

# HIRING TRENDS REPORT

THE JOBSEEKER'S GUIDE  
TO DEVELOPMENT RECRUITING

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# A BRIEF INTRODUCTION

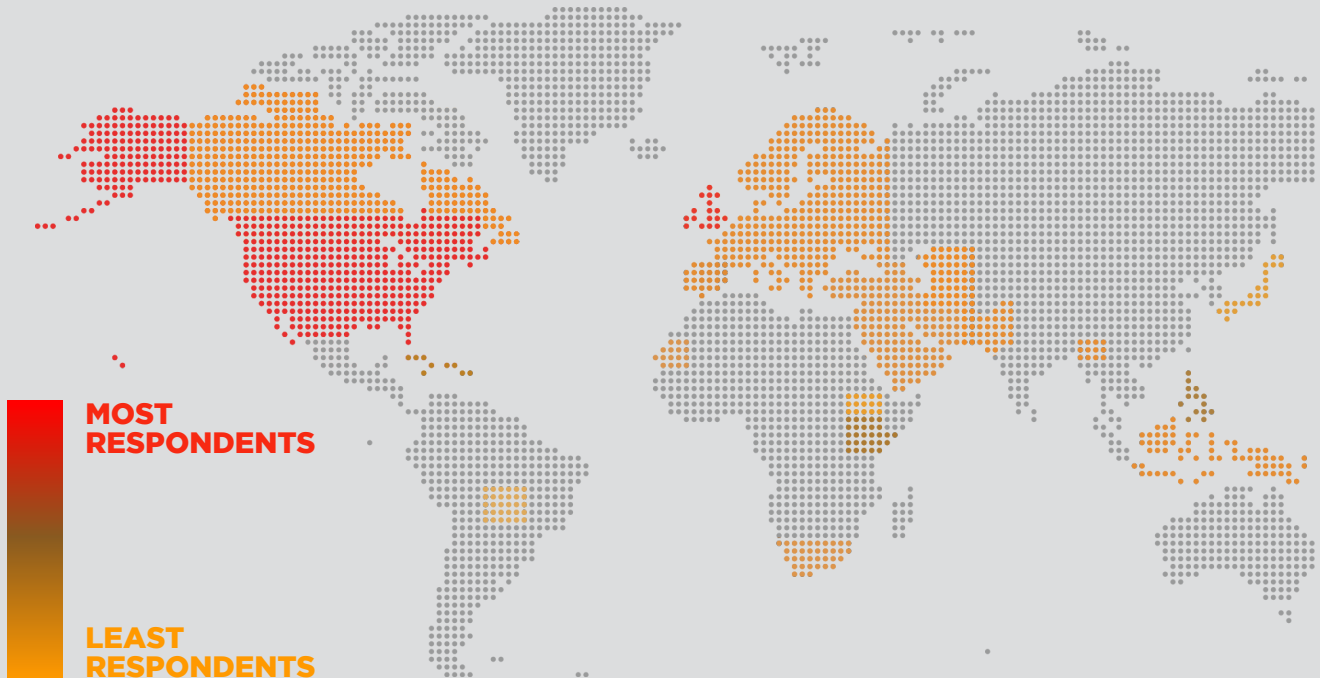
Finding a job in global development is more competitive than ever. Trends like localization, shifts in funding and private sector engagement are changing the employment landscape and impacting the opportunities available and skills and experience in demand. As the media platform for the global development community, and the go-to resource for talent and recruiting needs, we have a pulse on these hiring trends and what they mean for professionals and their careers.

Devex serves and connects over 1.5 million global development professionals across the \$200 billion aid and development industry. From large funding agencies to NGOs, to foundations and the private sector, we are connected to more than 1,500 organizations working on global development issues around the world. At the beginning of this year, we reached out to 122 global development recruiters to find out about their hiring needs and predictions for the year ahead.

