



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

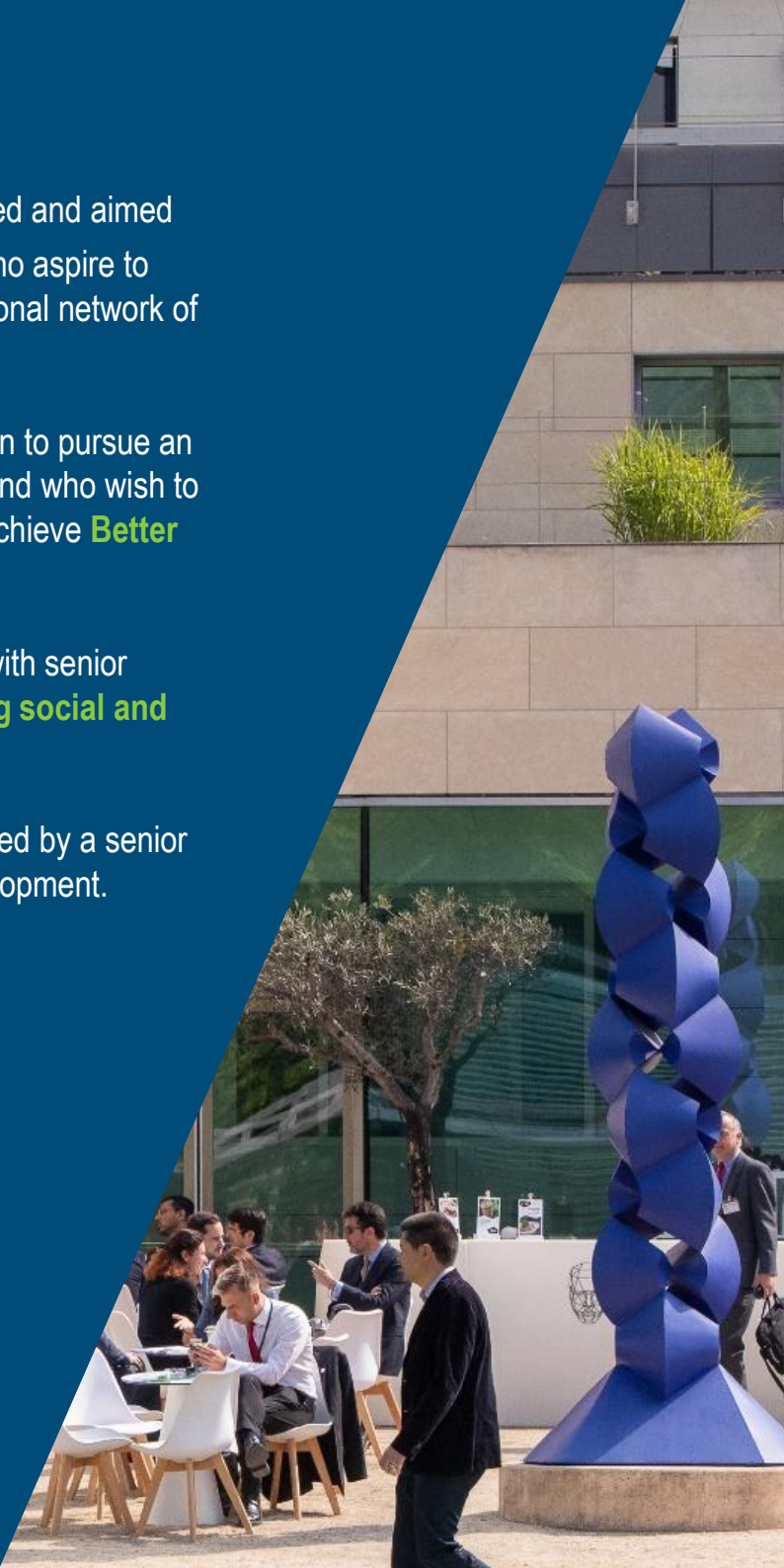
The OECD Young Associates

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



8 to 12
Participants/Year

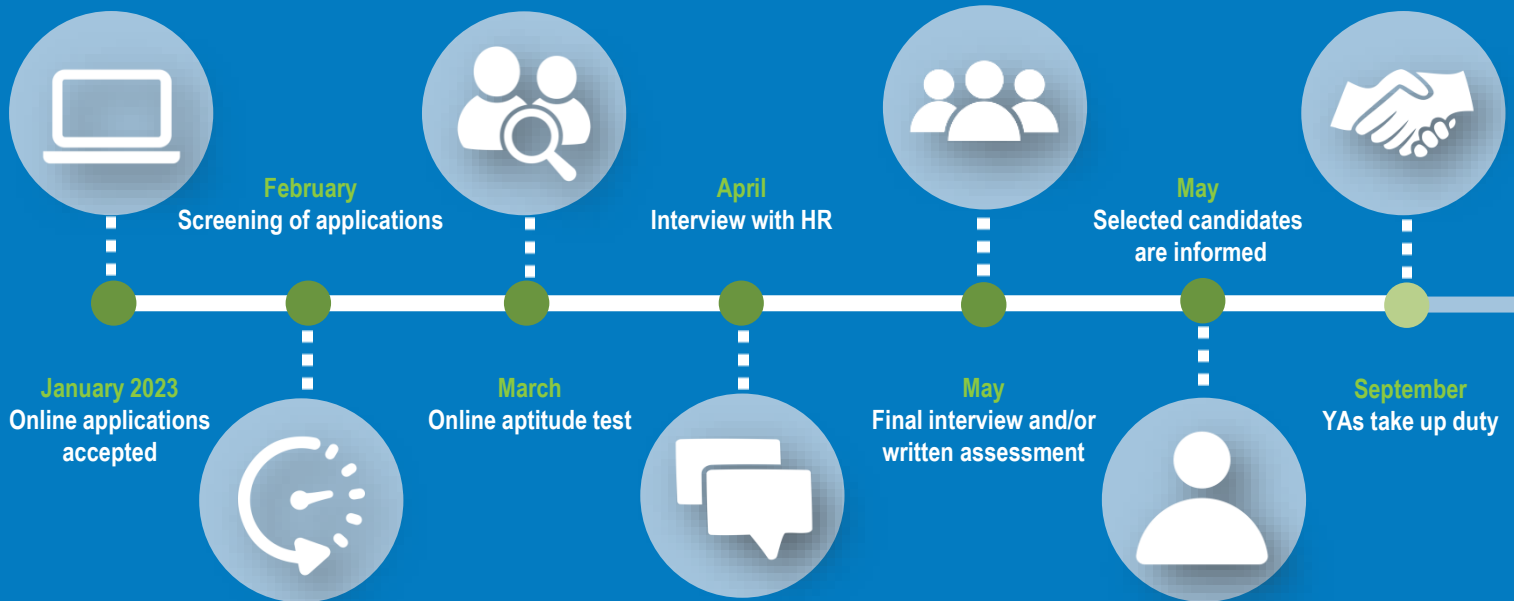
We look for candidates who:

- ✓ Hold a **nationality** of an OECD **Member country**;
- ✓ Have obtained or will obtain a **Bachelor's degree** between January 2022 and September 2023 (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) and a commitment to reach a good working level of the other;
- ✓ Demonstrate the ability to **contribute** as a YA **in the area of work**, as well as demonstrate motivation to **pursue a graduate degree** in a relevant field after completing the Programme.
- ✓ Can start the Programme in **September 2023** for the two-year assignment.

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

Round 2023-2025 timeline

2023



24 months after taking up duty
YAs commence postgraduate studies

Note: The recruitment timeline may be subject to change, in which case relevant candidates participating in the recruitment process will duly be notified.



