Human Security

CAREER OPPORTUNITIES IN HUMANITARIAN AID AND RELIEF

Description of the Field
The less developed parts of our world are plagued by famine, malnutrition, poor water quality, and poor sanitation, as well as AIDS, TB, malaria, and other deadly diseases. These problems frequently overlap, particularly in the poorest regions of Africa, India, and South America; when combined with weak education systems, corruption, or civil war, these problems become even more difficult to solve. In addition to health and social dilemmas, extreme weather conditions also greatly harm the global poor. A region with drought or flood conditions will be unable to effectively grow crops and oftentimes the starving citizens will even resort to eating their seed stocks – hurting the next year’s planting season and reinforcing the cycle of poverty and suffering. While the Western world only reads about or sees these horrific humanitarian situations on TV, they are everyday reality for many millions of our fellow human beings.

Humanitarian relief is an extraordinarily complex subject involving many actors, including governments, non-governmental organizations (NGOs), and intergovernmental organizations (IGOs) such as United Nations agencies, which seek to respond simultaneously to natural disasters (e.g. earthquakes, tsunamis, hurricanes) and/or complex emergencies (e.g. war and other violent conflicts). These actors bring life-saving skills and technologies to re-establish basic services such as water and sanitation, set up schools, and provide food and medical supplies.

Career Paths
A multitude of organizations – non-profits, for-profits, government, and international organizations – provide humanitarian assistance internationally. With such a variety and breadth of organizations involved, there is no preset career path in the humanitarian aid and relief field. Starting salaries can be lower for positions in the humanitarian field than for positions in the international development field.

Students should keep in mind the fact that many humanitarian groups are not operating solely under emergency conditions. These days many humanitarian groups also compete for follow-on development activities, once the immediate disaster is under control. Often they will have an advantage over non-humanitarian groups, since the humanitarian aid organizations already know local conditions. So a student starting out with a humanitarian NGO may be able to take advantage of development opportunities downstream. International Relief and Development (IRD), CHF International, and Mercy Corps are only three examples of NGOs carrying out both humanitarian and development work in the Third World.

Demand
The environment where humanitarian action takes place is evolving rapidly and continually poses new challenges to the
humanitarian community. There is increasing human vulnerability in crisis situations – both in natural disasters (200 million affected in 2003) and in complex emergencies (45 million in need of life-saving assistance in 2003).

The last decade has seen a marked increase in the occurrence of natural disasters along with exposure to greater levels of loss of life, property, and material damage. The lives of millions of people are at risk each time an earthquake, hurricane, or other natural disaster occurs, particularly in poor countries with less developed infrastructures, high population densities, and inadequate emergency preparedness. (http://ochaonline.un.org/) There is clearly a high demand for professionals to respond to such crises; there are growing numbers of opportunities for administrators, fund raisers, grant writers, program organizers, teachers, researchers, policy analysts, and others.

Qualifications Necessary to Enter the Field

A master’s degree in public administration or in international development, a dedication to making the world a better place to live, and a desire to serve others by doing good works are all necessary qualifications to enter this field. An expertise in one of the key technical areas including food security, public health, nutrition, logistics, or conflict resolution is strongly recommended to effectively and permanently solve issues which arise when disaster occurs. Candidates must also demonstrate business acumen, personal diplomacy, and basic toughness. Other necessary qualifications for some positions include two or three years of experience in the developing world and the requisite foreign language requirement.

Sample Group of Employers

Africare - http://www.africare.org/
Alpha Charitable Foundation - http://www.alphainc.org/alpha_charitable_index.htm
American Red Cross - http://www.redcross.org/
AmeriCares - http://www.americares.org/
Amy Biehl Foundation - http://www.amybiehl.org/
Association François-Xavier Bagnoud - http://www.fxb.org/
CARE - www.care.org
Catholic Relief Services - http://crs.org/
Christian Friends of Korea - http://www.cfk.org/
Church World Service - http://www.churchworldservice.org/
Direct Relief International - http://www.directrelief.org/
Doctors without Borders - http://www.doctorswithoutborders.org/
Global Aids Alliance - http://www.globalaidsalliance.org/
Global Development Center - http://www.cgdev.org/
Himalayan HealthCare, Inc. - http://www.himalayan-healthcare.org/
International Medical Corps (IMC) - https://www.internationalmedicalcorps.org/
Project HOPE - http://www.projecthope.org/
Aed - Satellife - http://www.healthnet.org/
Save the Children - http://www.savethechildren.org/
The Program for Appropriate Technology in Health (PATH) - http://www.path.org/
UNHCR (United Nations High Commissioner for Refugees) - http://www.unhcr.org/
UN OCHA (United Nations Office for the Coordination of Humanitarian Affairs - http://ochaonline.un.org/
Vida - http://www.vida.org/

Volunteer Organizations
Center for Humanitarian Outreach and Intercultural Exchange - www.choicehumanitarian.org/about/
Cross-Cultural Solutions - http://www.crossculturalsolutions.org/
Dakshinayan - http://www.dakshinayan.org/
Peace Corps - http://www.peacecorps.gov/
Future Challenges of the Profession

There are always new issues in public health that must be dealt with, such as the SARS epidemic, the recent H1N1 outbreaks, and extreme weather conditions, like those that caused the 2005 Tsunami, that continue to bring new social and public health issues to affected countries. In addition, the challenges to overcoming poverty and disease are also viewed as dynamic and ongoing.

Resources for Additional Information

Internet Resources

The Canadian International Development Agency (CIDA) - http://www.acdi-cida.gc.ca/index-e.htm - supports sustainable development in developing countries and this site includes information on employment at CIDA and its related organizations.

DevNetJobs.org - http://www.devnetjobs.org/ - is a gateway to job listings in international development, environment, information technology for development, relief and reconstruction, and consultancy assignments.

GlobalCorps - http://www.globalcorps.com/ - matches development, humanitarian, and disaster relief professionals with organizations looking for these individuals. The organization helps recruit for The Office of U.S. Foreign Disaster Assistance (OFDA), the office within USAID that is responsible for providing non-food humanitarian assistance in response to international crises and disasters.