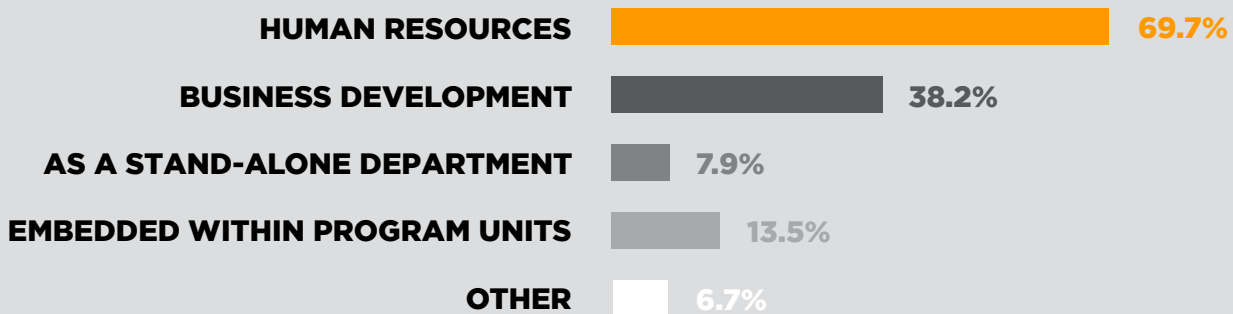
The recruiters shared with us their thoughts on everything from the value of online degrees to which regions they predict will see the most job opportunities. We have turned these insights into a short and easy-to-read guide so you know what to expect from global development hiring in 2017. Want to know more about the skills you need to land your dream job this year? **Keep reading to find out.**

# MEET THE RESPONDENTS

Our survey gathered insights from global development recruiters in 28 countries—from the U.S. to Uganda, to Luxembourg and Pakistan. These recruiters also represent many different types of organizations, but predominantly come from development consulting firms and international NGOs.

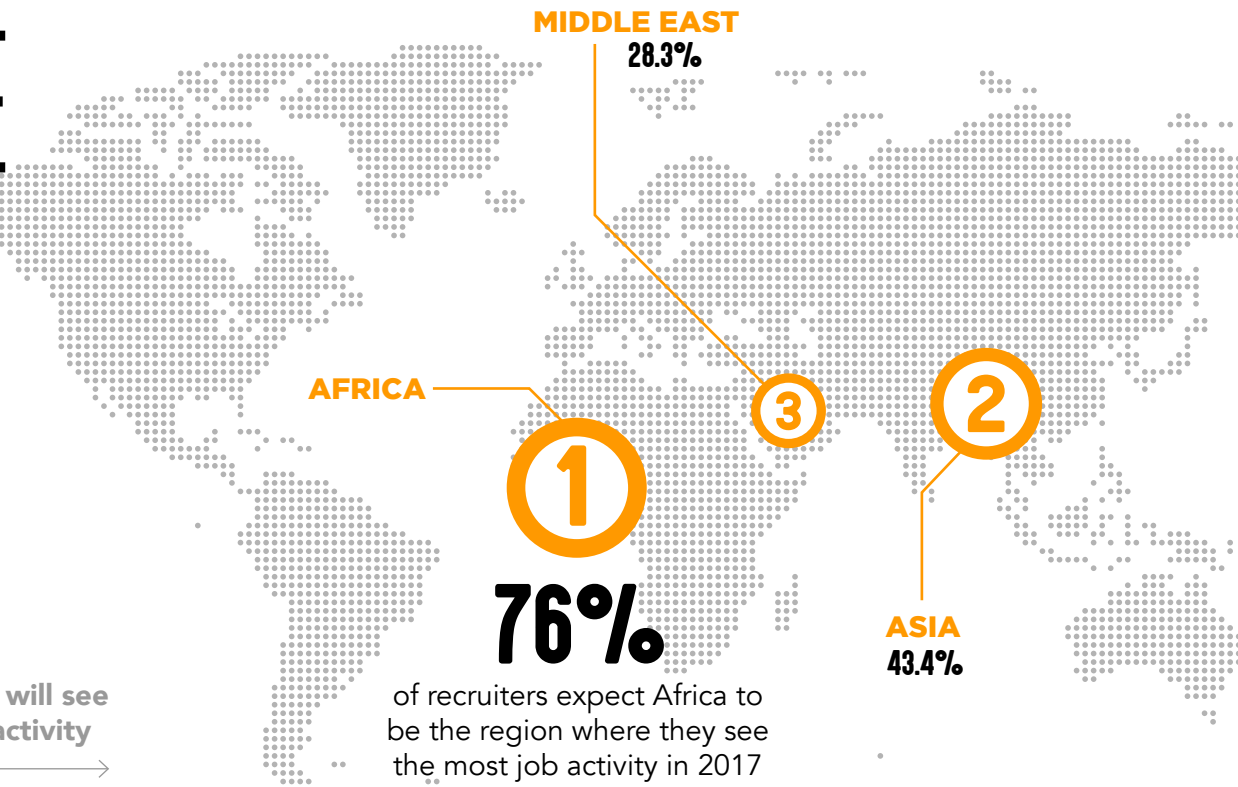


The majority of the recruiters we spoke to typically hired for more than 100 positions per year. While human resources took care of the bulk of hiring for most organizations, recruitment activities also fell under other departments such as business development.



