

# Careers in International Development

*Thursday, March 9, 2006  
3:00-5:00 p.m., Student Centre Boardroom*

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*Presented by the UTM Career Centre*

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African Students Association*

*Prepared and moderated by Jennifer Asanin*

**UTM**  
CAREER CENTRE

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## **EXPLORING THE FIELD OF INTERNATIONAL DEVELOPMENT**

### **What is International Development?**

International development is a very diverse career area that is fundamentally concerned with improving the quality of life for global citizens. Particularly, international development focuses on providing basic human needs, and eradicating poverty, meaning both lack of income and insufficient access to essential goods and services (water, food, shelter, safety). The majority of international development is done in developing/non-industrial nations or among marginalized populations within the developing world.

### **Sectors of Development**

Because international development is such a large field with a very broad focus, various sectors and specialization within it have developed. These sectors include:

#### *Health*

Concerned with family planning, infectious diseases, maternal and child health, child survival, and improving public health infrastructure

#### *Governance*

Focuses on civil education, governance training, constitutional reform, police and legal reform, and conflict resolution

#### *Agriculture/Food/Water*

Ranges from seed multiplication, organic farming methods, crop diversification, water cleanliness and accessibility, to sufficient food resources and balanced diets

#### *Environment*

Primarily works on preserving biological diversity, sustaining healthy environments, preserving wilderness areas, protecting endangered species

#### *Economic Growth*

Looks at both micro-level, including supporting small producers, providing micro-credit and loans, and macro-level like policy formation, free trade, technology transfer, intellectual property rights

#### *Education*

Particularly concerned with elementary education but also on curriculum development, adult education, literacy, vocational education and infrastructure

#### *Infrastructure*

Focuses on building roads, bridges, power lines, hydroelectric dams, and other transportation and energy infrastructures.

#### *International Relief*

Provides relief during humanitarian emergencies or natural disasters such as shelter, food, search and rescue, health care, conflict resolution, rebuilding.

## VARIOUS ROLES IN INTERNATIONAL DEVELOPMENT

### **Paid Employment**

Often the most desired way to be involved in international development is through paid employment either on a part-time or full-time basis. Making a living in this field can be very different depending on the *type* of work you do and *where* you work.

There are two major options:

#### *-Field work*

This entails traveling and working directly with communities. Field work may take place in remote places doing things like building infrastructure or offering relief assistance, but more often field staff are located in the national headquarters or other major centres. Typical field work positions include; HIV/AIDS educator, project manager, group leader, human rights activist, watershed manager, and community forestry cooperant.

Field work is very rewarding because of the direct impact that staff have on the local community; they are able to build relationships and see the positive outcomes of development work.

Field work can also be very challenging because of scarcity of resources and difficulty making change on larger scales. The time spent away from home and the potential culture shock are also major challenges for those working in the field abroad. It is important to question your abilities and interests in participating in field work.

### ***Test Your “I.Q” – International Quotient***

So... should you stay or should you go? Take this quick quiz to find out. There's no right or wrong answer, but you should be able to answer these questions honestly to yourself.

- Are you single? Y / N
- Will you be going with your partner? Y / N
- Have you ever traveled overseas? Y / N
- Have you ever lived overseas? Y / N
- Do you have an interest in other cultures? Y / N
- Are you prepared not to see your family and friends for at least a year? Y / N
- Have you ever experienced real stress or loneliness before in your life? Y / N
- Are you confident of the way you deal with your emotions? Y / N
- Are you a tolerant person? Y / N
- Do you consider yourself flexible? Y / N
- Do you consider yourself a risk taker? Y / N
- Have you ever felt like an outsider? Y / N
- Do you consider yourself to be a non-traditionalist? Y / N
- Do you have a non-traditional career path in mind? Y / N
- Are you looking at graduate school a few years down the road? Y / N
- Do you have a clean bill of health/are you generally healthy? Y / N
- Do you have enough money to support yourself for at least three months without working? Y / N

*Count your “yesses” and look for your assessment.*

#### **Score:**

15+ Go for it!

10-15 Go for it, but be prepared to be challenged and occasionally frustrated.

5-10 Think seriously about your plans before you go.

Source: Vault Career Library- [www.vault.com](http://www.vault.com)

For more information about working abroad, check out the Canadian Guide to Working and Living Overseas at the Career Centre or [www.workingoverseas.com](http://www.workingoverseas.com)

#### *-Home base*

Home base or work at organization headquarters, usually in developed nations, tends to have a larger and more compartmentalized feel as there are composed of more specialized departments. Typical positions at home base include; volunteer coordinator, office administrator, financial manager, public educator, media relations officer, human resources manager, fundraiser, marketing assistant and program developer.

Many organizations prefer that their employees work both in the field and at the organization headquarters in order to get the full perspective on development work.

