



# What's next?

Life after graduation: kick-start your career

MSc International Development Studies



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# Life after graduation: kick-start your career

**Hi there, look at you! (Almost) graduated or just excited to start exploring your future career possibilities. The change from student-life to working-life can feel like a big leap. You may have a very clear goal in mind, knowing which sector or position you would love to work in. Or you may be in doubt about what it is exactly that you want in a job, what energises you or where to even start. Luckily there are many ways in which you can prepare yourself and this career booklet is here to inspire and guide you through this phase of transition.**

Throughout your study you take decisions that shape the direction of your career path. For example, the choice of your specialisation<sup>1</sup>, internship and thesis are important decisions regarding your professional development and possible future jobs.

Looking back, you can ask yourself: what are the recurring themes of interest in your studies? Are there particular topics, projects or geographical regions that intrigued you most? Reflecting on this can help to carve out your own common thread

within the field of International Development, supporting you in taking your first career steps. In choosing what suits you best, both your theme of interest and specialisation are important for the areas you would like to work in.

In this career booklet we invite you to explore five potential job profiles (see figure 1). Each job profile provides general information about the job positions and sector, includes two personal career stories from our MID-alumni and lists two vacancy examples.

<sup>1</sup> The specialisations in the MSc International Development Studies are important learning trajectories. There are four specialisations: Sociology of Development, Economics of Development, Inclusive Innovation, Communication and Development or Politics and Governance of Development.



**Figure 1** Where our alumni work, based on 657 MID graduates.

These profiles can be used to test your interests for future jobs and hopefully inspire you about the multitude of possibilities upon graduation.

Importantly, this booklet clearly doesn't cover all possible job profiles, roles and sectors, but rather seeks to provide an inspirational source for the first steps in your career. You will most likely have different jobs in the future, which gives you the happy prospect of practicing your professional skills and developing yourself. Also, your vision of the ideal job will evolve over time. You'll learn and discover as you go.

When looking for your first job, flawless choosing may not always be possible,

but strategic planning is. The Bachelor's and Master's in International Development Studies at WUR provide you with unique academic competencies. In the final chapters of this career booklet, we offer insights in the competencies required by the labour market, tips on how to strengthen them throughout your study and how to navigate the job search.

Hopefully the information in this booklet together with the career experiences of our alumni, will leave you excited to start your own professional journey!



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Job Profile 1

# Staff member at non-governmental organisation

Possible positions in Job Profile 1 include:

- Programme manager
- Project manager
- Communication & Fundraising officer
- Finance & Grant manager
- Monitoring & Evaluation specialist
- Country specialist
- Thematic expert

*“I am responsible to facilitate contact with a lot of stakeholders, such as the embassies and Ministry of Foreign Affairs, but I also work with our local implementing partners, and with our instructors.”*

Alumna Isa Patist – International Project Coordinator

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Career story

## Isa Patist

International Project Coordinator  
at KNVB WorldCoaches

[www.knvb.com/themes/worldcoaches](http://www.knvb.com/themes/worldcoaches)

**Upon graduation Isa was motivated to work for a national entity. While she never considered the sports industry to be her future employer, the opportunity to work at the at the KNVB excited her. Currently, she works as an International Project Coordinator for KNVB WorldCoaches.**



WorldCoaches is the international social programme of the KNVB, the Royal Dutch Football Association. Isa explains: "We are basically a small NGO that falls under the international relations department." With football being the connecting factor, the programme inspires youth in their athletic and social development by integrating life skills with football skills.

At the centre of the programme is the training of football coaches to become WorldCoaches. "There are a lot of similarities between real life and football. By being a WorldCoach they can influence the youth that they are training to tackle situations that you see in football, such as dealing with pressure and being resilient, in real life."

Isa points out that she especially likes the sustainability of the programme: "These youth follow an educational pyramid. They start at the introductory course and little by little some of them climb this pyramid and become co-instructors or instructors who train new WorldCoaches. For example, an instructor from Kenya travelled to Egypt to give a course."

WorldCoaches can be found in a diversity of countries globally. Isa's responsibility focuses on Jordan, Egypt and Lebanon. "A few times a year I visit for short periods of time. For example, when we are starting a new programme, selecting local partners, meeting with embassies or doing field visits." Recently she travelled to Jordan. "We started a new programme here and I organised a

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kick-off. I also joined the course to see the practical side of everything I prepared.”

Coordinating the projects is something she enjoys a lot! “It’s the diversity and the dynamics of the tasks that make my job very interesting. Earlier today we discussed budgets and finances, something that is completely new to me. Two hours later I am working on evaluation processes, then I am ordering plane tickets, and writing a programme proposal. It’s really a lot of different things.”

Being in contact with a variety of actors also brings her energy: “I am responsible to facilitate contact with a lot of stakeholders, such as the embassies and Ministry of Foreign Affairs, but I also work with our local implementing partners and with our instructors. I really like working with all these different stakeholders. This is something we saw in our degree a lot, where I learned how to navigate the interests between them.”



*“A few times a year I visit for short periods of time. For example, when we are starting a new programme, selecting local partners, meeting with embassies or doing field visits.”*

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Career story

## Roman Meier

Grant and Donor Accountability  
Manager at Terre des Hommes

[www.tdh.ch/en](http://www.tdh.ch/en)

**Roman started the MID-programme with the aim to have an international career. In 2018 he graduated and has since worked across the globe. Currently, he works for Terre des Hommes in Bogotá, Colombia.**



Terre des Hommes is an organisation that is dedicated to empowering children and youth, advocating for their rights.

As Roman explains, they work on different topics including access to justice, maternal- and child health, children affected by migration and child protection in the context of conflict and fragility.

