

ODI Fellowship Scheme 2020



Providing Capacity
Promoting Careers

Overseas Development Institute (ODI)

ODI is an independent, global think tank, working for a sustainable and peaceful world in which every person thrives. We harness the power of evidence and ideas through research and partnership to confront challenges, develop solutions and create change.

Our work addresses four key global challenges – poverty and inequality, economies and work, sustainability, and conflict and fragility – and explores the tools and approaches needed to enable progress and address risks. Our multidisciplinary approach combines research, advisory work, convening and communications:

- We undertake cutting-edge research and analysis to generate evidence, ideas and solutions.
- We act as trusted, expert advisers to those making change around the world.
- We bring people together to turn ideas into action.
- We communicate our work around the world to increase its reach and impact.

For general enquiries, please contact odi@odi.org

For all enquiries related to the ODI Fellowship Scheme, please contact fellows@odi.org

Contents

03	The ODI Fellowship Scheme
04	ODI Fellowship Scheme countries
04	ODI Fellowship Scheme posts
06	Current Fellows as at October 2019
17	Career prospects and alumni
18	Entrance requirements
21	Selection, matching and allocation
22	Administrative and financial arrangements
23	The ODI Fellowship Scheme annual cycle

The ODI Fellowship Scheme has two objectives:

- to provide governments of developing countries with high-calibre early career professional economists and statisticians where gaps in local capacity exist.
- to provide postgraduate economists and statisticians with practical work experience in a developing country.

The ODI Fellowship Scheme places postgraduate economists and statisticians in public sector posts in developing countries on two-year contracts. ODI Fellows are employed and paid by the governments they work for and their work programmes are determined and managed by local civil servants.

Postings are determined primarily by the needs of the Scheme's partner governments. The cost of each posting is shared between the host government and ODI. The ODI Fellowship Scheme currently uses funds generously provided by the UK's Department for International Development, Australia's Department of Foreign Affairs and Trade, the Bill & Melinda Gates Foundation, the European Bank for Reconstruction and Development, the Fleming Fund, Frontclear, Comic Relief and Edutech to supplement the salaries paid by the host governments. Some governments fund the entire cost of Fellowship posts themselves.

The success of the Scheme and the respect it has gained from governments over the course of the 57 years since it was established in 1963 are demonstrated by the consistently high demand for Fellows and the degree of responsibility often entrusted to Fellows. The number of Fellows posted every year has grown from three in 1963 to 51 in 2019, with around 100 Fellows currently in post.

ODI Fellowship Scheme candidates

The ODI Fellowship Scheme selects postgraduate economists and statisticians through an annual recruitment round designed to select those candidates with the right academic qualifications and personal characteristics to make a success of a Fellowship. Successful candidates must have an interest in development and be able to demonstrate they can work effectively in challenging environments with people from very different backgrounds. They are expected to serve for the full two-year contract and be ready to work in any of the Scheme's partner countries. The ODI Fellowship Scheme is open to candidates of all nationalities and generally recruits equal numbers of men and women.

ODI Fellowship Scheme countries

In 2019 the ODI Fellowship Scheme operated in 26 low- and middle-income countries in Africa, Asia, the Caribbean, the Pacific, and the Western Balkans, most of them English, French, Portuguese or Swahili speaking. If a new country wants to participate, the ODI Fellowship Scheme team will conduct a detailed scoping visit at the invitation of the government to ensure that conditions are suitable for ODI Fellows. Governments wanting Fellows must make a formal request to ODI, accompanied by a clear job description and a commitment to provide a local salary and other benefits that would be due to an equivalent local employee.

Since 1963 approximately 50 country governments and regional organisations have participated in the Scheme. Some have left the Scheme as their local capacity has developed. Other countries have left, only to return at a later stage. The key characteristic of the Scheme is that it is demand-led, with Fellows being employed and managed by their host governments and not by ODI.

ODI Fellowship Scheme posts

The ODI Fellowship Scheme posts Fellows under two streams: economics and statistics. Most Fellows are employed in government ministries or agencies where they work as economists, planning officers or statisticians. While a large proportion of Fellows work in ministries of finance or planning, many work in ministries of trade and industry, regional integration, agriculture, environment, health and education. Several also work in central banks, revenue authorities, statistics offices and regional organisations.

‘The ODI Fellowship Scheme has been of immense value and benefit to NBS. We thoroughly enjoy having the fellows... (they) contributed a lot to the quality and quantity of our output in NBS over the past two years.’

Dr. Yemi Kale, Statistician General of the Federation,
National Bureau of Statistics, Nigeria

‘The ODI fellows that have assisted Timor-Leste are bright, creative and adaptable professionals committed to strengthening the economy and building sustainable institutions. They work closely with national counterparts to transfer knowledge and skills, and make a difference.’

Fernanda Borges, former Minister of Finance and current
Fiscal Reform Coordinator, Timor-Leste

‘Lack of technical capacity is one of the main challenges facing public institutions in the developing world. They either don’t have nationals with the right qualifications and experience or they can’t afford them. The ODI Fellowship Scheme fills nicely this gap by providing young professionals to support government institutions at a cost they can afford.’