One of the best aspects of home base work is that it is often the centre of decision-making and policy setting processes, which are very exciting to both influence and observe.

\*\*\*Take a look at the Young Professionals International Program offered through the Canadian Department of Foreign Affairs. It offers *entry-level paid positions* for those interested in an international career! <http://www.dfait-maeci.gc.ca/yji-iji/>\*\*\*

#### **Volunteer/Internship**

These are great options for people who want to get involved in this field but not on a full-time or long-term basis. Volunteers and interns typically do short term contracts that last between 3-12 months and most of the opportunities include working abroad.

It is common for people to take a volunteer or intern contract position just once to gain life experience, see the world, and help others. However, volunteering and interning are some of the best starting points for those who want to pursue long term employment in the field. While these options are still competitive they require less experience than paid positions and are great for soon-to-be or recent graduates to help build the necessary skills for a paid position in International Development.

Some organization require volunteers to fundraise for their expenses while others will cover the travel costs and others may even provide a modest stipend for their interns. These are links to organizations that list/offer volunteer opportunities abroad:

- ❖ Volunteer Abroad  
<http://www.volunteerabroad.com>
- ❖ Action Without Borders  
<http://www.idealists.org>
- ❖ Visions in Action  
<http://www.visionsinaction.org>
- ❖ Campus Access  
<http://www.campusaccess.com>
- ❖ VSO Canada  
<http://www.vsocanada.org>

## Advocacy

An even less demanding option for those who want to include international development work into their life but are not able to do so, is to become a *member* or an *advocate*. Many organizations have a need for advocates to promote the organization and create awareness about their cause to others. This role is very flexible and allows people to help when and where they can according to their schedule.

## KEY PLAYERS IN INTERNATIONAL DEVELOPMENT

**Governments-** The Canadian government supports International Development by providing funding to various organizations who work in this field. Some of the distributors of these funds are the *Department of Finance, Foreign Affairs Canada*, and the *International Development Research Centre* but more than 80% of these funds are distributed through *Canadian International Development Agency (CIDA)*.

CIDA supports projects in more than 150 countries, and works in partnership with developing countries, Canadian organizations, institutions and businesses, as well as international organizations and agencies. CIDA provide many opportunities for in the field of international development through work as a public servant, cooperant, consultant, intern, or volunteer. Here is a list of CIDA-supported organizations that send volunteers abroad:

- ❖ AFS Interculture Canada  
<http://www.afscanada.org>
- ❖ Aga Khan Foundation Canada (AKFC)  
<http://www.akfc.ca>
- ❖ Canada World Youth (CWY)  
<http://www.cwy-jcm.org>
- ❖ Canadian Crossroads International (CCI)  
<http://www.cciorg.ca>
- ❖ Canadian Centre for International Studies and Cooperation (CECI)  
<http://www.ceci.ca>
- ❖ Canadian Executive Service Organization (CESO)  
<http://www.saco-ceso.com>
- ❖ CUSO  
<http://www.cuso.org>
- ❖ OXFAM Québec  
<http://www.oxfam.qc.ca>
- ❖ SUCO  
<http://www.suco.org>
- ❖ Voluntary Service Overseas Canada  
<http://www.vsocan.org>

- ❖ Volunteer International Christian Service (VICS)  
<http://www.volunteerinternational.ca>
- ❖ World University Service of Canada (WUSC)  
<http://www.wusc.ca>
- ❖ Youth Challenge International  
<http://www.yci.org>

There are also *Provincial Councils* that support and fund international development work. These councils provide job posting services, development links, upcoming event listings, and valuable networking opportunities:

- ❖ Atlantic Council for International Cooperation  
<http://www.acic-caci.org>
- ❖ Association Québécoise des Organismes de Coopération Internationale (AQOCI)  
<http://www.aqoci.qc.ca>
- ❖ Ontario Council for International Cooperation  
<http://www.ocic.on.ca>
- ❖ Manitoba Council for International Cooperation  
<http://www.mcic.ca>
- ❖ Saskatchewan Council for International Cooperation  
<http://www.earthbeat.sk.ca>
- ❖ Alberta Council for Global Justice  
<http://www.web.ca/acge>
- ❖ British Columbia Council for International Cooperation  
<http://www.bccic.org>

**Non-Governmental Organizations-** These organizations consist of religious groups, professional associations, labour unions, and non-profit organizations. Most receive funding through government agencies, private companies, or personal fundraising. There are hundreds of NGO's in Canada that specialize in international development. Examples of these organizations include:

- |  |   |
|--|---|
| ○ Action Canada for Population Development | ○ Canadian Labour Congress                  |
| ○ AIESEC Canada                            | ○ Canadian Red Cross                        |
| ○ Canada Crossroads International          | ○ Canadian Voice of Women for Peace         |
| ○ Canadian Feed the Children               | ○ Canadian Society for International Health |
| ○ Canadian Home Economics Association      | ○ Centre for International Studies          |
| ○ Christian Children's Fund of Canada      | ○ Fraser Institute                          |
| ○ Doctors without Borders                  | ○ Jane Goodall Institute                    |
|  | ○ Mining Watch Canada                       |

