



World Food
Programme



2021 Programme Policy Development Department (PD) Internship Programme with 2020 Recruiting Results

Staffing Coordination, PD | 9 April 2021

SAVING
LIVES
CHANGING
LIVES

About the PD Internship Programme

ABOUT THE PROGRAMME POLICY DEVELOPEMNT DEPARTMENT (PD)

- Programme Policy Development Department (PD) leads all aspects of WFP's programmatic work, with a particular focus on achieving programme excellence across the humanitarian-development-peace nexus.
- The overall efforts of the department will help set policy, guide and provide analytical and technical support in important areas such as school feeding, nutrition, climate-resilience, gender and cash-based transfers, and will strengthen results monitoring in the context of Zero Hunger and the 2030 Agenda, in close consultation with staff in Country Offices (COs), Regional Bureaus (RBs), Headquarters and partners around the globe.

ABOUT THE INTERNSHIP PROGRAMME

- This initiative offers a unique hands-on experience to top graduate students while strengthening the talent pipeline of WFP's policy and programme function, which represents twenty eight percent (28%) of WFP's global workforce.
- Graduate students or recent graduates from Partner Universities can apply and compete for PD summer internship opportunities, typically over three months of period during summer.
- This programme started as a pilot in 2016 and has expanded with 27 graduate programmes in partnership, with positive feedback from both the hiring offices and interns. This opportunity promotes the work of WFP to young talents with potential job opportunities within the organisation beyond an internship.

WHY JOIN THIS PROGRAMME?

- Joining the PD Summer Internship Programme offers top students a first hands-on experience of the work of the United Nations World Food Programme and its mission to achieve Zero Hunger.
- Interns will have the chance to gain exposure to the work of WFP, learn new skills, meet dynamic WFP staff and grow professionally and personally through this international professional experience.
- This initiative is offered mainly to partner universities, targeting top educational institutions in the world.
- Interns can explore further job opportunities after the internship at WFP that has global presence in 83 Country Offices, 6 Regional Bureaus, 14 offices in world capitals.

About the PD Internship Programme

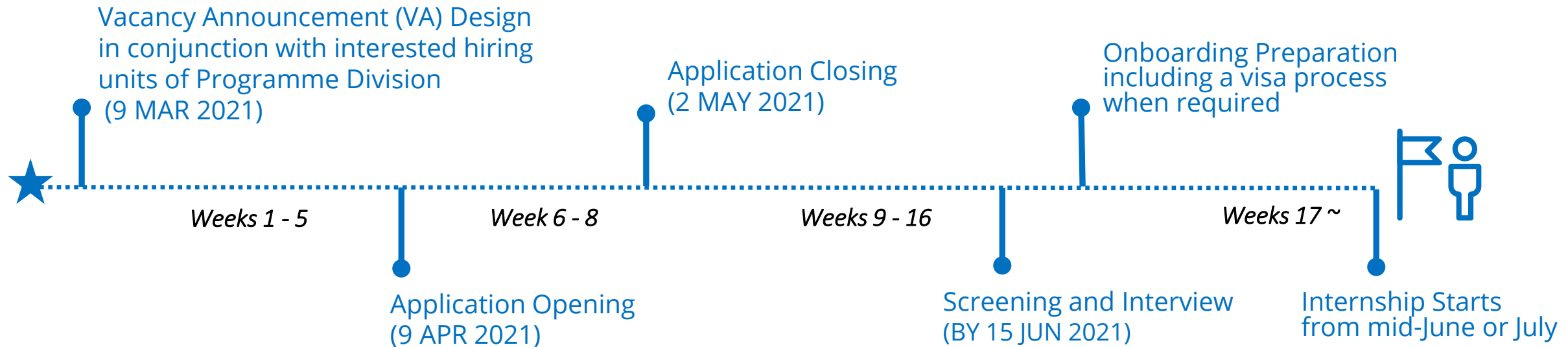
The United Nations World Food Programme (WFP) offers a special summer internship programme within the Programme and Policy Development Department (PD). This Programme offers a hands-on experience of the work of the WFP and its mission to achieve Zero Hunger.