Dr Sa’ad Ali Shire, Minister of Foreign Affairs, Somaliland

Recent trends in ODI Fellowship posts by type of institution

	2013-15	2014-16	2015-17	2016-18	2017-19	2018-20	2019-20	Total
Finance and Planning	22	23	19	19	16	15	17	131
Central Bank (including financial inclusion)	3	4	3	2	2	0	1	15
Trade, Industry, Commerce and Regional Integration	8	5	7	5	4	8	2	39
Agriculture	3	2	3	1	4	1	1	15
Environment, Water and Climate Change	1	2	3	0	0	0	2	8
Health	10	3	8	5	6	3	6	41
Education	2	4	2	6	3	5	7	29
Regional Organisations	1	2	1	0	0	2	0	6
Statistics	2	2	7	8	7	5	5	36
Other	4	5	6	11	8	6	10	50
Total	56	52	59	57	50	45	51	370

These posts call for a wide variety of economic, statistical and administrative skills. Examples of the work Fellows are typically involved in include:

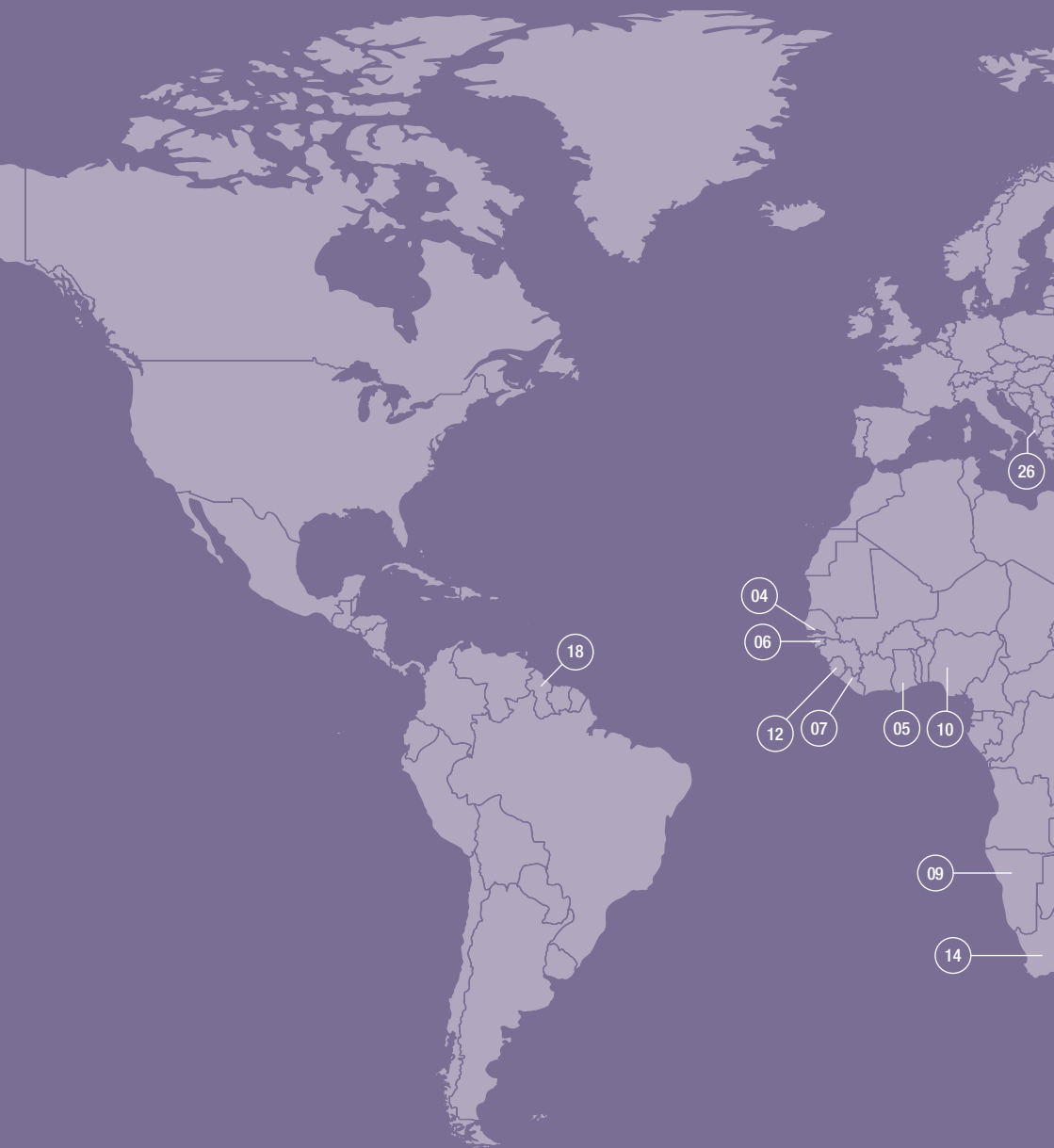
Economics

- macroeconomic forecasting and analysis
- providing economic analysis for the conduct of monetary policy
- analysing tax data and improving tax and revenue forecasting
- preparing national and sectoral budgets
- preparing national development plans
- aid coordination
- debt management
- reforming trade policies and promoting regional economic integration
- improving the performance of state-owned enterprises
- designing private-sector development and industrial policies
- carrying out cost-benefit analysis of infrastructure projects

