



# 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)

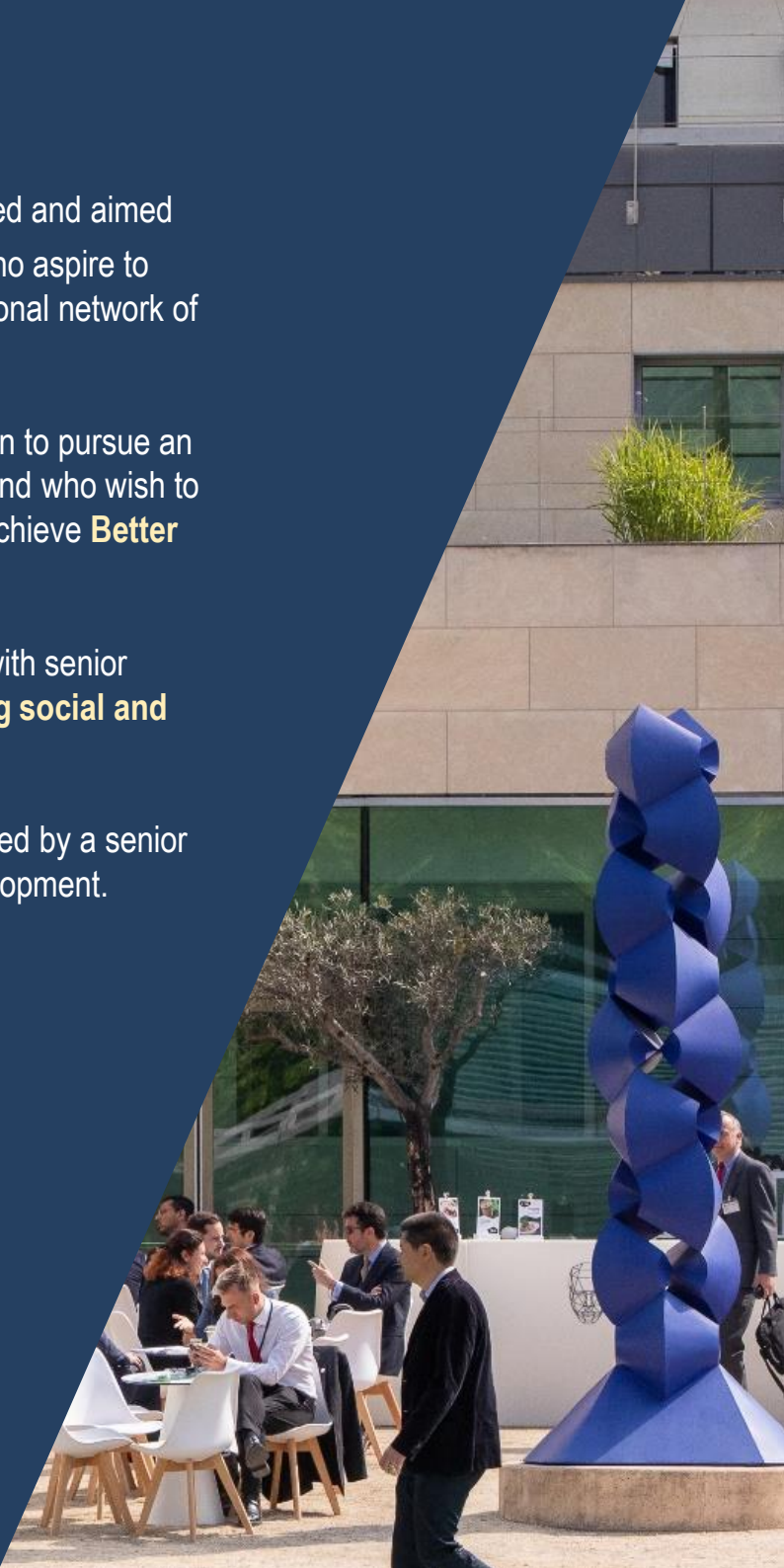
## The OECD Young Associates

**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 2021 and September 2022 (to be eligible, candidates may not hold or be enrolled in a Master's or PhD);
- ✓ Demonstrate a record of **strong academic achievement** with a minimum Grade Point Average (GPA) of 3.0 out of a 4.0 scale\*;
- ✓ 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 2022** for the two-year assignment.

\* Candidates will be requested to provide their final or latest cumulative GPA ([GPA conversion tool](#))

# Next programme timeline

OECD Young Associates for 2022-2024

2021



November 2021  
Online applications  
accepted

December 2021  
Screening of applications



January 2022  
Online test



2022

February 2022  
Video/phone  
interview



March 2022  
Final interview and  
selected candidates  
are informed



September 2022  
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.



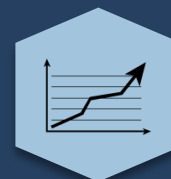
### Diversity

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

“

*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 joined the **OECD Centre for Tax Policy and Administration**, where she worked on the taxation of labour and consumption.

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



Hannah (YA 2018-2020)

“

*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)

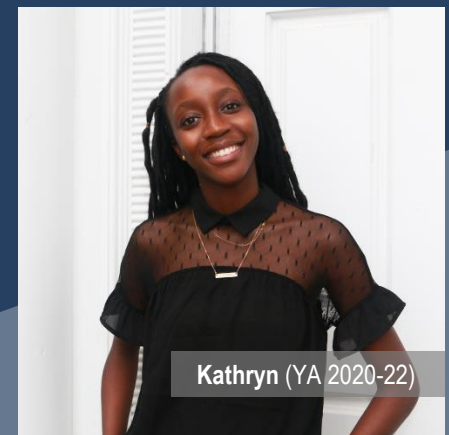
“

*Visiting the OECD as a study abroad student in 2018, I was awed with the organisation's data and research driven approach to influencing global policy. It has been an honor to see the OECD's work from the inside and take part in conversation at the forefront of nuclear energy policy.*

”

Kathryn supports the **Nuclear Science Division of the OECD's Nuclear Energy Agency**, where she works on nuclear education, human capacity, and knowledge management issues to ensure the continued viability of nuclear energy and its workforce.

She holds a Bachelor's degrees in Economics and International Relations from the University of Maryland.



Kathryn (YA 2020-22)

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FOR ECONOMIC  
CO-OPERATION  
AND DEVELOPMENT



BETTER POLICIES FOR  
DES POLITIQUES  
POUR UNE VIE



Young Associates Programme

## 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)

community  
health  
education  
life satisfaction  
balance