Concept Note: Young Talent Promotion

The present concept note lists requirements young talents must meet in order to be eligible for the course and explains how humanitarian organizations can support the development of junior staff.

Including young talents on the course

Based on feedback from humanitarian organizations we assessed, the gap between junior professionals’ often high-quality academic education and usually inexistent or poor field experience is steadily increasing. This course therefore aims to enhance career development of junior professionals by including them in the training and offering them additional mentoring and career coaching opportunities.

The course establishes a bridge between generations. Junior staff can challenge more experienced humanitarian specialists and vice versa. In order to simultaneously serve the different target groups and ensure a mutually stimulating course flow, young professionals are expected to have completed a field mission prior to the beginning of the course. They may fill only up to one-third of the study places.

To be eligible for this training course, young talents must meet the following requirements:

- Fluency in written and spoken English
- At least 10 months’ field experience in international cooperation projects, preferably in a humanitarian context. The assignment can be directly with an international NGO or UN agency, or through secondment to a local partner
- Current employment by an organization that is active in the field of humanitarian aid
- A strong interest in working abroad in humanitarian contexts after employment as juniors

Involving humanitarian organizations

Junior staff must be currently employed by an organization that is active in the field of humanitarian aid, at least at the beginning of the course. Prior to the start of the course, the organizations will have to provide the juniors with the required field experience, if necessary. In Switzerland, for instance, Swiss Solidarity is interested in co-financing such internships.

Mentoring system

Participating organizations are committed to supporting and accompanying junior professionals in their professional development throughout the length of their assignment. Additionally, cinfo, an organization specialized in questions related to careers in international cooperation (www.cinfo.ch), plans to establish a joint coaching and mentoring system for junior professionals enrolled in the course.

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