devex was able to obtain salary information for 1,480 of 8,460 social and inclusive development jobs we published from Dec. 1, 2023 to Nov. 30, 2024. The highest-paid role was posted by the David and Lucile Packard Foundation for a vice president position based in the United States with an annual salary range of $400,000 - $500,000.

SOCIAL AND INCLUSIVE DEVELOPMENT | FEATURED ORGANIZATION

RECRUITER INSIGHTS: UN WOMEN

Lyudmila Anderson, a recruitment human resources specialist at UN Women, on what the agency is looking for in job candidates.

UN Women is the United Nations entity dedicated to gender equality and the empowerment of women. The organization's work addresses deep-rooted cultural and societal barriers to gender equality, often requiring nuanced diplomacy and strategic advocacy.

For those aspiring to join UN Women, understanding the root causes of these dynamics and demonstrating a commitment to the organization's core mandate is essential, Anderson tells Devex. Practical experience, such as internships with relevant NGOs or fieldwork in developing regions, is highly valued.

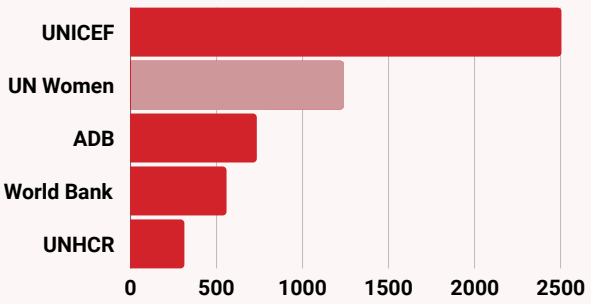
Moving forward, "we anticipate a rising demand for experts in climate change and gender, digitalization, green and blue economies, as well as climate-resilient agriculture and other related fields," adds Epucia Mpanga, a human resources business partner with UN Women.



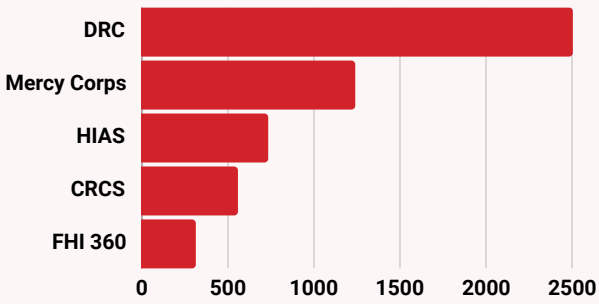
Photo by: Ploy Phutpheng / UN Women / CC BY-NC-ND

TOP HIRING ORGANIZATIONS

MULTILATERAL/UNITED NATIONS



NON-PROFIT



UN Women posted 1,218 social and inclusive development jobs on Dexex from Jan. 1 2023 - Nov. 1 2024.

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: INCLUSIVE DEVELOPMENT

Abir Aldhalimi, Ph.D., a senior inclusive development adviser at USAID, sheds light on her background and her work in the sector.

What does your role entail? My team's role is to provide technical support to ensure that marginalized communities are effectively included in programming across different sectors. My daily responsibilities are diverse and include assisting in the implementation of D.C.-based policy and guidance that shapes the agency's approach to inclusive development, technical assistance to USAID missions, and being embedded with country teams, assisting with program design, strategy development, and community engagement.

How did you get started? My personal history as a refugee following the Gulf War in 1991 has profoundly influenced my path. After fleeing Iraq, I spent part of my childhood in a refugee camp in the Middle East, where I attended makeshift classrooms taught by fellow refugees. The refugee experience has been formative in my life, shaping my career by instilling a mission-driven approach. I have learned to prioritize the mission and the impact over following a conventional career path.

What skills have come in handy? One is cultural sensitivity, which involves understanding and respecting diverse cultural practices and beliefs. The second is adaptability. Adaptability allows us to adjust interventions and approaches to fit various cultural contexts effectively. This is essential when advancing inclusive development.

Read the full interview on Devex.



Adaptability allows us to adjust interventions and approaches to fit various cultural contexts effectively. This is essential when advancing inclusive development.

Abir Aldhalimi, Ph.D.
Senior inclusive development adviser, USAID

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

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 focussed 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.

13,370

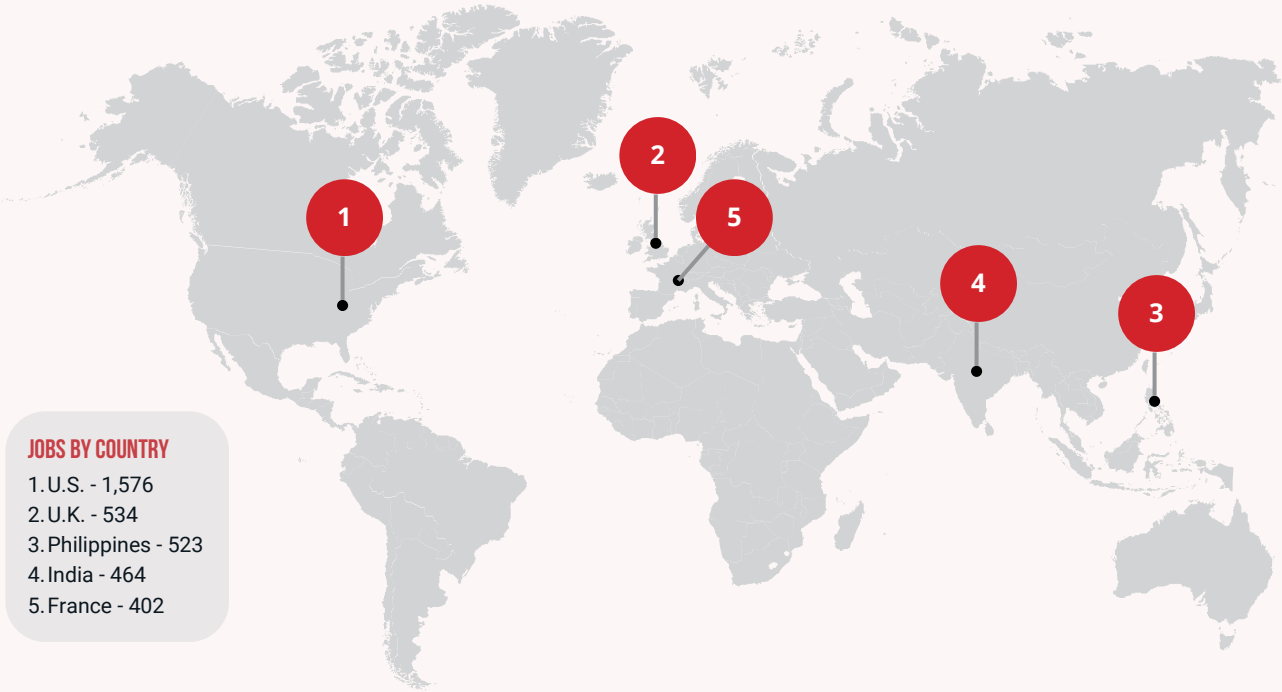
Banking and finance jobs.

Advertised on Devex from Jan. 1 2023 — Nov. 1 2024.

TRENDS TO KNOW

Global climate finance boom. Global climate finance reached a record $125B in 2023, a year of unprecedented high temperatures and

BANKING AND FINANCE | WHERE THE JOBS ARE



Where the most banking and finance jobs advertised on Devex were based from Jan. 1, 2023 to Nov.1, 2024.

increasingly volatile weather patterns. The funding went to both mitigation, which is meant to reduce the impacts of climate change through decarbonization measures, and adaptation, which helps communities, governments, and individuals become more resilient to the impacts.

Getting more out of MDBs. Some are calling for multilateral development banks to make better use of their resources. In response, IDB Invest, the Inter-American Development Bank's private sector arm, recently announced a deal that will free up $500 million in new lending by offloading risk to investors. The institution hopes the deal will pave the way for a new asset class of multilateral development bank investments.

Unlocking private capital. The World Bank is ramping up efforts to channel more private capital into the countries it serves by creating a central platform to streamline its guarantee offerings and committing to significantly increasing their use. Its guarantee platform is a one-stop shop for these financial products designed to mitigate risks by providing insurance against various challenges.

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.