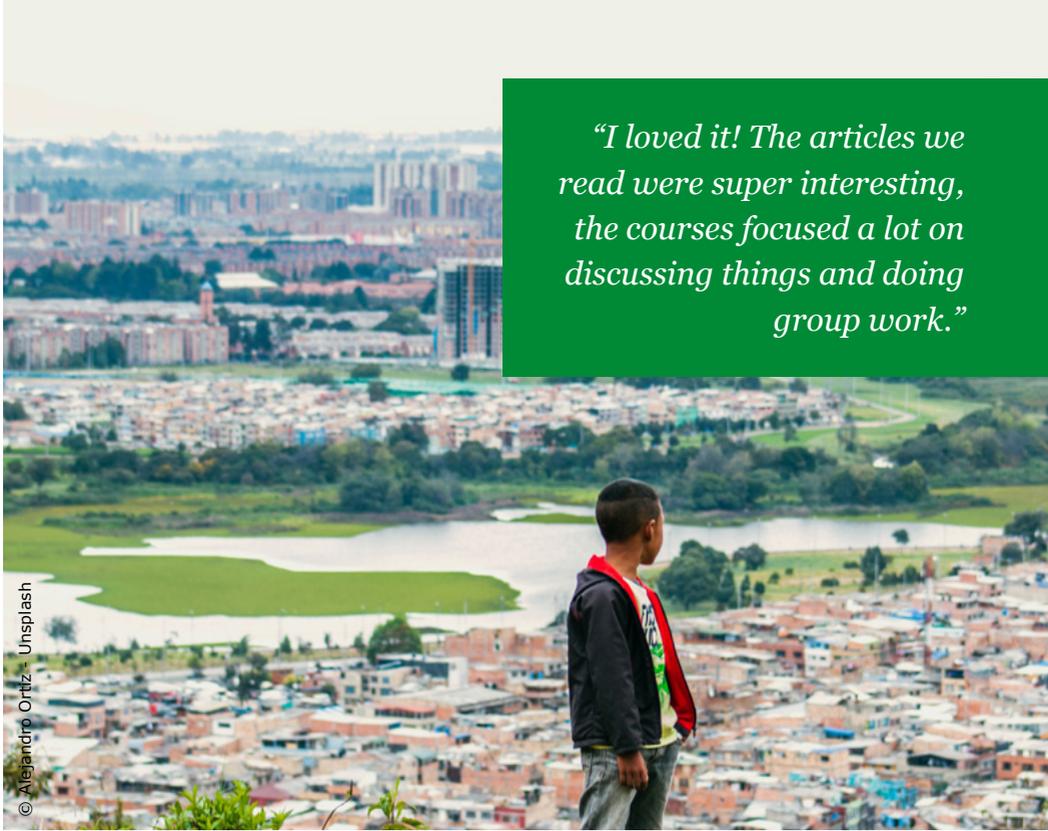
Roman works as a Grant Donor Accountability Manager. "My position is twofold. Grant Management is about developing new projects. Most of the NGOs today apply for funding on the basis of projects. In an application we describe what we want to do and how. As a Grant Manager, I have a coordinating role. I am not writing the document, but I manage the process which is often quite complex and involves a lot of stakeholders such as

the partner organisations and experts at the head quarter."

"I am also a Donor Accountability Manager, which is essentially the other side of the same coin. For the projects that we do, we also report back to our donors. I make sure that what we do complies with the contracts, I validate that the reports have a certain level of quality and ensure that we maintain good relationships with our donors."

The thing he enjoys most about working abroad is being able to go into the field.

"This is when you actually see what is being done and that is the greatest part." Beginning of 2023 Roman will move to Laos in Southeast Asia for a new position with the UNDP as a Programme Analyst for Human Rights and Rule of Law.



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*“I loved it! The articles we read were super interesting, the courses focused a lot on discussing things and doing group work.”*

Reflecting on the MID-programme, Roman enthusiastically shares: “I loved it! The articles we read were super interesting, the courses focused a lot on discussing things and doing group work. I found the lecturers and professors very relaxed, our relationship to them was straight forward and not hierarchical.” Specifically, he highlights the critical perspective MID-students develop. “When I started my master, I thought humanitarian aid and development is all perfect, but then they show you the colonial roots of it and make you reflect very critically on the work that I am

doing right now. And I think that this is very important.”

*“It is a magical place to be in, as it was very international.”*

Roman really enjoyed his time in Wageningen. “It is a magical place to be in, as it was very international. Up to this day, I have friends from all over the world.”

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# Vacancy examples

## Senior Project Officer South Sudan – PAX

### Job context:

The South Sudan team is looking for a Senior Project Officer who can take over the coordination of several projects. The projects involve the inclusion of youth and women in peacebuilding process and are part of the PAX South Sudan wider strategy of inclusive and multilevel peacebuilding. The Project Officer is based in Utrecht and works within a team of colleagues based in Juba and Utrecht.

### Main activities:

- Coordinate two externally funded projects including coordination and follow up with all partners to the projects (both international and local), facilitate communication lines, monitor progress and planning and prepare donor reports;
- Communication and follow-up with Juba based colleagues and project partners;
- Monitor and follow up on contractual obligations of partners;
- Develop new proposals and contribute to fundraising;
- Contribute to the development of internal annual plans, monitoring and reporting;
- Identify capacity building needs, develop and implement capacity building plans;
- Support in engendering the PAX South Sudan programme, provide support to partners (in cooperation with the PAX gender team);
- Keep abreast of South Sudan political developments;
- Regular work travel to South Sudan for coordination and monitoring purposes.

### Your profile:

- Academic degree;
- Project management and organisational skills, including at least 5 years of relevant professional experience. Preferably in a conflict setting for a non-profit organisation;
- Proven strategic and analytical skills – ability to make connections and see new opportunities;
- Gender-sensitivity skills. Experience in gender-sensitive programming is an asset;
- Preferably work experience in South Sudan (or the region);
- Tact, conflict-sensitivity and able to work independently, responsibly and under pressure;
- Good (inter-cultural) communication, interpersonal and representation skills;
- Able to adapt to changing circumstances: inventive and assertive attitude;
- Fluent English speaker, including excellent writing skills;
- Capacity and willingness to travel regularly to South Sudan;
- Affinity working with youth and women and with faith-based organisations;
- Eligible to work in the EU;
- Affinity with the work and mission of PAX.

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## Partnership Development manager – Liliane Foundation

### Job context:

Are you good at developing propositions and initiating new relations? Do you want to use your talents to support our unique mission, and help us achieve an ambitious growth strategy? The Liliane Foundation improves the quality of life and prospects of children with disabilities in Africa, Asia, and Latin America. We believe participation is a right – not a privilege. We aim to use our expertise in education, health care, and work and income to set up large scale programmes that offer sustainable solutions to pressing social issues. In order to achieve this, we need foreign funding, which is why we're setting up an institutional fundraising team.

### Main activities:

As a Partnership Development manager you will develop new propositions, programmes, and partnerships to implement and fund projects of the Liliane Foundation and its partners in the Global South. Amongst others:

- You identify opportunities for partnerships with new and existing international partners, with the aim of future collaboration and fundraising for the Liliane Foundation;
- You look for innovative ways to make our work and our knowledge relevant for potential partners. You develop new propositions and programme concepts that are in line with the strategy of the Liliane Foundation;
- You develop and maintain a broad network of European governments, international donors and potential partners, and lead the process of forming consortia.

### Your profile:

You take initiative and are a good networker; you can represent the organisation well and create fundraising opportunities. You function well in an environment where processes are still under development, you are solution oriented and comfortable being a pioneer. You have knowledge about and are up-to-date on developments and trends in the development sector and you are able to use this knowledge to formulate a strategy and put it into action. Finally, you recognise yourself in the three core values of the Liliane Foundation: openness, connection, and trust.

- An advanced university degree (masters or equivalent) or academic thinking level;
- Knowledge and experience in developing propositions and partnerships;
- Knowledge and experience in fundraising from institutional donors such as governments and the European Union (knowledge of the rules and regulations);
- Oral and written communication skills in English on C1/C2 level. Knowledge of French and/or Spanish is an advantage. Basic knowledge of Dutch is required.

Please note that all vacancies are listed with the sole purpose of providing career examples and that they have been edited/shortened in order to facilitate their inclusion in this career booklet.

