

**Armin H.Fidler, Dr. med., MPH, Washington DC, USA**

### **The Young Professionals Program**

The Young Professionals Program is a starting point for a career in the World Bank. It is a unique opportunity for young people with a passion for international development who have the potential to become future leaders of the institution. The Young Professionals Program is designed for highly qualified and motivated young people skilled in areas relevant to the World Bank's operations such as economics, finance, education, public health, social sciences, engineering, urban planning and natural resource management. In order to be competitive for this highly selective program the candidate must have demonstrated a commitment to development, supported by academic success, professional achievement and potential for leadership. Diversity is encouraged and application is open to qualified men and women, including those with disabilities, with diverse professional, academic, and cultural backgrounds.

Those selected to join the World Bank as a Young Professional spend up to 18 months in at least two rotational assignments in different units of the Bank designed to provide valuable on-the-job experience and a broad overview of the Bank. Young Professionals are engaged in projects with their units during their rotational assignments and generally participate in missions with their units to client countries. The assignment is enriched through specialized training, a poverty immersion assignment, and mentoring. It is an excellent opportunity to experience development and gain exposure to the World Bank's operations and policies. Upon completion of the rotations, Young Professionals are confirmed into regular staff positions at the World Bank with many having remained at the Bank and later assuming leadership roles in the institution.

For additional information or to apply visit the website (<http://Inweb28.worldbank.org/hrs/careers.nsf/key/ypp>). Application to the program is done online by submitting a CV generally between June-September of each year (note that this time period may vary). After the applications are reviewed, candidates selected for the next stage are asked to submit additional information. Based on these detailed applications, a selected number of

candidates are invited for interviews. Those candidates successful at the interview stage are then presented to the final selection committee where the decision on the new Young Professionals is usually made by March/April of each year.