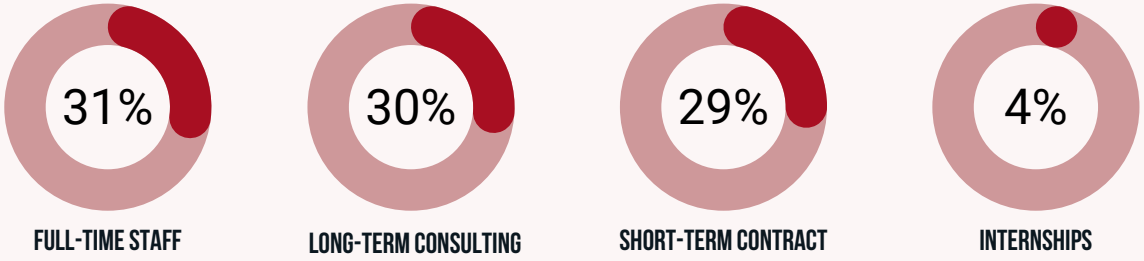
View current opportunities

ACCOUNTANT

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

View current opportunities

JOB TYPES



Based on 9,173 banking and finance jobs advertised on Dexex from Dec. 1, 2023 to Nov. 30, 2024.

SALARY INSIGHTS

7%	$69K	$93K	$750K
Jobs with public salary	Avg. minimum salary	Avg. maximum salary	Top salary offered

Devex was able to obtain salary information for 612 of 9,173 banking and finance jobs we published from Nov. 30, 2023 - Dec. 1, 2024. The highest-paid role was posted by the MacArthur Foundation for a vice president and chief investment officer position based in the United States. The annual salary was $750,000.

BANKING AND FINANCE | FEATURED ORGANIZATION

RECRUITER INSIGHTS: ASIAN DEVELOPMENT BANK

Paul Houston, the Asian Development Bank's senior human resource specialist, shares what the bank looks for in job candidates.

"Traditionally, we were a core infrastructure organization — so road, rail, transport hubs, ports — but over the years, we've expanded the portfolio of projects that we work on," Houston tells Devex.

For one, ADB's 2030 strategy prioritizes the bank's need to "increase their capacity as the region's climate bank by embedding climate action across their operations and near-doubling our annual climate financing."

Other priorities include spurring greater private sector participation in Asia's development, sourcing more holistic, knowledge-based, innovative, and integrated solutions, and empowering staff to become agile.

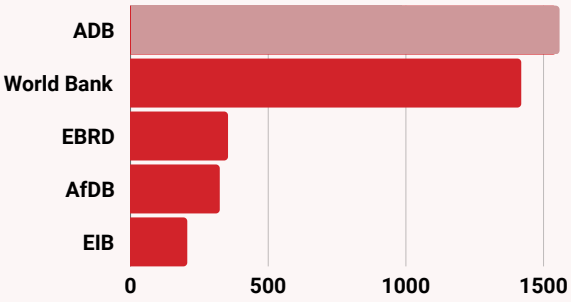


Photo by: Timon Schneider / Alamy

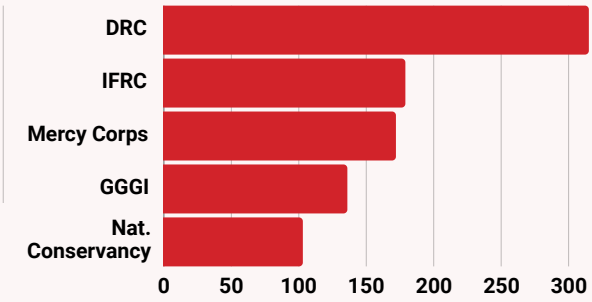
"We also tend to recruit people who have quite a bit of experience behind them from a variety of organizations, either in the private sector or in the public sector, like UN agencies or other multilateral development banks," Houston adds.

TOP HIRING ORGANIZATIONS

DEVELOPMENT BANKS



NONPROFIT



The **Asian Development Bank** posted 1,548 banking and finance jobs on Dexex from Jan. 1 2023 - Nov. 1 2024.

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: ACCOUNTING

Jiraporn Srisakul, head of the accounting and finance division of Thailand's Population and Community Development Association, sheds light on her work in the sector.

What does your role entail? We have to set up the budgets for the whole organization and estimate income and expenditures. In a budget, I have to break down all the details and work with the partners because we get donations for all these projects. We have to follow through with the project's purpose and monitor that the money is being used according to specifications made by the [donors]. Some of our donors have confidentiality agreements with us, so for those projects, we have to respect that and [ensure] we are not going to reveal any information.

How did you get started? I started to work with PDA 27 years ago. My first position was as a researcher, and I moved to the accounting division 19 years ago. I had graduated with a bachelor's degree in accountancy from the Thai Chamber of Commerce University and a Master's degree at Kasetsart University in Bangkok in political science, but at the time, the only open position was in the research department. Later, when the accounting department opening came along, I went into accounting.

What skills have come in handy? To be able to work as an accountant, you need to hold a certificate registered with the government. To keep it running, you need to go on [regular] training. One reason is to learn new things that have come [about], and the second [reason] is to maintain your license.



I really like the auditing part of my role because when you embark on a project, you set up project deliverables, and when you audit it, you get to see how all those goals are being achieved.

Jiraporn Srisakul
Head of accounting and finance division, PDA

WISE WORDS: IMPORTANCE OF NETWORKING

"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

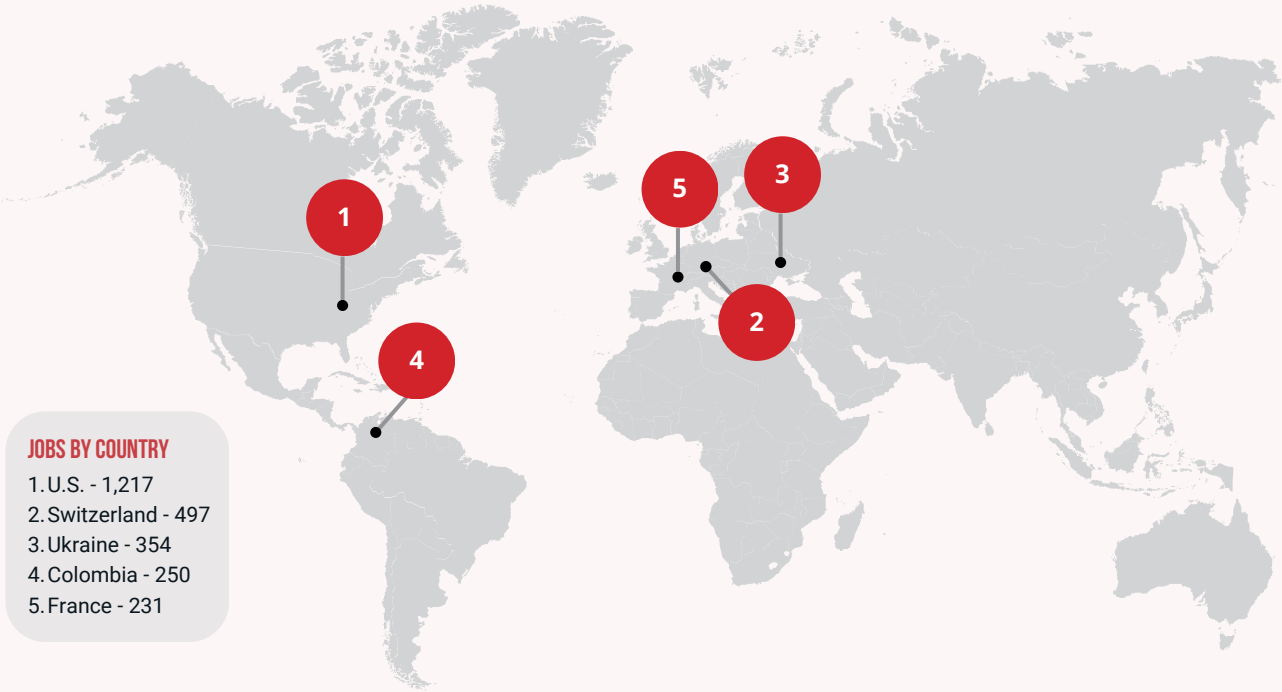
Combatting democratic backsliding. Democracy has been declining globally. By 2023, 71% of the world's population — 5.7 billion people — were living in autocracies. Meanwhile, the U.S.' ranking in The Economist's Democracy Index fell from a "full democracy" to a "flawed" one in 2016. In response, USAID 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, a push toward advancing digital democracy.

