

**WHAT IS
THE OECD**

**HOW WE
WORK**

**WHO WE
ARE**

**WHO WE
LOOK FOR**

**HOW WE
RECRUIT**

**WHAT WE
OFFER**

**DISCOVER
MORE**

WHAT IS THE OECD?

The **Organisation for Economic Co-operation and Development** (OECD) is an international organisation that works to build better policies for better lives.

Our goal is to shape policies that foster prosperity, equality, opportunity and well-being for all.



GLOBAL REACH



OPERATIONS

GLOBAL REACH

38

Member Countries

and ongoing enlargement process with **8 accession candidates**

(Argentina, Brazil, Bulgaria, Croatia, Indonesia, Peru, Romania, and Thailand)

5

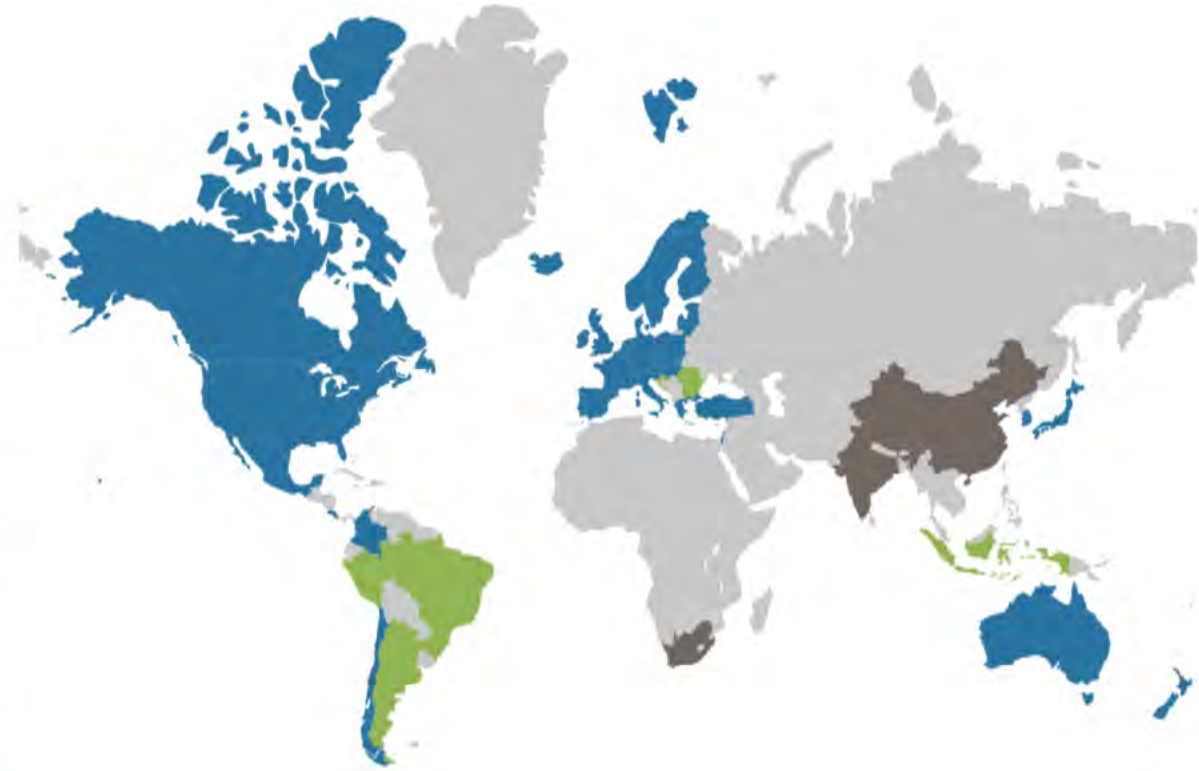
Key Partner Countries

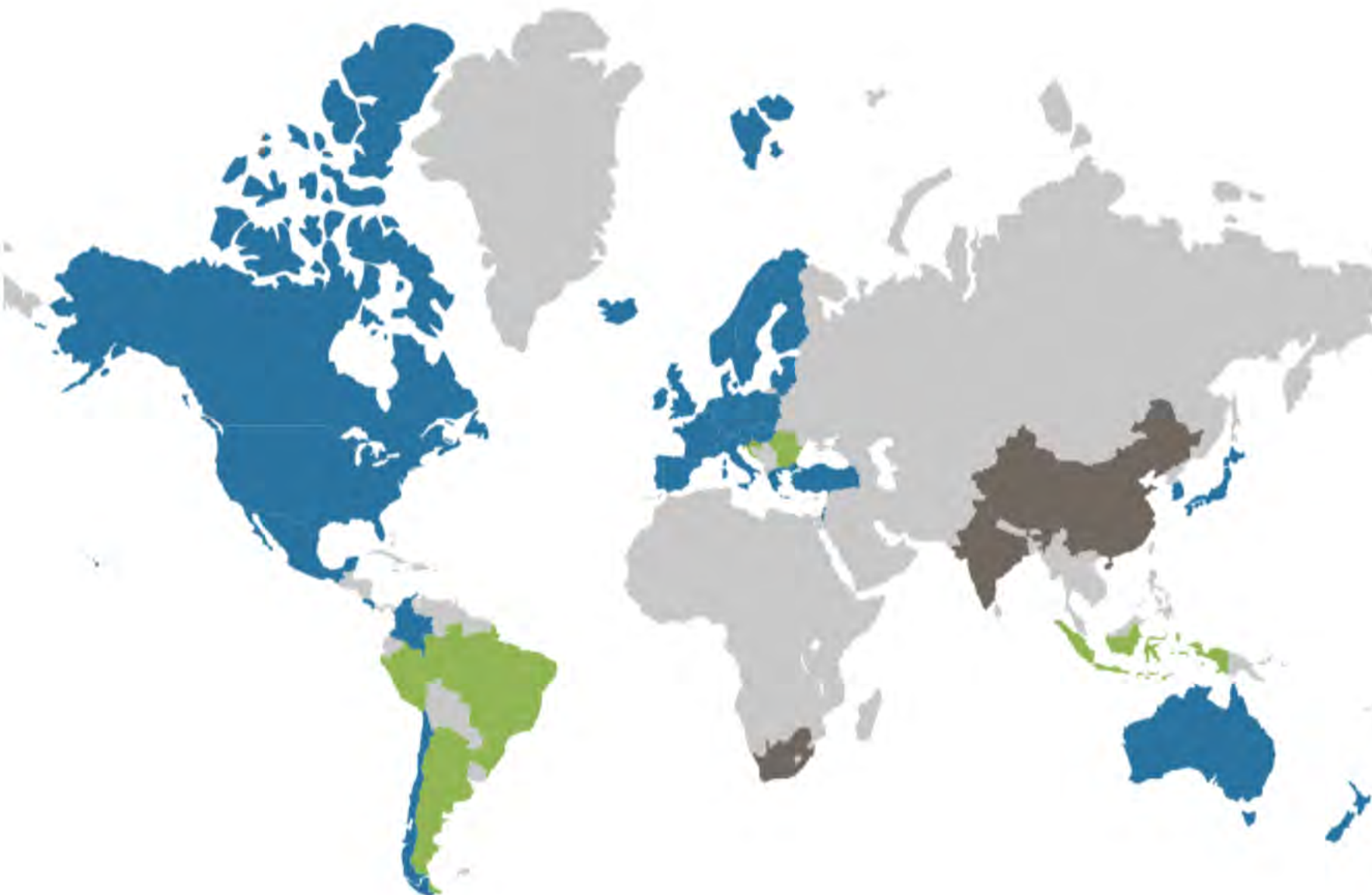
Brazil, China, India, Indonesia, and South Africa

6

Regional Initiatives

Africa, Eurasia, the Middle East and North Africa, Latin America and the Caribbean, Southeast Asia and South East Europe





Member Countries

Australia
Austria
Belgium
Canada
Chile
Colombia
Costa Rica
Czechia
Denmark
Estonia
Finland
France
Germany
Greece
Hungary
Iceland
Ireland
Israel
Italy
Japan
Korea
Latvia
Lithuania
Luxembourg
Mexico
Netherlands
New Zealand
Norway
Poland
Portugal
Slovak Republic
Slovenia
Spain
Sweden
Switzerland
Türkiye
United Kingdom
United States

Accession Candidates

Argentina
Brazil
Bulgaria
Croatia
Indonesia
Peru
Romania
Thailand

Key Partners

Brazil
China
India
Indonesia
South Africa

OPERATIONS



HISTORY

1948 - Creation of the Organisation for European Economic Cooperation (ECC)
1961 - Signature of the OECD Convention



LOCATIONS

Headquarters | **Paris, France**

Centres | Berlin, Germany
Mexico City, Mexico
Tokyo, Japan
Washington DC
Istanbul, Turkey
Crete, Greece
Trento, Italy



BUDGET

Funded primarily by member countries in proportion to the size of their economies



OFFICIAL LANGUAGES

English
French

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HOW WE WORK

The OECD engages with governments, parliaments, international organisations (IOs), business and labour, academia and civil society.



