

ODI Fellowship Scheme 2019



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

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The ODI Fellowship Scheme

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 Food and Agriculture Organization and the European Bank for Reconstruction and Development 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 56 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 45 in 2018, 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 2018 the ODI Fellowship Scheme operated in 29 low- and middle-income countries in Africa, Asia, the Caribbean, and the Pacific, 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	Total
Finance and Planning	22	23	19	19	16	15	114
Central Bank (including financial inclusion)	3	4	3	2	2	0	14
Trade, Industry, Commerce and Regional Integration	8	5	7	5	4	8	37
Agriculture	3	2	3	1	4	1	14
Environment, Water and Climate Change	1	2	3	0	0	0	6
Health	10	3	8	5	6	3	35
Education	2	4	2	6	3	5	22
Regional Organisations	1	2	1	0	0	2	6
Statistics	2	2	7	8	7	5	31
Other	4	5	6	11	8	6	40
Total	56	52	59	57	50	45	319

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

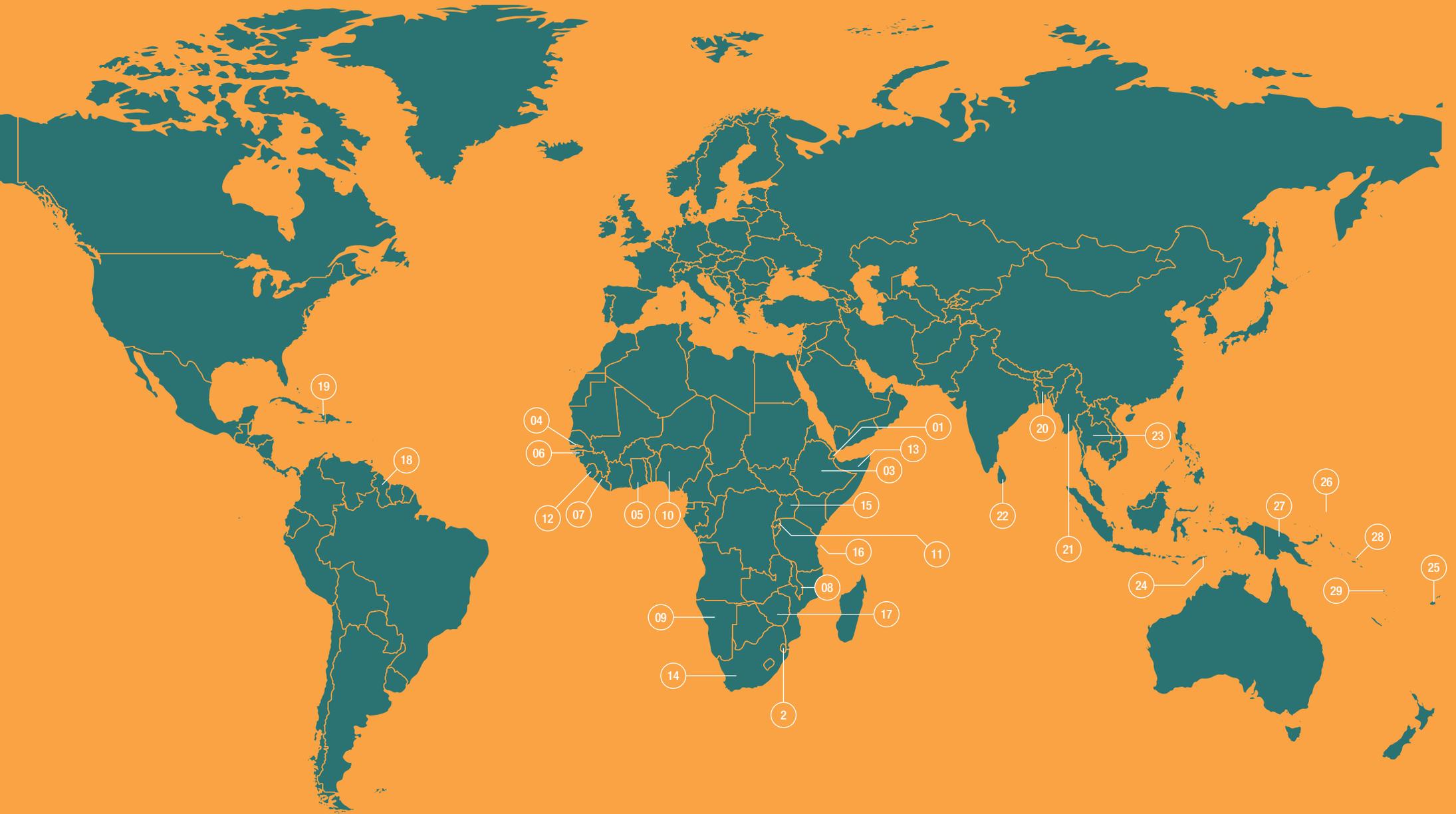
Economics

- 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 Sustainable Development Goals and other government objectives.



Current Fellows as at October 2018

29

AFRICA

01 Djibouti
1 Fellow

Population size:
942,333 (2016)
GDP per capita:
\$1,862 (2015)
World Bank classification:
Lower middle income
Poverty Incidence (\$1.90 a day):
22.5% (2013)

2018-20:
Khalid Maman Waziri
(Aix-Marseille School of Economics) – Ministry of Economy and Finance

02 eSwatini
3 Fellows

Population size:
1.343 million (2016)
GDP per capita:
\$2,775 (2016)
World Bank classification:
Lower middle income
Poverty Incidence (\$1.90 a day):
42% (2009)

2017-19:
Barrett Owen
(Barcelona Graduate School of Economics) – Ministry of Economic Planning and Development (Macroeconomic Analysis and Research)