KEY ASPECTS OF THE PROGRAMME

- ✓ Partnership with 27 master programmes of top universities targeting graduate students and recent graduates relevant to the Programme and Policy function.
- ✓ Internships typically last 3 months (May/June-Aug/Sept), and can be extended up to 8 months total. Duration of the internship can be arranged in a flexible way between hiring units and selected candidates.
- ✓ Various programme positions are open to enable interns to gain a unique learning experience in the humanitarian field.
- ✓ Roughly 1,500 candidates have submitted almost 4,000 applications for 82 positions over the last 4 years.
- ✓ In 2021, 29 internship positions are available in 16 countries including HQ, Regional Bureaus and Country Offices.



PD Internship Programme Schedule 2021 & Updates



Updates!

- ✓ **Remote internship is exceptionally now available with WFP due to the restrictions brought on by the pandemic.** Some positions may require physical presence depending on the development of the pandemic-related circumstances.
- ✓ **For a few positions, applicants who are locally based or studying in local universities where the hiring units are based, or from other relevant graduate programmes in specialized areas will also be considered for screening.** This approach will contribute to identifying best-fit candidates with relevant experience or/and knowledge in specialized fields for specific roles.

Partner Universities - Targeted Graduate Programmes

Americas		Europe		Middle East/Africa		Asia	
University	School/Department	University	School/Department	University	School/Department	University	School/Department
Columbia University	School of International and Public Affairs	London School of Economics		American University Beirut		National University of Singapore	School of Public Policy
Harvard University	Harvard Kennedy School; Harvard Business School	Oxford University	Department for International Development	American University Cairo		University of Kyoto	Graduate School of Advanced Integrated Studies in Human Survivability
Massachusetts Institute of Technology (MIT)	Sloan School of Management	Sciences Po		University of Jordan	School of Graduate Studies; School of International Studies	University of Tokyo	Graduate School of Public Policy
Princeton	Woodrow Wilson School of Public & International Affairs	University of Cambridge		Stellenbosch University	Master of Public Health Nutrition	Seoul National University	Graduate School of International Studies
Tufts University	Friedman School of Nutrition; Fletcher School of Law and Diplomacy; Graduate School of International Affairs	Lund University	Disaster Risk Management and Climate Change Adaptation	Al Akhawayn University	Master of Arts in International Studies & Diplomacy	Tsinghua University	Department of International Relations
Yale University	Jackson Institute for Global Affairs	IE University in Spain	Master in International Relations; Business School; Human Science & Technology				
El Colegio de Mexico	Master in Political Science	University of Sussex	MA Development-related Studies				

Summary of 2020 PD Summer Internship Programme

Application & Screening



- **453 individual candidates**
- **1,059 completed applications**
- **2.3 applications** per candidate on average
- **50.4 applications** per role on average
- **2.2% application / 5.1% candidate success rate**

University partnership



- **27 programmes of partnership universities:** 10 in Americas, 7 in Europe, 5 in Middle East and 5 in Asia
- 44% of candidates from Science Po

Roles & offices



- **21 roles to be filled** across the programme policy function – **24 selected candidates**



- **13 country destinations:** Honduras (1), Italy HQ (3), Jordan (1), Kenya (1), Myanmar (4), Nigeria (1), Palestine (1), Rwanda (2), Senegal Regional Bureau Dakar (2), Sudan (1), Tajikistan (1), Tanzania (1), Thailand Regional Bureau Bangkok (2)

Gender profile



- **71% female** candidates from all
- **57% female selected candidates**

Nationality



- **71 candidate nationalities:** : Top 3 are American (18%), French (16%), Italian (8%)
- **16 nationalities from selection:** 7 French, 2 Italians, 2 Kenyans out of total 24 selected candidates.