APPROACH



POLICY AREAS

APPROACH



INFORM

- Collect and release 5+ billion data points every year
- Share knowledge with policymakers
- Guide and inform international policy debates
- Publish 500+ reports and surveys

CONVENE

- Serve as a hub for better policy design to improve lives
- Convene policymakers to explore innovative ideas and best practices
- Organise 4000 meetings and events every year

SET STANDARDS

- Set standard through legally binding decisions and international agreements
- Developed 500+ legal instruments since 1961

POLICY AREAS





Education

Programme for International Student Assessment (PISA) measures 15-year-olds' ability to use their reading, mathematics and science knowledge and skills to meet real-life challenges.

Since 2000, **3.7 million students from 100 countries** and economies worldwide have participated.

Next PISA assessment will be conducted in 2025.



Digital

The **OECD AI Principles** promote innovative and trustworthy AI that respects human rights and democratic values.

In February 2020, we launched the **Global Partnership on AI (GPAI)** to advance an ambitious agenda for implementing human-centric, safe, secure and trustworthy artificial intelligence (AI).



Energy

International Energy Agency (IEA) works with governments and industry to **shape a secure and sustainable energy** future for all. It provides **policy recommendations, analysis and data** on the global energy sector.

44 member and association countries represent **80%** of global energy consumption, **62%** of global energy production and **80%** of global CO2 emissions.

