

YOUR ULTIMATE GUIDE TO GLOBALDEV CONSULTING

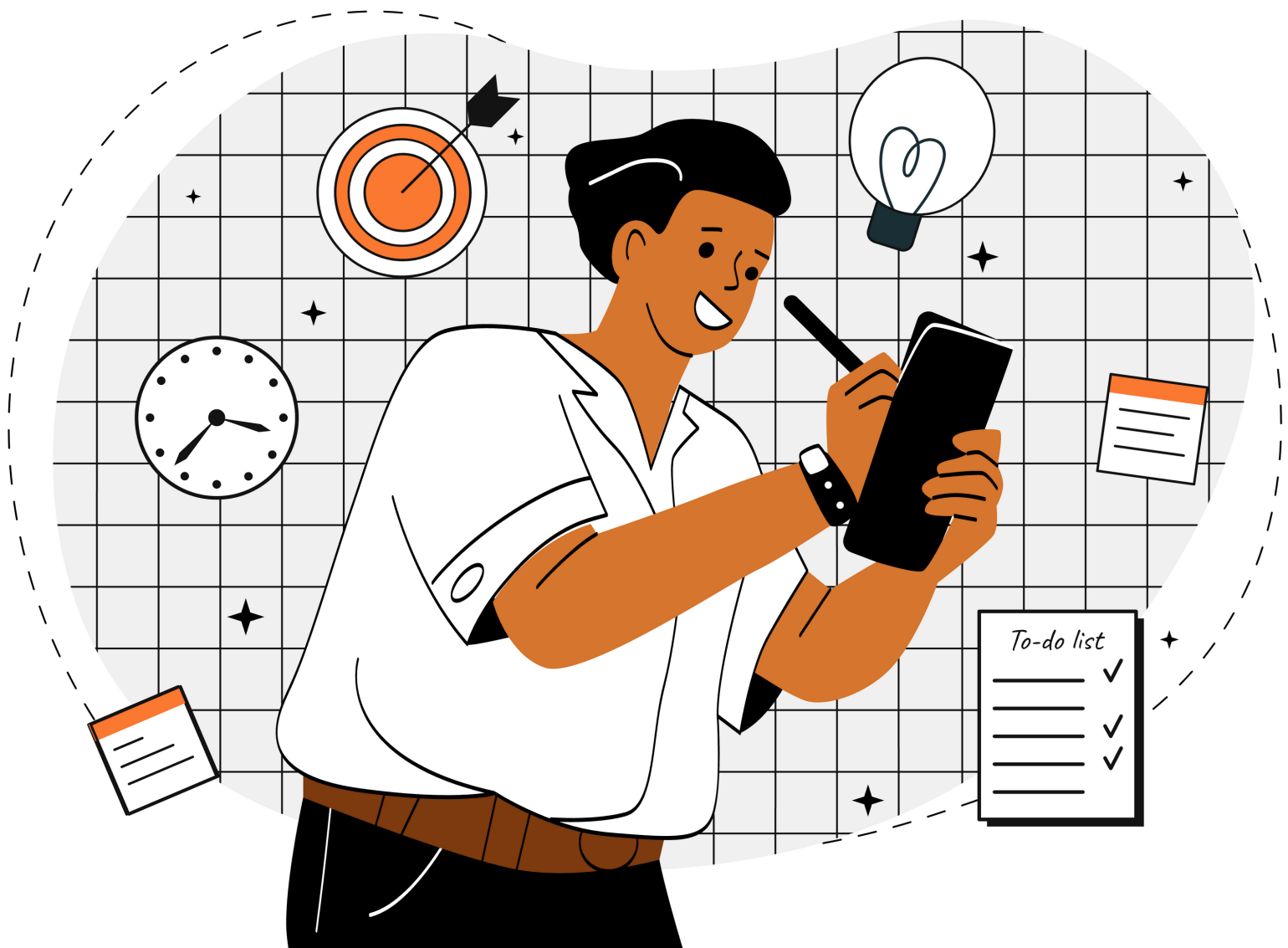


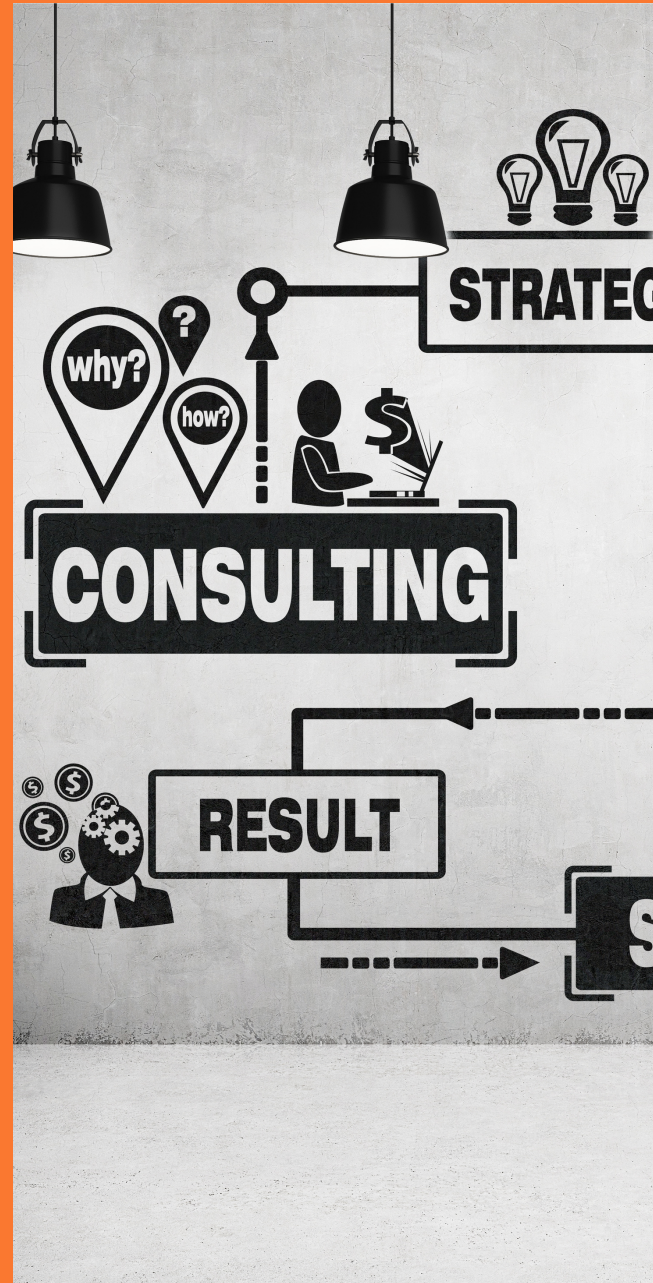
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NETWORKING AND JOB SEARCH

UNLOCKING NEW OPPORTUNITIES



“It’s very difficult to demonstrate interest in a position [or] anything that we have a passion for or a professional interest [in] without being connected.

— ROBERTO AMOROSINO, CAREER COACH

While there are plenty of job opportunities for consultants posted publicly, there are also many roles that are not advertised externally. This is why networking is crucial to finding consulting work.



CONNECT AS A PROFESSIONAL

One key to networking as a consultant is to be “visible, not as a candidate, but as a professional ...” that’s the best way to demonstrate that I can be a resource,” which is ultimately what you want to get across. [READ MORE](#)



STAY IN THE KNOW

Being on top of the latest sector happenings will help you feel more confident and prepared during your conversations. Know “what’s happening in the development world as a whole, on top of trends.” [READ MORE](#)



FIND OTHER CONSULTANTS

“I think there’s actually a lot that you can gain by talking to someone who has a very similar profile to you.” These conversions can be invaluable, especially if you are new to consulting. [READ MORE](#)



KEEP TALKING

Whether it’s over LinkedIn, email, or the phone, “the most important thing to do right away is to agree on how to keep the conversation going.” It’s usually as simple as asking your contact if it would be fine to keep in touch. [READ MORE](#)



[MORE ADVICE: HOW TO UNLOCK OPPORTUNITIES THROUGH PERSONAL BRANDING](#)

NETWORKING AND JOB SEARCH

#PROTIP: CONTACT THE RIGHT PEOPLE

Roberto Amorosino, a career coach and a former senior HR specialist at the World Bank, advises on who the right people to connect with are when it comes to consulting roles.