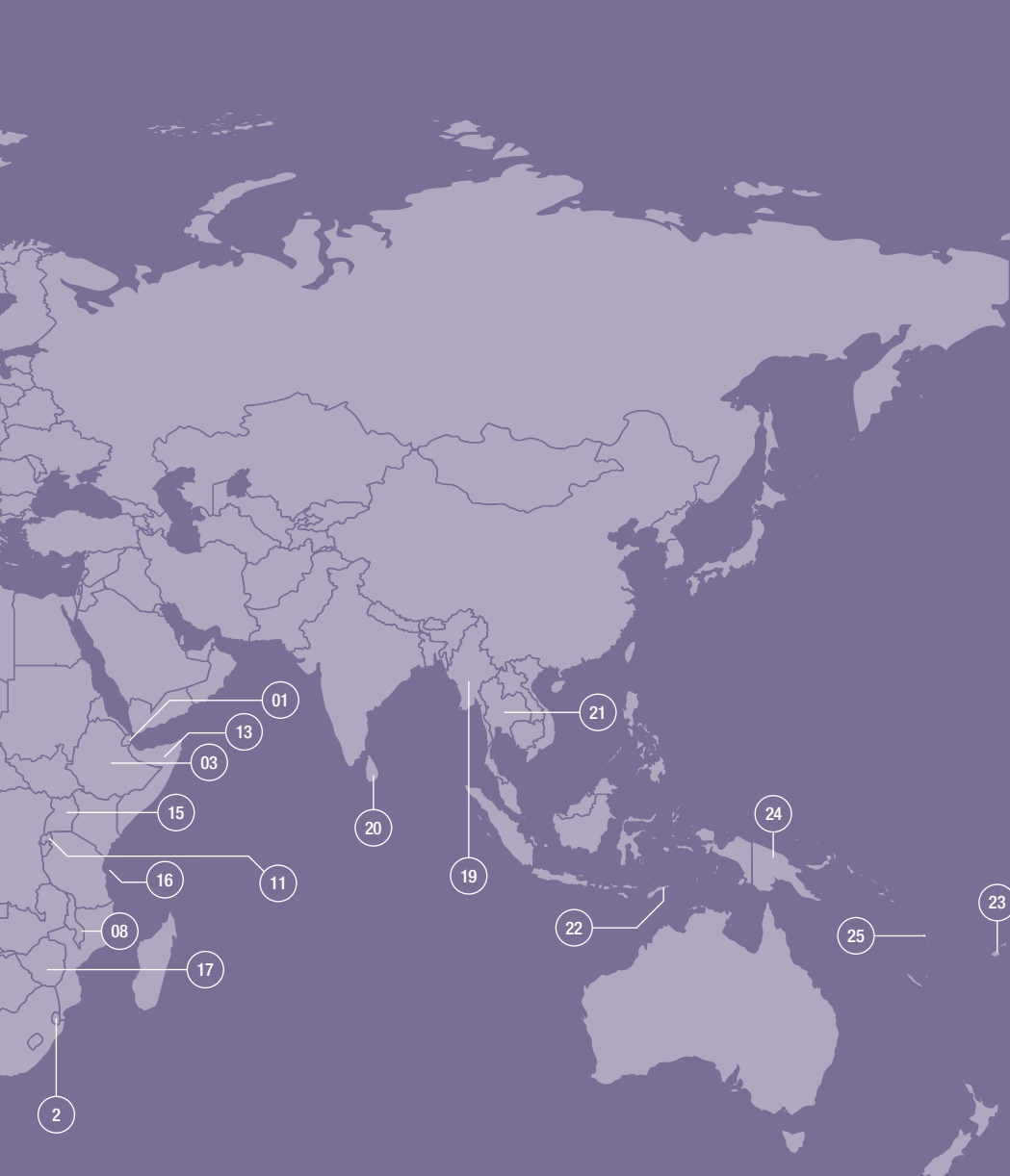
- improving planning and budgeting systems for education and health
- monitoring and evaluating poverty-reduction strategies
- developing and implementing value-chain analysis
- improving financial sector regulations

Statistics

- conducting household and enterprise surveys
- producing national accounts, government finance statistics, money and banking statistics and balance of payments statistics as well as consumer price indices and trade statistics
- compiling Education Management Information Systems
- producing and analysing other economic and social statistics to help monitor progress on Millennium Development Goals and other government objectives.



**Current Fellows as
at October 2019**



AFRICA

01 Djibouti
2 Fellows

Population size:
958,920 (2018)
GDP per capita:
\$2,050 (2018)
World Bank classification:
Lower middle income
Poverty Incidence (\$1.90 a day):
17.1% (2017)

2019-21:

Wesley Ramnauth
(Imperial College London) –
Ministry of Economy and Finance
Danielle Standish
(London School of Economics
& Political Science, University of
London) – Ministry of Economy
and Finance (Department of
External Financing)

02 eSwatini
2 Fellows

Population size:
1.136 million (2018)
GDP per capita:
\$4,140 (2018)
World Bank classification:
Lower middle income
Poverty Incidence (\$1.90 a day):
42% (2009)

2019-21:

Derrick Abudu
(University of Nottingham) -
Ministry of Economic Planning
and Development
Saga Sohlman
(School of Oriental and African
Studies (SOAS), University of
London) - Ministry of Finance
Budget and Economic Affairs
department

03 Ethiopia
8 Fellows

Population size:
109.2 million (2018)
GDP per capita:
\$772 (2018)
World Bank classification:
Low income
Poverty Incidence (\$1.90 a day):
30.8% (2015)

2017-19:

Moges Beyene
(London School of Economics
and Political Science, University
of London) – Agricultural
Transformation Agency

2018-20:

