



OUR DREAM

A WORLD FREE OF POVERTY ON A LIVABLE PLANET



WHO WE ARE



FIVE INSTITUTIONS ONE WORLD BANK GROUP



Working together to reduce poverty and promote sustainable development with knowledge, financing, and expertise



IBRD

**International
Bank for
Reconstruction
and Development**

Loans to middle-income and credit-worthy low-income country governments

IDA

**International
Development
Association**

Concessional loans and grants to governments of poorest countries

IFC

**International
Finance
Corporation**

Solutions in private sector development

MIGA

**Multilateral
Investment Guarantee
Agency**

Guarantees of foreign direct investment's non-commercial risks

ICSID

**International Centre for
Settlement of
Investment Disputes**

Conciliation and arbitration of investment disputes



30,000+
employees

150+
offices

180+
nationalities

120+
languages

700

Million people around the world live in extreme poverty



Our partners

include multilateral institutions, civil society organizations, the private sector, foundations, think tanks, and others

189

Member Countries



WHAT WE DO

OUR PRIORITIES



Tackling complex, intertwined challenges with knowledge, experience, and innovation

PEOPLE

Promote global health, inclusive education, and social protection

PROSPERITY

Invest in projects, policies, governance, and systems that create opportunity and prosperity

PLANET

Provide sustainable food systems, water, and economies for healthy people and a healthy planet

INFRASTRUCTURE

Develop safe and sustainable energy, transportation, and urban mobility

DIGITAL

Accelerate digital access to create economic opportunity and to transform lives

CROSS CUTTING AREAS

Issues affecting all areas of development

THE WORLD BANK GROUP



**WORK
WITH US**

WHY WORK AT THE WORLD BANK?

MISSION



PEOPLE

We recognize that poverty has no borders. Neither does excellence. We are continually in search of the brightest, most talented individuals from around the globe.

GLOBAL OPPORTUNITIES



DIVERSITY



BENEFITS



OUR VALUES

We help our clients solve their greatest development challenges.

We do what is right.

We care for our people, our clients, our partners, and our planet.

We work together to achieve our goals.

We learn and adapt to find better ways of doing things.

Impact

Integrity

Respect

Teamwork

Innovation



WAYS TO JOIN



INTERNSHIPS



CONSULTANTS



PROGRAMS



STAFF



BANK INTERNSHIP PROGRAM (BIP)

- Exposure to the mission and work of the World Bank in our Headquarters and Country Offices
- Paid internship with travel allowance covered
- For D.C., J1 visa holders will be supported with a G4 visa

ELIGIBILITY:

- Graduate or post-graduate student
- No age limit or minimum years of experience required
- Fluency in English required; Arabic, Chinese, French, Portuguese, Russian, and Spanish may be an advantage

TIMELINE:

- Application period: **January 15 to February 14, 2025**
- Selection decisions by **April 2025**
- Internships start in **May/June 2025** for a **1 -4 months** period, depending on the work programs' business needs





PROGRAMS

YOUNG PROFESSIONALS PROGRAM (YPP)

- **Institution:** IBRD, IFC and MIGA
- **Experience:** 4+ years of experience
- **Limit:** 32 years old
- **Application:** September 2025
- www.worldbank.org/ypp

JUNIOR PROFESSIONAL ASSOCIATES (JPA)

- **Institution:** IBRD and MIGA
- **Eligibility:** Bachelor's degree
- **Limit:** 32 years old
- **Application:** Spring 2025
- www.worldbank.org/en/about/careers



CONSULTANTS

EXTENDED-TERM (ETT/ETC)

- 1-3 years contracts with partial benefits.
- Benefits include medical insurance, leave, and a 15% premium.
- Extended Term contracts are renewable for a lifetime cap of three years.

SHORT-TERM (STT/STC)

- 150-day (or less) contract per fiscal year with no benefits.
- Short Term contracts in Fragile States can work up to 190 days per fiscal year.
- Health insurance plans are made available for independent purchase.