11,947

Democracy, governance, and human rights jobs.

Advertised on Devex from Jan. 1 2023 — Nov. 1 2024.

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



Where the most democracy, human rights, and governance jobs advertised on Devex were based from Jan. 1, 2023 to Nov.1, 2024.

Increasingly dangerous work. The rise of authoritarian regimes are 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.

Sexual abuse within the aid sector. In 2002, a report by UNHCR and Save the Children found that sexual abuse was commonplace in the aid sector. Critics say that not much has improved since, pointing to new scandals that have surfaced semiregularly since the report's release. One of the complicating factors in eradicating sexual exploitation, abuse, and harassment is that identifying it can be difficult.

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.

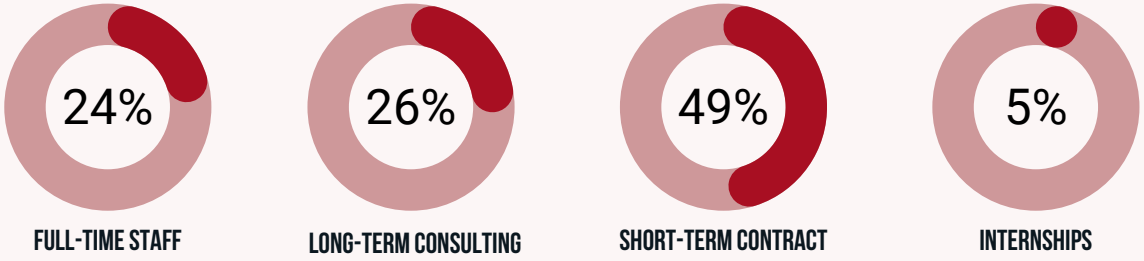
View current opportunities

SAFEGUARDING SPECIALIST

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

View current opportunities

JOB TYPES



Based on 7,265 democracy, human rights, and governance jobs advertised on Dexex from Dec. 1, 2023 to Nov. 30, 2024.

SALARY INSIGHTS

31%	$76K	$97K	$260K
Jobs with public salary	Avg. minimum salary	Avg. maximum salary	Top salary offered

Devex obtained salary information for 2,251 of 7,265 democracy, human rights, and governance jobs we published from Dec. 1, 2023 to Nov. 30, 2024. The highest-paid role was posted by the Foreign, Commonwealth & Development Office (FCDO) for a vice consul position based in the United States with an annual salary of $260,100.

DEMOCRACY, HUMAN RIGHTS, AND GOVERNANCE | FEATURED ORGANIZATION

RECRUITER INSIGHTS: HIAS

Juan Manuel Díaz, a human resources adviser for the Latin America and Caribbean region, shares what HIAS looks for in job candidates.

The Hebrew Immigrant Aid Society, or HIAS, works to provide vital services to refugees and asylum seekers and, in recent years, has increased its programmatic work across Latin America and the Caribbean, the United States, Africa and the Middle East, and Europe. Currently in 22 countries, the organization works across four programmatic areas: Protection services, mental health and psychosocial support, or MHPSS, gender-based violence, and economic inclusion.

HIAS offers several opportunities in protection services, which involve resettling refugees and providing legal support, as well as programs to end gender-based violence and roll out MHPSS services, Manuel Díaz tells Devex.

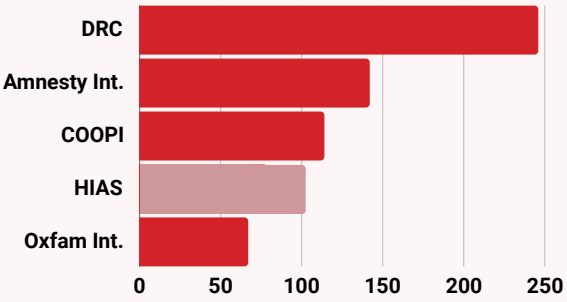


Photo by: HIAS

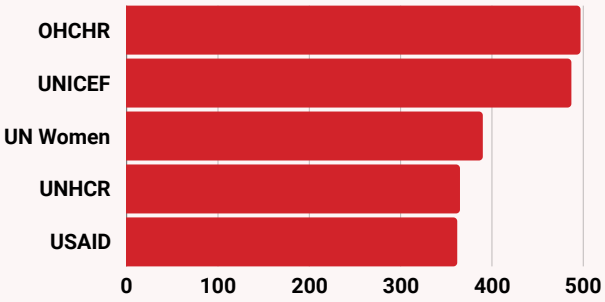
"Most of our recruitment is for officers and specialist-level positions. A specialist is a mid-level professional, on the path to becoming a coordinator. Officer positions require between one and two years of experience," she says.

TOP HIRING ORGANIZATIONS

NONPROFIT



MULTILATERAL/UNITED NATIONS



HIAS posted 79 democracy, human rights, and governance jobs on Dexex from Jan. 1 2023 - Nov. 1 2024.

APPLICATION TIP: WRITE IT OUT

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.



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

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

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.

10,994

Global health jobs.

Advertised on Devex from Jan. 1 2023 — Nov. 1 2024.

TRENDS TO KNOW

Health equity and access. Disparities in health care access exist both within and between countries. For example, over 313 million surgical procedures are performed every year to treat conditions including cancer, cardiovascular diseases, and injuries from accidents. However, only 6% of these surgeries take place in the

GLOBAL HEALTH | WHERE THE JOBS ARE



Where the most global health jobs advertised on Devex were based from Jan. 1, 2023 to Nov.1, 2024.

world's lowest-income countries. Factors such as poverty, geography, and discrimination can limit access to quality health care.

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.

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.

hese require long-term, resource-intensive care, and present a challenge for health systems focused historically on communicable diseases.

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.

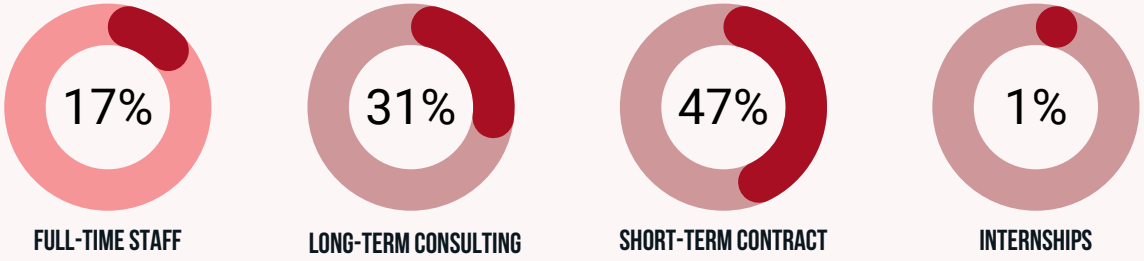
View current opportunities

IMMUNIZATION SPECIALIST

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

View current opportunities

JOB TYPES



Based on 7,141 global health jobs advertised on Dexex from Dec 1, 2023 to Nov 30, 2024.

SALARY INSIGHTS

42%	$66K	$76K	$470K
Jobs with public salary	Avg. minimum salary	Avg. maximum salary	Top salary offered

Devex obtained salary information for 3,003 of 7,141 global health jobs we published from Dec. 1, 2023 to Nov. 30, 2024. The highest-paid role was posted by the Robert Wood Johnson Foundation (RWJF) for an executive vice president position based in the United States with an annual salary of $260,100.

GLOBAL HEALTH | FEATURED ORGANIZATION

RECRUITER INSIGHTS: FHI 360

Stephanie Schott and Kelly Busley, senior recruiters with FHI 360, share what the health-focused NGO looks for in job candidates.

FHI 360 leverages data-driven solutions to tackle global health challenges. With 4,000 staffers, the organization works across project implementation and research publications, primarily in global health. It recruits for funded projects, corporate positions, and proposal-based roles.

While the NGO hires across all areas of global health, "emerging diseases, endemic and noncommunicable diseases, and mental health deterioration" are emerging as "priority areas" in terms of staffing, says Schott, who focuses on proposal-based roles.