Oscar Diaz Botia
(Paris School of Economics) –
Ministry of Education

Statistics Stream:

Eleanor Keeble
(Yale University) – Central
Statistical Agency

2019-21:

Ruby Mittal
(University of Oxford) - Ministry
of Education (School Improvement
Programme Directorate)

Emily Silcock
(Paris School of Economics) -
Ministry of Science and Higher
Education

Jacklyn Sullivan

(University of Oxford) - Ethiopian
Agricultural Transformation Agency

Supraja Vadlamani
(Yale University) - Ethiopian Civil
Service Commission

Ada Zakrzewska
(London School of Economics and
Political Science) - Jobs Creation
Commission (Policy and Strategy)

04 The Gambia
1 Fellow

Population size:
2.28 Million (2018)
GDP per capita:
\$712.50 (2018)
World Bank classification:
Low income
Poverty Incidence (\$1.90 a day):
10.1% (2015)

2019-21:

Marie Thylen
(Barcelona Graduate School of Economics) - The Office of the President (Department of Strategic Policy and Delivery)

05 Ghana
6 Fellows

Population size:
29.8 million (2018)
GDP per capita:
\$2,202 (2018)
World Bank classification:
Lower middle income
Poverty Incidence (\$1.90 a day):
13.3% (2005)

2018-20:

Denise Stolt
(School of Oriental and African Studies, University of London) - Ministry of Education (Planning, Budgeting, Monitoring and Evaluation Division)

Statistics Stream:

Sweta Pandey
(Trinity College Dublin) – Ghana Statistical Service

2019-21:

Harriet Conron
(Australian National University) - Ministry of Finance (Tax Policy)

Annie Gregoire
(University of Oxford) - Ministry of Education (Ghana Education Service)

Statistics Stream:

Rachel Bowers
(University of East Anglia) - Ghana Statistical Service (SDGs Secretariat)

Laurent Smeets
(Utrecht University) - Ghana Statistical Service (Economic Statistics Directorate)

06 Guinea-Bissau
4 Fellows

Population size:
1.874 million (2018)
GDP per capita:
\$778 (2018)
World Bank classification:
Low income
Poverty Incidence (\$1.90 a day):
67.1% (2010)

2018-20:

Camila Franco-Restrepo
(University of Cambridge) – Ministry of Education

Sebastian Schäber
(University of Copenhagen) – Ministry of Economy and Finance (General Directorate of Forecasting and Economic Studies)

2019-21:

Carlos Coco Gamito
(College of Europe) - Ministry of Economy and Finance (General Directorate of Planning)

Raychel Schwartz
(Yale Graduate School of Arts) - Ministry of Public Health, Family & Social Cohesion (Directorate of Health Systems Administration)

07 Liberia
12 Fellows

Population size:
4.819 million (2018)
GDP per capita:
\$674 (2018)
World Bank classification:
Low income
Poverty Incidence (\$1.90 a day):
40.9% (2016)

2017-19:

Clara Gallagher
(School of Oriental and African
Studies, University of London) –
Environmental Protection Agency

Sneha Menon

(University of Mumbai/ University
of Oxford) – Ministry of Finance
and Development Planning

2018-20:

Samuel Annan
(University of Exeter) – National
Investment Commission

Lars Nordgreen
(Toulouse School of Economics)
– Liberia Revenue Authority
(Customs Unit)

Jack Sennett
(Harvard University) – Ministry of
Finance and Development Planning

Statistics Stream:

Bol Atem
(Pan African University, Institute
for Basic Sciences) – Liberia
Institute of Statistics & Geo-
Information Services

2019-21:

Naomi-Rose Alexander
(Johns Hopkins University) -
Ministry of Commerce and Industry

Usman Khan
(London School of Economics
and Political Science, University
of London) - Environmental
Protection Agency

Maadhav Kumar
(Graduate Institute of International
and Development Studies, Geneva)
- Civil Service Agency (Office of the
Director General)

Cameron Martin
(School of Oriental and African
Studies (SOAS), University of
London) - Ministry of Finance
and development planning (Debt
Management)

Maike Hebogård Schäfer
(London School of Economics
and Political Science, University of
London/ University of Copenhagen)
- Liberia Revenue Authority

Kevin Tan
(Birkbeck, University of London) -
Ministry of Education

08 Malawi
5 Fellows

Population size:
18.1 million (2018)
GDP per capita:
\$389.40 (2016)
World Bank classification:
Low income
Poverty Incidence (\$1.90 a day):
70.3% (2016)

2018-20:

Katarina Kuske
(University of Oxford) – National
Planning Commission

Nikhil Mandalia

(University of York) – Ministry of
Health

Hayaan-Diriye Abdi Nur
(University of Amsterdam) –
Ministry of Finance (Department
of Debt and Aid Management)

Luis Palacios
(University of Manchester) –
Ministry of Industry, Trade, and
Tourism (Department of Trade)

Statistics Stream:

Alexander Tromp
(University of Oxford) – National
Statistics Office (Demography and
Social Statistics Division)

09

Namibia
 1 Fellow

Population size:
 2.448 million (2018)
 GDP per capita:
 \$5,932 (2018)
 World Bank classification:
 Upper middle income
 Poverty Incidence (\$1.90 a day):
 13.4% (2015)

2018-20:

Juliet Perche
(London School of Economics and Political Science, University of London) – Namibia Nature Foundation