# WHERE ARE THE JOBS?

The regions that will see the most hiring activity this year →

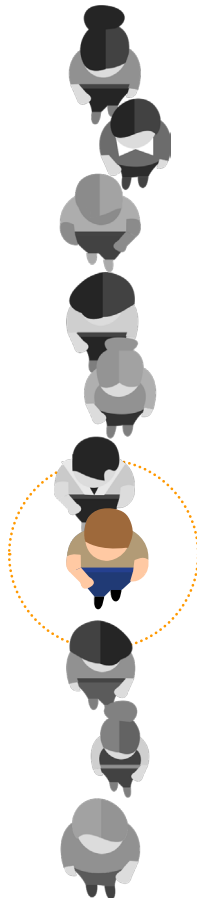


## STANDING OUT IS ABOUT LOCATION, LOCATION, LOCATION

Professionals looking to work internationally should consider these countries.

Recruiters report having the hardest time hiring international candidates in these locations, meaning you have a better chance to stand out.

-  **AFGHANISTAN**
-  **CONGO - KINSHASA**
-  **SUDAN**
-  **LIBERIA**
-  **PAKISTAN**
-  **SYRIA**
-  **BANGLADESH**
-  **SOMALIA**
-  **HAITI**
-  **MOZAMBIQUE**



Looking to stay closer to home? Professionals based in these countries are most in-demand by recruiters seeking local hires.

-  **AFGHANISTAN**
-  **CONGO - KINSHASA**
-  **HAITI**
-  **MOZAMBIQUE**
-  **MYANMAR [BURMA]**
-  **SUDAN**
-  **BANGLADESH**
-  **LIBERIA**
-  **MALI**
-  **GUATEMALA**

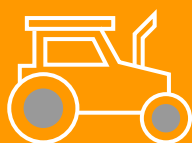
# WHAT SECTORS ARE IN DEMAND?



**HEALTH**  
29.8%



**MONITORING & EVALUATION**  
26.4%



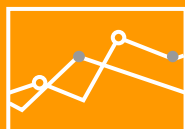
**AGRICULTURE & RURAL DEVELOPMENT**  
26.4%



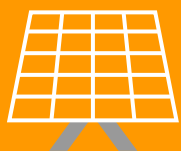
**LAW, HUMAN RIGHTS & GOVERNANCE**  
25.6%



**PROJECT MANAGEMENT**  
24.8%



**TRADE & ECONOMICS**  
24.8%



**ENERGY, ENVIRONMENT, & NATURAL RESOURCES**  
19.8%

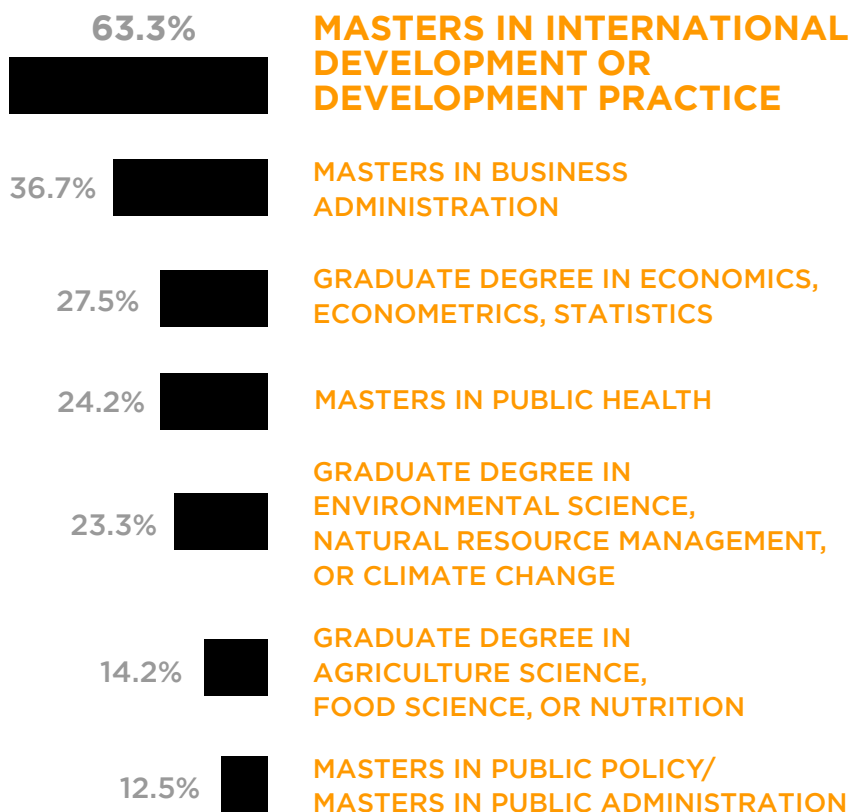
# WHAT IS YOUR EDUCATION WORTH?