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WHO WE ARE

OECD CORE VALUES

COURTESY, DIGNITY,
RESPECT AND
NON-DISCRIMINATION

INTEGRITY AND
ACCOUNTABILITY

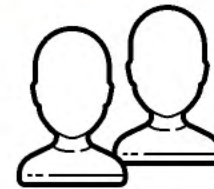
LOYALTY AND
INDEPENDENCE

TACT, DISCRETION
AND
CONFIDENTIALITY

IMPARTIALITY



EMPLOYMENT
CATEGORY

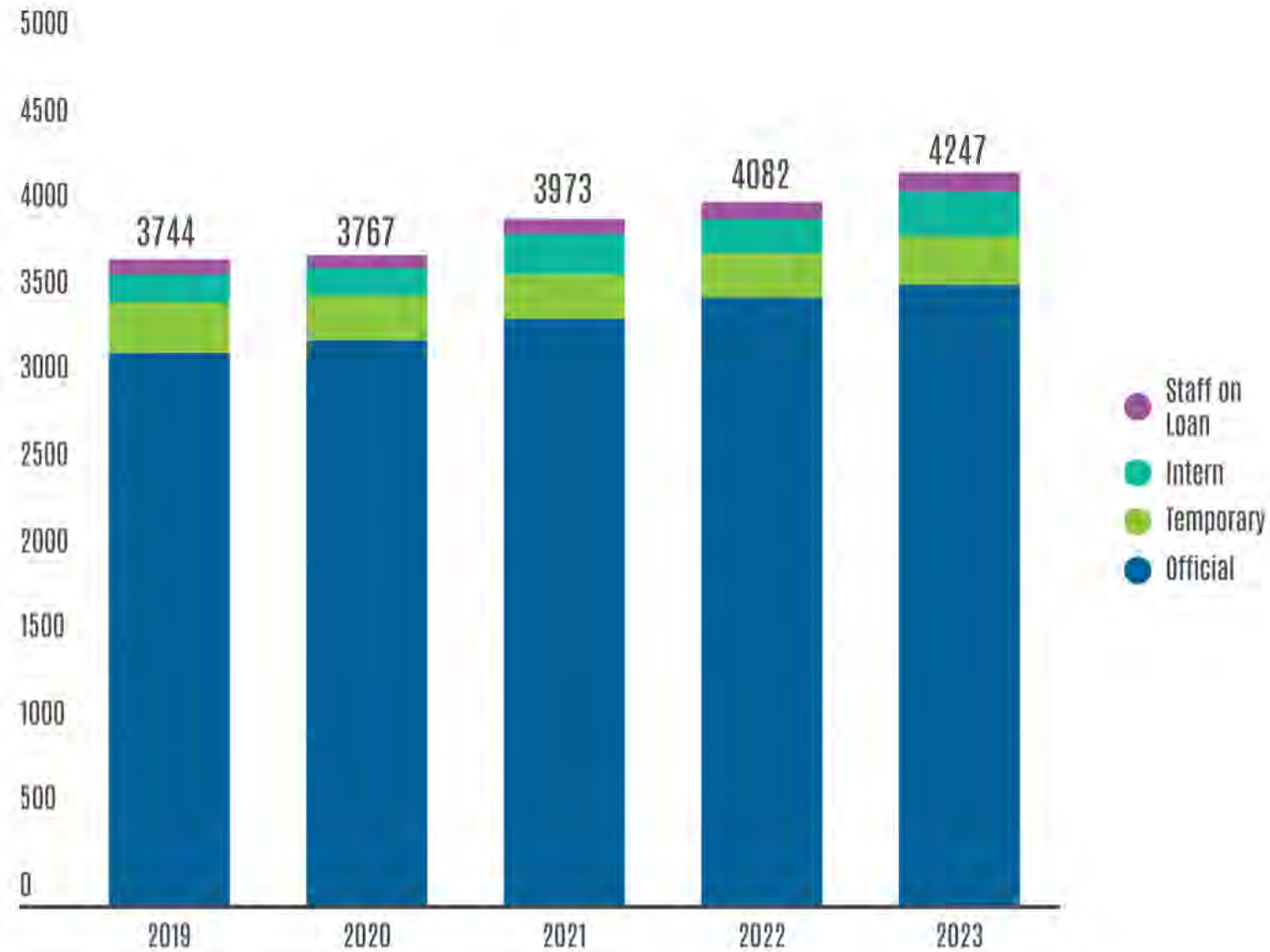


GENDER



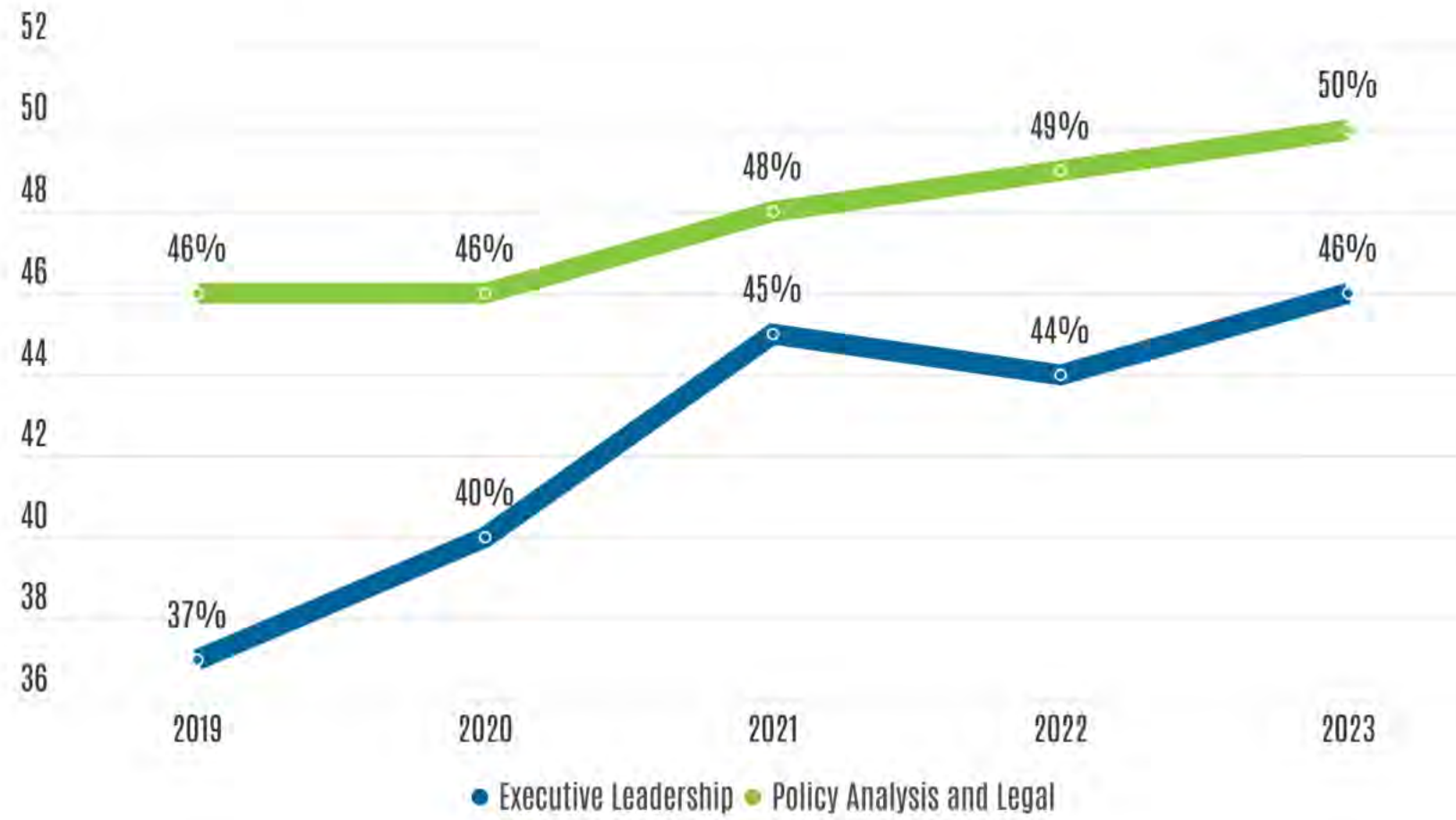
NATIONALITIES

OECD staff by employment category (2019 - 2023)