STAFF (GA-GJ)

Full-time employees with full benefits. There are two types of staff appointments:

- **Local Appointment**
- **International Appointment**

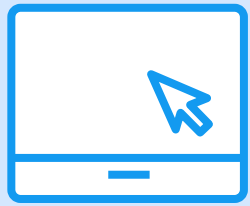
The World Bank has ten grade levels to structure its workforce:

- **Administrative Jobs (GA–GD)** generally require a Bachelor's degree.
- **Professional and Technical Jobs (GE–GH)** usually require a Masters or PhD.
- **Managerial Jobs (GH–GJ)** thought leaders in their field and responsible for the management of staff, their work programs, and budgets.



RECRUITMENT PROCESS

APPLICATION



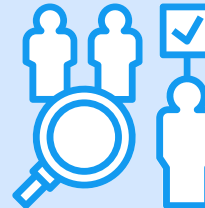
- 10-21 days
- 100-200+ apply
- Applications must be submitted by 11:59pm UTC on the application deadline.

LOGLIST



- 10-14 days
- 15-25 selected
- Selection panel will review longlist and decide who to interview

SHORTLIST



- 10-14 days
- 15-25 tested
- Assessments can be video interviews or skills-based tests

INTERVIEWS



- 10-14 days
- 3-6 interviewed
- Panel interviews in person or video interview

SELECTION



- 10-14 days
- Background check



TIPS FOR YOUR APPLICATION

RESUME

- Check the length (1-3 pages)
- Remove unnecessary and outdated information (e.g., date of birth or picture)
- Proofread
- Format your resume properly and use a professional font
- Start with a concise summary
- Use keywords from your target job on your resume
- Include only the most relevant information, such as skills and achievements, with the most important at the top
- Use action verbs and add numbers to provide context (e.g., Trained 12 members on XYZ that contributed savings of 5% of operational costs)

TIPS FOR YOUR APPLICATION

COVER LETTER

- 1-page document that complements your resume with ideally 4-5 paragraphs
- Introduces you and gives insight into your motivation to join the organization
- State why you are the best fit for the job and explain your experience, skills, qualifications, and achievements (with numbers) in line with the job requirements
- A good cover letter will spark interest in your application
- Close with a call to action





TIPS FOR YOUR INTERVIEW

TYPE OF QUESTIONS

- **Ice breaker.** Prepare your story and elevator pitch: *Why do you want to join the organization?*
- **Soft skills.** Review your greatest strengths and failures, and share past examples. *Tell me an example of a tough decision you had to make.*
- **Technical skills.** Review the job description and be familiar with what is happening in the industry. *What is typically higher – the cost of debt or the cost of equity?*
- **Managerial skills.** Practice answering managerial skills questions and share past examples. *Describe your management style.*
- **Company knowledge/fit.** Review company values and mission statement. *What company values best resonate with you? What do you know about the team?*

TIPS FOR YOUR APPLICATION

ANSWERING QUESTIONS

Use **STAR Method**:

- **Situation:** What was the situation or challenge?
- **Task:** What tasks or goals were put in place?
- **Action:** What did you do to complete the set task or meet the goals?
- **Results:** Tell us the measurable results based on your actions.

At the end of the interview, ask about deliverables, expectations, culture, team structure, and next steps.





NEXT STEPS

Apply to positions where **your skills** and **qualifications** meet the requirements

Highlight **relevant experience** in your resume and show **your passion** in the cover letter

Learn more about our operations at **Open Learning Campus**, **virtual events**, **blogs**, etc.

Sign up for **job alerts** and build your network on **LinkedIn**

STAY IN TOUCH



Visit our website to learn more about the World Bank Group, careers and current job openings:



Follow the World Bank and IFC on social media for updates:

 The World Bank

 @WorldBank

 @WorldBank

 @WorldBank

 World Bank

 IFC

 @IFC

 @IFC

 @IFC

 IFC

www.worldbank.org/jobs

www.ifc.org/careers