



## Frequently Asked Questions

### Young Associates Programme (YAP)

**1. Should I send my CV directly to the OECD?**

No, all applications should be submitted online via the YAP vacancies published on the [OECD careers website](#).

**2. What are the official languages of the OECD, and in which language should I submit my application?**

The official languages of the OECD are English and French. You can fill in the application form in either of these languages.

To be eligible for the Young Associates Programme, candidates must have fluency in one of the two OECD official languages (English and French), with a commitment to reach a good working level.

**3. What should I focus on in my cover letter?**

You should clearly explain how you will be able to contribute as a Young Associate in your area of work, as well as demonstrate your motivation to pursue a graduate degree in a relevant field after completing the Young Associates Programme, including how the Programme will help achieve this.

We recommend that you provide concrete examples, explaining how your academic background, relevant experiences and skills link to the main responsibilities of the position.

**4. I am currently enrolled in a Master's/PhD programme. Am I eligible to apply for the YAP?**

No, the YAP is designed for current or recent Bachelor's students. If you are already enrolled in a Master's programme, you would not be eligible for the Programme.

You may wish to consider applying for the OECD Internship Programme while you are enrolled in your Master's studies. Please see our [Internship page](#) for more details and eligibility requirements.

**5. I obtained my Bachelor's degree before 2020 / I will obtain my Bachelor's degree after September 2021. Am I eligible to apply for the YAP 2021-23 round?**

No, to be eligible for the YAP 2021-23 round, candidates must obtain their Bachelor's degree between January 2020 and September 2021 inclusive.

**6. I have obtained a Bachelor's degree previously and am currently enrolled in my second Bachelor's programme. Am I eligible to apply for the YAP?**

Yes, you are eligible to apply if you obtain your Bachelor's degree between January 2020 and the start of the next Programme in September 2021.

**7. I hold a nationality of an OECD key partner country or non-member country. Am I eligible to apply for the YAP?**

No, candidates must hold a nationality of a Member country to be eligible. Please refer to the job description for more details.

**8. Do I need to have work experience to apply?**



No, the YAP does not require any prior professional experience. The Programme is designed to provide recent undergraduates with substantive experiences and an opportunity to contribute to the OECD's core work programmes for a limited time (24-months) as a bridge to further studies in competitive postgraduate programmes.

However, candidates with professional or voluntary work experience relevant to the role are welcome to refer to them in the application.

### **9. Is there an age limit to applying?**

The maximum age limit for Young Associate positions is 65.

### **10. What do I need to submit for my application?**

- Complete your resume through the OECD [recruitment system](#)
- Submit your cover letter as an attachment or provide directly in the recruitment system
- Provide contact information (e-mail address) for your referees (referees will be contact toward the end of the recruitment process, before which candidates will be notified)

### **11. What is the recruitment process, and what does it mainly assess?**

The primary focus of each assessment is to help understand the following:

- *Online assessment:* behavioural and cognitive traits
- *CV screening:* relevance of the candidate profile to the role, contribution to the work area and motivation for the OECD Young Associates Programme
- *HR interview:* [OECD core competencies](#)\*, communication skills and overall suitability for the YAP and position
- *Written assessment:* technical competencies and English drafting skills
- *Directorate interview:* [OECD core competencies](#)\*, technical competencies and fit with team
- *Reference check:* independent feedback on the candidate

\*Refer to core competency level 1 of the OECD Core Competency Framework.

The above details of the recruitment process may be subject to change, in which case relevant candidates will be informed.

### **12. How many YAs does the OECD recruit per year?**

6-10 Young Associates are recruited per year.

### **13. Where should I expect to be based during the Young Associate assignment?**

All YAs are based in Paris, France. Depending on the circumstances related to Covid-19 and corporate guidelines, staff may perform their work remotely. As the current situation in France is evolving, more details will be available to candidates later in the recruitment process, closer to the start date.

### **14. What documents do I need to provide if I am selected?**

Prior to taking up duty, successful candidates will be required to provide:

- A copy of your passport
- A copy of your transcript of records indicating your GPA
- A copy of your Bachelor's degree diploma or equivalent

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**15. Can the OECD help me obtain my visa?**

Yes, if selected for the YAP, OECD staff will assist you in obtaining your visa to reside and work in France.

**16. What are the salary and benefits of a Young Associate?**

The OECD offers a competitive compensation and benefits package for Young Associates. Please refer to the YAP page for details.