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## Job Profile 2

# Public officer at local, national or international level

Possible positions in Job Profile 2 include:

- Policy Officer Ministry of Foreign Affairs
- First/Second Secretary at an Embassy
- Policy Officer at the European Union
- Programme Manager at UNDP
- Trade Analyst at the WTO
- Thematic Specialist at FAO
- Junior Professional Officer at WFP

*“Together with the partners I develop a strategy that we focus on for the next year. Further into the year, this turns into capacity support. Here on the island, we work with small organisations, so my job is to guide them in managing the programme.”*

Alumna Marre ten Holder – Senior Programme Assistant

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Career story

## Marre ten Holder

Senior Programme Assistant at UNHCR

[www.unhcr.org](http://www.unhcr.org)



**Alumna Marre took the thesis track Disaster Studies during her MID-programme. Upon graduation she endeavoured on a career path full of surprises. While never expecting to work for the government, she stayed at the Dutch Embassy in Ethiopia for four years after her internship and had a lot of fun. Currently, she works for UNHCR as a Senior Programme Assistant in Aruba. The common thread in her career path? A focus on assisting people on the move.**

UNHCR, also the UN Refugee Agency, is a global organisation that focuses on protecting the rights of refugees, internally- and forcibly displaced communities and (undocumented) migrants. Put simply, the organisation works in two ways: through direct implementation by UNHCR and through partnerships with local or international NGOs.

Marre's focus is on partnerships, being the focal point to the partners UNHCR works with in Aruba and Curacao. She supports these organisations from project development, all the way to the evaluation and finalisation of a project. "Together with the partners I develop a strategy that we focus on for the next year. Further into the year, this turns

into capacity support. Here on the island, we work with small organisations, so my job is to guide them in managing the programme." The partnerships she is currently managing focus, amongst others, on medical and legal assistance. For example, they work with a clinic that provides medical assistance without any cost to undocumented migrants and vulnerable host communities.

What drives Marre? "I've always been interested in resilience in the context of conflict and disaster. When people strand in an uncertain situation, inequalities tend to grow. I wanted to know how this works and how we, as an international community, can support these people."



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Additionally, Marre enjoys working aboard, an experience she highly recommends to fellow MID-students. "Everyone should! It's an open door, but it teaches you many things. You're always in new situations and must adapt. I like this place, testing the ground to see what works. In the positions I've been in, but generally when working abroad, you are a bridge between different cultures and work ethics. Personally, I grew a lot from this. You see that there's so many more options."

Always keep asking questions, that is what Marre learned during the MID-programme. "You have to be curious and critical, these two things I appreciate

most from my time in Wageningen." She also greatly enjoyed the variety of students and teachers who brought in different perspectives during debates in class. "These discussions really prepared me for work life, they were more than theoretic. Theory teaches you to think critically, but practice sometimes shows you a whole different world."

*"You have to be curious and critical, these two things I appreciate most from my time in Wageningen."*

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Career story

## Felipe Leenaers

Policy Officer at the Ministry of Social Affairs and Employment

[www.government.nl/ministries/ministry-of-social-affairs-and-employment](http://www.government.nl/ministries/ministry-of-social-affairs-and-employment)



**Upon graduation of the MID-programme, Felipe started a two-year traineeship at the Dutch government. After four different positions as a trainee, he now works as a Policy Officer at the Ministry of Social Affairs and Employment and is responsible for the Caribbean part of the Kingdom of the Netherlands.**

Through different trajectories, the Ministry of Social Affairs and Employment aims to improve the livelihood security in the Caribbean Netherlands. This includes, for example, working towards a social minimum by increasing the minimum wage and social assistance benefits, and improving access to childcare.

Additionally, assistance is provided to local government institutions and knowledge exchange is facilitated between the European- and the Caribbean part of the Netherlands.

A concrete example of Felipe's work is looking at ways to improve debt assistance. "In the European Netherlands, we have a very detailed system with laws to make sure that people can get help if they are in serious debt problems. In the Caribbean

Netherlands, debt assistance is organised very small-scale and there are no laws and regulations on this subject." As such, Felipe assesses whether any of the policies and regulations in the European Netherlands could be useful for the Caribbean Netherlands.

"Overall, we work towards creating an equivalent level of public services and social security", Felipe explains. "We strive for an equivalent level and not an equal level because the context is totally different. You need to look for ways to customise these services to the local context. It is very important that we do this together, not only from the perspective of the European part of the Netherlands but collaboratively with (governmental) organisations in the Caribbean part."

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*“It’s like living in two worlds.”*

Felipe was always interested in different cultures and finds excitement in bridging, and balancing between, the two parts of the Netherlands that are part of his work. “It’s like living in two worlds. You have the bubble of The Hague where everything is going fast, fast, fast. And the other world is the Caribbean, where people attach more

value to informalities. I engage with them a lot online and we have discussions in a totally different pace.”

The MID-programme and his specialisation in Politics and Governance have proven very relevant for his work, where amongst others he practiced in empathizing with a wide variety of stakeholders. “This reasoning from different perspectives is very important in my work.”

*“Overall, we work towards creating an equivalent level of public services and social security.”*



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## Vacancy examples

### **Traineeship – the European Economic and Social Committee (EESC) in Brussels**

#### **Job context:**

Twice a year the European Economic and Social Committee offers traineeships for a period of five months to university graduates (long-term traineeship). They begin on 16 February and 16 September of each year and take place in the Committee's offices in Brussels. These periods of in-service training offer an opportunity to learn about the EESC's roles and activities and to acquire professional experience in a multicultural environment.

The traineeship can be fulfilled within different sections and units. An example is the section Agriculture, Rural Development and the Environment. This section provides the political and logistical support that members require to prepare and coordinate EESC input in the following areas: agriculture, fisheries and forestry; rural development, food sustainability; environmental protection; sustainable development; climate change and the circular economy.

#### **Main activities:**

During the traineeship, the trainee will follow several ongoing opinion processes and thereby gain knowledge about the process of producing an opinion, as well as the thematic scope of NAT (Commission for Natural Resources) opinions. An important part of the job is to support colleagues with their daily, routine and ad hoc activities and assist with all tasks connected to the management of ongoing opinions. The main focus of the work will be on contributing to the activities of the Sustainable Development Observatory (SDO), notably in relation to the 2030 sustainable development strategy, the transition to circular and low-carbon economic models and mitigation and adaptation to climate change. The NAT trainee will be supervised and guided by an experienced colleague throughout the traineeship. The trainee will participate fully in unit meetings and may be involved in various ad hoc groups and tasks, particularly those relating to the organisation of events.

#### **Your profile:**

To apply for a long-term traineeship, you must hold a recognised university-level degree attesting to the completion of at least three years of studies, or a certificate confirming that you have already achieved a level of education corresponding to three years of university study, by the closing date for applications.

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## **Senior Policy Officer Human Rights – Embassy of the Netherlands in Pretoria, South Africa**

### **Job context:**

The Embassy of the Netherlands in Pretoria has a job opening for a senior policy officer who has extensive experience in the human rights field. We are looking for a professional with a proven track record, who has an open mind and is driven by values such as diversity, equality and inclusiveness and who is a real team player.