The majority of FHI 360's funded opportunities tend to be for mid-level professionals with six to

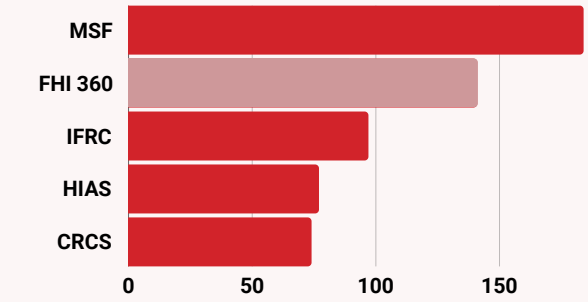


Photo by: Ivan Fomichenko / FHI 360

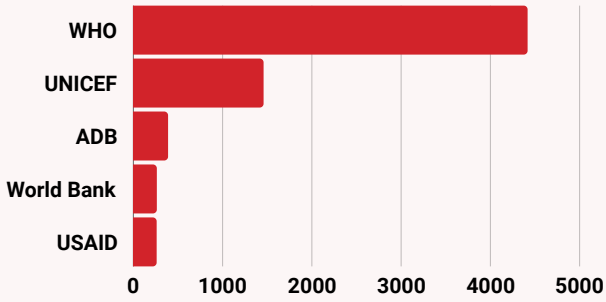
12 years of experience, says Busley. Project management, budget management, and effective communication are broadly valued skills, she adds.

TOP HIRING ORGANIZATIONS

NON-PROFIT



MULTILATERAL/UNITED NATIONS



FHI 360 posted 141 global health jobs on Dexex from Jan. 1 2023 - Nov. 1 2024.

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.



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

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

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 dstribution, geopolitical conflicts, and policy gaps, requiring robust global cooperation and local action to ensure long-term environmental resilience and equity.

8,935

Environment and natural resources jobs.

Advertised on Devex from Jan. 1 2023 — Nov. 1 2024.

TRENDS TO KNOW

Climate finance gap. Despite global climate finance reaching a record in 2023, a UNEP report from the same year found that the finance

ENVIRONMENT AND NATURAL RESOURCES | WHERE THE JOBS ARE



Where the most environment and natural resources jobs advertised on Devex were based from Jan. 1, 2023 to Nov.1, 2024.

gap to fund climate adaptation in low-income countries is at least 50% bigger than previously thought. While the adaptation finance gap was estimated to be between $140 billion and $300 billion per year in 2016, it now stands between $215 billion and $387 billion per year, the report states.

Carbon market debate. At COP29, countries formalized the framework and rules for a global market to buy and sell carbon credits. Proponents of the deal, which had been in the works for 10 years, 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 and markets are too underregulated to ensure effective offsetting.

Focus on food. Land and food use drive about a third of global greenhouse gas emissions. With agriculture being both a significant emitter and highly vulnerable to climate change, its inclusion in climate policy is critical for effective mitigation and adaptation strategies.

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.

ENVIRONMENT AND NATURAL RESOURCES

JOB BOARD INSIGHTS

POPULAR ROLES ADVERTISED

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.

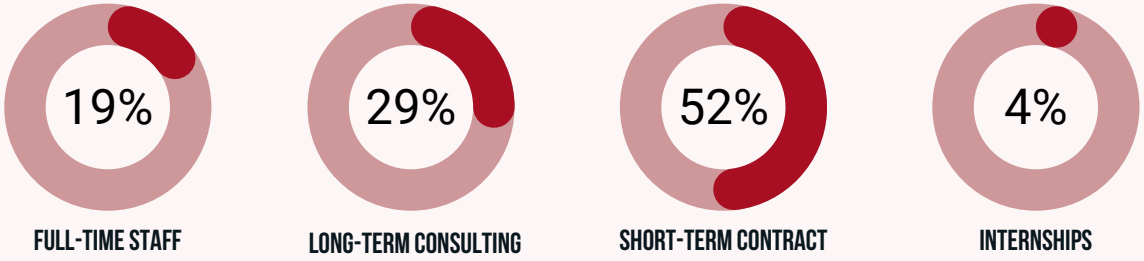
View current opportunities

CLIMATE CHANGE SPECIALIST

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

View current opportunities

JOB TYPES



Based on 5,438 environment and natural resources jobs advertised on Devex from Dec. 1, 2023 to Nov. 30, 2024.

SALARY INSIGHTS

18%	$75K	$105K	$425K
Jobs with public salary	Avg. minimum salary	Avg. maximum salary	Top salary offered

Devex was able to obtain salary information for 996 of the sector's 5,438 jobs we published from Nov. 2023 - Dec. 2024. The highest-paid role was posted by the ClimateWorks Foundation for a vice president of programs position based in the United States.

ENVIRONMENT AND NATURAL RESOURCES | FEATURED ORGANIZATION

RECRUITER INSIGHTS: UNEP

Carlos Barragan, the chief of human resources at UNEP, shares what the agency looks for in job candidates.

Functioning as the environmental authority within the U.N. system, the United Nations Environment Programme, or UNEP, plays a pivotal role in addressing critical issues such as climate change, biodiversity loss, and chemical and waste pollution.

Barragan tells Devex that there's a growing need for candidates skilled in data analysis and digital transformation amid the evolving landscape. As a science-based organization, UNEP requires professionals capable of processing intricate data for informed policy decision-making and implementation, he says.

"Another important trend in international, sustainable development and environmental

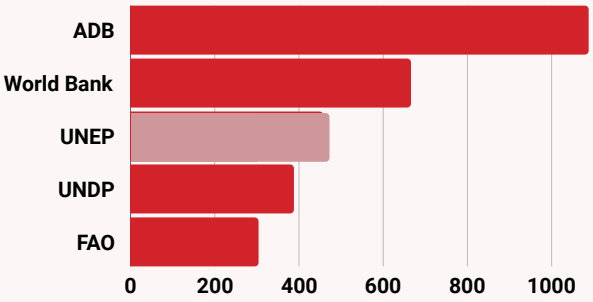


Photo by: IISD / ENB

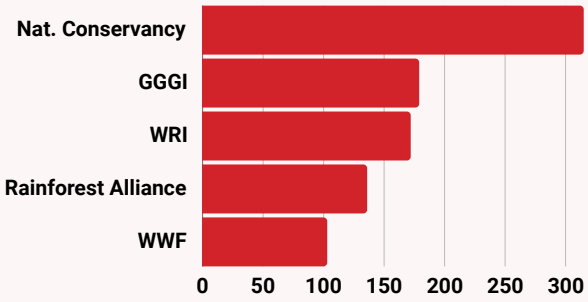
sustainability is the increasing importance of digital transformation. ... This expertise and know-how is not an area where international development organizations traditionally recruit, so we need experts in that topic discipline," Barragan says.

TOP HIRING ORGANIZATIONS

MULTILATERAL/UNITED NATIONS



NONPROFIT



UNEP posted 458 jobs in the environment and natural resources sector on Dexex from Jan. 1 2023 - Nov. 1 2024.

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

Edel Heuven, a climate change adviser for Save the Children Australia, sheds light on her work in the environmental sector.

What exactly do you do? My work as regional climate change adviser entails offering technical climate change advice, aiding in project implementation, advocacy, capacity building, developing country and regional strategies, stakeholder engagement, and designing project proposals for various donors. No day looks the same. In general, 50% of my time is spent collaborating with a regional team of technical advisers. The remaining 50% of my time is dedicated to providing technical advice and support.

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 islands 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, which inspires me a lot.

What skills have come in handy? I think the most important 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.



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,
Save the Children Australia

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

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.

4,462

Humanitarian aid jobs.

Advertised on Devex from Jan. 1 2023 — Nov. 1 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, 2023 to Nov.1, 2024.

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

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 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.

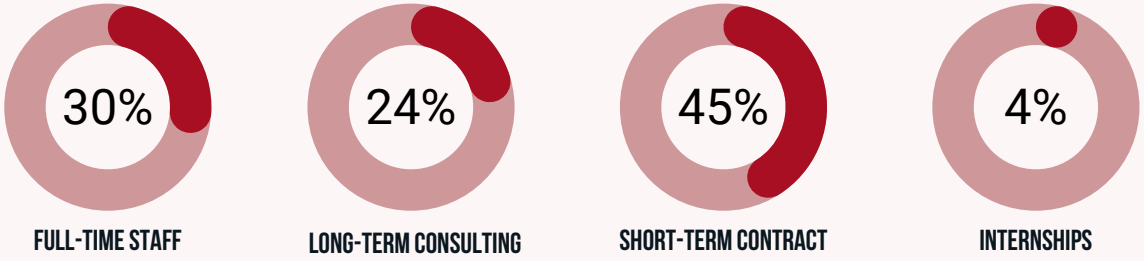
View current opportunities

FIELD COORDINATOR

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

View current opportunities

JOB TYPES



Based on 2,771 humanitarian aid jobs advertised on Dexex from Dec. 1, 2023 to Nov. 30, 2024.