Country status



- **36% candidates** from developing countries
- **42% selected** from developing countries

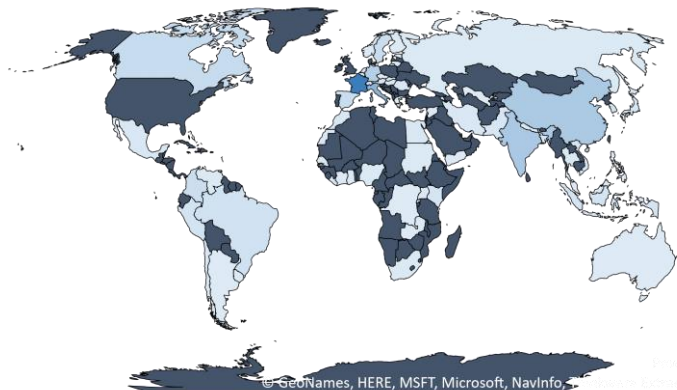
Recruitment Funnel



- **Interview: 9%** of total applications, **20% of** the total candidates were interviewed
- **Selection: 2%** of total applications **5%** of total candidates
- **Decline: 9 candidates declined** due to COVID.
- **Hire (due to COVID): 38%** of total 21 selected candidates

Profiles Overview of Applicants and Selected Candidates

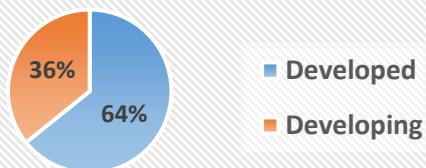
Total applicants Profiles (453 total)



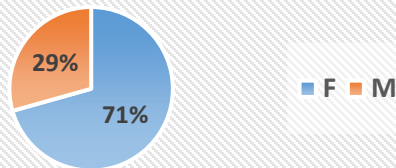
Primary Nationality

- 18% American
- 16% French
- 8% Italian
- 5% Indian
- 5% Chinese
- 4% British,
- 2% Canadian, Spanish, Swedish, Colombian, Brazilian

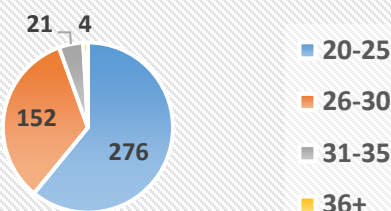
Country status



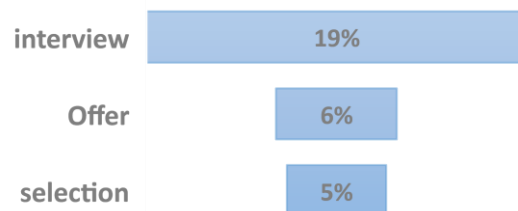
Gender



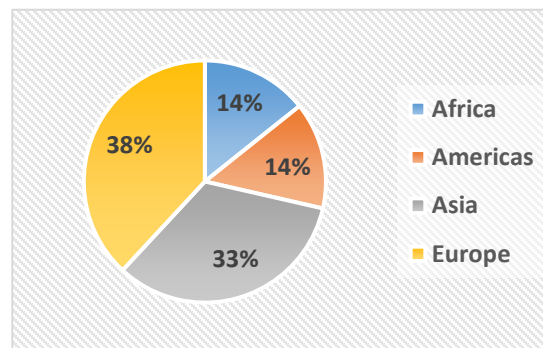
Age (Average 25.3)



Selection funnel of candidates



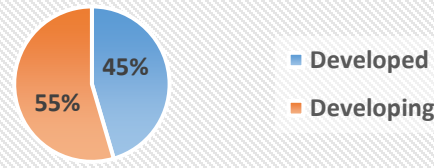
Selected intern profiles (21 total as of March 2021)