Nick Wilkinson
(School of Oriental and African Studies, University of London) – Ministry of Finance

2018-20:
Federica Margini
(London School of Hygiene and Tropical Medicine) – Ministry of Health

03 Ethiopia
5 Fellows

Population size:
102.4 million (2016)
GDP per capita:
\$706 (2016)
World Bank classification:
Low income
Poverty Incidence (\$1.90 a day):
33.5% (2010)

2016-18:
Johanna Koernig
(School of Oriental and African Studies, University of London) – Ministry of Education (Planning Department)
Cornelius Maascant
(University of Oxford) – Ethiopian Investment Commission

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
Eleanor Keeble
(Yale University) – Central Statistical Agency

04 The Gambia
1 Fellow

Population size:
2.1 million
GDP per capita:
\$473.20 (2016)
World Bank classification:
Low income
Poverty Incidence (\$1.90 a day):
n/a

2017-19:
Sneha Menon
(University of Mumbai University of Oxford) – Ministry of Finance (Directorate of Macroeconomic Policy Analysis)

05 Ghana
4 Fellows

Population size:
28.2 million (2016)
GDP per capita:
\$1,513 (2016)
World Bank classification:
Lower middle income
Poverty Incidence (\$1.90 a day):
25.2% (2005)

2017-19:
India Keable-Elliott
(School of Oriental and African Studies, University of London) – Ministry of Finance (Revenue Policy Division)

Statistics Stream:
Hugo Pigott
(The London School of Hygiene & Tropical Medicine/ Kings College London) – Ghana Statistical Service (Economic Statistics Directorate)

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

06 Guinea Bissau
4 Fellows

Population size:
1.815 million (2016)
GDP per capita:
\$620 (2016)
World Bank classification:
Low income
Poverty Incidence (\$1.90 a day):
67.1% (2010)

2017-19:
Julius Koll
(University of Oxford) – Ministry of Public Health

Tatiana Martinez Zavala
(Toulouse School of Economics/ Lumière University Lyon 2) – Ministry of Economy and Finance (Technical Secretariat of the Treasury Committee)