Idealist.org http://www.idealist.org/ - is a project of Action Without Borders and contains job listings in economic development, social services, human rights, environment, and more. Users can search for jobs and internships by country, state, and city.

Interaction - http://www.interaction.org/- is the largest alliance of U.S.-based international development and humanitarian nongovernmental organizations, with more than 160 members operating in every developing country.

International Career Employment Weekly - http://www.internationaljobs.org/ - identifies international development jobs and internships in all sectors of the market around the world.

Job Vacancies - www.intjobs.org - A tool to assist job-seekers in their search for international employment at organizations such as the UN, International Criminal Court, International Labour Organization, United Nations Relief and Works Agency for Palestine Refugees in the Near East, World Bank, and World Health Organization.


Public Health Jobs Worldwide - http://www.jobspublichealth.com/ - lists most of its jobs and internships in the organization's newspaper, although some jobs are listed on their website.
OneWorld International Foundation - http://us.oneworld.net/jobs - offers job and internship listings at non-profit and international organizations dedicated to harnessing the democratic potential of the Internet to promote human rights and sustainable development.

Relief.org - http://www.relief.org/ - provides information on and links to humanitarian aid websites; it allows users to access the Idealist.org site to search for humanitarian jobs worldwide.

ReliefWeb - http://www.reliefweb.int/rw/dbc.nsf/doc100?openForm - run by the United Nations Office for the Coordination of Humanitarian Affairs, it provides international job listings at nonprofits dedicated to humanitarian relief, conflict resolution, health, and more.

US Department of State - www.state.gov - lists the categories of State Department employees and how to apply for these positions.


**Publications**


CAREER OPPORTUNITIES IN GLOBAL HEALTH

Description of the Field

Global Health relates to health issues and concerns that transcend national borders, class, race, ethnicity and culture. The term stresses the commonality of health issues and which require a collective (partnership-based) action. It is a research field at the intersection of medical and social science disciplines—including demography, economics, epidemiology, political economy, and sociology. From different disciplinary perspectives, it focuses on determinants and distribution of health in international contexts.

Global health refers to health problems that transcend national borders—problems such as infectious and insect-borne diseases that can spread from one country to another. It also includes health problems that are of such magnitude that they have a global political and economic impact. It refers to health problems that are best addressed by cooperative actions and solutions—solutions that involve more than one country. Because global health problems can move across national borders, countries can learn from one another’s experiences, both in how diseases spread and in how they can be treated and controlled. Cooperation across countries is essential to addressing those health problems that transcend borders. This includes helping other countries address their particular health care crises.

Career Paths and Necessary Qualifications

Policy careers in global health are found where research, technology, government and society intersect. Many positions require a degree in medicine, health, or nutrition, so it’s worth considering getting a degree in global or public health, or supplementing your related degree with some health-related coursework and practical experience. It is difficult to obtain ideal jobs in high-impact areas without at least five years of experience or more. Jobs in the areas in which one wants to focus, whether health-related or not, are a good place to start.

To gain an entry-level position, a candidate needs at least a graduate degree in a related field, a couple years of field experience, and a focus on a specific health-related topic, population, or region. A recent graduate will likely start out by backstopping a mission and supporting country programs. Other types of more advanced work might include running the mission activities of a small or large organization, providing technical expertise, managing programs, program development, or working towards the financial sustainability of a project.

Program managers in global health are usually based in-country and oversee the day-to-day operations of a program, such as managing staff, hosting government relations, and tracking budgets and finances. S/he writes reports and may make technical decisions. A person interested in this work needs to have: experience managing people, resources, work
plans and budgets to further a research and/or implementation agenda; skills in problem solving and management; experience living overseas; and competence in at least two languages.

Technical advisors help create programs by drafting proposals and developing program designs, visiting programs during implementation to track progress, monitoring and evaluating programs, and assisting in writing proposals. A technical advisor usually has: a medical or public health degree; specialization in a particular subject or practice, including implementation science, monitoring and evaluation, logistics and supply chains, or training and education; familiarity with a specific population or subject matter, such as HIV/AIDS, malaria, reproductive and child health; and experience working across cultures.

Program developers and proposal managers write proposals and applications for funding, working from a design created by a technical expert and translating it into non-expert language. S/he needs to have enough knowledge of the subject to write about it, but doesn’t need expertise in the topic. To secure such a position, it is helpful to have: strong writing and communication skills to persuasively convey technical aspects to a mixed audience of experts and non-specialists; an understanding of the technical concepts of the project; grant writing and fundraising skills; and an ability to coordinate communications and managing business activities, including management, finance and accounting.

Other types of work in global health include research positions at academic institutions, research organizations, think tanks, governmental agencies and policy groups. Entry-level positions, such as research assistant, program assistant, or research analyst, often require specialization in a policy or a technical field.


Types of Organizations to Work For

International, or Multilateral Organizations (e.g.: World Bank, WHO, UNICEF)

Qualifications: A postgraduate degree in public health, business, economics and social or behavioral sciences.

Some have an employee nationality quota, which can make finding a position as a US citizen difficult due to overrepresentation. The salaries are higher and expect to travel quite a bit, but also to deal with the bureaucracy and inefficiencies of working at such a large organization. Contract work is a good way to get your foot in the door. These organizations offer fewer internship opportunities than others.

Bilateral Governmental Organizations (e.g.: CDC, USAID, DHHS, embassies)

Qualifications: a postgraduate degree in public health, business, economics and social or behavioral sciences is helpful.
These organizations offer more internships and entry-level positions. USAID tends to contract with other agencies than hire people directly due to structural constraints on hiring.

Academic Institutions

Offers job security, teaching and research experience. Opportunities depend on funding.

Not-for-Profit Non-Governmental Service Organizations

There are 2 categories: 1) Specialized service providers filling specific medical needs. The American Academy of Family Physicians and the American Society of Tropical Medicine and Hygiene compile lists of international positions. 2) Emergency relief and rehabilitation (MSF or ICRC, for example) to assist with humanitarian disasters.

For both categories, permanent positions are mostly for those working on policy and operations. Medical staff are often hired on a short-term, as-need, basis.