### **Main activities:**

- The senior policy officer writes, reviews, and coordinates a variety of reports, briefings and other types of communications with respect to human rights developments in South Africa;
- Manages the Human Rights programme of the Embassy. This includes the identification, assessment and processing of grant applications, as well as monitoring and evaluation of projects. It also includes coaching and assisting colleagues managing their human rights projects support and initiatives;
- Identifies, initiates and executes human rights events and initiatives for the Dutch missions in Cape Town and Pretoria in collaboration with other policy officers;
- Maintains and extends a relevant network in the area of human rights within government agencies, civil society, universities and private sector;
- Ensures policy cohesion and integration of the Human Rights perspective in other themes and goals of the NL in South Africa.

### **Your profile:**

- Proven sensitivity to the political and social environment and ability to adjust behaviours accordingly;
- In-depth knowledge of human rights principles, international mechanisms and related concepts, including transitional justice, humanitarian action, legislative and rule of law reforms, gender mainstreaming and conflict-related sexual violence;
- Good analytical and research skills, including the ability to gather, validate, evaluate and integrate relevant human rights information from a variety of sources, to assess their impact and to provide recommendations to redress situations;
- Speaks and writes clearly and effectively. Tailors language, tone, style and format to match audience.
- Works collaboratively with colleagues to achieve organisational goals. Thinks SA-wide (includes and informs the colleagues in Cape Town as well). Solicits input by genuinely valuing others' ideas and expertise. Is willing to learn from others;
- An advanced university degree (Master's degree or equivalent) in law, political science, international relations, social sciences or in a related area. Human rights specific degrees is an asset;
- A minimum of five years of experience in human rights, political affairs, international relations, law or related area is required. Previous experience in programme management is required;
- Fluency in English (both oral and written) is required. Knowing other languages spoken in South Africa is a bonus.



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Job Profile 3

# Researcher or lecturer

Possible positions in Job Profile 3 include:

- PhD Candidate
- Postdoctoral Researcher
- Assistant/Associate Professor
- (Junior) Lecturer
- Professional researcher at an NGO or research institute

*“How do we come up with a credible way of doing and developing programmes? [...] How do we say that this works, and this doesn’t? I wanted to follow the research path, rather than only working on the implementation aspects of programmes.”*

Alumna Mashiat Hossain – Trainee

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## Career story

### Silvia Peirola

PhD Candidate at the School of International Studies, University of Trento, Italy

[www.sis.unitn.it](http://www.sis.unitn.it)



**Ever since her BSc, Silvia developed an interest in how natural disasters and armed conflicts affect the lives of people, especially in African settings. Therefore, she specifically chose the thesis track Disaster Studies in the MID-programme. Currently, Silvia is a PhD candidate at the School of International Studies at the University of Trento in Italy.**

“My PhD project looks at external interventions in the field of security in West Africa. I recently came back from my fieldwork at the Kofi Annan Peacekeeping Training Center in Accra, Ghana.”

“My PhD project developed from a part of my master thesis. During my master, I had the opportunity to conduct a six-month fieldwork in Sierra Leone, researching the relationship between the Sierra Leone Police and people with disabilities in a post-conflict setting. I became very enthusiastic about the research I conducted during my master thesis and decided that I wanted to continue on this research trajectory. My master thesis supervisor in

Wageningen is also my current PhD co-supervisor.”

Prior to starting her PhD, Silvia worked for two years at Innocenti, the UNICEF Office of Research in Florence. “I worked as a consultant on a research project on education in West Africa. During my master, I conducted an internship at the United Nations Office for Coordination of Humanitarian Affairs (UN OCHA) in New York for six months. This experience was crucial to obtain the position as a UN consultant at UNICEF.”

Silvia looks back very positively on the MID-programme. “I have really benefitted from what I learned during my studies at Wageningen University.



The thesis track Disaster Studies provided me with theoretical and practical insights that have been very useful, both for my previous position as UN consultant and in my PhD project."

*"I became very enthusiastic about the research I conducted during my master thesis and decided that I wanted to continue on this research trajectory."*

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## Career story

# Mashiat Hossain

Trainee at Wageningen Economic Research

[www.wur.nl/en/research-results/research-institutes/economic-research.htm](http://www.wur.nl/en/research-results/research-institutes/economic-research.htm)

**Mashiat developed an increasing interest in data and conducting research during the MID-programme. Directly after graduation she landed a job as a trainee at Wageningen Economic Research (WEcR).**



“The MID-programme provided me with a wider perspective on development”, Mashiat explains. “People have different opinions and approaches to deal with things. But then how do we come up with a credible way of doing and developing programmes? That’s where I really started getting into data. For example, how do we say that this works, and this doesn’t? I wanted to take the research path, rather than only working on the implementation aspects of programmes.”

In her current traineeship she can apply her skills in research- and consultancy projects. “Within WEcR there is a diversity of groups, some looking at environmental aspects whilst others for example look at food systems. Currently I am based in the international policy team, which has a group specifically

focusing on impact assessments. In one of the projects that I currently work on we are developing a framework that focuses on monitoring and evaluation of interventions that provide credit and financial services to smallholder farmers.”

*“It’s not only about what I learned during MID, but also about what I would like to learn. That’s something that really attracted me to doing this traineeship.”*

From Mashiat’s experience a traineeship is the perfect opportunity to apply the knowledge that you gained during your



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studies, but also to be challenged and continue to learn new things. “The project I mentioned is in what I would say my comfort zone, as my internship at 100 WEEKS was also about monitoring and evaluation. But additionally, I also get to explore topics within the field of sociology, such as value sensitive designs. Therefore, it’s not only about what I learned during MID, but also about what I would like to learn. That’s something that really attracted me to doing this traineeship.”

One of Mashiat’s first projects happened to focus on the impact of a food systems programme by the FAO in Dhaka, Bangladesh. In this way, while being

part of WECr in The Netherlands, her work is still connected to her home country. “It’s interesting how I looked at Bangladesh when I was there, more from a micro view, and how I now look at it with a more critical macro perspective, questioning how systems work. Along the way I actually started seeing things that are very interesting for me and that, I think, I wouldn’t have seen from the inside.”

Her advice to current students? “Be reflective on yourself and learn from it.” As she explains: “You can always learn a new skill or a new topic. More important is your mindset, not giving up and really identifying what it is that you want.”

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## Vacancy examples

### **PhD on The politics of tracking climate change adaptation – Wageningen University & Research**

#### **Job context:**

Ever wondered why many of the high ambitions governments set themselves are not realised in practice? Wondered why governments are typically reluctant to track the implementation of climate action? Curious about the political dynamics that shape how governments around the globe are (not) adapting to climate change? Then this PhD project on the politics of tracking climate change adaptation is a great opportunity for you!

#### **Main activities:**

- Develop a conceptual framework to analyse the politics of tracking adaptation to climate change
- Use qualitative methods, such as observations, elite interviews, focus group discussions, and content analysis, to analyse (inter)national negotiations and political dynamics of adaptation tracking
- Co-organise and participate in (int.) workshops with policy/decision makers
- Lead the development of 4 scientific publications which form the basis of your PhD dissertation. You will also be involved in developing programme-level publications (as co-author)
- Present your work at (inter)national scientific conferences and/or symposia
- In addition you will collaborate in Dr. Biesbroek's research lab with 10 other postdocs, PhD candidates, and research assistants working on climate change related topics.