- Peacefund Canada
- Right to Play
- Save the Children Canada
- Steelworkers Humanity Fund
- UNICEF Canada
- United Nations Association of Canada
- World Literacy of Canada
- World Vision Canada
- YMCA Canada

In addition to the CIDA and Provincial Council websites, here are some other sources to help you find an NGO that interests you:

- ❖ Charity Village  
<http://www.charityvillage.com>
- ❖ Canadian Council for International Co-operation (CCIC)  
<http://www.ccic.ca>

**For Profit Organizations-** There are organizations and corporations for profit that have a 'global conscience' by promoting environmental and social justice in their mandate, practices and donations. For a list of these types of organizations look at:

- ❖ The Association for Progressive Communications  
<http://www.apc.org>
- ❖ Communicopia  
<http://www.communicopia.net>
- ❖ Corporate Knights Magazine  
<http://www.corporateknights.ca>

## REQUIREMENTS FOR WORKING IN INTERNATIONAL DEVELOPMENT

### **Skills**

The skills necessary in International Development depend greatly on the sector you are interested in as well as the specific position. However, almost every organization needs *generalists* who are flexible and adaptable, and *specialists* who have technical or very specific expertise. Here are just some of the skills that are required in both areas:

- |   |   |
|---|---|
| <p><u>Generalists</u></p> <ul style="list-style-type: none"> <li>○ writing skills</li> <li>○ data synthesis abilities</li> <li>○ oral presentation and interpersonal skills</li> <li>○ meeting facilitation abilities</li> <li>○ multi-tasking abilities</li> <li>○ attention to detail abilities</li> <li>○ ability for individual and teamwork</li> </ul> | <p><u>Specialists</u></p> <ul style="list-style-type: none"> <li>○ gender and development expertise</li> <li>○ environmental assessment specialties</li> <li>○ linguistic expertise</li> <li>○ infectious disease specialties</li> <li>○ water and sanitation expertise</li> <li>○ engineering expertise</li> <li>○ micro-credit specialties</li> </ul> |
|---|---|

While skills across sectors and positions vary, there are qualities that are required for anyone considering the field of international development- *passion, motivation and enthusiasm!*

### **Interested in overseas work?**

Some of the essential characteristics suggested for those who want to do field work include; *open-mindedness, flexibility, ability to cope with ambiguity, emotional stability, intellectual curiosity, and relationship skills.*

### **Assets**

Many organizations acknowledge that various skills and abilities would be an asset to the field and may give a candidate an edge in the hiring process. Some common assets include;

- Bilingualism or multilingualism
- Experience traveling and/or working abroad
- Past volunteer or intern experiences

### **Profiles**

Here are what past volunteers, interns, and employees had to say about their experience in international development;

**Organization:** Emmanuel International (CIDA Internship)

**Name:** Benjamin Tasevski

**Placement:** Water and Sanitation Officer, Malawi

*"I find my Canadian International Development Agency internship hard to describe. The words 'awesome' and 'life-changing' are appropriate but they do not convey any real description of the fond memories, strong emotions, or vast knowledge I've gained. I remember the day all too well: waking up before dawn, driving east into the reds and oranges of the sunrise, the breakfast I had in the village. Later on, the discovery that my truck's brakes were broken, the reflection that if this had happened 200 metres earlier I might not have stopped for the bridge that was never built, the realization that I was an hour drive away from a phone and that no one knew where I was, that I was to leave in two days and things like this were suppose to happen. At times like these you become resourceful. You realize that you can tie the brake to the axle, that there aren't any hills between you and the phone, and that you can safely get to where you're going by driving slowly and gearing down to stop. But you don't realize that the only phone you can find was build fifty years ago and that the operator needs to shout so loudly when using it that his voice can be heard from quite far away. It means that no matter what your expectations are, there is always room for surprises. But in all honesty, as great as the adventures were, the knowledge that I made a difference is what I've really come to value. The shallow wells being constructed, the irrigated vegetable gardens being planted, and the training programs being administered are making a difference. Life is now a little easier for a few. I've also begun to recognize my ignorance toward the wider world. I've realized this world is more than just family, friends, facts, and figures. When the HIV prevalence rate is quoted as being just under twenty percent in Malawi, it means that one in five adults I met were infected with HIV. The experience made me think differently, and I'm beginning to no longer think only in terms of efficiency and money. I've realized that I am there to help. And there is always room for one more person to fight poverty, injustice, and make this world a better place."*