For-Profit and Not-for-Profit Consultant Organizations (e.g.: John Snow, FHI360)

These organizations have been growing rapidly as governments have been using more contractors to provide both expertise and manpower. They offer generally well-paid, full-time positions to work on long- or short-term assignments, and include travel.

Faith-Based Organizations (e.g.: Church World Service, WVI)

For many, they expect their staff to be member of the faith, with the exception of short-term contractors. Pay is often lower and most initiatives center on relief or clinical work.

(Source: http://globalhealtheducation.org)

Demand

The demand for qualified individuals is on the rise especially in impoverished countries in Africa, Asia, and the Middle East. New programs and initiatives are constantly being created through various organizations; whether it is to start vision testing or an HIV/AIDS prevention program, the international demand for public health professionals is ever-present and will not diminish.

Future Challenges of the Profession

Much like the evolving nature of the viruses they confront, the future challenges in global health are difficult to predict. The ability to work on certain issues depends on funding trends and availability. Overall, there has been a downward trend in funding for global health projects and initiatives. The recent financial crisis, debts, and deficits, makes sending money overseas easy to criticize. The HIV crisis has been a huge challenge that has been going on for a number of years and as it transitions to a chronic issue, rather than an emergency, much of the HIV landscape will start to dismantle and funding will become issue. There is an upward trend in sending funding directly to countries in need, rather than
through outside agencies which are seeing less support for their work. However, there will always be a need for outside agencies due to the periodic mismanagement of funds by less stable countries.

HIV/AIDS awareness, prevention, and control are on the top of everyone’s lists along with avian flu, malaria prevention, and cancer research. Destitution and malnutrition are also chronic challenges in the areas where these fields are most needed. The integration of various types of health programs is gaining popularity, such as USAID’s Family Planning/HIV Integration program.

There is a need to promote, maintain, and improve individual and community health by assisting those populations in adopting healthy behaviors. Also, public health professionals must collect and analyze data to identify community needs prior to planning, implementing, monitoring, and evaluating programs designed to encourage healthy lifestyles, policies, and environments. This research may serve as a resource for other individuals, professionals, or the community, and may administer fiscal resources for health education programs.

**Sample Group of Employers**

Africare - http://www.africare.org/

American Red Cross International - http://www.redcross.org/

American Refugee Committee - http://www.arcrelief.org/site/PageServer

Bread for the World - http://www.bread.org/

CEDPA - http://www.cedpa.org/


CARE - http://www.care.org/

Doctors Without Borders - http://www.doctorswithoutborders.org/

Gates Foundation - http://www.gatesfoundation.org/Pages/home.aspx


Mercy Corps - http://www.mercycorps.org/

Partners in Health - http://www.pih.org/

Project HOPE - http://www.projecthope.org/
Resources for Additional Information

Associations

American Public Health Association - http://www.apha.org/
Foreign Policy Association - http://www.fpa.org/
Center for Disease Control and Prevention - http://www.cdc.gov/globalhealth/

Internet Resources

International Nutrition Foundation: http://www.inffoundation.org/
Center for Global Health Policy: http://www.idsaglobalhealth.org/
Center for Strategic & International Studies: http://csis.org/program/global-health-policy-center
Duke Global Health Institute: http://globalhealth.duke.edu/policy/center-for-health-policy
Families USA: http://www.familiesusa.org/issues/global-health/matters/
Washington Global Health Alliance: http://www.wghalliance.org/jobs

Publications

CAREER OPPORTUNITIES IN HUMAN RIGHTS

Description of Field

The international human rights field is comprised of a broad spectrum of governmental, intergovernmental, and non-governmental organizations focused on the alleviation of human suffering and the protection and promotion of human rights. Careers address the full spectrum of human rights: economic, social, cultural, political, and civil. The field of human rights overlaps with key issue areas of peace and security, development, law, humanitarian assistance, and economic and social affairs.

Work in human rights can be challenging and intense. Organizations use a variety of disciplines in their approach to social justice, including direct service, advocacy, policy development, and research. Activities include research focusing on preventing and ending human rights abuses throughout the world, monitoring human rights development, conducting on-site investigations, writing reports on human rights conditions, engaging in advocacy to publicize and curtail human rights violations, litigation, lobbying, and promoting human rights practices in social and political structures. In addition, human rights professionals provide advisory and educational services, refugee assistance, policy analysis for national and international institutions, assistance in institution building, and economic development monitoring.

Career Paths and Entry Salaries

The field of human rights is broad and multidisciplinary; therefore, there is no direct or specific career path to follow. Over the past 25 years, the variety of career opportunities in human rights has broadened to include grassroots/community organizers, media specialists, grant writers, educators, financial analysts, journalists, researchers, health care professionals, and human rights monitors. The energy behind human rights work is often found in local/indigenous grassroots groups. Support for these groups can be provided in the form of technical assistance, research, or training.
Although the field is relatively competitive to enter, there are many entry-level opportunities for job seekers with a Bachelor’s degree interested in this area of social justice. Possible positions include assistant project coordinator, researcher, communications assistant, development associate, and community organizer.

Positions for candidates with a relevant master’s degree are most frequently in the capacity of monitoring, reporting, administrative, and organizational efforts and can include titles such as program manager, analyst, research associate, writer/reporter, regional monitor, and legal advocate.

Advanced positions can include positions such as executive director, project administrator, senior program director, and legal counsel. Depending on the size and type of organization, senior-level employees can have a salary anywhere from the low-$30,000s to over $100,000. A law degree or a background in an overlapping field is often required for senior-level employment.

**Demand**

Paid positions in the human rights field are increasing, but are still very restricted for young professionals. The jobs that do exist can be found primarily with non-governmental organizations or, in some cases, with the federal government. There are opportunities in other fields which might overlap with human rights such as governmental affairs, law, and lobbying. There are also short-term positions for those on leave from other jobs who might want to lend their expertise to the human rights arena, i.e. lawyers, teachers, social workers, and doctors. Domestic careers in human rights include work with refugees who have emigrated to the US, civil rights, and women’s issues.

**Qualifications Necessary to Enter the Field**

The skills required to work in the human rights field vary depending on the organization and type of work. Human rights advocates must be skilled in research, writing, analytical thinking, public speaking, and/or grassroots organizing. Those working in policy development, legal cases, or complex international treaties typically require an advanced degree in law, medicine, anthropology, or something similar.