#### **Your profile:**

- (Nearly)Completed MSc degree in political science, international relations, public administration, or a relevant MSc with a strong social sciences profile.
- Experience in using qualitative social science research methods (e.g. interviewing, process tracing, observational research, focus group discussions)
- Good listener, able to ask the right questions and to understand the underlying motives.
- Ability to collaborate in an interdisciplinary setting as the programme includes qualitative and quantitative scientists from the social and environmental sciences.
- Excellent spoken and written English required for scientific publishing. If your native language is not English and you do not hold a degree from an institution in which English is the language of instruction, you must submit proof of English proficiency from either TOEFL (minimum total score of 100) or IELTS (minimum score of 7.0).
- Demonstrable interest in (inter)national politics, particularly in the context of sustainability challenges.

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## **Lecturer in Research for a sustainable and inclusive society – Windesheim Honours College Zwolle**

### **Job context:**

Windesheim Honours College (WHC) is looking for an experienced and inspiring Research lecturer who has knowledge of and experience in conducting both quantitative as well as qualitative applied research for its BBA programme Global Project and Change Management. The successful candidate will be committed to international and excellent education and able to work effectively within a team environment. You will be teaching introductory and advanced courses and a course in academic writing. Next to this, you will be coaching students in their graduation phase. Experience in conducting research in the field of one or more of the Sustainable Development Goals is an added value.

### **Main activities:**

- Teach (applied) research courses, both quantitative (including statistics) as qualitative, including the preparation of course materials (online and classroom) and development and grading of assessments (exams and assignments);
- Organise concepts to be taught in a logical and understandable sequence covering all the course objectives, as well as regularly revising/updating all course materials;
- Establish positive classroom relationships with students. Provide opportunities for in-class discussions and questions and display enthusiasm about the subject matter, and the learning process;
- Strive for consistency and fairness in preparation and grading of assessments and provide timely formative feedback to students;
- Ensure quality improvement of the courses and own work;
- Collaborate with colleagues and the work field to successfully further develop the curriculum and the educational concept of WHC;
- Contribute to the positioning of WHC at regional, national and international level.

### **Your profile:**

- Master's Degree or PhD in a relevant field to the programme of Global Project and Change Management and the UN Sustainable Development Goals;
- Relevant work experience as a lecturer and researcher;
- Strong teaching skills is required, preferably in an honours setting or with innovative didactic methods;
- Experience with developing innovative learning environments in close collaboration with the work field is of added value;
- Strong interest in global issues/Sustainable Development Goals;
- Ability to work independently and to take responsibility;
- Ability to multi-task and work cooperatively with others;
- Flexible and easy to reach;
- Excellent command of the English language, spoken and written; good knowledge of Dutch is preferred.



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## Job Profile 4

# Entrepreneur, self-employed, consultant

Possible positions in Job Profile 4 include:

- Consultant
- Freelancer
- (Social) Entrepreneur
- Trainer
- Junior/Senior Advisor
- Business owner
- Documentary maker
- Guest Lecturer

*“At the farms we try to help the farmers with their daily activities and capture these on film. Additionally, we prepare interviews with the farmers and film our own reflections. All of this is used for our documentary.”*

Alumna Aisha Hassan – Co-Founder Cycle to Farms

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Career story

## Tom Kloosterman

Business Development Manager  
at Forward·Inc  
[www.newcomersforward.com](http://www.newcomersforward.com)

Co-Founder Blauwe Bagger  
[www.blauwebagger.nl](http://www.blauwebagger.nl)



**During International Development Studies, Tom discovered his niche: the combination of development and entrepreneurship. Upon graduation he found the perfect fit at Forward·Inc, working on the intersection of business development and social impact. Tom is an enthusiastic go-getter who, next to his job, runs a start-up focused on circularity.**

Forward·Inc is a foundation that helps newcomer entrepreneurs – entrepreneurs with a refugee background – to start and further develop their businesses. The idea started when, at the height of the refugee crisis in Europe, one of the co-founders realised that very few organisations were seeing the potential of newcomers in the Netherlands.

As Tom explains: “Bringing together people from his own network, the co-founder connected newcomer entrepreneurs with professors, students, and other entrepreneurs. The first thing they organised was a weekend bootcamp.” Currently Forward·Inc offers five different programmes and operates internationally.

Tom’s journey at Forward·Inc started as an intern. “After graduating the MID-programme, I did a three-month internship. This was my dream job to start with because it combined entrepreneurship and development and it’s based in an international environment.” In his current position, Tom’s focus is on business development.

*“It’s very diverse and the people I get to work with have inspiring stories to share.”*

“I write proposals for Dutch philanthropical funds and for corporate partners. For example, we have a



partnership with Coca Cola. I am always looking for new angles to fund our programs to grow the impact and help the entrepreneurs in our community.”

What he enjoys most? “The team! We are twelve young people from all around the world. We are positive individuals, so working with this team gives me a lot of energy. Also, I enjoy meeting different actors outside of the organisation. I am working with a variety of partners or soon-to-be partners and there is a lot of freedom to reach out to organisations that I think are a good fit. You meet a high-level corporate partner and the

same day you can sit down with an entrepreneur from Yemen. It’s very diverse and the people I get to work with have inspiring stories to share.”

*“This was my dream job to start with because it combined entrepreneurship and development and it’s based in an international environment.”*

Tom's entrepreneurial mindset isn't limited to making social impact. He is also eager to work on issues related to sustainability and has put his background from Wageningen to good use. Together with two partners, he recently launched their start-up Blauwe Bagger, which aims to turn the costly and linear chain of dredge in the Netherlands into a circular and sustainable system. With innovative techniques, Blauwe Bagger filters the dredge into separate streams of raw

materials that can be reused in the building- or agricultural sector.

"We got our first assignment from the municipality in Rotterdam. We are still in the research phase, but this is something I am very passionate about. I can use the business development knowledge that I gained at Forward·Inc in our start-up. Starting 2023 I will work one day on this project and the other days at Forward·Inc."



RE NEWCOMERS  
ME ENTREPRENEURS

# FORWARD-INC

WHERE NEW  
BECOME ENTRE

WARD-INC

WHERE NEWCOMERS  
BECOME ENTREPRENEURS

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Career story

## Aisha Hassan

Co-Founder Cycle to Farms

[www.cycletofarms.com](http://www.cycletofarms.com)

**Aisha started the adventure of a lifetime upon graduating the MID-programme: cycling 7000 kms through three different continents. An advocacy project with a clear mission: gaining a better understanding of regenerative agriculture.**



"Cycle to Farms is a project where we cycle through the EU, Middle East and Africa. We visit, stay and work on farms along the way." Current conceptualisations of regenerative agriculture are often from a top-down perspective, as Aisha explains. On the contrary, "Cycle to farms tries to understand regenerative agriculture from the perspective of farmers, who are in different countries and continents with different economies, social structures and climate zones. We try to share this knowledge with our audience through our website in the form of articles, but also through visual content that we will use for a documentary we are currently making."