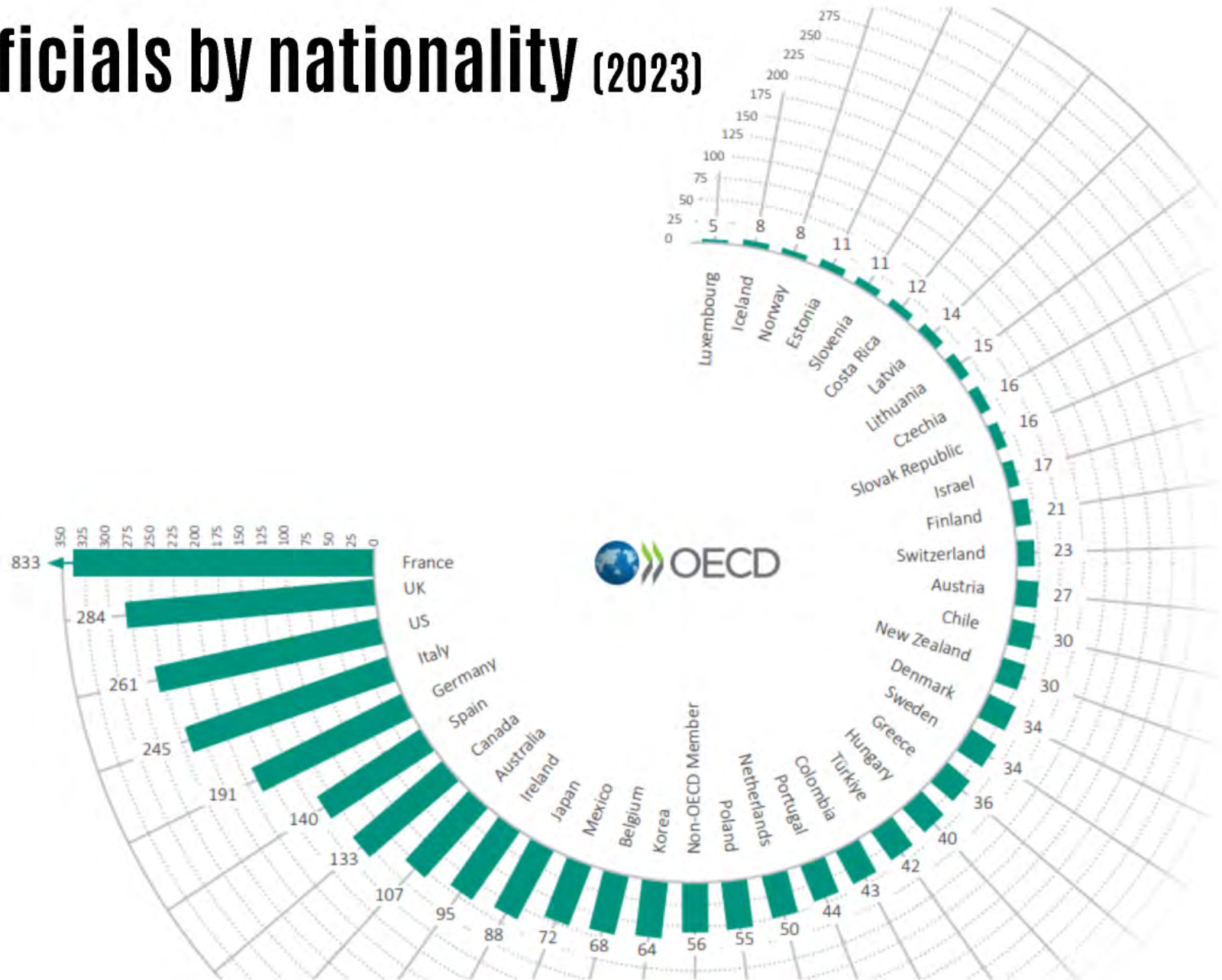


Female Representation of OECD Officials by Job Family (2019 - 2023)

Executive Leadership & Policy Analysis and Legal



Headcount of Officials by nationality (2023)



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WHO WE LOOK FOR



Academic Excellence



Relevant Experience



Integrity



Accountability



Commitment



OPPORTUNITIES

Official Staff Recruitment

Young Associates Programme

Internship Programme

Regular recruitment

- **Main channel** of recruitment
- Job vacancies posted on an **ongoing basis**
- Recruiting candidates with varying specialisations in **policy** (policy analysts, economists, statisticians, data scientists) **and corporate functions** (communications, event planning, HR, IT and finance)
- **369 Officials** recruited in **2023**

*Check our open vacancies on the **OECD Careers website!***

Requirements:

- **National** of an OECD member-country*
- Fluency in **English and/or French**

**We may accept nationals from OECD key partner countries or from countries involved in OECD regional initiatives for specific positions*



Official Staff Recruitment

Young Associates Programme

Internship Programme

- Programme for **recent undergraduate students**
- Duration: 2 years
- **10 Young Associates** recruited in 2024
- Expected to pursue a graduate degree following the programme

Benefits and salary

- Competitive salary package and allowances
- Mentoring by a senior manager

Next round

- Vacancies will be published in Autumn 2025
- Start date in September 2026

Requirements:

- **National** of an OECD member-country
- Must **NOT** hold or be enrolled in a Master's degree
- Academic excellence
- Fluency in **English and/or French**



Official Staff Recruitment

- Programme for qualified and motivated students (enrolled in a Bachelor's, Master's or PhD degree)
- **675 interns** recruited in 2024

Duration and working modalities

- 1 to 6 months (renewable up to a total duration of 12 months)
- Full-time (40h/week) or part-time (min. 50%)
- Hybrid or fully remote
- 1000 EUR monthly allowance

Application process

- Recruitment on an on-going basis throughout the year
- Interested students can apply through the OECD vacancy for internships


Young Associates Programme

Internship Programme

Requirements:

- Full-time **students enrolled for the entire duration**
- Availability for a **minimum of one month**
- Excellent command of English and/or French





What you might do:

- Preparing studies and documents
- Researching and reviewing existing materials
- Collecting, organising and analysing statistical data
- Supporting the drafting of reports and publications
- Participating in meetings and seminars
- Organising events, supporting communication and outreach efforts

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HOW WE RECRUIT



**RECRUITMENT
PROCESS**

RECRUITMENT PROCESS

To understand your background, experiences and skills and fit for the position and Organisation.
Refer to the new **OECD Core Competency Framework**.

Official Staff



Recruitment process typically takes 4-6 months

Interns



Recruitment process typically takes 1-2 months

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WHAT WE OFFER

Entitlements & Benefits for Officials

- Tax exempted salary and expatriation allowance
- 30 days of annual leave (+ home leave)
- Medical insurance and sick leave
- Parental leave
- Working arrangements: Part-time, Flexitime, Teleworking (from France and abroad)



Career development

- Courses and trainings for soft and technical skills (online and teacher lead)
- Languages courses
- Internal and external mobility opportunities

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Employee Resource Groups and Associations

- Intern Circle (IC)
- GLOBE
- Women's Network
- Temporary Staff Network
- Dialogue on Inclusion, Cultural Diversity and Equity (DICE)
- Parenthood group
- ALORA - cultural, learning, social and sports activities

Well-being

- Fitness facilities and sport classes
- On-site medical team & psychosocial team
- Activities to promote health and well-being - pilates, osteopathy and reflexology



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