Consulting positions aren't necessarily filled by the same processes as full-time staff positions. As a result, efforts to connect with an HR professional at an organization of interest might not get you as far as those put into finding someone more directly connected to the team you would be working with.

"When it's about consulting opportunities, most organizations [do not] rely on human resources for any part of the process, so the hiring unit is totally in charge, in control of hiring consultants, and most of the time, the guidelines are very flexible," Amorosino said.

#PROTIP

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"If our interest is to explore consulting opportunities, my target would always be someone in a technical area of interest ... the right supervisor or managers in the unit or in the department that we decided to focus on."

Roberto Amorosino

Career coach and former recruiter

NETWORKING AND JOB SEARCH

WORKING FOR THE ‘BIG 3’

Given the size and complexities of organizations like the United Nations, World Bank, and USAID, there’s much for applicants to understand before pursuing these consulting jobs.

01

UNITED NATIONS

“If you're not interested in working with governments, it's perhaps not for you,” But there are still plenty of opportunities for a broader range of specialists if one knows how to find them. [READ MORE](#)

02

USAID

For USAID consulting projects, “you can really put them in a couple different categories, and it's really important to understand how they are different.” [READ MORE](#)

03

WORLD BANK

“The key is to understand there is not only one way to express interest in a development organization like the World Bank. Equally as important... is to engage.” [READ MORE](#)

WHAT TO KNOW BEFORE APPLYING FOR USAID CONSULTING ROLES

Understanding the different stages of recruitment for USAID-funded projects is critical for job seekers to know. Susanne Barsoum, founder of [KeyLime International](#), shares expert insights into the process.

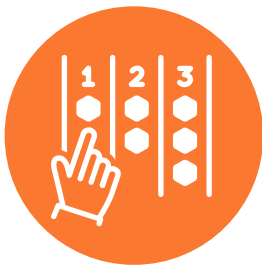


[WATCH THIS DIGITAL EVENT](#)

CVS AND APPLICATIONS

TELLING YOUR STORY

As a consultant, you likely have a lot of experience to fit into one CV. Still, it's important to keep your CV precise and succinct while still showcasing your accomplishments and level of expertise.



THE NUMBERS GAME

As a consultant, being able to quantify your experience and achievements is crucial to convey the scope and impact of your work. For example, think of funding costs or how many people were involved in or served by a project. [READ MORE](#)



TIME IS SHORT

The first person screening your CV will likely spend only 60 seconds or less reviewing it. Therefore, a strong summary at the top is essential as “a time saver” and “a way to understand if the person is on the right track.” [READ MORE](#)



THE 'CAR' FORMULA

Focusing on “context, action, results” effectively illustrates your value to clients. This involves “describing the context of the situation you came into; the actions you took; and then what the results were.” [READ MORE](#)



DO YOUR HOMEWORK

Including your prior experience with an organization's clients, competitors, and partners will make a CV stand out. It “shows us that you know this business and have a genuine interest,” says a recruiter from Chemonics. [READ MORE](#)

#PROTIP: USE THE RIGHT FORMAT

Kathryn Harper, an expert in professional development writing, explains how consulting CVs should differ in format from those for other types of roles.

There are similarities between development consulting CVs and more traditional ones used to apply for staff positions, but consulting CVs should have more emphasis on subject matter expertise and quantifiable achievements.

Harper recommended using a topical or functional CV format rather than a chronological approach. This way, “you're grouping together all your areas of expertise ... [and] the length of time you've been doing that work to convey that you ... have this expertise and that you're bringing this expertise to the organization,” she said.

#PROTIP

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“An organization is looking for a consultant because they have a problem to solve.” Your CV should convey that “I can solve the problem for you. And here's how I've done it in the past.”