**Organization:** Aga Khan Foundation of Canada (CIDA Internship)

**Name:** Paula Klassen

**Placement:** Tanzania, 2004-2005

*"My name is Paula Klassen and I have just returned from an eight-month internship in Zanzibar. I graduated with a Bachelor of Education in 1999 and taught for five years, both overseas and in Canada, prior to this internship. Without a formal background in international development, I hesitated to apply for the Aga Khan's Fellowship in International Development Management, but I'm glad I did. My internship has allowed me to gain new skills in monitoring and evaluation while being able to share my expertise as a teacher of active learning methodologies. Living and working overseas has played an enormous role in my personal and professional development. These epiphanies are hard to capture*

in a journal entry but I've tried to share glimpses of some of the colourful sights, the rich culture, and the amazing people I encountered during a typical day at work in Zanzibar.

**2:30 pm, Stone Town-** On the drive back to Stone Town, my thoughts are occupied with ways to address parents' commitment towards early childhood development. This project is based on the belief that if you invest in all aspects of a child's development (physical, emotional, social and emotional), you are preparing a solid base for their future development. To ensure that children from marginalized communities get a fair start, we have to create a learning environment in which they can thrive. This environment extends beyond the classroom and rests greatly upon the foundation of a child's community. By strengthening the cohesion of a community, each child will get the care and support that is crucial in this phase of human development. Working at the Madrasa Resource Centre has brought me back to my elementary school days. I realized that I had unconsciously gone through my formal schooling as an active learner. I learned my sums and subtractions by playing math BINGO. I had the opportunity to learn a second language by attending a French immersion school. I was able to be creative through dance, drama, and art. I didn't quite understand the impact of all of those accumulated learning experiences until I came here. My involvement in this project has made me see early childhood development goes beyond teaching children their ABCs and how to tie their shoes. The community's most fragile yet most precious resource, its children, is what motivates community members and MRC staff to address the complicated web of poverty. The hope for a brighter future for their children is the driving force to overcome the problems that impede the development of their community."

**Organization:** Youth Challenge International

**Name:** Rita Abegao

**Placement:** Tanzania, 2004

"My experience with YCI has been one of personal growth. It has allowed me not only to learn about other cultures, meet some amazing people and be an active global citizen. But it has also enlightened me to my own strengths, given me self-confidence, and helped prepare me for a career in international development. In September of 2004, I was one of YCI's first volunteers to go to Africa. We spent three months in Tanzania working with a local organization called Africa Alive! We lived and worked in a village in the interior of the country, carrying out various HIV/AIDS education initiatives. By project end, we had successfully implemented three workshops for the leaders of five surrounding villages, organized two community health days and one primary school health day, initiated youth clubs for primary schools in the surrounding area, and participated in World AIDS Day events. Since returning, I have continued to volunteer with HIV/AIDS initiatives and help promote volunteerism. I have given various presentations to schools talking about my experience with YCI in Africa and the importance of global citizenship. As new volunteers go off to continue the work in Tanzania, I have been part of the pre-departure sessions, offering advice and tips for their oncoming adventures. Recently, I have been accepted by YCI to continue working with them. I will be returning to my beloved Tanzania (!) to work with Kivulini Women's Rights Organization. My placement will be for eight months in Mwanza, where I will be joining efforts in promoting, educating and advocating for the equality of women and the end of domestic violence."

**Organization:** Canada World Youth

**Name:** Iqbal Hamza

**Placement:** India, 1987-1988

"Those six months were a pivotal point in my life because I learned how to be independent, compassionate, confident, and I honed my leadership and organizational skills. However, the program also inculcated a sense of social awareness with well-placed, group-oriented actions, and the ability to adapt to a dynamic and changing environment. The knowledge base and qualities I acquired during and after the Canada World Youth program significantly influenced my career choice. I am currently an academic research scientist at Washington University School of Medicine in St. Louis, working on real global issues, that of human malnutrition and disease. At the same time, I get an opportunity to teach undergraduate and graduate students, instilling in them the same qualities that have guided me from my CWY days. I feel that I can now be a positive influence on young minds and affect aspects of international policy that will have a tremendous impact on our daily lives."