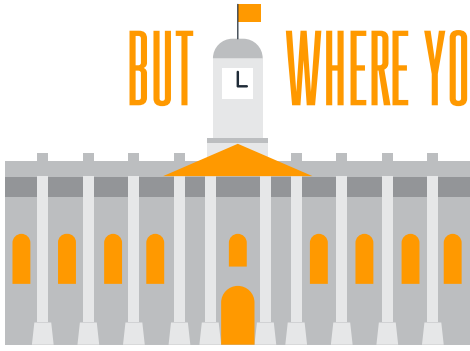
of job seekers are considering pursuing additional training or education to further their global development career

## DECIDING WHAT TO STUDY?

These are the most in-demand graduate degrees, according to recruiters.



## BUT WHERE YOU WENT TO SCHOOL ISN'T AS IMPORTANT



# 41%

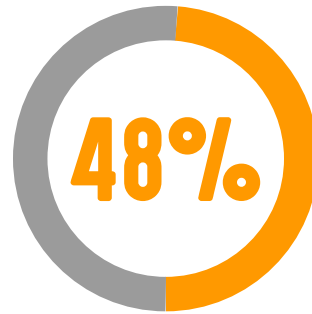
of recruiters said that the prestige or ranking of the university a job candidate attended was **NOT** a factor in their hiring decision.

## WHAT ABOUT SHORT-TERM COURSES OR CERTIFICATIONS?

# 58%

said they could make up for a lack of a traditional degree program or experience, but they still do not put a lot of weight on them.

## WHAT DO RECRUITERS THINK OF ONLINE DEGREES?



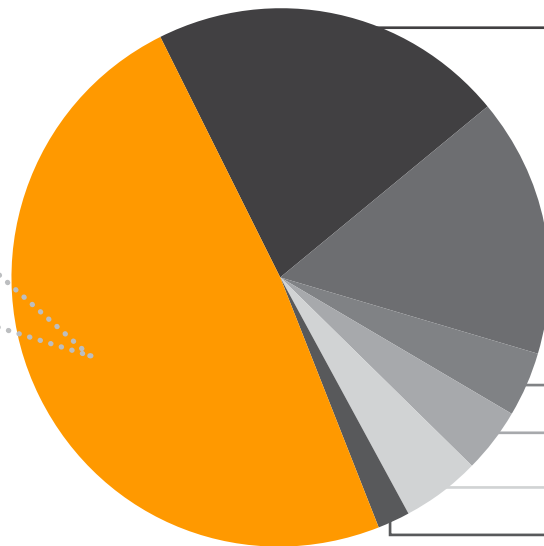
say that they value online degrees from established institutions, but are skeptical of those from for-profit or online-only programs.

## WHAT LANGUAGES ARE MOST VALUABLE?

### PARLEZ VOUS FRANÇAIS?

# 49%

of recruiters listed French as the most in-demand language, other than English, in 2017.