Aisha's interest in challenges related to food production was sparked during her studies in Wageningen. "During MID, we often talked about food security and food

sovereignty, and the challenges posed by climate change. After graduation, I wanted to work in an industry that addresses these challenges through solutions. I quickly learned that these challenges must be addressed by supporting sustainable agricultural practices such as regenerative agriculture, a term that has been widely used in recent years but was still vague to my mind. To truly support these farmers, I wanted to learn how these farming practices work in different contexts."

Together with Lukas, co-founder of Cycle to Farms, she embarked on the journey of which each day looks different. "At the farms we try to help the farmers with their daily activities and capture these on film. Additionally, we prepare interviews with the farmers and film our own reflections. All of this is used for our documentary."

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Within the MID-programme, Aisha specialised in Politics and Governance of Development. The knowledge and skills she developed in this trajectory have proven to be very useful for Cycle to Farms, for example when sharing their insights with commissioners and party members of the European Union. "More recently, we participated in COP27. Here we met with all kinds of actors, from the private sector to members of civil society organisations, NGOs and government officials. Being part of such an international arena strongly reminded me of a policy course taught by Otto

Hospes. There I played the game as an observer. During COP27 in Egypt, I also got observer status. It was great to already have some experience playing the game."

Aisha's advice to students? "To always be open to learning and continue the learning journey in disciplines other than your own. Do not be afraid of what is to come and take the time to find something you really enjoy doing, this often leads to drastic successful changes in your life."



*"Cycle to Farms is a project where we cycle through the EU, Middle East and Africa. We visit, stay and work on farms along the way."*

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# Vacancy examples

## Consultant Grant Writer – VSO & Edukans

### Job context:

VSO and Edukans are looking for a consultant for a short-term consultancy supporting proposal development management and writing needs associated with government funding. You will work closely with the technical expert team from VSO and Edukans, the VSO proposal development manager and key local project teams and programme experts.

### Main activities:

- Write, synthesise, and edit compelling and accurate proposal content (ToC) using result based monitoring (RBM);
- Meet and integrate proposal requirements and deadlines (both internal and external);
- Gather and integrate financial and programmatic information – combining with research elements and data;
- Compile and project manage submission – including all supporting documents;
- Represent and communicate donor’s interests and expectations to an internal (staff) audience, with a focus on compliance elements;
- Work closely with the Donor Managers, Finance, MEL, and HR focals;
- Strong computer skills, including MS Office Suite;
- Other duties as assigned.

### Your profile:

The consultant has extensive experience and is a recognised expert in proposal development / grant writing associated with government funding, specifically the Government of the Netherlands. The consultant has a deep understanding of accountability, advocacy organisations, inclusion, primary education and vocational education and experience in developing proposals aligned to the Dutch Government’s strategic partnerships and civil society framework.

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## Senior Consultant – UNICEF

### Job context:

Unicef is looking for a senior consultant to conduct ethnographic study on food, feeding, handwashing and hygiene norms, beliefs and practices related to maternal, infant and young children in Rwanda, 63 Working days.

### Main activities:

The consultant will carry out the following tasks:

- Draft study framework and data collection tools;
- Field test data collection tools;
- Carry out data collection and initial data analysis in 5 districts (specific sites to be determined). Initial data analysis will be done in the field to adjust the interactions and guide the proposed key informant interviews;
- Analyse data and draft report;
- Present study findings and report to relevant stakeholders in Rwanda including National Ethics Committee.

To the extent possible, the consultant will work in collaboration with a local knowledge institution, such as the University of Rwanda, Department of Human Nutrition and Dietetics, the National ECD Programme (NECDP), National Ethics Committee and the Rwanda Health Communication Center (RHCC) to build their capacity in ethnographic methodology.

### Your profile:

- Minimum, a master's degree in anthropology, ethnography, public health or related fields preferably with experience in nutrition.
- At least 8 years of proven experience in carrying out ethnographic research related to uncovering beliefs and practices.
- Spoken and written fluency in Kinyarwanda and English is essential, and knowledge of French is an asset.
- The consultancy is open to qualified individuals either national or international.
- The consultant may be International but must provide capacity in Kinyarwanda by contracting a local interpreter (female candidates are strongly encouraged to apply).



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Job Profile 5

# Employee at corporate business/ profit sector

Possible positions in Job Profile 5 include:

- Sustainability analyst/manager
- Communication and Marketing officer
- Sales and Finance officer
- Corporate Social Responsibility specialist
- Global Sourcing manager
- Strategy and Innovation officer
- Impact Investment officer
- Energy and Climate specialist

*“I am responsible for developing environmental, social and governance (ESG) investment criteria, for instance for plastic producing companies or for large solar projects.”*

Alumna Emmelien Venselaar – Sustainability Advisor

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Career story

## Gifty Amedi

Sustainability Lead Europe at Cargill

[www.cargill.com/sustainability](http://www.cargill.com/sustainability)

**The social enterprise lens is what attracted Gifty to do her internship at Cargill, the largest private global food cooperation in the world. Determined to make an impact in the communities they source products from, she has since worked her way to Sustainability Lead Europe.**



Ever heard of farm to fork? Cargill is the one in the middle. It connects farmers to markets and customers to their ingredients. Big brands such as Nestlé, Mars and Unilever are key customers.

In her current position, Gifty is responsible for four different oils in terms of sustainability, including palm and coconut oil. She engages daily with customers to understand their sustainability needs and how Cargill can provide solutions. She also offers leadership to her team in the fast-moving space of sustainability. "Things are changing every day. To keep up, I allocate time to study and leverage the networks and resources we have at Cargill."

The best part about Gifty's job? "That's easy! The ability to travel to the origins

that we source from. We spend time with the farmers to understand what their challenges are and think about how we integrate those challenges in our projects so that we can create solutions." To support farmers, Cargill runs programmes focused on capacity building, farmer livelihood improvement, good agricultural practices, certification acquisition and income diversification.

*"For me, it is really fulfilling to see that we are doing a job that farmers are appreciative of."*

"Recently, we visited the Philippines with a customer. During the visit the



customer showed the product that they sell to consumers that contained coconuts from these farmers. You should see how proud the farmers were. For me, it is really fulfilling to see that we are doing a job that farmers are appreciative of.”

The MID-programme was instrumental for Gifty’s professional growth. “Wageningen is big on sustainability and agricultural supply chains. Being able to bring all that knowledge into my job at Cargill is wonderful.” The course on sustainability and palm oil is something she remembers to this day, as well as the Academic Consultancy Training students do at the end of their first year. “It gives you the opportunity to work on a project with people from different disciplines and is like a miniature of the

workplace. This really prepares you for your future job.”

Her advice? Ask yourself: “What is it that makes you wake up every day and want to go to work? Don’t start with looking at what you’ll be paid but start with your interests. The other things will come along.”