10

Nigeria
 4 Fellows

Population size:
 196 million (2018)
 GDP per capita:
 \$2,028 (2018)
 World Bank classification:
 Lower middle income
 Poverty Incidence (\$1.90 a day):
 53.5% (2009)

2018-20:

Camron Aref-Adib
(Yale University) – Nigeria Export Promotion Council (Executive Directors Office)

2019-21:

Jonah Adaun
(Swansea University) - Nigeria Sovereign Investment Authority

Sarah Martin
(University of York) - National Primary Health Care Development Agency

Flemming Fund:

Josephine Gatua
(University of Gothenburg) - Nigeria Centre for Disease Control

11

Rwanda
 8 Fellows

Population size:
 12.3 million (2018)
 GDP per capita:
 \$773 (2018)
 World Bank classification:
 Low income
 Poverty Incidence (\$1.90 a day):
 55.5% (2016)

2017-19:

Manuel Erzuah
(Copenhagen Business School/ Barcelona Graduate School of Economics) – Rwanda Development Board (SEZ, Export and Business)

Lucia Perez-Villar
(University Autonoma de Madrid/ University of Kiel) – Rwanda Development Board (Competitiveness and Business Communications)

2018-20:

Kieran Byrne
(London School of Economics and Political Science, University of London) – Rwanda Revenue Authority (Planning and Research department)

Samiha Chowdhury
(Barcelona Graduate School of Economics) – Ministry of Trade and Industry (Trade and Investment Department)

Shazar Tariq
(University of Oxford) - Ministry of Trade and Industry

2019-21:

Sophie Boote
(University of Oxford) - Rwanda Social Security Board (Planning and Research Division)

Sterre Kuipers
(University of Oxford) - Ministry of Finance and Economic Planning

Statistics Stream:

Matt Murtagh-White
(University of Oxford) - National Institute of Statistics Rwanda

12 Sierra Leone
7 Fellows

Population size:
7.65 million (2018)
GDP per capita:
\$523 (2018)
World Bank classification:
Low income
Poverty Incidence (\$1.90 a day):
52.2% (2011)

2018-20:

Jozef Masseroli
(*London School of Economics and Political Science, University of London*) – *National Minerals Agency*

Florence Oberholzer
(*University of Oxford*) – *Mayor of Freetown's Office*

2019-21:

Victoria Gonsior
(*Barcelona Graduate School of Economics*) - *Ministry of Planning & Economic Development*
(*Planning, Policy and Research Department*)

Sripriya Iyengar Srivatsa
(*School of Oriental and African Studies (SOAS), University of London*) - *Ministry of Finance*
(*Research and Development Division*)

Martina Mchenga
(*Stellenbosch University*) - *Ministry of Health*

Lidwien Sol
(*Maastricht University Graduate School of Business and Economics*)
- *Guma Valley Water Company*
(*Planning, Research and Development Unit*)

Samuel Weinberg
(*London School of Economics & Political Science, University of London*) - *National Revenue Authority*

13 Somaliland
3 Fellows

Population size:
4 million (2012 estimate)
GDP per capita:
\$347 (2012 estimate)
World Bank classification:
Low income
Poverty Incidence (\$1.90 a day):
38% (2012 estimate)

2017-19:

Statistics Stream:
Matthieu Rouyer
(*Paris-Dauphine University*) – *Ministry of National Planning and Development*

2018-20:

Mamadou Sadio Diallo
(*University of Warwick*) – *Ministry of Finance*

2019-21:

Adria Rius Rodriguez
(*School of Oriental and African Studies (SOAS), University of London*) - *Ministry of Trade Industry and Tourism*

14 South Africa
2 Fellows

Population size:
57.8 million (2018)
GDP per capita:
\$6,374 (2018)
World Bank classification:
Upper middle income
Poverty Incidence (\$1.90 a day):
18.9% (2014)

2017-19:

Shanaz Broermann
(*University of Greenwich*) – *Collaborative Africa Budget Reform Initiative*

2018-20:

Menno Jan van der Ven
(*University College London, University of London*) – *South African Reserve Bank*

15 Uganda
4 Fellows

Population size:
42.7 million (2018)
GDP per capita:
\$643 (2018)
World Bank classification:
Low income
Poverty Incidence (\$1.90 a day):
41.7% (2016)

2018-20:

John Ayre
(University of British Columbia)
– Ministry of Finance, Planning,
and Economic Development
(Debt Policy and Issuance
Department)

Federica Margini
(London School of Hygiene and
Tropical Medicine) – Ministry
of Health

Jana Steverding
(HTW Berlin) – Ministry of
Finance, Planning, and Economic
Development (Financial Services
Department)

2019-21:

Liam Carson
(University of Nottingham) -
Ministry of Finance, planning
and economic development (Tax
Policy Department)

16 Zanzibar
5 Fellows

Population size:
1.304 million (2012, Tanzania NBS)
GDP per capita:
\$659 (2013 estimate)
World Bank classification:
Low income
Poverty Incidence (\$1.90 a day):
n/a

2017-19:

Matteo Santangelo Rava
(Toulouse School of Economics) –
Ministry of Health

2018-20:

Joseph Peissel
(University of Oxford) – Zanzibar
Planning Commission (Economic
Management)

Adam Salisbury
(University of Oxford) – Ministry
of Education (Department of
Planning, Policy, and Research)

Jaideep Singh Sokhdave Singh
(University of Cambridge) –
Zanzibar Planning Commission

