

Programmes for young professionals at the African Development Bank Group

	Young Professionals Programme (YPP)	Junior Consultants Programme
Particularity	Programme that aims at attracting highly qualified and motivated professionals for a productive and rewarding career path in development.	Junior Consultants are recruited to assist in research or assisting staff or Senior Consultants in delivering their work programme.
Duration	3 years, with a mandatory period of 2 years and the possibility of securing a regular staff position during the third year	6 months
Duty station	HQ and country/field office (with inter-departmental rotation)	HQ or country/field office
Age	Under 33 years	Under 32 years
Academic requirements	Master's degree, with outstanding academic credentials	Master's degree or more
Professional experience required	Min. 3 years (preferably multi-disciplinary)	2–5 years
Language requirements	Fluency in English and/or French, with a working knowledge of the other language. Knowledge of a third language relevant to Bank's operations is beneficial.	Fluency in English and/or French, with preferably a working knowledge of the other language.
Compensation	PL-6 salary level, plus benefits	All-inclusive monthly fee depending on qualifications of the consultant, plus travel arrangements.
Available positions	Approx. 20–25 positions per year	Varies according to needs
Number of applicants per intake	8,000–10,000	Varies according to position
Application dates and intakes	Applications accepted spring for intake in autumn	Ongoing
Official Website	The African Development Bank Group – Young Professionals Program	The African Development Bank Group – Expression of Interest for Junior Consultants