*“Wageningen is big on sustainability and agricultural supply chains. Being able to bring all that knowledge into my job at Cargill is wonderful.”*

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## Career story

### Emmelen Venselaar

Sustainability Advisor at the Expertise Centre Sustainability, ASN Bank

[www.asnbank.nl/over-asn-bank/organisatie/about-asn-bank.html](http://www.asnbank.nl/over-asn-bank/organisatie/about-asn-bank.html)



**Emmelen did the BSc and MSc International Development Studies in Wageningen. She is big on sustainability, and passionate about the role of business in sustainable development. Currently, Emmelen is a Sustainability Advisor at ASN Bank in the Netherlands.**

The financial sector might not seem like an obvious choice for MID alumni, but banking has everything to do with sustainability. As Emmelen explains: "Consider this, you might eat vegetarian, drive electric or buy local, and yet the money on your bank account could be used to invest in sectors that do not align with your personal beliefs."

"After my graduation in MID, I was happy to join ASN Bank, a sustainability-driven bank. ASN Bank excludes investments in e.g. the arms industry or fossil fuels industry and only invests in companies that respect biodiversity, the climate, and human rights."

During MID and especially through the Sustainable Development Diplomacy

(SDD) track, Emmelen became interested in the roles and responsibilities of large corporates in sustainable development.

"To learn more about this, I did an internship at the World Business Council for Sustainable Development (WBCSD) in Geneva, an organisation working directly with businesses to organise concrete sustainable projects. I then did an additional internship at Vrumona, a Heineken company, where I learnt how a company can bring a new sustainably strategy into practice. These experiences familiarised me with the sustainability challenges and opportunities companies face."

In her current position, Emmelen works in a team of analysts to research which

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investments and projects align with the bank's strict sustainability policies. "We advise which listed companies, energy projects and green bonds comply quality for investment. From human rights to sourcing, everything is considered. Next to this, I am responsible for developing environmental, social and governance (ESG) investment criteria, for instance for plastic producing companies or for large solar projects. This part of my job requires a critical attitude and a deep understanding of a range of sustainability topics, two things I learnt through MID."

*"I especially enjoy the contact with different stakeholders."*

Additionally, she works on projects that contribute to the bank's ambition of becoming climate positive in 2030. "I especially enjoy the contact with different stakeholders. Internally, to raise more awareness about sustainable banking, but also externally, by engaging with companies in the investment funds. The highlight so far has been a trip to the Conference of the Parties (COP) in Glasgow in 2021."



*"This part of my job requires a critical attitude and a deep understanding of a range of sustainability topics, two things I learnt through MID."*

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# Vacancy examples

## Climate Specialist - IKEA

### Job context:

You are a passionate expert in reducing our climate footprint so that Ingka Group has a positive impact on the climate and our planet.

We are looking for purpose-led specialists for the Climate Team, reporting to the Climate Manager. You will be a key player in delivering our purpose to balance economic growth and positive social impact with environmental protection and regeneration.

### Main activities:

You will be responsible for developing and facilitating the Ingka strategic direction across a number of different topic areas within the Climate Team. You will help us to deliver to our People & Planet Positive 2030 ambitions.

- Develop, implement, and maintain guiding principles, policies, and business requirements for Climate, aligned and up to date with current legislation;
- Assess and propose prioritised topics to business development and innovation roadmap and other deliveries, contributing to the Climate strategic agenda. Inspire the business to take action in the right areas;
- Facilitate the clarification of roles and responsibilities across the organisation to deliver the Climate strategic direction and ensure ownership at the right levels;
- Provide insights and expertise to the development of a long-term strategic engagement that contributes to our overall objectives across all parts of the business;
- Provide expert advice in Climate to proactively support the business and senior management with directions, tools, measurements, and knowledge.

### Your profile:

- Advanced knowledge of how to balance and navigate environmental, social, and economic aspects of the business with the purpose of generating growth within the limits of the planet;
- Strong collaboration skills – you seek collaboration cross-functionally to reach the highest possible impact and build strong and trustful relationships on different levels inside and outside IKEA;
- A proven track record of interdependent leadership skills – you can communicate a broad understanding of strategic goals and objectives and take action across the business in order to achieve results through others;
- Comprehensive knowledge in the area of Climate with up-to-date knowledge of the latest trends and research, ideally in one or more of the following areas: Energy and CO<sub>2</sub> and/ or Climate Finance;
- Broad knowledge of how to influence policy and regulation, and how to lead strategic advocacy and communication;
- Higher education in climate or similar.

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## Senior Investment Manager - Lendahand

### Job context:

Impact Investing is your thing? Our open Senior Investment manager position might just be the next step on your career path. Lendahand is a social FinTech company, based in Rotterdam, Netherlands. We are part of the B Corp community and have won numerous awards (e.g. 3x Best crowdfunding platform in the Netherlands). We operate a digital impact investing platform that allows everyday investors to contribute to a better world using their money. Through our platform people create a positive impact in developing countries like Kenya and Indonesia, while earning a decent financial return. See for yourself at [Lendahand.com](https://Lendahand.com). Surprised we don't wear suits? We are here to rethink the banking and investment management landscape.

### Main activities:

- Take a leading role in sourcing and originating opportunities across the globe in different sectors, including renewable energy, agriculture and financial inclusion;
- Perform due diligence, negotiate term sheets, present cases to the Investment Committee, and structure transactions;
- Collaborate with investment advisors, peer lenders, etc. to source new transactions;
- Represent Lendahand at international investment events;
- Do "investee marketing", i.e., boosting Lendahand awareness amongst potential investees;
- Cooperate in product development (de-risking, investment vehicles, etc);
- Support our data/algo team in designing new innovative ways of making investment decisions, including working out new scorecard models;
- Support our increased efforts to finance more women-owned businesses.

### Your profile:

- Shared Mission: The drive and naivety to want to change the world with us;
- Entrepreneurial Thinker: Ambitious and comfortable with working under uncertainty;
- Impact Investing Experience: 5-7 years of experience in impact investing in emerging markets;
- Relevant Industry Experience: You have worked in renewable energy or climate finance (that's a huge plus);
- Solid Foundation: University-level degree in anything (from financial engineering to anthropology);
- Analytical Mind: You love numbers and possess strong analytical and problem-solving skills;
- Great Negotiator: You are cooperative, empathetic and get the deals closed;
- Proactive Communicator: You communicate openly, quickly and are a great presenter;
- Language Skills: Fluent in English, fluency in Spanish and other languages is a plus;
- Work Around the Globe: Willing to do frequent international travel;
- Plus: tech-savvy & proven experience with data-driven investment decisions.

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# Competencies

## Knowledge, skills and attitude needed for the job

**In addition to an educational degree, organisations and companies in the labour market demand certain competencies from graduates. As you've read in the vacancy examples in this booklet, a small section usually describes the competencies that an organisation or company is looking for. These competencies reflect knowledge, skills and attitude.**

Throughout your study you develop a wide variety of competencies, such as academic writing skills, presentation skills and the ability to collaborate across disciplines. It is important that you show in your CV and during your job interviews that your competencies are of good quality. You can do that by explaining how you have strengthened them during your education, which includes internships and thesis work. For many students the Academic Consultancy Training in the second year of their MSc programme also provides great examples of how they developed, applied and reflected on their competencies in practice.

