



# Young Associates Programme



## About the OECD

The **Organisation for Economic Co-operation and Development (OECD)** is an international organisation that works to build better policies for better lives. Our goal is to shape policies that foster prosperity, equality, opportunity and well-being for all.

Together with governments, policy makers and citizens, we work on establishing evidence-based international standards and finding solutions to a range of social, economic and environmental challenges. From improving economic performance and creating jobs to fostering strong education and fighting international tax evasion, we provide a unique forum and knowledge hub for data and analysis, exchange of experiences, best-practice sharing, and advice on public policies and international standard-setting.

Learn more about our people and work at [www.oecd.org](http://www.oecd.org)

## The OECD Young Associates

**Programme (YAP)** is uniquely designed and aimed to recruit outstanding recent undergraduates who aspire to gain professional experience within an international network of policy makers.

The YAP specifically targets individuals who plan to pursue an advanced academic degree in the near future and who wish to gain experience alongside those delivering to achieve **Better Policies for Better Lives**.

As a selected candidate, you will work closely with senior analysts tackling some of the **most challenging social and economic global issues** of today.

Throughout the Programme, you will be mentored by a senior manager who will guide your professional development.



## Programme overview



**Paris**  
France



**24**  
Months



**6 to 10**  
Participants/Year

## Candidates we look for

- ✓ Hold a **nationality** of an OECD Member country;
- ✓ Have obtained or will obtain a **Bachelor's degree** between January 2020 and September 2021 (to be eligible, candidates may not hold or be enrolled in a Master's or PhD);
- ✓ Have a record of strong **academic achievement**;
- ✓ Have **fluency** in one of the two OECD official **languages** (English and French);
- ✓ Demonstrate how you will be able to **contribute** as a Young Associate in **your area of work**, as well as your motivation to **pursue a graduate degree** in a relevant field after completing the Programme, including how the YAP will help achieve this;
- ✓ Able to start the Programme in **September 2021** for the two-year assignment.

# Next programme timeline

OECD Young Associates for 2021-2023

2020



December 2020  
Online applications  
accepted

January 2021  
Screening of applications



January 2021  
Online test



2021

February -  
March 2021  
Video/phone  
interview



April-  
May 2021  
Final interview and  
selected candidates  
are informed



September 2021  
YAs take up duty



**24 months** after taking up duty  
YAs commence postgraduate studies



### Key work areas our Young Associates have engaged in:

- Development Co-Operation
- Economics
- Employment, Labour and Social Affairs
- Energy
- Entrepreneurship, SMEs, Regions and Cities
- Environment
- Financial and Enterprise Affairs
- Global Relations
- Nuclear Energy
- Science, Technology and Innovation
- Tax Policy and Administration
- Trade and Agriculture
- Transportation

## Who are the Young Associates?

Since the launch of the Programme in 2016, the OECD has welcomed **30 Young Associates** to contribute towards a wide array of subjects pertinent to the Organisation's work. YAs have been involved in project management, policy analysis, preparation of briefings and communications – all useful skills to prepare for advanced academic study and a professional career.

### Coaching and mentorship

During the two-year Programme, YAs are closely mentored by their managers to develop their substantive expertise and support their integration into the wider Division and Directorate.



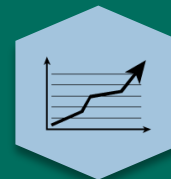
### Diversity

17 Nationalities have been represented by the YAs



### Gender balance

47% of all recruited Young Associates are female



### Continued growth

Former YAs are further developing their expertise in world-class graduate programmes

“

*It was a delight to join a dedicated team that was generous in teaching me on the job!*

”

As one of the first OECD Young Associates, Olivia worked in the **International Energy Agency (IEA)** in the area of decomposition analysis of energy system carbon emissions, as well as energy access in developing countries.

Olivia obtained a Bachelor's degree in Environmental Science and Public Policy from Harvard University. Following the YAP, she enrolled in the Master's programme in Economics at the University of Cambridge.



Olivia (YA 2017-2019)

“

*Being a part of an interdisciplinary team of researchers, lawyers and policy analysts that are happy to share their knowledge makes my time here a truly enriching experience.*

”



Hannah (YA 2018-2020)

Hannah works in the **OECD Centre for Tax Policy and Administration**, where she works on the taxation of labour and consumption.

She holds a Bachelor's degree in Economics from the University of St. Gallen, and is now pursuing a Master of Philosophy in Economics at the University of Oxford.

“

*To work at the OECD is to tap into the vast institutional knowledge of one of the pillars of multilateralism. It is a truly inspiring professional experience and a motivation to keep learning.*

”

Norbert joined the Environment and Economy Integration Division of the **OECD's Environment Directorate**, where he works on diverse issues ranging from circular economy and resource efficiency to reviews of methodologies to quantify plastics in the environment and green recovery measures.

He holds a Bachelor's degree in Economics and Political Science from New York University Abu Dhabi.



Norbert (YA 2019-2021)



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## Are you interested?

Find out all you need to know before applying  
<https://www.oecd.org/careers/young-associate-programme/>

Learn more about the OECD and areas of work  
<http://www.oecd.org/about/>

Write your questions to  
[youngassociate@oecd.org](mailto:youngassociate@oecd.org)