SALARY INSIGHTS

35%	$63K	$78K	$305K
Jobs with public salary	Avg. minimum salary	Avg. maximum salary	Top salary offered

Devex obtained salary information for 959 of the sector's 2,771 jobs we published from Nov. 2023 - Dec. 2024. The highest-paid role was posted by the Asia Foundation for a vice president/CEO position based in the United States.

HUMANITARIAN AID | FEATURED ORGANIZATION

RECRUITER INSIGHTS: DANISH REFUGEE COUNCIL

Iosif Sofios, recruitment specialist with DRC's human resources team, shares what the agency looks for in refugee experts.

With its headquarters in Copenhagen, the Danish Refugee Council — Denmark's largest NGO — also has around 8,000 staff in 40 countries worldwide.

Specializing in supporting refugees and internally displaced people — from their initial exile to settlement and integration in a new country and their return — there is a lot of hiring for roles in the protection sector, and an emphasis on digital and data literacy, Sofios tells Devex.

"Based on our strategic goals and our overall programmatic direction, there is emphasis on digital literacy. There is a demand for data analysis-related jobs or jobs that require data-driven decision-making and overall digital skills," he says.

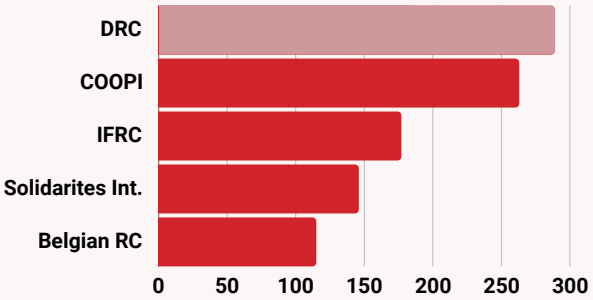


Photo by: © Danish Refugee Council, 2023 / CC BY-NC-ND

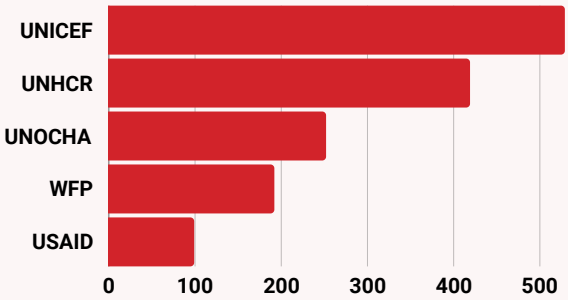
On a broader scale, roles around gender-based violence, psychosocial support, accessing people who are hard to reach, and legal aid are areas of focus for DRC.

TOP HIRING ORGANIZATIONS

NON-PROFIT



MULTILATERAL/UNITED NATIONS



The **Danish Refugee Council** posted 289 humanitarian aid jobs on Dexex from Jan. 1 2023 to Nov. 1 2024.

APPLICATION TIP: THE EARLIER THE BETTER

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, the head of localization for HelpAge International, sheds light on her work in the humanitarian aid sector.

What does your role entail? While the importance of localization is widely discussed across the sector, the actual application is new. This means there is still a continued learning process where listening, dialogue, review, learning, and adapting shape my work and that of my team. The day's focus is usually on three main things: Program oversight that we provide to 11 countries, risk management, and the work on country transition that is a big part of the localization 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 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.



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

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 exacerbated these issues, disrupting learning for millions. 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.

3,950

Education and careers jobs.

Advertised on Devex from Jan. 1 2023 — Nov. 1 2024.

TRENDS TO KNOW

Climate affects 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

EDUCATION AND CAREERS | WHERE THE JOBS ARE



Where the most education and careers jobs advertised on Devex were based from Jan. 1, 2023 to Nov.1, 2024.

made in schools over recent decades. In countries dealing with extreme temperatures, such as India, schools are struggling with rising summer heat due to inadequate infrastructure.

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 was dropped. Others say the current approach to assessing the indicator makes low-income countries dependent on technical experts from the global north.

Concerns over persistent digital learning. Online schooling surged globally during COVID-19, and the results were unsatisfactory to many education experts, and many schools were able to open after over a year of closure. In war-torn countries such as Ukraine, there is widespread concern that online learners' educational progress and personal development is at risk.

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 ADVERTISED

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.

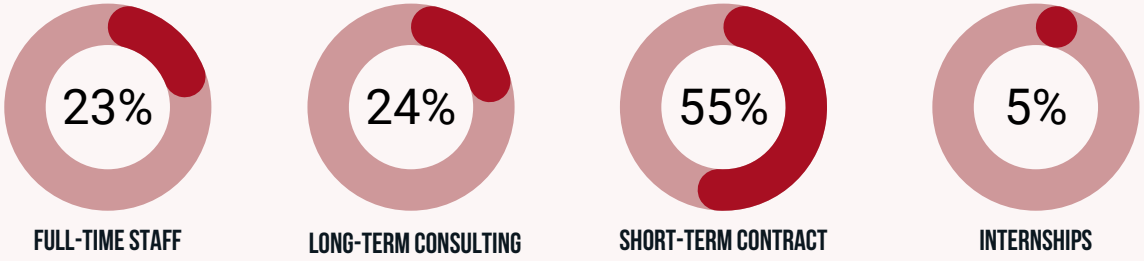
View current opportunities

EDUCATION PROJECT MANAGER

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

View current opportunities

JOB TYPES



Based on 2,359 education and careers jobs advertised on Devex from Dec. 1, 2023 to Nov. 30, 2024.

SALARY INSIGHTS

25%	$68K	$87K	$281K
Jobs with public salary	Avg. minimum salary	Avg. maximum salary	Top salary offered

Devex was able to obtain salary information for 996 of the sector's 2,359 jobs we published from Dec. 1, 2023 to Nov. 30, 2024. The highest-paid role was posted by Management Systems International for a systems strengthening expert, DECODE, position based in the United States.

EDUCATION AND CAREERS | FEATURED ORGANIZATION

RECRUITER INSIGHTS: UNICEF

Sajid Ali, deputy director of the human resources division at UNICEF, on how to stand out during the initial screening process, and more.

As the world's leading humanitarian organization dedicated to championing the rights and health of children worldwide, UNICEF operates in "dynamic and sometimes challenging environments," Ali tells Devex.

From providing vaccines and access to clean water to promoting education and protection from violence, UNICEF's work is present in over 190 countries and territories.

UNICEF looks for candidates with "strong people management skills, demonstrated capability to work effectively in emergency situations, [and] versatile multisector skills," he says.

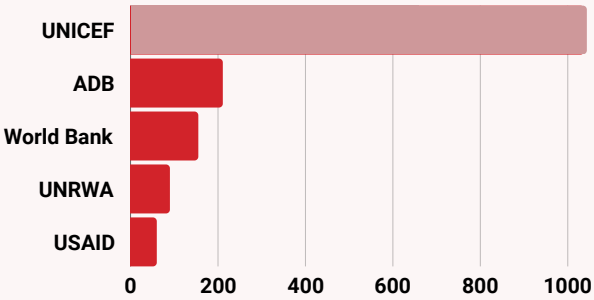
These additional qualifications contribute "significantly to the holistic evaluation of candidates and provide us with a fuller picture of what candidates bring to the table and how they'll thrive in the dynamic and sometimes challenging environments UNICEF operates in," Ali adds.



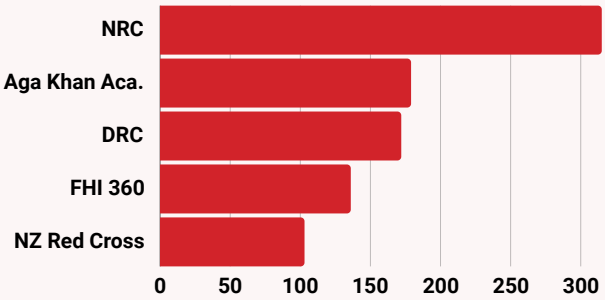
Photo by: © UNICEF Ethiopia / 2013 / Ose / CC BY-NC-ND

TOP HIRING ORGANIZATIONS

MULTILATERAL/UNITED NATIONS



NONPROFIT



UNICEF posted 1,038 education and careers jobs on Devex from Jan. 1 2023 to Nov. 1 2024.