Kathryn Harper

Professional development writer



[DOWNLOAD: OUR RECRUITER-READY CV TEMPLATES DEVELOPMENT PROS](#)

RATES AND CONTRACTS

THE ART OF NEGOTIATION



“ I’ve learned to better scope out the time I think it’ll take me and not just agree to something.

— CRAIG ZELIZER, FORMER CONSULTANT

With many factors to consider, including market rates, time management, and unforeseen expenses, knowing what rate to charge can be one of the biggest challenges for independent consultants.



ASSIGNMENT LENGTH

Consider the length of the assignment and what other work you may be missing out on. This, in turn, can inform the rates you charge: “It’s typically reasonable to expect a higher rate for shorter consultancies.” [READ MORE](#)



ASK AROUND

If you’re in the dark about what an organization might pay, networking events can be a good time to find out. It’s often easier to have these conversations in a more informal setting. [READ MORE](#)



SETTING BOUNDARIES

“Boundaries are a challenge with any relationship with any employer ... but with consulting, the boundaries [are] around the contract.” Key things to consider include details of deliverables and time frames. [READ MORE](#)



REMEMBER YOUR LEVERAGE

If you reach the offer stage of any recruitment process, “they want you, they like you, [and] they want to hire you.” Remembering this will empower you to seek the compensation you believe you deserve. [READ MORE](#)

RATES AND CONTRACTS

#PROTIP: DON'T SELL YOURSELF SHORT

Giles Dickenson-Jones, an independent consultant focusing on public policy and data analytics, highlights the importance of accounting for all aspects of the job in your rate.

According to Dickenson-Jones and many others Devex has spoken to, consultants tend to underestimate the time needed for preparation work. Underbudgeting the time required for a piece of work can also lead to resentment toward the employer.

“Like it or not, many times we’re hired to bring both the expertise and energy,” said Giles Dickenson-Jones, an independent consultant focusing on public policy and data analytics. In his experience, consultant positions are based on specific outputs and don’t stipulate the hours required.

#PROTIP

Devex Careers

“The best thing to do is to make sure you have a good sense of the workload, administration, reporting expected by the client and ‘on-demand’ requests that are anticipated.”

Giles Dickenson-Jones

Public policy and data analytics consultant

WORK-LIFE BALANCE

LIVING A HEALTHY CONSULTING LIFE

The adaptable nature of consultancy assignments can help workers take more control of their careers and personal life, but only if they know how to manage commitments.



PLANS AND PRIORITIES

“I always think that planning how you intend to spend your time is the only way to know the difference between traction — that you’re going to do what you said you would do — and distraction, which is everything else.” [READ MORE](#)



FINANCIAL CONSIDERATIONS

Having to “look for consulting [work] continuously” can bring with it a “lack of stability when you think of your own financial situation ... your own bills that you have to pay. There's not that stability you would have if you were in a traditional 9-to-5 [job].” [READ MORE](#)



CREATING STRUCTURE

Having the freedom to set your own schedule is a perk, but there should be enough structure so that you can enjoy one of the other benefits that a portfolio career can provide, which is a healthy work-life balance. [READ MORE](#)

WORK-LIFE BALANCE

#PROTIP: STAY CONNECTED

Nicole Hosein, a veteran development consultant, shares her experience as a remote worker and offers some advice for staying connected.

From knowing how to separate work from home life to feeling genuinely connected with colleagues, it's not easy to thrive fully when physically separated from your organization.

The isolation of remote work is something many workers experienced during COVID-19 lockdown periods, but remote consultants have to navigate this on an ongoing basis.

Hosein has navigated this by setting up occasional video meetings that are not work-related. "I try to have an hour meeting to see how everybody's doing [and] check up on people," she said.

#PROTIP

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"I've been a remote consultant now for four years, and I have never met anyone in the office that I work for, which is quite sad. ... [it's important to] try to stay connected ... as virtually as you can."

Nicole Hosein

Development consultant



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 global development consulting helpful. For more insights aimed toward global development professionals, visit our Career Center.

This report was curated and designed by:

Justin Sablich, Devex Careers Editor

Original writing, reporting, and analysis by:

Katrina J. Lane, Rebecca L. Root, Justin Sablich, and Emma Smith

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