**Organization:** Canadian Crossroads International (CIDA Internship)

**Name:** Carmela Prinzo

**Placement:** Youth and Women's Programs Coordinator, Guatemala, 2005

*“What’s a ‘Quetzaltenango’? That was my first reaction when I received the phone call that told me I would be spending four months in a city called Quetzaltenango as a Canadian youth intern in Guatemala. After spending an acceptable amount of time dancing and running around my room, I thought to myself: ‘How much do I really know about Guatemala...Why don’t I know more...And most importantly, what have I gotten myself into?’ Before I accepted this Netcorps internship through Canadian Crossroads International (CCI), a Canadian non-governmental organization, the extent of my knowledge of Guatemala was pretty basic. I knew Spanish was spoken there, that it was a developing country in Central America, that it claimed beautiful natural phenomenons, and that its capital is Guatemala City. Of the 12,000,000 people living in Guatemala, about 54 per cent are poor (living on less than \$2 USD a day) and 23 per cent, extremely poor (living on less than \$1 USD a day). Despite their daily challenges, helping the even less fortunate is a Guatemalan priority that I have had the opportunity to witness and experience firsthand. At the Centro Pluricultural para la Democracia (CPD), where I am working during my internship, my colleagues are just as considerate. My supervisor in the Youth and Women’s Programming Directorate has a great sense of humor and is wise beyond his years. He is only 31 years old, but he has lived through things that only my 86-year-old grandfather could rival in their intensity. My work is to rekindle the organization’s focus on supporting youth and women. Throughout this experience, one of my favourite aspects is learning about and admiring Guatemalan culture and people.”*

## **PREPARING FOR A CAREER IN INTERNATIONAL DEVELOPMENT**

### **Doing research**

Getting as much information about your prospective career is always a good idea but is especially important in the field of international development due to the variety of opportunities. Start thinking about which sectors you may want to work in, the organizations that focus on these issues, and the requirements and important skills. Here are some resources to get you started!

#### *Great Links in International Development*

- ❖ Human Rights Internet  
<http://www.hri.ca>
  
- ❖ PlanetEdu  
<http://www.planetedu.com>
  
- ❖ Our World  
<http://www.ourworld.ca>
  
- ❖ The Development Executive Group  
<http://www.developmentex.com>
  
- ❖ Eldis  
<http://www.eldis.org>
  
- ❖ Planet Friendly  
<http://planetfriendly.net>
  
- ❖ International Development Research Centre  
<http://www.idrc.ca>

- ❖ The North-South Institute  
<http://www.nsi-ins.ca>
- ❖ Centre for World Indigenous Studies  
<http://www.cwis.org>
- ❖ Rabble  
<http://www.rabble.ca>

#### *Career Centre Resources*

The Career Centre can help you with your career plans whether you are at the exploration stage or ready to get out and start job searching. Here are some of the ways the Career Centre can help you learn more about the field of international development while you are deciding on your program or preparing to graduate;

#### -Print Resources

- ❖ **Books:** *Careers in International Affairs, Who's Who in International Development, Making A Living while Making a Difference, Careers for Good Samaritans and other Humanitarian Types, Career Opportunities in Politics, Government, and Activism, The Canadian Reference Guide to the United Nations, The Eco Guide to Careers that Make a Difference*
- ❖ **Binders:** NAT 212 (environment, biotechnology) SOC 416 (United Nations, Non-profit, Public Policy, Foreign Service)

#### -Programs and Services

- ❖ **Career Panel Videos-** Making a Living While Making a Difference (2006), Careers in Government (2006), Careers in Environment (1997, 2001, 2003), Careers in Activism (2005), Work/Volunteer Abroad (2000), Careers for Globetrotters (2005), Beyond Borders: Global Opportunities and You (2004).
- ❖ **Extern Program-** A job exploration opportunity that matches students with a sponsor in their career area of interest; takes place during one week in February and May every year
- ❖ **Alumni Mentorship Program-** Provides career mentors for 3<sup>rd</sup> and 4<sup>th</sup> year students in any program. A year long program that helps bridge the gap between leaving university and entering the workforce.
- ❖ **Fairs-** These events include the Career Expo, Summer Job Fair, Volunteer Fair and Professional Schools Fair.
- ❖ **Workshops-** We offer numerous workshops including Choosing your Program, What Can I Do With my Degree, Applying to Graduate School/Law School/Medical School, Now That I'm Graduating, What's Next, Effective Interviews and Resume and Cover Letter preparation.
- ❖ **Career Counsellors and Job Coach-** provide help locating resources and provide one-on-one individual appointments surrounding career exploration and the job search.

### Other Resources

- ❖ **Information interviewing**- talk with people in the field or those that have knowledge about the field; for more information check out the Vault Guide to International Careers at [www.vault.com](http://www.vault.com) (access through the Career Centre and library)
- ❖ **Read literature**- whether it is through journal articles, websites or popular books, find out as much as you can about the reality of this field
- ❖ **Take related classes**- during your undergraduate degree explore the various sectors through available courses, Research Opportunity Programs (ROP website: [www.utm.utoronto.ca/428.0.html](http://www.utm.utoronto.ca/428.0.html)), and even internship courses available through your department (Internship Office website: [www.utm.utoronto.ca/intern/](http://www.utm.utoronto.ca/intern/))

### Gaining Experience

Breaking into development work can be very challenging and competitive, particularly for recent graduates. Most employees in the UN and World Bank are hired at a senior level from a professional and/or private institution; even the smaller NGO's look for highly experienced and skilled employees. So how do you break into the field of international development? These are some excellent ways to gain experience and build your knowledge about the field while still in school.