Here we provide a list of important competencies that are retrieved from vacancies in the field of International Development. When you start orienting on the labour market, you can check the list to strategically help you prepare for

an application. Part of that preparation is also a plan on how you will further strengthen your competencies while performing on the job. You can still be a good candidate without having all demanded competencies. It is important you demonstrate insight in both your qualities and strengths as well as 'weaknesses' - competencies to be developed further.

For a better overview, the competencies are categorised in five different groups, but they do overlap.

## Knowledge: social & cognitive

- Strategic and analytical skills;
- Broad interest in international topics;
- Collaboration and networking skills;
- Ability to grasp the complexity of a situation or problem;
- Ability to make connections and see new opportunities.

## Communication

- Intercultural communication;
- Team player and good organiser;
- Interpersonal and presentation skills;
- Knowledge of other languages is an asset;
- Able to work with various (social) media and technology.

## Reflection and learning

- Independent and critical thinking;
- Diplomatic sensitivity;
- Personal and practical ethics;
- Reflection and personal leadership;
- Project management and organisational skills.

## Academic skills

- Writing skills;
- Information literacy;
- Relevant field experience is an asset;
- Data science technology skills;
- Academic English language skills.

## Attitude

- Flexible and able to adapt to changing circumstances;
- Inventive and assertive attitude;
- Ability to join interdisciplinary (academic) communities;
- Values diversity and inclusion;
- Responsibility for an adequate attitude of learning, sharing and respect.



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# Job search

## The steps to landing that dream position

### 1 Orientation phase

Start with orientating yourself. What is important for you, what skills do you really enjoy using or which topics are you endlessly intrigued by? What kind of organisations or companies speak to you? As there are many different options within International Development Studies, it is important that you define your own focus. It's likely that throughout your BSc and MSc programme you have already started carving your own pathway. It can help to reflect on the choices you made, on the courses and projects you enjoyed most and on the people that inspired you. What do these have in common?

*“Start from your own interests and listen to your inner voice. What is it that makes you wake up every day and want to go to work?”*

Alumna Gifty Amedi

If you are unsure about the career path that suits you well, there are various opportunities throughout your study to explore this. For example, through

Modular Skills Training courses that focus on Career Exploration or Personal Motivation Assessment. Also, Student Career Services is a great source of support and inspiration. They offer a variety of career events every year. Would you like to brainstorm about your career? Reach out to your study advisor!

Perhaps you are very clear about what it is that you want. Great! You can now start looking for concrete job vacancies. Even if you are not yet convinced about the type of job you are looking for, scanning vacancies can be helpful to expand your horizon and learn more about the concrete tasks and responsibilities in various positions. And a friendly reminder: keep an open mind. New opportunities can also cross your path at unexpected times and places.

### **Searching for vacancies**

Don't underestimate the power of a great network. Let your own network know that you are looking for a job. You can strategically use social media for this, such as Facebook, Twitter, and LinkedIn. Reaching out to your network can include contacting the people whom you know through your internship, thesis, and other assignments. You can also express your interest in people that



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have interesting positions and ask whether they are open to talk to you about their experiences.



Join the “WU MID Students” Facebook group, where often vacancies for different internships and jobs are shared. Another useful Facebook group is “International development jobs for young professionals”.



Join the LinkedIn group “Alumni of Development Studies in Wageningen (BIN/MID/MDR)”. You can also look for more specific groups and follow organisations and companies of your interest.

### **Browse the internet**

The following websites are examples:

#### **Government**

[www.werkenvoornederland.nl](http://www.werkenvoornederland.nl)  
[www.unjobs.org](http://www.unjobs.org)

#### **Academia**

[www.academictransfer.com/en/](http://www.academictransfer.com/en/)

#### **Within the broad domain of international development**

[www.oneworld.nl/vacaturebank](http://www.oneworld.nl/vacaturebank)  
[www.devnetjobs.org](http://www.devnetjobs.org)  
[www.partos.nl/actueel/vacatures](http://www.partos.nl/actueel/vacatures)  
[www.idealists.org/en](http://www.idealists.org/en)  
[www.yeprogrammes.com](http://www.yeprogrammes.com)  
[www.devj.org](http://www.devj.org)

#### **Environment and sustainability**

[www.environmentjobs.com](http://www.environmentjobs.com)

## Traineeships

In addition to job vacancies, you can also search for traineeships. This is an opportunity to gain work experience, while actively investing in further developing your skills and knowledge. Relevant traineeships include: the Rijkstraineeship, Diplomatic training by Ministry of Foreign Affairs, SDG Traineeship, Advanced Master International Development (AMID), Trainee programme at Wageningen Economic Research (WEcR) or Blue Book Traineeships at the European Union.

## 2 Applying

Once you've found a vacancy that you are interested in, it's time to get to work! Depending on the application procedure, the process generally involves writing a motivation letter, updating your CV and sharing references. Some things to keep in mind:

When you apply, take a close look at the organisations aims, required competencies, values, and activities. Pay specific attention in your motivation letter on how you match these aspects. This way you can demonstrate that you fit the organisation.

### Student Career Services

WUR Student Career Services checks CVs, motivation letters, LinkedIn profiles and gives advice on finding a job or internship. They regularly host Career Days and help students explore their wishes and talents through workshops.

More info scan QR:



Note that you can change your CV when you send it to different organisations or companies. Each organisation has specific interests and values. You can comply to the uniqueness of each organisation by submitting an adjusted and updated CV.

Be reminded that you can ask others to check your cover letter and CV before submitting it. They might see errors or unclarities that you did not notice yourself.

## 3 Interview

When you are invited for a job interview, it is important that you prepare by having a thorough look at the organisation or company's mission, vision and activities. Getting to know the organisation better also allows you to prepare some questions, through which you can demonstrate that you have prepared well for the conversation.

It can also be helpful to prepare your answers to certain interview questions.

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For example, why you are suitable for the job and what (professional) experience you have that is relevant to the position. Providing concrete examples are always useful but can be difficult to come up with on the spot. Brainstorming in advance on relevant projects, challenges and learning moments can support a smooth conversation.

#### 4 Follow-up

Please be reminded that at the end of the job interview, you can ask when they will inform you about the outcome. If you do not hear from them after the indicated time, you can always contact them. Many organisations do not automatically provide each applicant with feedback. If for whatever reason you are not chosen for a particular job or invited to an interview, be assertive

and ask for feedback on your motivation letter and CV. This can help you in your next application and demonstrates your motivation and eagerness to learn.

*“My recommendation would be to be very well prepared for the interviews, that’s how I was able to land jobs that I really wanted.”*

Alumnus Roman Meier

#### Work on your skills

As part of your MSc programme, you have the opportunity to take Modular Skills Training courses offered by Education and Learning Sciences. We all have certain competencies we would like to improve or gain more confidence in. These courses help you do that. They range from *Negotiation Skills* to *The Art of Public Speaking*. Find all courses in the course catalogue on Osiris.







**More information on the programme  
and career perspectives?**

Scan the QR code or visit [wur.eu/mid](http://wur.eu/mid)  
Questions? Email: [mid.msc@wur.nl](mailto:mid.msc@wur.nl)



**MSc International Development Studies**