21.40%  
SPANISH

15.5%  
ARABIC

3.90%  
CHINESE

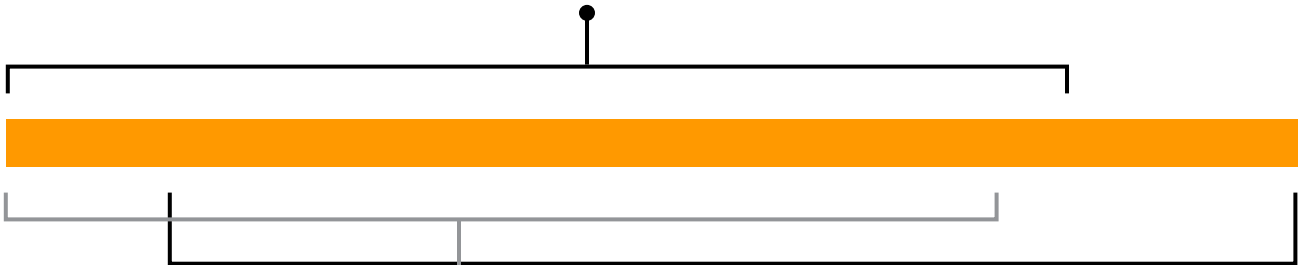
3.90%  
PORTUGUESE

4.90%  
OTHER

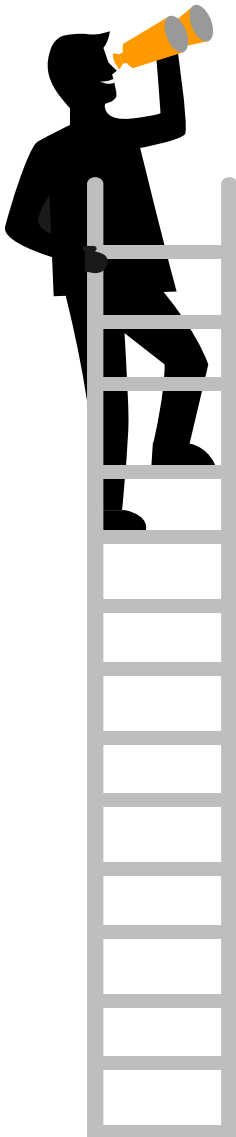
1.90%  
RUSSIAN

# EMPLOYERS ARE OPTIMISTIC ABOUT JOBS IN 2017

**81%** of recruiters expect the number of home office hires to be either the same or higher compared with last year.



**89%** predict the number of project and country office hires to be the same or higher compared with last year. 58% expecting them to increase.



Job seekers, too, are optimistic with

**52%**

believing they will be able to find a job that fits their skills and experience and aligns with their values in the coming year.

However, recruiters believe they are in control when it comes to hiring.

**73%**

described the global development talent marketplace as "employer driven."

## SALARIES: WHAT TO EXPECT

**64%** of recruiters expect salaries for international hires will stay flat this year, while 32% are expecting to shell out higher wages in 2017.

**Local hires** may see the biggest gain, with 48% of recruiters predicting salaries to increase in 2017. (Only 3% expect a decrease).

# WHAT TO WATCH OUT FOR

According to recruiters, the two biggest mistakes job seekers make are:

- 1 NOT CUSTOMIZING THEIR APPLICATION MATERIALS TO THE POSITION**
- 2 APPLYING TO POSITIONS FOR WHICH THEY ARE NOT QUALIFIED**

What do fellow job seekers think is the biggest challenge in finding a meaningful job?

**1**

**LACK OF NETWORK OR CONNECTIONS**

**2**

**TRANSLATING THEIR EXPERIENCE FROM ONE SECTOR TO ANOTHER**

## LOOKING AHEAD WHO WILL BE IN DEMAND?

While recruiters named international hires for projects as the types of positions they have the hardest time filling, it is local hires they predict will be most in demand going forward.

In 5 years,

**46%** of recruiters predict international candidates will be in less demand in global development. However,

**81%** predict local candidates will be in greater demand.

There is good news on the horizon for professionals with a non-traditional background, like those from the **private or tech sector**.

**62%** of recruiters believe there will be a greater interest in these types of candidates in the near future.

## TRENDS TO WATCH

When we asked recruiters what trends they see having the biggest impact on global development hiring, the consensus was

### UNCERTAINTY.

The changing political environment in the United States and United Kingdom - the two largest donor countries in the world - and the rise of populist and nationalist movements around the world are leaving employers wondering how their funding will be impacted in the years to come. If funding priorities change significantly for specific sectors or regions, jobs in those areas will be impacted too.

#### What is certain?



Monitoring and evaluation is an ever increasingly critical skill and standards are high for experts working in this area.



# SOME CONCLUSIONS

Global development remains a highly competitive field, constantly demanding skilled and experienced professionals to tackle a range of challenges around the globe while keeping up with the ever evolving nature of the sector.

While a masters in international development is still preferred for many positions, a diverse range of skills and expertise are in demand across different sectors of development. Recruiters predict a growing need for local candidates, and organizations are increasingly interested in professionals from non-traditional backgrounds. The overall job market looks bright, but uncertainty looms as employers brace for potential funding shifts.

Devex helps you stay informed of industry trends — particularly in these uncertain times — and provides insider insight to help navigate your career.

**The recruiters we surveyed ranked Devex as the top website for finding candidates. Keep your Devex profile filled out and [up-to-date](#) so you can be sure recruiters can quickly and easily find you.**

Devex is the definitive resource for global development opportunities around the world. As home to the world's largest job board for global development, you can find positions on everything from agriculture and sustainability to finance management as well as short-term consultancy gigs.

As a Devex member with a Career Account, you are a step ahead. In addition to having full access to our [job board](#), including premium members-only jobs, your Career Account also gives you exclusive invitations to all of our regular career events and top career insights and advice. Find all upcoming and recent career webinars [here](#).