

OECD Young Associates Programme (YAP)

What is the YAP?

The YAP is a new recruitment programme with a different purpose and audience to existing entry-level channels such as the Young Professionals Programme (YPP). The target audience is final-year or recent undergraduates who are not already pursuing graduate study. Young Associates are hired as Officials under Simplified Recruitment Procedures at B3 grade to work in policy analysis roles for a period of 24 months. A key aspect of the programmes is that they are mentored by senior managers throughout with a view to positioning them as top candidates for postgraduate studies after their time at the OECD.

Why is it being launched?

The OECD has traditionally relied on mid-career professionals for policy analysis roles. The average age of individuals in entry-level functions (i.e. the A1 grade) is currently 31.5, and only a handful of Officials are below 25 years of age. By recruiting at undergraduate level the OECD aims to attract exceptional candidates ahead of comparable International Organisations. Recruiting for policy functions from an untapped undergraduate talent pool enables the OECD to develop its reputation as the go-to institution for identifying and nurturing promising talent. And the YAP is a great chance for the OECD to advance its diversity objectives.

How many YA positions are there?

The YAP will be run annually. Each round will welcome approximately five YAs.

What work do Young Associates do?

The work programme for each YA will depend on the business needs of the Directorate and is drawn up by their direct manager, who is also their mentor. Though hired at B3 grade, YA tasks involve background research, drafting and representing their team at internal meetings as required. In this respect their day-to-day work may overlap with that of interns, temporary staff and A1 grades. However, the framework of the YAP places this in a markedly different context, as their work programme is designed to build the necessary professional competences and policy expertise needed to secure places on highly-competitive Masters and Doctoral programmes in the future.

What is the application process?

Six job-specific requisitions are currently open on Taleo, the OECD's online job portal, until December 8. EXD/HRM/TMA will conduct screening, aptitude tests (logical reasoning and teamwork) and a telephone interview (on motivation) by early 2018. At that point hiring Directorates will receive a shortlist of three candidates to carry out a final telephone interview (on substance), written test and reference checks to select the YA.

How are YAs managed?

A key selling point for YAs is that they are assigned a manager who will coach, mentor and guide their professional development throughout their two years at the OECD. This will be a senior figure with good visibility and a strong track record across the Organisation.