Regardless of the individual requirements of human rights organizations, all candidates should possess excellent oral and written communication skills, foreign language proficiency, cross-cultural skills, flexibility, and a willingness to carry out a wide range of responsibilities with limited resources. Experience living and working abroad, especially in a developing country, is highly recommended. Internships with human rights organizations are one way to gain valuable experience while also providing professional contacts in the human rights community. In many cases, internships lead directly or indirectly to full-time jobs. It is also helpful, if not critical, to be familiar with primary human rights documents and declarations such as the United Nations Universal Declaration of Human Rights, Covenant on Civil and Political

In addition to skills, knowledge, and experience, a career in human rights requires keen dedication and commitment to social justice. Due to the intensity of human rights work, it is crucial to have a desire to make a difference, in addition to having the ability to work collaboratively with other agencies, groups, and cultures

**Sample Group of Employers**

Amnesty International - http://www.amnesty.org/

The Carter Center - http://www.cartercenter.org

Center for Economic and Social Rights - http://www.cesr.org/

Center for Justice and International Law - http://cejil.org/en


Freedom House - http://www.freedomhouse.org/


Human Rights First - http://www.humanrightsfirst.org

Human Rights Watch - http://www.hrw.org

Institute for Global Communication - http://www.igc.apc.org/

Internal Displacement Monitoring Centre - http://www.internal-displacement.org/


International Rescue Committee - http://www.theirc.org/


Norwegian Refugee Council (NRC) - http://www.nrc.no/

Oxfam International - http://www.oxfam.org/


UN High Commissioner for Human Rights (UNHCHR) - http://www.ohchr.org/
Future Challenges of the Profession
The magnitude of human rights challenges today far exceeds the capacity of global organizations and institutions to address them. Both the difficulty of enforcing human rights standards and the inadequate resources given to the United Nations to address peacekeeping in war-torn nations contribute to the problems of the human rights movement.

The challenges ahead are dealing with the intractable problems of poverty and the lack of health care in both the developed and lesser developed world. Increasingly, there is a link between international development initiatives and human rights, as aid is being tied to issues of democracy and governance. Problems of ethnic conflicts, causes and problems of refugee flows, human rights in nations’ foreign policies, women’s rights, and related issues will increasingly be areas of major concern in the human rights field.

There are challenges inherent to the nature of international human rights work that affect those working in the field. Living and/or traveling abroad can be both exciting and challenging. Employees may be separated from familiar surroundings and relationships for long periods of time and may be living in conditions far inferior to what they are used to in the United States. For positions requiring extensive travel, it can be hard to maintain family relationships or enjoy regular personal activities.

Resources for Additional Information

Internet Resources

AAAS Science and Human Rights Program - http://shr.aaas.org
Action Without Borders (Idealist) - http://www.idealist.org
Human Rights Internet - http://www.hri.ca/
Human Rights Organizations and Resources - http://www.hrweb.org/resource.html
Human Rights Resource Center - http://www1.umn.edu/humanrts/edumat/default.shtm


Human Rights Information and Documentation System International - http://www.huridocs.org/


OneWorld.net - http://us.oneworld.net/

Relief Web - http://www.reliefweb.int/

University of Minnesota Human Rights Library - http://www1.umn.edu/humanrts/

**Publications**

*Human Rights Organizations and Periodicals Directory*, Meiklejohn Civil Liberties Institute, published annually.


*The United Nations Chronicle and the Human Rights Internet*, UN Department of Public

Information.

**CAREER OPPORTUNITIES IN INTERNATIONAL DEVELOPMENT**

Description of the Field
The goal of international development is to alleviate poverty in developing countries. Strategies for improvement include investment in the economic, political, and social arenas. Economic development ranges from the creation of sound macro-economic and fiscal policy to the fostering of small and medium enterprise to the introduction or expansion of microfinance. It also involves identifying and creating the necessary infrastructure, energy, transportation, and sanitation for economic growth through the provision of technical assistance and access to capital. Political development focuses on the creation and fostering of democratic governance, including transparent financial systems, modern electoral/political processes, the rule of law, and the active participation of civil society and independent media. Social development focuses on the improvement of health, education, and the social safety net. Each of these areas is interrelated and interdependent. International development is inherently a global issue and necessarily a highly multidisciplinary field.

Readers will note that while international development includes many sectors as described above, a number of sectors are broken out separately in this guide under their own headings – to provide more detail on desired qualifications and potential employers. These are Environmental Sustainability, Global Health, Humanitarian and Relief, International Education, Microfinance, and Peace and Conflict Resolution.

Career Paths and Qualifications

There are two essential credentials preparatory to a career in international development. One is a master’s degree: it can be in international relations/international development, area studies (e.g., Latin America, Arab studies, etc.), public health, public administration, economics, business administration, or even law. The other is prior work experience in a developing country, ideally for at least two years. The Peace Corps would be an excellent choice, but any overseas employer, such as an NGO or for-profit firm, would do just as well. The importance of previous overseas work experience in a developing country cannot be over-emphasized for graduate students seeking to break into the development field.

Graduate students have another option for acquiring work experience in a developing country. Students can arrange for an overseas internship during the summer between their first and second year of graduate school. Enterprising graduates sometimes can work in a second overseas internship before graduation. In most cases, the graduate school will pay for a significant chunk of the student’s expenses while abroad. Such internships can go a long way towards establishing students’ work credentials in developing countries. Internships can also be a springboard to long-term employment following graduation. Unfortunately, study abroad carries much less weight with employers, compared to overseas work experience.

Language skills are highly prized by international development recruiters. For the moment, Arabic and Farsi are perhaps the two most highly sought languages. But French, Spanish, and Russian will always be valuable, as well as lesser known languages such as Swahili and Indonesian.
Candidates with a master’s degree may consider employment in government agencies of their home country, public international organizations (PIOs) or with implementing partners in the non-profit and private sectors. Foundations and policy institutes that conduct research and advocacy to influence development policy are also potential employers. A significant proportion of development professionals will work in at least two of the three sectors (public, private, and nonprofit) over the course of their careers. The field is characterized by fluidity and high travel demands. Many professionals travel as much as 40 percent of the time. As such, it is important to consider family issues prior to entering the field.