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 and 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 do 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 on. It is important that you have the knowledge and the know-how to be able to do it.



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.

3,220

Agriculture and rural development jobs.

Advertised on Devex from Jan. 1 2023 — Nov. 1 2024.

TRENDS TO KNOW

School meal program inequity. School meal programs have the potential to improve child nutrition, model healthy eating, and transform food systems. But the 2024 Global Survey of School Meal Programs showed only 13% of school-aged children are receiving appropriate school meals in low-income countries versus 48% in high-income countries.

AGRICULTURE AND RURAL DEVELOPMENT | WHERE THE JOBS ARE



Where the most agriculture and rural development jobs advertised on Devex were based from Jan. 1, 2023 to Nov.1, 2024.

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 — amounting to $8.1 trillion — comes from unhealthy diets linked to noncommunicable diseases such as heart disease, stroke, and diabetes.

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.

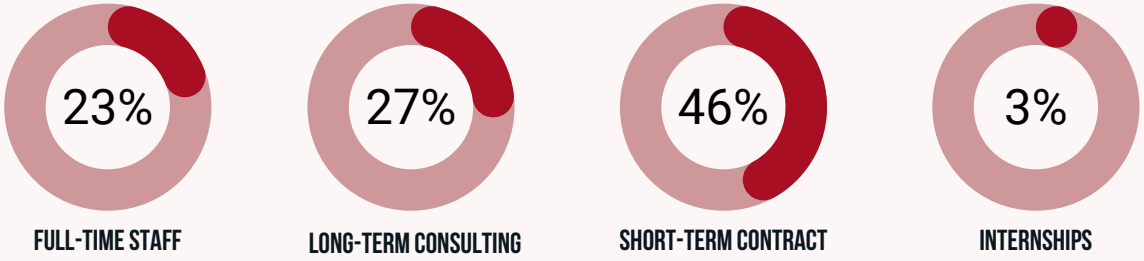
View current opportunities

LIVESTOCK EXPERT

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

View current opportunities

JOB TYPES



Based on 2,405 agriculture and rural development jobs advertised on Devex from Dec. 1, 2023 to Nov. 30, 2024.

SALARY INSIGHTS

14%	$73K	$95K	$273K
Jobs with public salary	Avg. minimum salary	Avg. maximum salary	Top salary offered

Devex obtained salary information for 345 of the sector's 2,405 jobs we published from Dec. 1, 2023 to Nov. 30, 2024. The highest-paid role was posted by ADB for a director of agriculture, food, nature, and rural development, position based in the Philippines.

AGRICULTURE AND RURAL DEVELOPMENT | FEATURED ORGANIZATION

RECRUITER INSIGHTS: MERCY CORPS

Mercy Corps' Kristine Wilson Andrade shares what can help a candidate stand out when applying to the NGO.

Working in more than 40 countries affected by crises, poverty, and climate change, Mercy Corps has a global team of nearly 6,000 humanitarians. While many positions the organization hires for require around five to eight years of experience, there are opportunities for professionals transitioning from different sectors.

"Even if you don't have specific experience in the sector, we look for things on your résumé, such as volunteering at a soup kitchen and other fingerprints of public service work," Mercy Corps' Kristine Wilson Andrade tells Devex.

She says international experience and language skills are key qualifications for all roles.

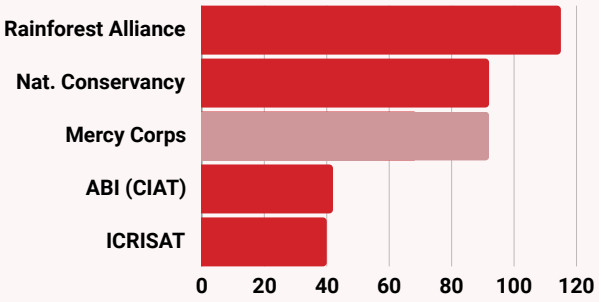


Photo by: Mercy Corps

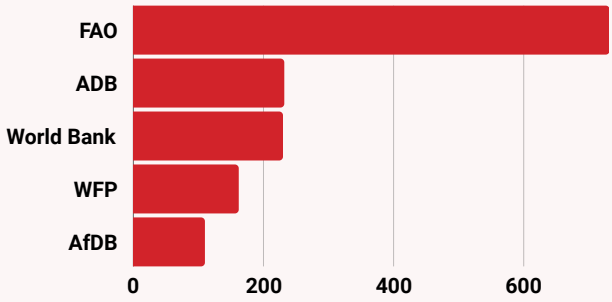
"Their experience doesn't ... need to be in this sector, but we're looking for people who ... did study abroad ... for example. Through these experiences, we start to see a person who has a magnetic pull towards doing international work."

TOP HIRING ORGANIZATIONS

NONPROFIT



MULTILATERAL/UNITED NATIONS



Mercy Corps posted 69 agriculture and rural development jobs on Devex from Jan. 1 2023 to Nov. 1 2024.

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.



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

Tawee Impoolsup
Food scientist, Scholars of Sustenance

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

TRADE AND POLICY

Inside the sector that aims to leverage trade and government action to address systemic challenges like inequality and limited infrastructure.

The trade and policy development sector within international development focuses on leveraging trade as a driver for economic growth, poverty reduction, and sustainable development in low- and middle-income countries.

Key activities include promoting fair trade practices, improving access to global value chains, and supporting trade capacity-building initiatives. This sector also facilitates trade policy reform, regional economic integration, and the negotiation of trade agreements that align with development goals. A critical emphasis is placed on empowering marginalized groups, such as women and smallholder farmers, by providing them access to markets and resources.

It also tackles issues like trade facilitation, the impact of trade on climate change, and the adoption of digital trade technologies, ensuring trade policies support equitable and sustainable development outcomes.

2,459

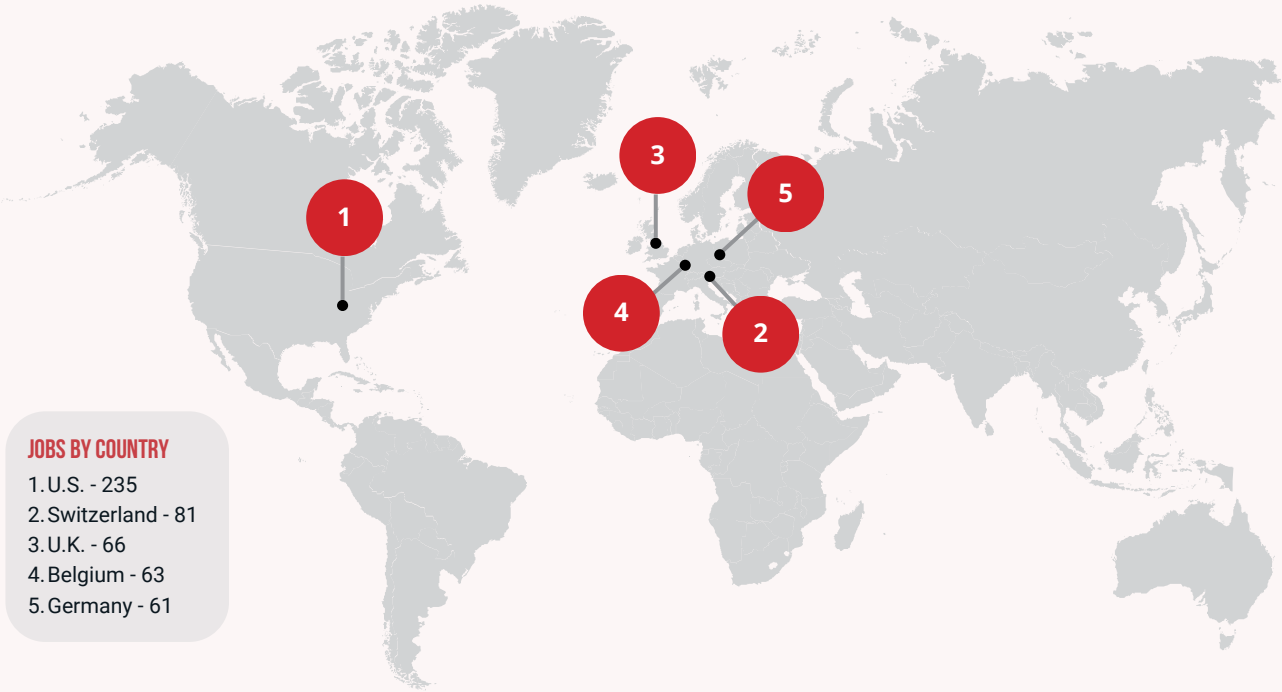
Trade and policy jobs.