- ❖ **Volunteer/Internship**- Take a look at the Career Centre online database for current opportunities; stop by the Centre to view the volunteer binders; contact organizations that have summer volunteer or internship opportunities; look through departmental internship courses
- ❖ **Part-time/Summer work**- browse the Career Centre online database for work opportunities; network and meet people in the field who are looking for students; look at the employer and community directories at the Career Centre
- ❖ **Extra-curricular Activities**- get involved on campus in **student clubs** (Black Student Association, Erindale College African Student Association, Erindale Environmental Association, Muslim Students Association, UTM Women's Centre), **departmental committees** (Historical Studies Club, Toronto Undergraduate Geography Society, Women's Gender Studies Action Group UTM Anthropology Society), or **student politics** (Student Administrative Council, Erindale College Student Union, Erindale Part-Time Undergraduate Students, NDP club)

#### **Don't Forget!!**

While you are a student you can still work to build your *transferable skills*- those skills that are relevant to international development but that you can gain during other volunteer/extra-curricular/work opportunities outside the field!!

#### **\*\*Sample Postings\*\***

Here are some past intern, summer and full-time work opportunities available on the UTM Career Centre website related to international development:

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### Internship Opportunities

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**Position:** Human Rights Intern

**Organization:** HRI Internship Program

**Location:** Various Developing Nations

**Duration:** 8 months

**Requirements:** Must have analytical, communication, computer, creative, interpersonal, adaptability skills. Must be Canadian citizen or landed immigrant able to work in Canada.

**Responsibilities:** Placements allow interns to become familiar with workings of NGO's in human rights field. Duties vary according to placement.

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**Position:** Program Assistant- Gender Equity and Local Governance Program

**Organization:** United Nations Development Program- Latin America and the Caribbean

**Location:** Quito, Ecuador

**Duration:** 6 months

**Requirements:** Preferred educational background in Women's/Gender studies, Development Studies, Urban Studies, or other social sciences. Fluency in Spanish is necessary. Must be computer literate (word and other software packages). Must be able to demonstrate suitability for overseas placement.

**Responsibilities:** Manage two main projects (Regional competition on women in local decision making and Working group of cities that promote gender equity), follow up on new projects, contribute to raise funds, update website, compile a database of NGO's academics and researchers working on related policies, communicate on a frequent basis with contacts in gender network

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### Summer Opportunities

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**Position:** Business Intern

**Organization:** [Indiainternships.com](http://Indiainternships.com)

**Location:** Bangalore, India

**Duration:** 10 weeks

**Requirements:** Candidates must demonstrate a commitment to development, academic success, professional achievement and potential for leadership. Minimum requirements include being younger than 32 years of age, have a masters degree or equivalent, specialize in field relevant to World Bank (economics, finance, education, public health, engineering, social sciences, natural resources, urban planning), have three years of professional experience or equivalent doctoral work, and have fluency in English. Second language abilities are an asset.

**Responsibilities:** Selected candidates will have the opportunity for professional development through on-the-job experience and exposure to the World Bank's operation and policies.

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**Position:** Program Assistant

**Organization:** Canadian Crossroads International

**Location:** Toronto

**Duration:** Summer

**Requirements:** Must be motivated and enthusiastic! Excellent organizational skills, events management experience, basic computer skills, ability to multi-task and prioritize, report writing skills, knowledge of access and equity principles, research skills, international development or studies an asset.

**Responsibilities:** Candidate will assist with event planning and logistics, provide administrative support to the Ontario Office, coordinate mail-outs and communication with CCI stakeholders, and provide assistance to CCI staff as required.

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**Full-time Opportunities**  
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**Position:** Young Professionals Program

**Organization:** World Bank

**Location:** Washington, DC and Abroad

**Duration:** Permanent

**Requirements:** Candidates must demonstrate a commitment to development, academic success, professional achievement and potential for leadership. Minimum requirements include being younger than 32 years of age, have a masters degree or equivalent, specialize in field relevant to World Bank (economics, finance, education, public health, engineering, social sciences, natural resources, urban planning), have three years of professional experience or equivalent doctoral work, and have fluency in English. Second language abilities are an asset.

**Responsibilities:** Selected candidates will have the opportunity for professional development through on-the-job experience and exposure to the World Bank's operation and polices.

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**Position:** Program Director, Emmanuel Development Association

**Organization:** Youth Challenge International

**Location:** Addis Ababa, Ethiopia

**Duration:** 1 year contract

**Requirements:** Necessary skills include communication, interpersonal, management, leadership and organizational. Ability to work independently with minimal supervision is also necessary. Bachelor's degree with at least two years experience working in developing countries in program management

**Responsibilities:** Will be required to support EDA in the areas of overseas volunteer management, budgeting, thematic monitoring, report writing, training and capacity building.

