

## Young Professionals Program (WBG YPP)

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### Overview

The WBG YPP is a two-year leadership development program at the start of a five-year employment contract with the World Bank, IFC or MIGA. Young Professionals (YPs) start the program in Washington, DC, where they engage in intensive training—on-the-job and in the classroom—learning the fundamentals of leadership and development operations across institutions, and how to identify opportunities for joint impact.

The WBG YPP is a starting point for an exciting career at the World Bank Group. Young Professionals are recruited from around the world with various academic and professional backgrounds relevant to the [World Bank](#), [IFC](#) and [MIGA](#). We are looking for applicants who demonstrate a passion for international development, graduate education, relevant professional experience, and the potential to grow into impactful leadership roles across our institutions.

### Eligibility

#### To be considered for the WBG YPP, applicants must:

- Be born on or after October 1, 1989
- Have a master's or doctoral degree\*
- Specialize in a field relevant to [YPP Business Areas](#)
- Demonstrate relevant professional experience or continued study at the doctoral level\*\*
- Be fluent in English
- The Bank's Group recruitment policy is to hire staff of the highest caliber, on as wide a geographical basis as possible, with preference to nationals of WBG [member countries](#) or [countries of operations](#).

### KEY PROGRAM FEATURES

**Professional Experience** YPs are full-time employees, making significant contributions to their respective unit's work program, while building networks and knowledge across the Bank Group through the YPP. They often join field missions, where they work on the frontlines of WBG operations, learning key aspects of our work and directly engaging with our clients.

**Leadership Development** Through the WBG YPP curriculum, YPs develop the foundational knowledge to contribute to our business and the competencies to lead. Activities range from leadership and professional development workshops to networking, mentorship and conversations with WBG leadership.

**Training on WBG Policies, Products & Operations** YPs engage in intensive training on the policies, products and operations of the World Bank, IFC and MIGA. This aspect of the WBG YPP curriculum ensures that YPs know how to operationalize joint WBG solutions to development challenges, and how to retain and apply this knowledge for years to come.

**Global Rotations across WBG** YPs participate in at least one rotation within their home institution, with some engaging in additional rotations to another institution, with the goal of developing and applying skills across the business. Rotations are a core component of the curriculum, providing YPs the exposure to understand how our institutions work (and can work together) as well as how to align their skills to priority areas, like countries affected by fragility, conflict and violence (FCV), and other challenging environments.

**Coaching & Mentoring** YPs are assigned several mentors at the peer and departmental level. Mentors can provide advice on various topics ranging from settling into Washington, DC to identifying career opportunities throughout the YP experience, and beyond.

**Networking Events** In addition to the program orientation and graduation ceremonies, the WBG YPP office organizes regular events for YPs to stay in touch with program alumni, stakeholders and broader WBG staff.

**Management Supported Rotations & Job Placements** YPs are provided management-level support in their transitions to rotations and post-YPP job placements, ensuring their skills are best placed across the business.

## **COMPENSATION & BENEFITS**

**The WBG YPP** offers a competitive salary and benefits package as part of a 5-year term contract. Benefits include health, life and accident insurance, a pension plan and possible relocation and mobility benefits depending on WBG guidelines.

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