Advertised on Devex from Jan. 1 2023 — Nov. 1 2024.

TRENDS TO KNOW

Policy uncertainty under Trump. Following the election of Donald J. Trump to his second term as U.S. president, many are bracing for a radical shift in U.S. overseas priorities over many issues ranging from abortion, climate, health, and LGTBQ+ rights to reform of the international

TRADE AND POLICY | WHERE THE JOBS ARE



Where the most trade and policy jobs advertised on Devex were based from Jan. 1, 2023 to Nov.1, 2024.

financial system and likely cuts in funding to USAID and the U.N. Some are hopeful, though, that USAID's localization policy, which has pushed to increase the amount of U.A. aid that is channeled to local organizations, may prove durable during the second Trump administration.

Industrial policy rebirth. The establishment of industrial policies in sub-Saharan African nations such as Ghana, Kenya, and Nigeria and bids to join the European Bank for Reconstruction and Development has risen significantly in recent years — but some warn of significant risks related to wasting scarce public resources, higher costs for local producers, and lower economic growth.

Trade deal fallout. Several recent trade agreement proposals have run counter to standard international obligations under the World Trade Organization's 1995 TRIPS agreement. For example, in February 2024, a leaked draft of a free trade deal between India and the European Free Trade Association spurred fears that India had agreed to impose more stringent intellectual property laws on its pharmaceutical industry.

ACRYNOMS TO KNOW

ASEAN - Association of Southeast Asian Nations.
EC - European Commission.
IIA - International investment agreement
ICSID - International Centre for Settlement of Investment Disputes.
WTO - World Trade Organization.

TRADE AND POLICY

JOB BOARD INSIGHTS

POPULAR ROLES ADVERTISED

POLICY ANALYST

Conducts research and analysis on public governance issues, including country-specific policy challenges.

View current opportunities

TRADE/INVESTMENT OFFICER

Manages relationships of key government stakeholders and nurtures pipeline of projects.

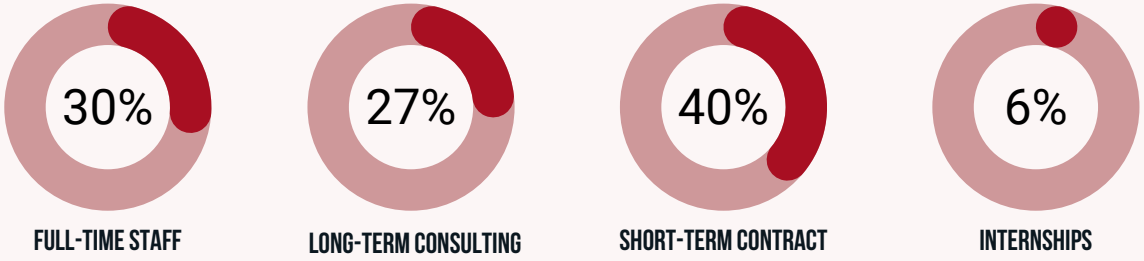
View current opportunities

SOCIAL POLICY SPECIALIST

Providing technical support to the implementation of all stages of social policy programming adcovacy.

View current opportunities

JOB TYPES



Based on 1,374 trade and policy jobs advertised on Devex from Dec. 1, 2023 to Nov. 30, 2024.

SALARY INSIGHTS

42%	$62K	$75K	$369K
Jobs with public salary	Avg. minimum salary	Avg. maximum salary	Top salary offered

Devex obtained salary information for 577 of the sector's 1,374 jobs we published from Dec 1, 2023 to Nov 30, 2024. The highest-paid role was posted by the Gates Foundation for a deputy director of regulation, policy and research position based in the United States.

TRADE AND POLICY | FEATURED ORGANIZATION

RECRUITER INSIGHTS: USAID

Bob Leavitt, former chief human capital officer at USAID's Office of Human Capital and Talent Management, sheds light on the agency's recruitment process.

With programs in over 100 countries, the U.S. Agency for International Development has more than 10,000 employees worldwide. USAID staff work with U.S. and foreign partners to provide assistance in the areas of global health, global stability, humanitarian assistance, innovation and partnerships, and women and girls' empowerment.

Regardless of the employment category or rank, the agency looks for people who can lead, manage, and collaborate. USAID has also acknowledged that it wants a younger workforce.

"We're seeking to bring in young people and grow heir careers. The agency has quite a lot of senior

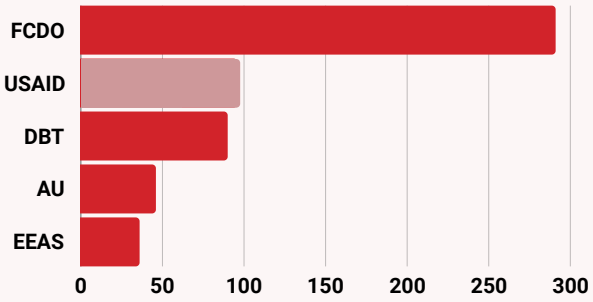


Photo by: Photo by: Nguyen Thac Phuong / USAID

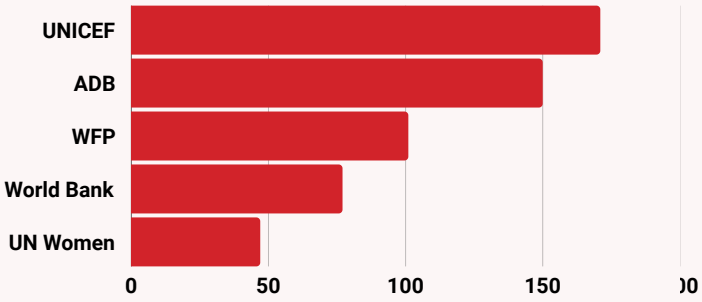
people in it, and we really want to be attracting more people who are just beginning their careers. We want people who aren't going to be looking at how it's always been done," says Ruth Buckley, a deputy assistant administrator with USAID.

TOP HIRING ORGANIZATIONS

GOVERNMENT



MULTILATERAL/UNITED NATIONS



USAID posted 96 trade and policy jobs on Devex from Jan. 1 2023 to Nov. 1 2024.

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.

Bob Leavitt, former chief human capital officer, USAID

TRADE AND POLICY

PROFESSIONAL PERSPECTIVE: GOVERNMENT RELATIONS

Tim Watkin, the former head of government relations and communications for the Australian Council for International Development, on working with policymakers.

What did your role entail? In essence, [government relations professionals] advance the interests of the organization or the issue we represent to politicians and policymakers. In my role at ACFID, that meant advancing the interests of our 130 members and achieving our purpose of creating a more just, equitable, and sustainable world. In more practical terms, I drew upon the values, experience, and knowledge of our members and their work to influence the Australian government's policy on international development. Day-to-day that meant maintaining strong, working relationships with ministers, members of parliament, and the Department of Foreign Affairs and Trade, and the movers and shakers influencing Australian foreign policy.

What was the best part of your job? The best part is when the penny drops with the politicians and policymakers you are making your case to. I would say 90% of the job is communication, and when they understand your issue or even better, represent and advocate for it, that's satisfying. It's very satisfying when they are reflecting your own language or ideas back at you.

What skills came in handy? I think one of the most valuable skills is having political empathy. You have to understand the philosophy of the individual or the political party and the context they are operating in. It's not about jeopardizing any part of what you are seeking to achieve or the values of your organization, but locating your arguments carefully in a way that resonates with them.



One of the most valuable skills is having political empathy. You have to understand the philosophy of the individual or the political party and the context they are operating in.

Tim Watkin
Former head of government relations and communications, ACFID

WISE WORDS. EMPATHETIC LAW

"Lawyers, generally, have a reputation for not having a lot of patience, so [law and policy work] calls for a different skill set — one based on recognizing and valuing the human being in front of you"

— Michael Gallagher, head of legal services, the Jesuit Refugee Service



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.