2019-21:

Statistics Stream:
Francis Lavoe
(University of Ghana) - Office of
the Chief Government Statistician

17 Zimbabwe
2 Fellows

Population size:
14.439 million (2018)
GDP per capita:
\$2,147 (2018)
World Bank classification:
Lower-middle income
Poverty Incidence (\$1.90 a day):
21.4% (2011)

2018-20:

Catherine Humphrey
(University of Amsterdam) –
Ministry of Primary and Secondary
Education

Lionel Roger
(University of Nottingham) –
Ministry of Finance and Economic
Development (Fiscal Policy and
Advisory Services Department)

THE CARIBBEAN

18 **Guyana**
3 Fellows

Population size:
779,000 (2018)
GDP per capita:
\$4,634 (2018)
World Bank classification:
Upper middle income
Poverty Incidence (\$1.90 a day):
n/a

2017-19:

Matteo Ramina
(University of Amsterdam) –
Ministry of Finance (Economic
Policy Analysis)

2019-21:

Madeleine Richardson
(University of Cambridge) - Ministry
of Education (Planning)

Tanya

(School of Oriental and African
Studies, University of London) -
Ministry of Finance (Office of the
Budget)

ASIA

19 **Myanmar**
4 Fellows

Population size:
53.7 million (2018)
GDP per capita:
\$1,326 (2018)
World Bank classification:
Lower middle income
Poverty Incidence (\$1.90 a day):
6.2% (2015)

2018-20:

Dan Jollans
(University of Oxford) –
Renaissance Institute
Gustavo Nicolas Paez
(University of Cambridge) –
Myanmar Development Institute

2019-21:

Sara Davidsson
(Stockholm School of Economics) -
Myanmar Development Institute
Kathleen Jack
(Sciences Po, Paris / London School
of Economics and Political Science) -
Renaissance Institute

20 **Sri Lanka**
2 Fellows

Population size:
21.7 million (2018)
GDP per capita:
\$4,103 (2018)
World Bank classification:
Upper-middle income
Poverty Incidence (\$1.90 a day):
0.8% (2016)

2017-19:

Adam Collins
(Birkbeck College, University of
London) – Lakshman Kadirgamar
Institute of International Relations
and Strategic Studies

2019-21:

Angela Hüttemann
(University of Passau) - Lakshman
Kadirgamar Institute of
International Relations and Strategic
Studies

21 Thailand
3 Fellows

Population size:
69.4 million (2018)
GDP per capita:
\$7,274 (2018)
World Bank classification (Tanzania):
Upper middle income
Poverty Incidence (\$1.90 a day):
0% (2017)

2017-19:

Sven Engels
(London School of Economics
and Political Science, University
of London) - Ministry of Public
Health (HITAP)

2019-21:

Flemming Fund:

Aparna Ananthakrishnan
(London School of Hygiene and
Tropical Medicine, University
of London) - Ministry of Public
Health (HITAP)

Christopher Painter
(University of Manchester) -
Ministry of Public Health (HITAP)

22 Timor-Leste
6 Fellows

Population size:
1.268 million (2018)
GDP per capita:
\$2,036 (2018)
World Bank classification:
Lower middle income
Poverty Incidence (\$1.90 a day):
30.7% (2014)

2017-19:

Camilla Sacchetto
(London School of Economics
and Political Science, University of
London) – Ministry of Finance

2018-20:

Aashna Jamal
(Yale University) – Ministry of
Finance (Budget Department)

2019-21:

Georgina Conway
(School of Oriental and African
Studies (SOAS), University of
London) - Ministry of Finance
(National Directorate of Economic
Policy)

Yang Liu
(University of Cambridge) - Ministry
of Education

Olivia Stevens
(University of Oxford) - Ministry
of Finance (National Directorate of
Economic Policy)

Giulia Torella
(University of Birmingham) -
Ministry of Education, Youth and
Sport

THE PACIFIC

23 Fiji
2 Fellows

Population size:
883,483 (2018)
GDP per capita:
\$6,202 (2018)
World Bank classification:
Upper middle income
Poverty Incidence (\$1.90 a day):
1.4% (2013)

2018-20:

William Hamilton
(University of Cambridge) –
Ministry of Industry, Trade, and
Tourism

Jamie William Smith
(University of Edinburgh) – Fijian
Competition and Consumer
Commission (Regulation with Price
Control and Monitoring)

WESTERN BALKANS

24 Papua New Guinea
 1 Fellow

Population size:
 8.606 million (2018)
 GDP per capita:
 \$2,723 (2018)
 World Bank classification:
 Lower middle income
 Poverty Incidence (\$1.90 a day):
 39.3% (2009)

2019-21:

Sebastian Krantz
*(The Geneva Graduate Institute) -
 Bank of Papua New Guinea*

25 Vanuatu
 5 Fellows

Population size:
 292,680 (2018)
 GDP per capita:
 \$3,033 (2018)
 World Bank classification:
 Lower middle income
 Poverty Incidence (\$1.90 a day):
 13.1% (2010)

2018-20:

Jorge Alfredo Bouchot-Viveros
*(University of Birmingham) –
 Prime Minister's Office (Strategic
 Policy, Planning, and Aid
 Coordination)*

Karel Haal
*(Erasmus School of Economics) –
 Ministry of Health*

Caroline Juliette Hughes
*(University of Warwick)
 - Ministry of Finance and
 Economic Management*

