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 2023 and September 2024 (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 2024** for the two-year assignment.

* Candidates will be requested to provide their final or latest cumulative GPA ([GPA conversion tool](#))
Round 2024-2026 timeline

November-December 2023
Online applications accepted

January 2024
Screening of applications

February
Online aptitude test

March
Interview with HR

April
Selected candidates are informed

May
Final interview and/or written assessment

September
YAs take up duty

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.
Since the launch of the Programme in 2016, the OECD has welcomed 59 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.

Who are the Young Associates?

Diversity
26 Nationalities have been represented by the YAs

Gender balance
59% of all recruited Young Associates are female

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

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
- Sahel and West Africa
- Science, Technology and Innovation
- Statistics
- Tax Policy and Administration
- Trade and Agriculture
- Transportation
- Well-being, Inclusion, Sustainability and Equal Opportunity
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.

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.

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.
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