2,317

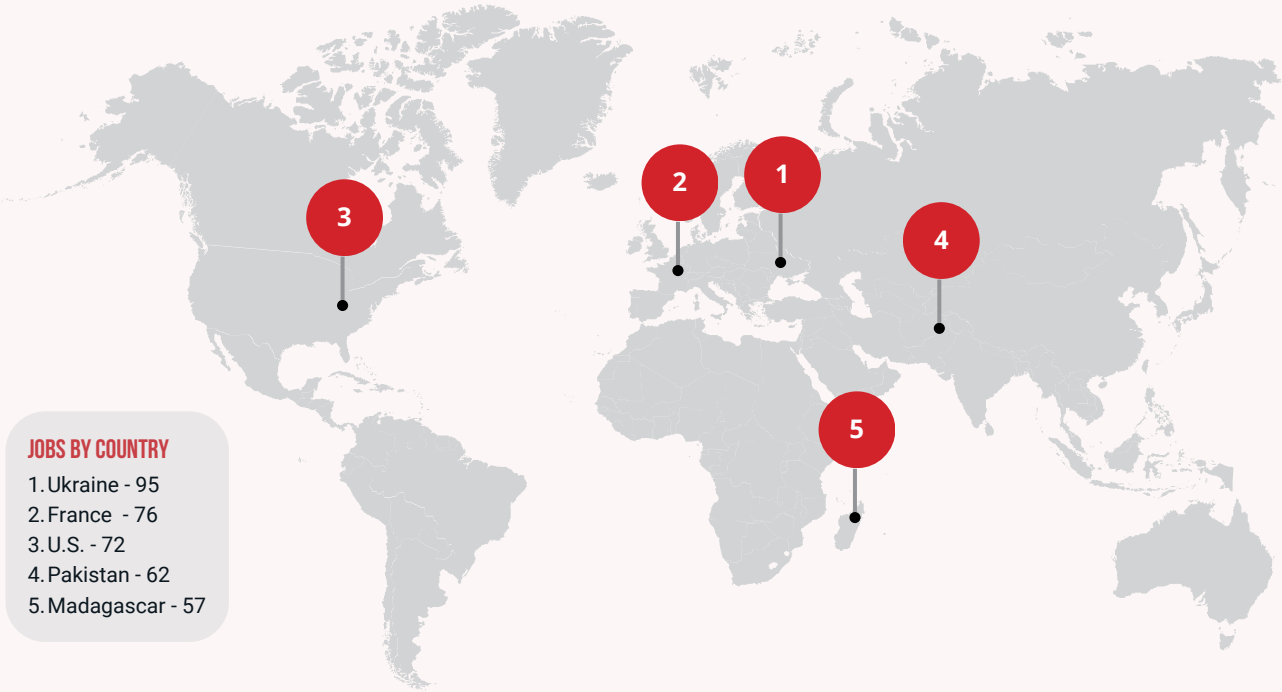
Water and sanitation jobs.

Advertised on Devex from Jan. 1 2023 — Nov. 1 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 — and continuing to ignore it could also cost the global economy trillions. A 2023 report by the conservation organization World Wide Fund for Nature put the first annual estimate of the economic value of

WATER AND SANITATION | WHERE THE JOBS ARE



Where the most water and sanitation jobs advertised on Devex were based from Jan. 1, 2023 to Nov.1, 2024.

water and freshwater ecosystems at $58 trillion.

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 ADVERTISED

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.

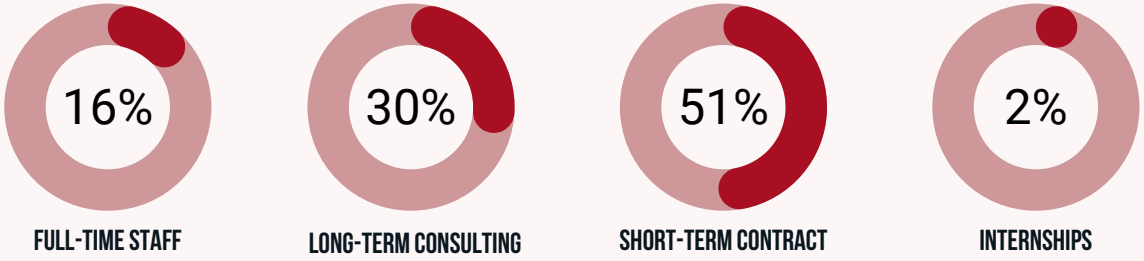
View current opportunities

TECHNICAL SPECIALIST

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

View current opportunities

JOB TYPES



Based on 1,434 water and sanitation jobs advertised on Devex from Dec. 1, 2023 to Nov. 30, 2024.

SALARY INSIGHTS

17%	$67K	$94K	$387K
Jobs with public salary	Avg. minimum salary	Avg. maximum salary	Top salary offered

Devex was able to obtain salary information for 239 of the sector's 1,434 jobs we published from Dec. 1, 2023 to Nov. 30, 2024. The highest-paid role was posted by the Gates Foundation for a deputy director of regulatory affairs and market development (WASH), based in the United States.

WATER AND SANITATION | FEATURED ORGANIZATION

RECRUITER INSIGHTS: NORCAP (NRC)

Lorene Kuraishi-van Haalen, NORCAP's senior recruitment and communications adviser, on what the NGO looks for in its staff.

Under the operation of the Norwegian Refugee Council, NORCAP aims to improve aid to protect and empower people affected by crises and climate change, including responding to WASH needs of affected populations.

Recruitment to support those affected by climate change is largely focused on the African continent, particularly in West and East Africa, Kuraishi-van Haalen tells Devex.

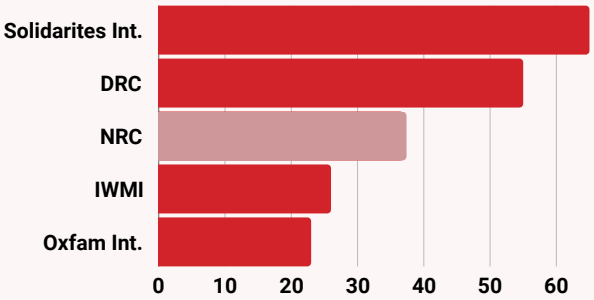


Photo by: NORCAP via Facebook

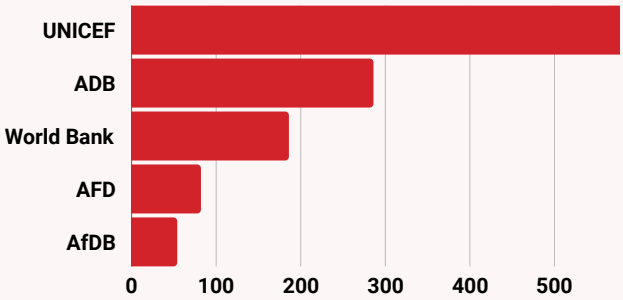
For professionals transitioning from another sector, who might lack the traditional humanitarian experience, "having technological competencies, for example, a strong background.. in information management, skills in data visualization, or dashboards — these are good skills to have for climate-related jobs, even if you don't have past humanitarian experience."

TOP HIRING ORGANIZATIONS

NONPROFIT



MULTILATERAL/UNITED NATIONS



The Norwegian Refugee Council posted 37 water and sanitation jobs on Devex from Jan. 1 2023 to Nov. 1 2024.

APPLICATION TIP: TIGHTEN UP YOUR CV

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

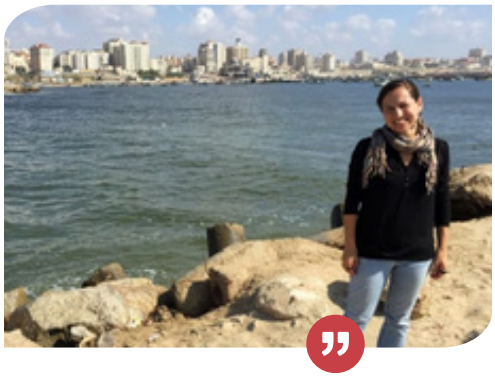
PROFESSIONAL PERSPECTIVE: LEADING ON WASH

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.



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

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 GlobalDev 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.

This report was compiled, edited and designed by:

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Data analysis by: Genevieve Gregorio, Kristiana Louise Ortega, and Justin Sablich.

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