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**Position:** Information Coordinator

**Organization:** Taiga Rescue Network

**Location:** Jokkmokk, Sweden

**Duration:** 2 year contract

**Requirements:** Proven interest in forests, indigenous peoples and environmental issues, experience working in an environmental NGO or with indigenous peoples, fluent written and spoken in English, Russian and/or Swedish are an asset, excellent knowledge of MS office, Adobe and Photoshop, proven communication and team work abilities, and wiliness to live in a remote Northern community.

**Responsibilities:** Areas of responsibility include maintain and develop TRN's information channels within the network (distribute monthly bulletin, develop information packages for various needs), ensure good information flow to partners and external actors (ongoing update of website, develop press releases for distribution), and develop and maintain the administrative base for an effective communication strategy (manage database of 3,000 entries, facilitate e-mail lists, conduct other office tasks)

### Teaching English Abroad

This is a great way to gain experience working overseas! Here are the various options for doing so:

	Such as	Where	Suitable for	Upside	Downside
<b>Government Programs</b>	JET in Japan; EPIK in Korea	North Asia	First time English teachers	Structured environment; Decent pay	No control over where you are placed
<b>Volunteer/ Work Abroad Programs</b>	CIEE Edu. Services Int'l	All over	First time English teachers	Lots of structure and support; Long and short term options	Lower pay; In some cases you must pay
<b>On your own</b>	Showing up	Any-where	TEFL qualified; Those with preexisting country connections	Flexibility; Potential to make money	No support; Need to do your own quality control on schools

Source: Vault Career Library- [www.vault.com](http://www.vault.com)

### **Further Education**

While there are few graduate programs that fall under the title of international development, many are related to the various aspects of the field. Check for programs that have an internship or co-op option in order to not only build your skills but to also gain practical experience.

#### *Graduate Programs Related to International Development*

- Global Studies
- International Development Studies
- International Relations/Affairs
- Rural Planning and Development
- Education and Community Development
- Community Economic Development
- Land Use Planning and Development
- Refugee and Migration Studies
- Environmental Studies
- Urban and Regional Planning
- Community Health
- Women's Studies

For more information about which Canadian schools offer these programs visit the following websites:

- ❖ Directory of Canadian Universities  
<http://oraweb.aucc.ca>
- ❖ Association of Canadian Community Colleges  
<http://www.accc.ca>
- ❖ School Finder  
<http://www.schoolfinder.com>
- ❖ Career Cruising  
<http://www.careercruising.ca>

If your interested in gaining development experience while completing further education look at Canadian Bureau for International Education at <http://www.cbie.org>

## **HOW TO SUCCEED IN INTERNATIONAL DEVELOPMENT**

Here is some information and advice for those interested in pursuing work in this field from those who have already done it!!

### **The History of an Idea**

The idea of 'development' was invented in the post-Second World War to describe the process by which 'backward' countries would 'catch up' with the industrialized world- courtesy of its assistance. Five decades and much sobering experience later, the concept has spawned an industry of thinking and practice and undergone much evolution... Much has been done in the past decade to rebrand the term by emphasizing human values and the pursuit of democracy and human rights [rather than economic prosperity and 'growth']... This view of development starts from where people, including the most disadvantaged, already are. Improvements in their lives will derive from, or be based on, their existing economic and social realities. The identification of development objectives, and the means of getting there, are tasks for communities and larger collectives to take on their behalf. They cannot be established from the outside... Since in many developing societies, poor communities have so few practical means of bringing those in immediate power over them to book, it is essential to enlist organized expressions of their will in the development process. These include all organization in which they have trust- community group, NGOs, people's movements, committees, councils and associations. Where these don't yet exist, they need to be nurtured into existence.

-Maggie Black "The No-nonsense Guide to International Development" (2002)

### **Doors open for young workers: Working overseas may pave the way, if not shorten the road, to a successful career**

Marjo Johne  
Special to The Globe and Mail

When he was 20 and just one year shy of earning a college degree in business administration, Brian Hunt said goodbye to all his family and friends in Hamilton, Ont., and boarded a plane to China. With his youthful appearance and casual travel clothes, Mr. Hunt could easily have been mistaken for another backpacking youth in search of an adventure. But business, not pleasure, was the main item on his agenda; awaiting him in the southern Chinese city of Zhuhai was a job as an account manager in a shoe factory. "My friends thought it was just crazy for me to quit school and take off to go and work in China," recalls Mr. Hunt, who got wind of the job from his father, an Ontario shoe distributor. "But the way I saw it, a lot of people have the opportunity to get a school degree or diploma but not a lot of them will get a chance to get first-hand experience in an Asian shoe factory, learn Chinese and be exposed to a completely different business culture." Today, Mr. Hunt, now 22, is in charge of product development for the factory, which manufactures shoes for such companies as WalMart, Timberland and Wolverine, and he has learned on the job to converse in Mandarin. Talk about taking the long road.