Andrea Ibba
*(Paris School of Economics)
 – Ministry of Tourism, Trade,
 Commerce and Ni-Vanuatu
 Business*

2019-21:
Statistics Stream:

Hugo Pigott
*(The London School of Hygiene
 & Tropical Medicine/ Kings
 College London) – Vanuatu
 National Statistics Office*

26 Albania
 2 Fellows

Population size:
 2.866 million (2018)
 GDP per capita:
 \$5,254 (2018)
 World Bank classification:
 Upper middle income
 Poverty Incidence (\$1.90 a day):
 1.1% (2012)

2019-20:

Irene Baby
*(University of Oxford) - Prime
 Minister's Office*

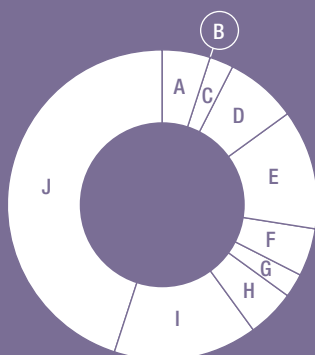
Courtney McLaren
*(London School of Economics
 and Political Science, University of
 London) - Prime Minister's Office*

Career prospects and alumni

The ODI Fellowship Scheme enjoys an excellent reputation among a wide range of international employers, and Fellows benefit from the prestige associated with the Scheme. ODI Fellows go on to make successful careers in the World Bank, the

International Monetary Fund, the United Nations, academia, the private business sector, and non-governmental organisations as well as their own country governments. Many choose to stay on in the country of their posting.

Post Fellowship employment for 2016-18 cohort at end of Fellowship



- A Extended posting: 5%
- B New posting with same government: 0%
- C Further study: 2.5%
- D Working for DFID: 7.5%
- E Working in international public sector: 12.5%
- F Working for an NGO: 5%
- G Working for a private company working in development: 2.5%
- H Left development and taken up post in private company: 5%
- I Other: 15%
- J Don't know yet: 45%

Entrance requirements

The ODI Fellowship Scheme is open to candidates of all nationalities who have a master's degree or PhD in economics, statistics or a related field. Suitable specialised qualifications at postgraduate level include agricultural economics, environmental economics, international economics, health economics, development economics, and econometrics and statistics. For those studying for a postgraduate degree at the time of application, the award of a Fellowship is conditional upon the successful completion of the postgraduate degree. The ODI Fellowship Scheme posts Fellows under two streams; economics and statistics, and candidates can apply under one or both of the Fellowship streams provided they have the right qualifications.

Applicants must be willing to commit to a two-year posting in any of the countries that participate in the Scheme. Applications are strengthened by a demonstrable interest in development, relevant work or voluntary experience in a developing country, language competence in French, Portuguese or Swahili, and strong IT skills. The Scheme regularly attracts approximately equal numbers of male and female candidates.

Fellowships vary from post to post and country to country, but all require a combination of the following personal qualities:

Intellectual ability

- A sound grasp of economic and statistical theory and their application to practical policy issues
- An ability to analyse data and information and to solve problems
- An ability to communicate complex technical ideas to non-specialists, both verbally and in writing

Personal qualities and interpersonal skills

- Adaptability and flexibility
- An ability to work in difficult conditions
- Patience and humility
- An ability to work effectively with others
- A confident and robust personality
- A willingness to learn and accept advice
- An ability to mix easily with diverse groups of people
- An ability to adapt to a new country and culture

Management and work-related skills

- An ability to take initiatives and be proactive
- An ability to prioritise and delegate work
- Consultative and advocacy skills
- Good time management skills
- An ability to work without supervision
- Project management
- Report writing

'Before my Fellowship, I had studied economics and worked as a research assistant, focusing on econometrics and statistics. It was intellectually demanding and fun, but the work didn't have a practical impact and I didn't work with many people. On the internet, I had stumbled across the Fellowship Scheme before and wanted a change in how I spent my working days, so I applied. Right after my graduation, I learned that I was posted in the Ministry of Health in Guinea-Bissau to help implement their new strategic plan. So I ended up writing a cost and financing analysis of this plan and setting up a planning unit. Both tasks had their challenges - often the data I needed didn't exist, officials I needed to talk to didn't show up or I was stuck in an hours-long meeting with no end in sight. But seeing the results of my work was worth all of this. The cost analysis is now used to fill the funding gap to implement the plan and the Ministry has an official responsible for planning who knows what to do and is motivated to do it.'

Julius Koll

Former ODI Fellow in Guinea-Bissau, 2017-19

“The Fellowship allows you the truly unique opportunity to work directly for the government, where you can experience first-hand the challenges and frustrations alongside your colleagues and develop your own beliefs about development without the ideological pressures of a donor organisation.

In my Fellowship, I had the opportunity to work side-by-side with my colleagues to tackle the daily challenges of economic planning, forecasting and analysis. The most frustrating days (or weeks or months) have been the ones where I have learned the most. Without the frustration, I would not have developed the skills and contextual understanding necessary to make lasting improvements to capacity in my office.’

Marina Tolchinsky
Former ODI Fellow in Djibouti, 2015-17

Selection, matching and allocation

The ODI Fellowship Scheme selection, matching and allocation process takes place according to the annual cycle shown on page 23.

Each application must include the names of two academic references and one employer.

Applications will only be accepted if they are completed correctly according to the instructions available on our website and submitted by the closing date.