For master’s degree candidates interested in working for a PIO, there are different paths to employment. Formalized management training programs include the IFC Global Transaction Team Program (GTT), the World Bank Young Professionals Program (YPP), and the UNDP Leadership Development Programme (LEAD). These centralized recruitment programs are extremely competitive, with thousands of applications submitted for each program, which, on average, hire between 20 to 40 candidates each year. Posted vacancies are also published on the website of each organization, which typically require specialized skill sets and several years of related development experience. Most recent graduates have more success breaking into the field on a short-term contract basis. Hiring for contract positions is decentralized, which gives those who network effectively the advantage in finding these often unpublished opportunities.

Other Qualifications Necessary to Enter the Field

For individuals with significant work experience, a graduate degree offers the chance to fine-tune skills, gain exposure to other sectors and reflect on policy issues. Sound training in economics and public administration, including policy monitoring and evaluation may be broadly applied. In addition, given the interdisciplinary nature of the field, joint degrees or consecutive training in related disciplines such as law and economics or health and economics, are valuable. Furthermore, an MBA may be applied in the development field through the private sector, banking, and finance.

Employers typically hire new candidates based on the candidate’s strong skill set in a particular sector (including things such as political party training, child nutrition, and micro-finance) or regional specialization (consisting of language skills, regional work experience, or area studies).

Sample Group of Employers

While there is high fluidity between organizations in the development world, candidates should consider which aspect of development best matches their interests (ex. political development, agricultural policy, education, community development, etc.). Many of the international NGOs (Mercy Corps, International Rescue Committee, Catholic Relief Services, etc.) are oriented towards both community/civil society development and humanitarian relief and therefore offer more opportunities for grassroots work experience. NGOs such as the National Democratic Institute, International Republican Institute, and IFES are more focused on democracy and governance, and frequently work in the fields of political party development, electoral reform, and voter education. There are even more specialized fields such as media
development (ex. Internews), education (AMIDEAST), and children’s health (e.g., Save the Children and UNICEF), to name but a few.

US government agencies such as USAID offer a broad range of work possibilities: e.g., democracy and governance, education, agriculture, environment, health, private sector development, small and medium enterprise development, microenterprise/microfinance, conflict resolution, and humanitarian assistance. USAID hires entry level Foreign Service Officers through the USAID website (not through the State Department’s Foreign Service Test) and junior-level Civil Service employees through the Presidential Management Fellows (PMF) program.

The Millennium Challenge Corporation (MCC) is the newest US government foreign aid agency, created by Congress in 2004. It forms partnerships with some of the world’s poorest countries, but only those committed to good governance, economic freedom, and investments in their citizens. So far the MCC has hired an impressive number of graduate students, both as interns and as follow-on full-time employees.

Employees of USAID-supported contractors and NGOs such as DAI, Chemonics, International Relief & Development (IRD) and World Learning are expected to have similarly diverse fields of expertise, depending on the focus of the project.

**Public International Organizations (PIOs)**

- EuropeAid - [http://ec.europa.eu/europeaid/index_en.htm](http://ec.europa.eu/europeaid/index_en.htm)
World Food Programme - http://www.wfp.org/

United States Government
United States Agency for International Development (USAID) - http://www.usaid.gov/
Millenium Challenge Corporation - http://www.mcc.gov/
Department of State - http://www.state.gov/

For-Profit Development Firms
Development Alternatives Inc. - http://www.dai.com/
Environmental Resources Management - http://www.erm.com/
International Resources Group – http://www.irgltd.com
AECOM - http://www.aecom.com/
The Pragma Corporation - http://www.pragmacorp.com/
Tetra Tech ARD - http://ardinc.com
University Research Co. - http://urc-chs.com

Non-Governmental Organizations (NGOs)
Accion International - http://www.accion.org/
Ashoka - http://www.ashoka.org/
Asia Foundation - http://asiafoundation.org/
CARE USA - http://www.care.org/
Catholic Relief Services - http://www.crs.org/

CHF International - http://www.chfinternational.org


International Relief & Development - http://www.ird.org

International Republican Institute - http://www.iri.org

Management Sciences for Health - http://www.msh.org/

Mercy Corps - http://www.mercycorps.org/

National Democratic Institute - http://www.ndi.org/

Oxfam America - http://www.oxfamamerica.org/

Oxfam International - http://www.oxfam.org/

Pact - http://www.pactworld.org/

Partners of the Americas - http://www.partners.net/partners/Default_EN.asp


Save the Children - http://www.savethechildren.org/

World Learning - http://www.worldlearning.org/


Foundations, Policy Institutes


Bill & Melinda Gates Foundation - http://www.gatesfoundation.org/Pages/home.aspx

Brookings - http://www.brookings.edu/


Center for Strategic and International Studies - http://csis.org/

Earthwatch Institute - http://www.earthwatch.org/

Environmental Defense Fund - http://www.edf.org/home.cfm

Ford Foundation - http://www.fordfoundation.org/
Future Challenges of the Profession

The flow of funds to development is governed principally by the policy priorities of governments in industrialized societies and the willingness to fund those priorities. Among NGOs in industrialized countries, there continues to be a significant shift in emphasis from direct delivery of services in the field to capacity building and sustainability through collaboration with local implementing partners in developing countries.

Resources for Additional Information

Associations

Association of Women in Development - http://www.awid.org/

InterAction - http://www.interaction.org/


Internet Resources

Inter-American Development Bank Job Listings - http://www.iadb.org/vacancies_scholarships/index.cfm?lang=en - Provides a list of 1,500 volunteer organizations in Latin America, containing both job descriptions and contact information.


Avue Central - https://www.avuedigitalservices.com /- A federal employment service to find and apply for federal jobs and internships.
The Association for Women's Rights in Development - http://www.awid.org/eng/Jobs - An international organization committed to achieving gender equality, sustainable development, and women's rights. The website features job listings around the world in these fields.

