

GLOBAL DEVELOPMENT'S TOP EMPLOYERS OF 2023



TOP EMPLOYERS OF 2023

With 2023 in the books, we now have a year's worth of Devex job board data to determine who the most active global development employers were. Before we get to our lists, here are four organizations that posted the most jobs in their respective categories.

Top multilateral development bank: World Bank



The World Bank works to reduce poverty, boost economic growth, and promote sustainable development. For those interested in pursuing consulting opportunities with the bank, one of its former senior HR specialists [advises on how to approach networking.](#)

Top international NGO: Danish Refugee Council



DRC is the largest Danish NGO dedicated to protecting and building sustainable futures for displacement-affected people and communities. Iosif Sofios, a recruitment specialist with the agency, [explains where DRC is hiring the most staff and why.](#)

Top bilateral agency: Foreign, Commonwealth & Development Office



FCDO is the British government department that oversees the protection and promotion of British interests around the world. It is also among the top non-U.N. organizations offering opportunities in New York and Bangkok, according to [recent Devex job board analysis.](#)

Top development consulting firm: Chemonics International Inc.



Chemonics International implements innovative solutions to global challenges related to food security, climate change, social inclusion, education, and many more. It posted [more jobs on Devex that included salary information](#) than any other for-profit organization.

TOP MULTILATERAL ORGANIZATIONS

01

United Nations Children's Fund

No. of jobs posted in 2023: 7,217

Top locations: United States, Switzerland, Ukraine, Kenya, Ethiopia

Top sectors: Social/Inclusive Development, Global Health, Education

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02

United Nations High Commissioner for Refugees

No. of jobs posted in 2023: 4,775

Top locations: Ethiopia, Ukraine, Hungary, Afghanistan, Switzerland

Top sectors: Humanitarian Aid, Social/Inclusive Development

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03

World Bank Group

No. of jobs posted in 2023: 4,388

Top locations: United States, India, Madagascar, Burundi, Pakistan

Top sectors: Banking/Finance, Economic Development, Innovation/ICT

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04

Asian Development Bank

No. of jobs posted in 2023: 3,824

Top locations: Philippines, Pakistan, India, Indonesia, East Asia/Pacific

Top sectors: Banking/Finance, Economic Development, Environment

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05

World Health Organization

No. of jobs posted in 2023: 2,879

Top locations: Switzerland, Philippines, The Republic of Congo, India

Top sectors: Global Health, Innovation/ICT, Media/Communications

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TOP MULTILATERAL ORGANIZATIONS

RECRUITER INSIGHTS: UNHCR

Skender Nushi, chief of talent development at the United Nations High Commissioner for Refugees, on what can help applications stand out.

Evolving socioeconomic contexts and a growing need for interdisciplinary action have led UNHCR to recruit a broader range of positions beyond the human rights and humanitarian aid sectors. “With emergencies, we tend to see a rise in protection roles — but the diversity spans to lots of managing roles, administration, finance, and HR,” said Nushi.

Multilingualism holds high importance for UNHCR, with working knowledge of a second U.N. language — Arabic, Chinese, French, Russian, and Spanish — at the B2 level — the necessary fluency in order to communicate easily to a native speaker of the language — often being essential.

[READ MORE: INSIDER TIPS ON LANDING A ROLE WITH UNHCR](#)

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“Applications that make it [are those that] have connected the dots. They have looked at the requirements of the position and have been able to articulate and create a storyline.”

Skender Nushi

Chief of talent development and performance, UNHCR

TOP NON-GOVERNMENT AND NON-PROFIT EMPLOYERS

01

Danish Refugee Council

No. of jobs posted in 2023: 2,333

Top locations: Ukraine, Colombia, Ethiopia, Denmark, Sudan

Top sectors: Humanitarian Aid, Social/Inclusive Development, Finance

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02

International Federation of Red Cross and Red Crescent Societies

No. of jobs posted in 2023: 969

Top locations: Turkiye, Ukraine, Hungary, Switzerland, Malaysia

Top sectors: Humanitarian Aid, Banking/Finance, Innovation/ICT

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03

SOLIDARITÉS INTERNATIONALE

No. of jobs posted in 2023: 4,388

Top locations: France, Ukraine, Syria, Mozambique, Mali

Top sectors: Water/Sanitation, Humanitarian Aid, Banking/Finance

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04

Samaritan's Purse

No. of jobs posted in 2023: 631

Top locations: United States, South Sudan, Ethiopia, Niger

Top sectors: Innovation/ICT, Humanitarian Aid, Banking/Finance

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05

The Nature Conservancy

No. of jobs posted in 2023: 500

Top locations: United States, Colombia, Brazil, Kenya

Top sectors: Environment, Innovation/ICT, Economic Development

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TOP NON-GOVERNMENT AND NON-PROFIT EMPLOYERS

RECRUITER INSIGHTS: DRC

Iosif Sofios, recruitment specialist with the Danish Refugee Council's human resources team, on what skills are in demand and how applicants can stand out.

Many of the organization's jobs are based in or around crisis or conflict areas, meaning on-the-ground experience and language skills are valuable. However, there are also opportunities for candidates with no prior experience in the humanitarian and development sectors and who can support projects from a distance.