In applying to the ODI Fellowship Scheme, ODI assumes applicants are prepared to work for the full two years in any of the Scheme's partner countries.

Short-listed candidates will need to be available to attend a selection board in February at ODI in London, which involves a panel interview and group exercises. ODI will contribute towards the cost of attending the selection board.

Following the selection board, successful candidates are given either **firm** or **conditional** offers. A **firm** offer guarantees the award of a Fellowship. A **conditional** offer is dependent upon the Fellowship team finding a suitable posting for the candidate. The vast majority of candidates with conditional offers end up being awarded a Fellowship and finding a posting.

Between March and June representatives of the ODI Fellowship Scheme conduct placement visits to countries participating in the Scheme. These visits provide an

Key points for applicants

The deadline for applications is **6th December 2019** for Fellowships starting in the autumn of 2020.

Applications must be made via the online application system on the ODI website at www.odi.org/odi-fellowship-scheme

opportunity to hold detailed discussions with governments about their future requirements for ODI Fellows, discuss the CVs of suitable candidates as well as monitor the progress of existing posts with both employers and Fellows. Following the placement visits, governments submit their requests for Fellows along with clear job descriptions and rankings of candidates. Candidates are then allocated to posts to the satisfaction of both governments and candidates. The Scheme is demand-led by governments and aims as far as possible to give governments their preferred candidates.

All newly recruited Fellows are required to attend a briefing session at ODI's London office in July. This is an opportunity for ODI to provide new Fellows with as much information as possible about their posting and also covers health and security issues. The briefing session also provides a forum for new Fellows to hear the experiences of current and former Fellows.

Prior to departure Fellows sign a Letter of Appointment from ODI, which sets out their entitlements and responsibilities.

Fellows are expected to take up their posts between August and October 2020. Start dates are negotiated according to individual availability and the requirements of the employing government.

Administrative and financial arrangements

Fellows are selected and appointed by ODI, but they then become employees of the governments or public bodies for which they work. The cost of each Fellowship is shared between ODI and the local employer.

The local employer is normally responsible for:

- paying a salary equivalent to what would be payable to a locally recruited national with similar qualifications and experience
- providing office accommodation and computer for the ODI Fellow
- providing conditions of service such as leave entitlement, expense allowances and medical insurance similar to those offered to local staff in similar grades
- ensuring Fellows receive assistance in obtaining work permits and security clearances where required.

ODI is normally responsible for:

- the selection of Fellows
- arranging placements
- providing Fellows' pre-departure briefing and allowances
- paying a monthly supplement which takes into account local income, taxation, and accommodation costs
- paying Fellows' transport and baggage expenses at the start and end of the two-year contract
- providing emergency medical insurance while in post
- providing information by email and text message about security issues in Fellows' countries of posting
- paying an end-of-Fellowship bonus, provided Fellows complete the full two-year assignment.

Contracts of employment between host governments and individual Fellows determine Fellows' local salaries and other terms and conditions of service. These vary from country to country according to the post held, the cost of living and other factors. As local employees, Fellows pay tax on their local salaries. The ODI Fellowship Scheme does not provide additional financial support for partners or children. In 2019 total supplementation amounted to approximately £21,000 per Fellow per annum in the first year of the Fellowship and £23,000 in the second year.

Partners and Families

While we understand that some Fellows have partners or families, the ODI Fellowship Scheme neither encourages nor discourages partners from accompanying ODI Fellows during their Fellowships. An ODI Fellowship represents an extremely tough personal challenge which may, or may not, be helped by the presence of a partner who may not have work in the country of posting or does not speak the local language. Furthermore, in many Fellowship countries it is considered socially unacceptable to live together before marriage or to conduct a same-sex relationship. This is a personal decision for individual Fellows to make. The Scheme does not provide financial assistance to partners (married or not) nor does it provide assistance to partners for visas or in obtaining work in the country of posting. If a Fellow is accompanied by a partner or family they will need to have their own insurance. Candidates who are about to get married or have children are advised to think very carefully before accepting a posting.

The ODI Fellowship Scheme annual cycle

November 2019	<i>Applications for the ODI Fellowship Scheme are accepted.</i>
6 December 2019	<i>Closing date for receipt of applications.</i>
January 2020	<i>Short-listed applicants are invited to an interview at ODI in London and the referees of short-listed applicants are contacted.</i>
February 2020	<i>Interviews take place, after which firm or conditional offers are made to successful candidates.</i>
March – June 2020	<i>Members of the ODI Fellowship Scheme team visit all participating governments to discuss posts and candidates' CVs. The team meets all current Fellows and their supervisors to check Fellowships are going well and to gain feedback on issues relevant to the Scheme.</i>
May - June 2020	<i>Governments submit requests for new Fellows with job descriptions and a short-list of preferred candidates.</i>
June 2020	<i>ODI and governments agree on which candidates are allocated to which postings.</i>
July 2020	<i>A briefing session is held at ODI in London to prepare new Fellows for their posts.</i>
August – October 2020	<i>Postings commence.</i>

ODI Fellowship Scheme

Overseas Development Institute
203 Blackfriars Road
London SE1 8NJ
UK

Tel: +44 (0)20 7922 0356

Email: fellows@odi.org

Website: www.odi.org/odi-fellowship-scheme



Disclaimer: while every care has been taken to ensure that the information contained in this brochure is accurate, it should not be read as forming part of any agreement or contract.