Directory of Development Orgs - http://www.devdir.org/ - Online directory of development organizations which contains over 65,000 listings by country and is a reference for development practitioners, researchers, donor employees, and policymakers.

Development Net - http://devnetjobs.tripod.com/ - A gateway to job listings in international development, environment, information technology for development, relief and reconstruction, and consultancy assignments.

The Foreign Policy Association - http://www.fpa.org/jobs_contact2423/jobs_contact.htm - Provides job and internship listings on its website and in a weekly email newsletter from industries such as development, health, environment, education, humanitarian relief, and more.

Idealist - www.ideal.org - A project of Action without Borders, containing job and internship listings in economic development, social services, human rights, environment, and more. Users can search for jobs by country, state, and city.

InterAction - www.interaction.org - An alliance of international development and humanitarian nongovernmental organizations.

International Job Center - http://www.internationaljobs.org/ - Lists international development jobs and internships in all sectors of the market around the world.


Nonprofitjobs.org - http://www.nonprofitjobs.org/ - Run by the Community Career Center, an on-line gathering place for non-profit employers and management personnel; the site allows users to search for non-profit jobs and internships regionally in the US and internationally.
OneWorld International Foundation - http://us.oneworld.net/jobs - Offers job and internship listings at non-profit and international organizations dedicated to harnessing the democratic potential of the Internet to promote human rights and sustainable development.


U.S. Dept Of State - http://www.state.gov/careers/ - A lists the categories of State department employees and how to apply for these positions.


Publications


*State of the World 2010*, A Worldwatch Institute report on Transforming Cultures: From Consumerism to Sustainability


CAREER OPPORTUNITIES IN INTERNATIONAL LAW

Description of the Field

International Law is an interdisciplinary academic field for students who are interested in cross-border issues such as international business and human rights. There are typically two branches within the field of international law. Public international law is for students interested in policy making and the evaluation countries’ adherence to international agreements performed by governments and intergovernmental organizations. On the other hand, those interested in practicing law for private organizations and nonprofits on a wide range of issues including international business, human rights, economic development, and the environment tend to go into private international law.

Career Paths and Entry Salaries

The available career paths for an international lawyer can be further broken down into law firms, federal government, corporate counsel, international organizations, and nonprofit groups.

Private law firms handle most international business transactions, although the degree varies on the specialty of the firm. New York City and Washington D.C. have the largest number of international law firms; however, there are quite a number of firms in smaller cities. Law firms with foreign offices usually send mid-level associates overseas based on the attorney’s skills and language ability. Once there, an attorney may choose not to return to the United States and still be able to achieve partnership.

Other lawyers work on behalf of the government. The federal government’s largest employers of lawyers are the Departments of State and Defense, but each division either has a legal division in-house or a General Counsel Office. Lawyers at the State Department will have timely policy-making work and the opportunity to advise policy makers. While the government cannot offer all the perks and comforts of a private firm, a young government attorney is likely to...
be given a high amount of responsibility early in his or her career. Salaries for government lawyers are also lower than those in the private sector.

Corporate lawyers are the most active international lawyers today, as most of the work done by law firms has moved in-house. Corporations are more prone to hire a lawyer well versed in domestic issues like antitrust law, contacts, securities regulations, or trademarks and then train them for international law. Each company has its own bureaucratic ladder within the legal department for young lawyers to climb and as a first and second-year attorney one can expect to work very long hours on long-term cases.

International organizations and nonprofits offer a wide variety of options for an international lawyer. These organizations typically do not offer solid legal training; lawyers are expected to hit the ground running. The United Nations Legal Counsel’s Office and the legal departments of the World Bank and International Monetary Fund have the most active legal shops. The United Nations Legal Office is deeply involved in legal problems arising from the administration of UN operations. The World Bank and IMF attorneys can be assigned to leading operations or participate in the settlement of investment disputes between countries. Legal positions in the private nonprofit field include organizations such as Amnesty International USA, Catholic Relief Services, and CARE. It is advisable for an attorney to begin his or her career in the private sector and then move into an international or nonprofit organization.

Demand

According to the Bureau of Labor Statistics, the long-term outlook for lawyers is that employment will grow about as quickly as the average for jobs overall through 2012. The outlook for international law suggests growth, as this area of law is expected to grow even faster than other divisions. However, competition for these jobs is generally high due to the large number of law school graduates and the current economic climate forcing some firms to cut back on hiring. Increasingly, law graduates are using their specialized training to secure jobs in related fields.

As globalization brings the private and public sectors closer together, the demand for international lawyers has risen. Increasingly, larger organizations are establishing offices in foreign countries to handle international issues. This development has created a niche for lawyers with a master’s degree in international affairs, as well as those with language skills, cultural awareness, and overseas experience. Developing countries need lawyers to assist in their legal transformations and organizations like the United Nations need lawyers to interpret their charters and international law.
Qualifications Necessary to Enter the Field

According to *International Jobs* author Kocher Segal, “Of the two degrees, law and international affairs, you will find the former of paramount importance in the job hunt”. To practice international law, it is essential for one to first hone legal knowledge and skills though internships and clerkships. A master’s degree in international affairs or a related filed should supplement legal education by providing insight into the international legal world and providing exposure to jobs as they arise within one’s firm. While a J.D. and an international degree cannot guarantee work that is global in nature, the combination will prove helpful when such jobs develop within an organization.

Other skills that are highly recommended include foreign languages, research and writing skills, overseas experience, a strong interest in practicing law in an international setting, and knowledge of the basic differences in the world’s legal systems as well as their political and cultural contexts. The most common foreign languages required by organizations include French, German, Japanese, Russian, and Spanish. Overseas experience allows immersion in a foreign culture and helps to develop the understanding and patience required to work in an international environment. Participation in the Jessup Moot Court competition, working for an international law journal, and securing a summer position in an international law firm are further ways to expand credentials. These skills combined with a background in law and international affairs will provide a solid foundation on which to build an international legal career.

