Career Opportunity - Young Professional for BRAC International

With over 100,000 employees reaching an estimated 138 million people, BRAC is the world’s largest non-governmental organization. BRAC is a development success story, spreading anti-poverty solutions born in Bangladesh to 10 other developing countries in Asia and Africa, making it a global leader in providing opportunities for the world’s poor.

The Young Professionals Programme (YPP) of BRAC International provides the foundation for exceptionally qualified and motivated individuals seeking a professional career in development. YPP offers a range of opportunities to develop professional skills and understand BRAC’s diverse development programmes, operations, policies and procedures.

Program Features

To have an in-depth understanding of national and international development, Young Professionals will be exposed to the following as part of their training and capacity development:

- Field attachments with BRAC’s development and support programmes in remote locations of their home country
- Classroom-based training on development programs and managerial skills at BRAC’s headquarters in Bangladesh
- Exposure visits to development programs and social enterprises in Bangladesh
- Short-term assignment with a specific programme
- Coaching and mentoring: A mentor will be allocated to each YP to help them navigate through BRAC and make the best use of their experience

Upon completion of training, Young Professionals will be given appointment in different BRAC programs and have the opportunity to fast track their careers towards managerial positions across BRAC International.

Eligibility requirements

This programme is designed for qualified and motivated individuals who have the desire to establish a career in international development, a proven track record of academic success and leadership capability.

The following are eligibility requirements for the Young Professionals Program:

- Citizen of the BRAC participating country with a valid passport
- Minimum Bachelor’s degree in a relevant discipline from a reputed university with a minimum CGPA of 3.5 (in a scale of 4.0) or 4.5 (in a scale of 5.0)
- Fluency in English
- Maximum 30 years of age at the time of joining
- Professional experience of 2-3 years is desirable but not a must

Citizens of the following BRAC operating countries are eligible to apply: Afghanistan, Pakistan, Myanmar, Tanzania, Uganda, Sierra Leone, South Sudan and Liberia
Additional Person Specifications

- Commitment and drive towards improving the lives of people in your country
- Strong analytical, interpersonal, and communication skills
- Readiness to serve in field assignments in remote locations
- Flexibility and capacity to work in different areas of the organisation
- Readiness to uphold the BRAC values of integrity, innovation, inclusiveness and effectiveness

Application procedure

If you would like to apply, please complete the **Online Application Form** on [http://birb.brac.net/](http://birb.brac.net/) and **upload soft copies** of the following documents by **October 21, 2016**.

- CV with contact information of two professional references (not relatives)
- Statement of interest (maximum 500 words)
- Passport size photograph

**Please note no hard copy applications will be accepted.**

Selection Process

Applications will go through a rigorous screening process. Due to the large volume of applications, **only short-listed candidates will be invited** to a multi-stage interview process. Candidates should be prepared to face written and oral assessments & both in-person and virtual interviews.

Terms of Employment

Successful candidates will be given a competitive remuneration package and provided an all-expenses paid trip to BRAC’s headquarters in Bangladesh for training. The training package shall include:

- one-time return airfare (to and from home country)
- accommodation, travel and food costs within Bangladesh

The new cohort of Young Professionals will be expected to travel to Bangladesh by January 2017 for classroom training and field visits