"There is [currently] demand for cross-cultural communication, and collaboration skills gained through international working experience or speaking other languages, especially the languages our people of concern speak," Sofios said.

[READ MORE: INSIDER TIPS ON LANDING A ROLE WITH DRC](#)

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"Based on our strategic goals ... there is emphasis on digital literacy. There is a demand for data analysis-related jobs or jobs that require data-driven decision-making and overall digital skills."

Iosif Sofios

Recruitment specialist, Danish Refugee Council

TOP NON-GOVERNMENT AND NON-PROFIT EMPLOYERS

RECRUITER INSIGHTS: IFRC

Dunja Kovac, manager of human resources in emergencies for the International Federation of Red Cross and Red Crescent Societies, on what IFRC's recruitment priorities are.

IFRC is increasingly moving toward the method of pooled recruitment. This involves a large-scale recruitment campaign to fill multiple vacancies with the same title to meet IFRC's long-term needs. "We've realized we're really struggling when it comes to support services," said Kovac, who added that it plans to remedy this by "upskilling and upscaling pools" emphasizing support services roles in finance, IT, HR, and logistics.

In terms of what makes applications stand out, "it's short applications; it's not 10- or 15-page CVs. It's really the highlights and it's applications that are tailored to the role and to us," she said.

READ MORE: INSIDER TIPS ON LANDING A ROLE WITH IFRC

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"We're moving very much into digital transformation so that is a skill that you'll probably see across a lot of different roles that we advertise."

Dunja Kovac

Manager of global mobility, human resources in emergencies, and national society engagement, IFRC

TOP CONSULTING FIRMS AND PRIVATE SECTOR EMPLOYERS

01

Chemonics International Inc.

No. of jobs posted in 2023: 843

Top locations: United States, Ukraine, United Kingdom, Pakistan, Kenya

Top sectors: Global Health, Banking/Finance, Innovation/ICT

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02

DT Global

No. of jobs posted in 2023: 647

Top locations: Indonesia, United States, Timor-Leste, Papua New Guinea

Top sectors: Social/Inclusive Development, Banking/Finance

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03

Management Systems International

No. of jobs posted in 2023: 547

Top locations: United States, Ukraine, Afghanistan, West Bank, Jordan

Top sectors: Research, Social/Inclusive Development, Education

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04

Tetra Tech

No. of jobs posted in 2023: 631

Top locations: United States, Ukraine, Fiji, Indonesia, Thailand

Top sectors: Environment, Banking/Finance, Energy

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05

Environmental Resources Management

No. of jobs posted in 2023: 508

Top locations: United Kingdom, South Africa, India, Thailand, Germany

Top sectors: Environment, Innovation/ICT, Research

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RECRUITER INSIGHTS: CHEMONICS

Chemonics' senior specialist of talent management, Nicholle Colón Vargas, on what it looks for in top job candidates.

Chemonics collaborates on various projects — from reimagining global supply chains that deliver essential medicines to mobilizing finance in response to climate change and working with governments to address root migration causes in Central America.

“Prior experience with our clients, competitors, and partners will make an application stand out. For example, if one of our recruiters sees a CV that includes an internship with USAID or prior work experience with one of our subcontractors or competitors, that shows us that you know this business and have a genuine interest,” Colón Vargas said.

[READ MORE: INSIDER TIPS ON LANDING A ROLE WITH CHEMONICS](#)

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“What makes a candidate a great employee is their ability to use previous experiences, [both] successes and failures, and adapt them to the new working environments.”

Nicholle Colón Vargas

Senior specialist of talent management, Chemonics

RECRUITER INSIGHTS: TETRA TECH

Tetra Tech's U.S. government client staffing manager Beth McGovern on what skills are in demand.

Tetra Tech is on the lookout for candidates who not only possess expertise in their respective domains but also have the adaptability to tackle the multidisciplinary challenges presented by their varied clients.

"Development solutions that create positive impact are rarely straightforward — they require a deep understanding of local context and culture alongside analysis of data and evidence," said McGovern, who also emphasized the need for candidates well-versed in the domains of environmental sustainability and disaster risk finance, the ability to adapt and innovate in the face of evolving challenges.

READ MORE: INSIDER TIPS ON LANDING A ROLE WITH TETRA TECH

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"Tetra Tech has seen increasing opportunities — and thereby an increasing need for technical skills — in climate change work, specifically disaster risk finance and climate change adaptation."

Beth McGovern

U.S. government client staffing manager, Tetra Tech



Are you a GlobalDev job candidate looking to stand out to recruiters?

Our in-house recruitment specialists are currently compiling talent pools based on specific global development skill sets, including communications and food systems experts, and many more.

Candidates can [update their Devex profiles](#) to be considered, and employers can [learn more here](#).

We hope you found this guide to the top development organizations of 2023 helpful. For more insights aimed toward global development professionals, [visit our Career Center](#).

This report was curated and designed by:
Justin Sablich, Careers Editor, Devex

Research and data analysis by:
Genevieve Gregorio, Data Quality and Knowledge Management Associate, Devex

Original writing and reporting, and analysis by:
Katrina J. Lane, Rebecca L. Root, Justin Sablich, and Emma Smith

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careers@devex.com 
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