Sample Group of Employers

*Private Firms*


Debevoise & Plimpton, LLP - http://www.debevoise.com/

Davis Polk, and Wardwell, LLC  - http://www.davispolk.com/

Dewey & LeBoeuf, LLP - http://www.deweyleboeuf.com/


Goodwin Procter, LLP - http://www.goodwinprocter.com/


White & Case - http://www.whitecase.com/

*Nonprofits*
Intergovernmental Organizations

International Criminal Tribunal for Rwanda - http://69.94.11.53/
Constitutional Court of South Africa - http://www.constitutionalcourt.org.za/site/home.htm

Future Challenges of the Profession

The demand for international lawyers with expertise in international relations and cross-border transactions will continue to grow as the legal industry globalizes. The international legal field is constantly redefining itself by adding new areas to the practice, making it difficult for attorneys to describe themselves as all-inclusive international lawyers.

The international law career field is unsystematic at best and preparing oneself to meet its demands is challenging because there is no international law career ladder to climb or road to follow. Another challenge of the profession is to stay motivated when facing the lack of international work at the beginning of one’s career or the required length of time it takes to develop a career. As a rule, a lawyer will gain experience exclusively in domestic law until a client involved in an international project requires their domestic expertise.

Resources for Additional Information

Associations

American Bar Association - http://www.abanet.org/
American Bar Association, Central and Eastern European Law Initiative - http://www.abanet.org/rol/europe_and_eurasia/


American Society of International Law - http://www.asil.org/

International Law Students Association - http://www.ilsa.org/

International Bar Association - http://www.ibanet.org/

International Chamber of Commerce - http://www.iccwbo.org/

International Municipal Lawyers Association - http://www.imla.org/

Inter-American Bar Association - http://www.iaba.org/

Internet Resources

International Jobs - http://www.intljobs.org/ – A tool to assist job seekers interested in international employment as organizations such as the UN, International Criminal Court, International Labour Organization, World Bank, etc.

Law Crossing - www.lawcrossing.com – Legal employment and internship board and career resource for lawyers, law students, paralegals, legal secretaries, and other legal professionals.

Idealist - www.idealist.org – A project of Action Without Boarders which contains job and internship listings in economic development, social services, human rights, environment, etc. Researching Careers in International Law - http://www2.lib.uchicago.edu/~llou/careers.html - Website affiliated with the University of Chicago Law School that provides a collection of links to other job sites where users can search for law positions.

Publications


CAREER OPPORTUNITIES IN PEACE AND CONFLICT RESOLUTION

Description of the Field

Peace and Conflict Resolution studies is an interdisciplinary academic field that draws from anthropology, sociology, political science, law and other disciplines in analyzing the causes of war and systemic oppression, exploring processes by which conflict and change can be channeled to maximize justice while minimizing violence. It encompasses the study of economic, political, and social systems at the local, national, and global levels, and examines ideology, culture, and technology as they relate to conflict and change. In different settings, this field of study is known variously as "peace and conflict studies," "peace and security studies," "peace and world order studies," "justice and reconciliation studies," and other similar variations. What distinguishes this field from others, however, is a concern with the modalities of peace and the methods of peacemaking. (Michael T. Klare, Peace and World Security Studies)

Career-related activities within this field include policy research, legislative lobbying, public education, petitioning and protest action, community service, program design and management, training and facilitation, and intercultural diplomacy.

Career Paths and Entry Salaries

Entry level positions in the peace and conflict resolution field are diversified and often highly competitive. Salary levels range from the $20,000s to mid $30,000s at the entry level depending on the size of the organizational budget, staff size, and qualifications. Functional titles include, but are not limited to: analyst, program associate/assistant, education coordinator, research assistant, public relations liaison, and regional monitor.
This field has no direct or specified career path. Acquiring essential skills in the peace and conflict resolution field can be initiated through involvement and concern with the social issues affecting most communities. An understanding and knowledge of history and how it applies to a conflict situation as well as strong cross-cultural interaction skills are valuable assets in the field.

Demand

The unprecedented changes in the world community have not prevented conflict from continuing unabated. There are therefore many opportunities for peace and conflict resolution professionals, as the demand for innovative and more effective means to resolve conflicts between nations and peoples grows. Many applied conflict resolution skills can be acquired in a domestic setting and then transferred to the international arena (with a knowledge of important cultural and environmental differences), and many volunteer opportunities can lead to full-time employment.

As an interdisciplinary field, conflict resolution positions can be found in a variety of organizations not traditionally viewed as peace-advocating institutions. For example, development organizations like CARE and CRS (Catholic Relief Services) are increasingly recognizing the important interconnections between development and conflict resolution. The creation of the World Bank’s Post-Conflict Unit and the Federal Mediation & Conciliation Service shows that governmental and multilateral organizations are also recognizing the importance of this growing field. However, paid professional positions in this field are difficult to obtain unless one has relevant experience and the corresponding education and training.

Qualifications Necessary to Enter the Field

A strong commitment to social issues and an interest in international relations are necessary to build a career in international conflict resolution. One’s educational background should emphasize research and analytical methods. The shared sense of a common purpose being pursued for a socially conscious cause will sometimes create a less than structured environment; aspiring peace and conflict resolution professionals must be flexible. Due to the international nature of the field, foreign language proficiency will make one more competitive. In addition, teaching and training skills acquired through education or work can also be considered.

The enthusiastic involvement with public interest organizations as an intern and/or volunteer will help to develop a network, which is important in receiving an offer for a professional job. Overseas field experience, especially in a developing country, as well as experience in a multicultural section of a local community or city is highly recommended.
A graduate level degree is almost essential to progress in the field because of the functional expertise it provides. The methods utilized in evaluating and analyzing conflict and in resolving such situations or potential situations are often learned through a combination of experience and higher education.

