THE JOB SEEKER’S GUIDE TO DEVELOPMENT RECRUITING

Find out what hiring pros are looking for this year
A BRIEF INTRODUCTION

As the media platform for the global development community, Devex is connected to more than 1,500 organizations across the industry ranging from large development donors to small iNGOs and all of the foundations, non-profits and implementers in between.

These connections keep us in tune with current and upcoming development projects and initiatives and the types of professionals needed to contribute to their success.

Earlier this year, we connected with 114 global development recruiters through a survey to gather insights about what they’re predicting for the coming months. We asked them to weigh in on everything from where they’re looking for talent and how localization plays a role, to the types of skills that will be most valuable to their organizations in the long-run. We turned their responses into a short, easy to read guide to what the hiring pros say you should expect in 2016.

Curious about how your credentials stack up against what these recruiters say they’re looking for? Keep reading to find out.
MEET THE RESPONDENTS

The recruiters we surveyed were based in 20 countries...

They work for several different types of organizations with a high concentration in development consulting firms and iNGOs...
And represent organizations that place recruitment activities in a variety of places...

<table>
<thead>
<tr>
<th>Area</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Resources Department</td>
<td>45%</td>
</tr>
<tr>
<td>Business Development</td>
<td>23%</td>
</tr>
<tr>
<td>Embedded within program units</td>
<td>21%</td>
</tr>
<tr>
<td>Stand-alone recruitment department</td>
<td>8%</td>
</tr>
<tr>
<td>A combination of these</td>
<td>3%</td>
</tr>
</tbody>
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**PRO TIP:**
Having an idea about where a recruiter or hiring manager is positioned in the organization can help you better tailor your application materials to appeal to the needs of the person or department reviewing them.

**WHERE ARE THEY LOOKING FOR TOP TALENT**

Our respondents predicted that in 2016, the most hiring will take place in these regions.
These recruiters also reported that they have the most difficulty making international hires for assignments in:

*Listed in order of rank of difficulty

- Afghanistan
- Bangladesh
- Congo
- Iraq
- Ethiopia
- Haiti
- Liberia
- Mozambique
- Burma
- Honduras

**PRO TIP:**
If you have experience in any of these countries, be sure to [update your Devex profile](https://www.devex.com). Top development recruiters are looking for you.

The following countries were named the top 10 most difficult for making local hires:

*Listed in order of rank of difficulty

- Afghanistan
- Burma
- Iraq
- Bangladesh
- Congo
- Haiti
- Liberia
- Mali
- Mongolia
- Mozambique

**PRO TIP:**
If you have citizenship in any of these countries, be sure to [update your Devex profile](https://www.devex.com). Top development organizations need you.
THE TALENT MARKETPLACE IS TRULY GLOBAL

When it comes to making international hires this year, more than half of our respondents expect the number to be higher than 2015.

And for home office hires, a whopping 86% of respondents feel this number will either stay the same or grow over the course of 2016 as compared to last year.
With a lot optimism around hiring on the horizon, the recruiters we talked to were a bit more conservative with salary expectations – at least for international hires. 55% expect current salary levels to remain the same, but 63% see salaries increasing for local hires.

Even though there appears to be consensus that hiring is on the rise all around, responses were fairly split when we asked what percentages of professional level positions are anticipated to be filled by local candidates over international hires in the coming year.

Locking in both types of candidates still proves to be a challenge for recruiters. Nearly 1/2 said that they have the most trouble finding international hires for project positions.

**PRO TIP:**
If you are open to international project work, you can indicate this in the “Professional Summary” section of your Devex profile.
SKILLS FOR SUCCESS

We also asked what the top three most important skills (regardless of sector) are for a development professional to remain competitive in the current hiring landscape.

While there was a pretty even spread among our participants across the total number of responses, **Capacity Building was ranked #1 by a margin of nearly 25%**.

PRO TIP:

These skills also represent some of the top keyword searches done by recruiters on Devex. If you have experience in any of these areas, be sure to indicate them in the “Skills & Expertise” section of your profile and on your CV. These small updates will boost you in recruiter search results making it easier for them to find you.
It appears that recruiters are leaning toward making more technical hires in 2016. The top 5 sectors anticipated for the most new hiring being:

1. M&E (37%)  
2. Health (30%)  
3. Energy, Environment & Natural Resources (29%)  
4. Project Management (27%)  
5. Law, Human Rights & Governance (25%)

PRO TIP:
Want to learn more about an M&E career? Start by visiting the Devex Career Center. We have lots of expert advice articles on how to get started in monitoring and evaluation.

French speakers are also in growing demand. Outside of English, 60% of those surveyed believe French is the most necessary language skill for today’s aid worker.

PRO TIP:
Did you know that Devex has 90,000 members who list French as a language in their profile? If you’re one of them make sure to add that to your profile.
While job descriptions often call for significant experience with a specific funder, the tides appear to be changing. More recruiters said they prefer candidates with a basic understanding of a wide range of funders including bilateral and multilateral aid agencies, foundations and the private sector over deep knowledge working with one. While it was only by a small margin, (2%) it was one of the most surprising stats to come out of this survey and indicates the continued shift toward new and innovative models for aid having a larger and larger role to play. It’s also good news for development professionals looking for a career with diverse work experiences.

Highly educated professionals also remain among the most sought after new hires – particularly those with specialized backgrounds. Our recruiters reported high interest in talent with a:

1. Master’s in International Development
2. Master’s in Business Administration
3. Graduate level economics, econometrics or statistics degree
4. Master’s in Public Health
5. Graduate level agriculture science, food science or nutrition degree

PRO TIP:
MBAs are gaining a lot of traction among development recruiters as funding models shift and overlaps with the private sector increase. You can learn more about that here.

PRO TIP:
Your donor experience shows up in an easy to read snapshot on your profile for recruiters to browse at a glance. Be sure your information is complete and up to date so your snapshot is full and you don’t get overlooked.
SOME CONCLUSIONS

Just like every part of the development industry, hiring continues to evolve. With trends leaning toward more localized recruitment and even more all-encompassing skill requirements, competition is increasingly fierce among jobseekers.

One of the best things you can do as a candidate is to make sure recruiters can learn about your background quickly and easily.

Nearly all of the leading global development recruiters use Devex to search for potential new hires. That means your Devex profile is one of the best marketing tools you have to get on a recruiter’s shortlist – sometimes for jobs that haven’t even been posted yet – so you’ll want to make sure it’s complete, up to date and includes a CV with a way for a recruiter to get in touch with you.

Once your profile is recruiter-ready and easy to find, we recommend taking a proactive approach to your job search too. Devex is the world’s largest development jobs board, giving you a one-stop shop for positions spanning the industry and the world. From agriculture to sustainability, from global health to impact investing - you’ll find what you’re looking for on Devex.

We even have a membership especially for global development professionals looking for new opportunities. It’s called a Career Account, and it gives you full access to the jobs board including an additional 1,000+ exclusive member-jobs each month, invitations to all of our recruiter-led career events and industry-leading career insights and advice.

What are you waiting for? Upgrade to a Career Account and get your job search moving.