Yet, as many Canadians like Mr. Hunt have discovered, working overseas may actually pave the way -- if not shorten the road -- to a successful career. And with much of the industrialized world now preparing for the baby boomers' mass exodus from the workplace, more job opportunities are opening up for younger workers willing to venture beyond their country's borders, experts say.

Continued...

"We're seeing more programs now that involve students going overseas to work," says Marg Lacy, of the Career Centre at the University of Toronto. These programs run the gamut -- from the popular Student Work Abroad Programme (SWAP), which charges students a fee to arrange travel and work visas and hook them up with foreign organizations that help them find work, to federal government programs that help fresh university graduates find work abroad and provide them with a living allowance for a certain period. There also continues to be huge demand for Canadians who want to teach English in countries such as China, South Korea and Japan, Ms. Lacy adds.

It isn't known how many young Canadians go abroad to work, but the numbers are increasing. For instance, in 1995, Foreign Affairs Canada's International Youth Programs helped about 5,000 Canadians aged 18 to 30 find work abroad. Last year, 24,000 young Canadians found overseas work through Foreign Affairs' youth programs. Australia, Britain, New Zealand, France and Ireland are the top five work-abroad destinations for young Canadians, according to SWAP and Foreign Affairs.

Rod Hurd, President of Travel CUTS, a student-focused discount travel retailer owned by the Canadian Federation of Students which operates SWAP, says about 5,000 young Canadians took part in the work-abroad program last year, compared with about 3,750 in 2001.

So how does toiling on foreign soil translate to brighter career prospects? Young people who travel to faraway places develop characteristics that employers find desirable, says career expert and Globe and Mail columnist Barbara Moses. Being thousands of miles from home teaches people to take risks and become more self-confident, self-sufficient and skillful at navigating sticky situations -- all traits that can give them an edge at work. Sometimes, Mr. Hurd says, simply being a Canadian abroad can open doors to opportunities that would be tougher to get back home. "Canadians are quite desirable for foreign employers," he says. "We have an international reputation for producing well-educated, highly skilled workers."

Sharif Khan, vice-president of human resources at Microsoft Canada Co., says that his Canadian education and work experience helped him land a senior management position with HSBC Bank in the United Arab Emirates in 1992. Canada was in the midst of a recession and companies everywhere were freezing salaries. Mr. Khan, then in a junior HR position with a clothing retail chain in Toronto, applied for the HSBC job during a short visit to Dubai. Nine months later, the bank offered him a job. "It was incredible because I went there and became the recruiting lead for the region," he says. "At the age of 24, I had my own team and I was travelling around the region. It was an unbelievable experience."

Of course, not all twentysomethings who go abroad end up with plum jobs; many just want McJobs in resorts, bars and restaurants to help pay for a travel adventure, Mr. Hurd says. Adwoa Buahene, Managing Partner at n-gen People Performance Inc., a Toronto-based consulting firm, says that many of today's young Canadians are choosing to work abroad for reasons different than those of their predecessors. "With Generation X, the motivation was often necessity and money; a lot of them couldn't find work in Canada after they graduated so they went to teach English in Japan or Korea where, comparatively speaking, they made good money," she says. "With Gen Y, it's a lot more about the experience." But whether they're working abroad as highly paid managers, teaching English or waiting tables, these young expats can expect a warm welcome back from Canadian employers, Ms. Buahene says.

Cathy Williams, Chief Financial Officer at Shell Canada Ltd. in Calgary, is one such employer. "Fundamentally, I believe that young people who go outside Canada and work for a while are showing initiative and they really build a lot of different strengths than people who just stay in Canada," she says. "Generally they become more open-minded because they see more things that are different than what they've seen in Canada, and generally they build confidence, too." In fact, Ms. Williams says, Shell values international experience so much that it has, on occasion, postponed the start date of a new employee who wants to do a bit of traveling before settling into a job.

Mr. Khan says the global perspective he gained from working abroad -- nine years in Dubai with HSBC and Microsoft, followed by three years in London with Microsoft -- helped earn him the job promotion that led him back to Canada. The same global perspective also makes him value international experience in Microsoft employees, Mr. Khan adds. More employers should think like that, says Edyta Pacuk, a partner in the leadership practice division at MICA Consulting Inc., a Toronto-based HR management consulting firm.

"Many business organizations don't tap at all into the diverse backgrounds and experiences of employees who have worked abroad," Ms. Pacuk says. "There's a whole 'think like us' mentality so you can hit the ground running and be as productive as you can according to the norms of the organization." Mr. Hunt feels confident that the skills and experience he has acquired in the past few years will be valued by employers in Canada or, for that matter, anywhere in the world. "Having this job in China can take me anywhere in the world."