Key work areas our Young Associates have engaged in:

Development
 Development Co-Operation
 Economics
 Education and Skills
 Employment, Labour and Social Affairs
 Energy
 Entrepreneurship, SMEs, Regions and Cities
 Environment
 Financial and Enterprise Affairs
 Global Relations
 Nuclear Energy
 Public Affairs and Communications
 Science, Technology and Innovation
 Statistics
 Tax Policy and Administration
 Trade and Agriculture
 Transportation
 Well-being, Inclusion, Sustainability and Equal Opportunity

Who are the Young Associates?

Since the launch of the Programme in 2016, the OECD has welcomed **48 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.



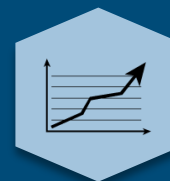
Diversity

22 Nationalities have been represented by the YAs



Gender balance

55% 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)

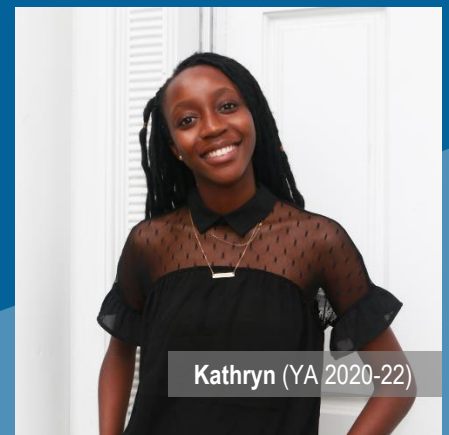
“

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

community
health
education
ent life satisfact
fe balance



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