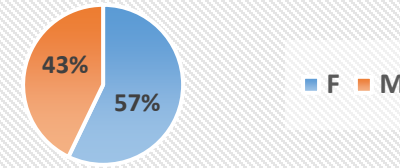
Primary Nationality

- 3 French, 2 Bangladeshi 2 Kenyan
- 1 each American, Brazilian, British, Burmese, Chilean, Dutch, German, Indian, Indonesian, Italian, Korean, Spanish, Sudanese, Thai
- 9 candidates (4 French, 2 American, 1 each Belgian, Indonesian & Italian) declined the offer due to the COVID

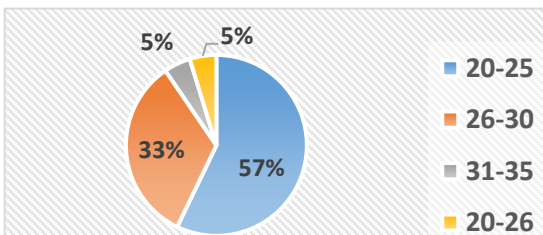
Country status



Gender



Age (Average 26.2)



- ✓ 4 in Myanmar
- ✓ 3 in Italy HQ, Rwanda
- ✓ 2 in Nigeria
- ✓ 1 in Honduras, Jordan, Kenya, Palestine, Senegal RBD, Sudan, Tajikistan, Tanzania, Thailand RBB

2020 PD Summer Internship Status: 8 interns hired, 12 positions on hold as of March 2021

#	Position Title	Country	City	Status	Selected candidate or Intern's School	Nationality
1	Vulnerability Analysis Mapping (VAM)	Honduras	Tegucigalpa	Cancelled	Harvard Kennedy School	Chilean
2	Small Holder Farmers (SHF)	Rwanda	Kigali	Hired	IE University	American
3	Reporting & Communications	Rwanda	Kigali	Hired	LSE	Bangladeshi
4	Reporting & Communications	Rwanda	Kigali	Hired	LSE	German
5	Livelihoods and Resilience	Palestine Office	Jerusalem	Declined - Unfilled	Science Po	French/Australian
6	Food Security and Nutrition Data Analyst	Italy	Rome	Hired - Remote	Sciences Po	Kenyan
7	Innovation	Tanzania	Dar es Salaam	Hired - Remote	Sciences Po	Kenyan
8	Monitoring and Evaluation (M&E)	Sudan	Khartoum	Hired - Remote	Sciences Po	Sudanese
9	Food Assistance for Assets (FFA)	Italy	Rome	On hold	IE University	Spanish
10	Smallholder Agricultural Market Support (SAMS)	Senegal	Dakar	Declined - Unfilled	Tokyo University	French
11	Social Protection	Senegal	Dakar	On hold	Sciences Po	French
12	Digital Transformation Support	Kenya	Mombasa	On hold	Sciences Po	Dutch
13	Cash Based Transfer (CBT)	Myanmar	Nay Pyi Taw	On hold	Columbia University	Korean
14	VAM/M&E	Myanmar	Nay Pyi Taw	On hold	Sciences Po	French
15	Nutrition	Myanmar	Nay Pyi Taw	On hold	Lund University	Burmese
16	Assets Creation and Livelihood (ACL)	Myanmar	Nay Pyi Taw	On hold	IE University	French
17	Resilience and Climate Change	Tajikistan	Dushanbe	On hold	Harvard Kennedy School	Brazilian
18	Reporting & Knowledge Management	Nigeria	Abuja	On hold	Sciences Po	Italian
19	Reporting & Knowledge Management	Nigeria	Abuja	On hold	Seoul National University	Indian
20	Social Protection/Cash Based Transfer (CBT)	Thailand	Bangkok	Declined - Unfilled	Columbia University	Indonesian
21	School Feeding	Thailand	Bangkok	Hired	Harvard Kennedy School	Thai
22	Monitoring & Evaluation (M&E) and Reporting	Italy	Rome	Hired - Remote	Sciences Po	Bangladeshi
23	Monitoring & Evaluation (M&E) and Reporting	Italy	Rome	On hold	Sciences Po	Spanish
24	Monitoring & Evaluation (M&E)	Jordan	Amman	On hold	University of Sussex	British

Thank you!