**Sample Group of Employers**


American-Mideast Education & Training Services - [http://www.amideast.org/](http://www.amideast.org/)

American Civil Liberties Union - [http://www.aclu.org/](http://www.aclu.org/)

American Friends Service Committee - [http://www.afsc.org/](http://www.afsc.org/)


Carter Center - [http://www.cartercenter.org/](http://www.cartercenter.org/)


Catholic Relief Services - [http://www.crs.org/](http://www.crs.org/)

Center for War/Peace Studies - [http://www.cwps.org/](http://www.cwps.org/)

Chemonics - [www.chemonics.com](http://www.chemonics.com)


INCORE - [http://www.incore.ulst.ac.uk/](http://www.incore.ulst.ac.uk/)

The Institute for International Mediation and Conflict Resolution - [http://www.cemproc.org/IIMCRprofilepage.html](http://www.cemproc.org/IIMCRprofilepage.html)

Institute for Multi-Track Diplomacy - [http://www.imtd.org/](http://www.imtd.org/)


International Alert - [http://www.international-alert.org/](http://www.international-alert.org/)


International Institute for Sustained Dialogue -


Future Challenges of the Profession

Practical experience, theoretical insight, and regional expertise all have value, but it is the combination of the knowledge from these three aspects of the field that will be necessary in order to impact today's complex and volatile world (U.S. Institute of Peace). The inability to gather adequate resources from the global community to resolve conflict situations will continue to frustrate the hope for a defining commitment to a new world order.

The rights of nations to self-determination and the recognition of states based on democracy and a corresponding rule of law cannot succeed without international development initiatives. This link between development assistance and
conflict resolution implies an increase in opportunities with development organizations. Sustainable development combined with democracy and the rule of law in struggling countries will only flourish with cooperation in the international arena to improve economic relationships.

Funding is always a major challenge for any internationally focused organization. This is especially true in the field of international conflict resolution, as organizations struggle to obtain funds from governmental organizations, membership dues, and charitable foundations. Furthermore, many organizations have difficulty reconciling the funder’s, donor’s, or contributor’s desire for tangible results with the intangible nature of their projects. Quantifying the results of projects which aim to reduce future conflict by focusing on communication, dialogue, and change from within can be especially difficult. Therefore, innovative fundraising ideas and a commitment to procuring new revenue sources will be useful for those looking to address the future challenges of the field.

Resources for Additional Information

Associations

Association for Conflict Resolution - [http://www.acresolution.org/](http://www.acresolution.org/)

American Political Science Association Conflict Processes Section - [http://www.apsanet.org/section_313.cfm](http://www.apsanet.org/section_313.cfm)


Internet Resources

Institute for Global Communications, PeaceNet - [http://www.igc.org/index.html](http://www.igc.org/index.html)


Publications


CAREER OPPORTUNITIES IN THINK TANKS AND ACADEMIA

Description of Field

In Washington, DC and throughout the country, many think tanks and research organizations focus on foreign policy and international issues. These organizations are often supported by contracts from the government, foundations, private businesses, and endowments. Think tanks, in the most traditional sense, are seen as non-partisan organizations that employ interdisciplinary approaches to finding long-term solutions to policy-related issues.
Research organizations vary in perspective and focus: some may be viewed more as advocacy groups which promote a particular agenda, while others may resemble private sector consulting organizations or academic institutions. In addition to their research efforts, many research institutes produce major publications or organize professional conferences, lectures, and policy forums. Think tank scholars testify before congressional committees, submit articles to major newspapers, and may serve on government task forces.

Career Paths

The types of positions available vary considerably between organizations and are very much dependent upon one’s level of education. In addition to research-related positions, which usually require an MA or PhD and specialized expertise, many organizations employ interns and individuals with BA and MA degrees for a range of administrative positions. Entry-level positions for individuals with MA degrees include:

*Program Manager/Assistant* – Coordinates and handles logistics for major program events, meetings, conferences, and international visits. Manages a range of program support functions, including communications and publication work.

*Research Assistant* – Provides research support to fellows and senior associates, drafts documents, manages database records, handles correspondence, and provides general administrative support.

*Research Associate* – Develops and implements research plans, prepares funding proposals, analyzes data, and synthesizes, publishes, and presents findings to various audiences.

Advancement into senior positions usually requires education at the PhD level and/or extensive specialized expertise, so it is common to see those in junior level positions leaving after two or three years to pursue higher education and professional opportunities in academia, government, private corporations, and consulting firms.

Demand

In response to changing world affairs, public interests, funding, and budgetary constraints, many foreign policy research organizations are re-examining their focus. Entry-level positions remain highly competitive and success in securing a post requires planning and persistence. Most think tanks and research institutes do have formal internship programs and many look first to current and former interns to fill new positions. Not only are interns in a position to hear about openings before they are advertised externally, but they also frequently have had prior occasion to demonstrate their specialized knowledge, skills, and dedication.

Qualifications Necessary to Enter the Field
Higher education, at the masters or PhD level, and experience in the field is generally required for substantive research positions. Strong communication skills, both written and oral, are essential. One must be able to write concise briefing reports as well as longer, academic works. Presentation skills are also important, as is comfort in addressing an audience of experts. Competitive candidates will also be able to demonstrate proficiency in foreign languages and have a solid command of word processing and spreadsheet applications and the Internet. Many positions require solid quantitative skills and knowledge of statistical packages.

**Sample Group of Employers**

- Brookings Institution - [http://www.brookings.edu/](http://www.brookings.edu/)
- Hoover Institute, Stanford University - [http://www-hoover.stanford.edu/](http://www-hoover.stanford.edu/)
- The Heritage Foundation - [http://www.heritage.org/](http://www.heritage.org/)
- Institute for Food and Development Policy (Food First) - [http://www.foodefirst.org/](http://www.foodefirst.org/)
Future Challenges of the Profession

Some professionals in the field predict that the information explosion caused by the Internet is increasing the demand for expert analysis, interpretation, and synthesis of information. Others, however, express concern that limited funding sources may hinder think tanks in the fulfillment of their mission to provide objective policy-relevant knowledge. Responding to the world’s changing political and economic situations and to the interests of the public, some think tanks have already broadened their range of expertise and diversified their focus.

Resources for Additional Information

Internet Resources

Carnegie Endowment employment opportunities -
http://www.carnegieendowment.org/about/index.cfm?fa=employment

National Institute for Research Advancement’s index of research organizations by country
- http://www.nira.or.jp/past/ice/index.html

Links to Research and Educational Institutes on the CATO Institute website - http://www.cato.org/links/links.html

Index and description of a selection of think tanks on the Source Watch website

Publications


Careers in International Affairs, Edited by Maria Pinto Carland and Candance Faber, Georgetown University Press, 2008.