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)

07 Liberia
9 Fellows

Population size:
4.614 million (2016)
GDP per capita:
\$455 (2016)
World Bank classification:
Low income
Poverty Incidence (\$1.90 a day):
68.6% (2007)

2016-18:
Ben Beuchel
(Barcelona Graduate School of Economics) – Ministry of Commerce and Industry

2017-19:
Jon Aron
(University College London, University of London) – Liberia Revenue Authority (Domestic Tax Department)

Flora Endl
(School of Oriental and African Studies, University of London) – Ministry of Agriculture

Eliot Faron
(Paris-Dauphine University/ London School of Economics and Political Science, University of London) – Ministry of Commerce and Industry (Bureau of Trade Services)

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

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

08 Malawi
10 Fellows

Population size:
18.1 million (2016)
GDP per capita:
\$301 (2016)
World Bank classification:
Low income
Poverty Incidence (\$1.90 a day):
70.9% (2010)

2017-19:
Chris Burningham
(University of Oxford) – Ministry of Finance, Economic Planning and Development (Budget)

Daniel Diamond
(London School of Economics and Political Science, University of London) – Ministry of Education (Monitoring and Evaluation)

Sakshi Mohan
(Paris Institute of Political Studies) – Ministry of Health (Department of Planning)

Stefan Nippes
(University of Oxford) – Ministry of Education (SWAp Office)

2018-20:
Merle Jamieson
(School of Oriental and African Studies, University of London) – Ministry of Agriculture, Irrigation and Water Development (Department of Planning)

Katarina Kuske
(University of Oxford) – Ministry of Finance (Department of Economic Planning and Development)

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:
2.479 million (2016)
GDP per capita:
\$4,140 (2016)
World Bank classification:
Upper middle income
Poverty Incidence (\$1.90 a day):
22.6% (2009)

2015-17:
Courtney McLaren
(London School of Economics and Political Science, University of London) – Namibia Nature Foundation/ Ministry of Environment and Tourism

10 Nigeria
2 Fellows

Population size:
186 million (2016)
GDP per capita:
\$2,178 (2016)
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)
Nils Elding Larsson
(Stockholm School of Economics) – Nigerian Office for Trade Negotiations

11 Rwanda
8 Fellows

Population size:
11.9 million (2016)
GDP per capita:
\$703 (2016)
World Bank classification:
Low income
Poverty Incidence (\$1.90 a day):
60.4% (2013)

2016-18:
Cian Donaghy
(University of Edinburgh) – Ministry of Trade and Industry (External Trade Unit)

2017-19:
Paul Brimble
(University of Oxford) – Ministry of Finance and Economic Planning (Macroeconomic Policy)

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)

Statistics Stream:
Lauren Harrison
(London School of Economics and Political Science, University of London) – National Institute of Statistics Rwanda

2018-20:
Douglas Bryan
(London School of Economics and Political Science, University of London) – Rwanda Mines, Petroleum & Gas Board

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

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

12 Sierra Leone
7 Fellows

Population size:
7.396 million (2016)
GDP per capita:
\$496 (2016)
World Bank classification:
Low income
Poverty Incidence (\$1.90 a day):
52.3% (2011)

2017-19:
Purava Joshi
(London School of Economics and Political Science, University of London) – Ministry of Health and Sanitation (Planning)

Humphrey Mayer
(University of Manchester) – Ministry of Finance and Economic Development (Revenue and Tax Division)

Giovanni Occhiali
(School of Oriental and African Studies, University of London/ University of Birmingham) – National Revenue Authority

Philip Spencer
(University of Toronto) – Ministry of Finance and Economic Development (Central Planning, Monitoring and Evaluation)

Statistics Stream:
Antoine Lacroix
(Toulouse School of Economics) – Statistics Sierra Leone (Economic Statistics Division)

2018-20:
Jozef Masseroli
(London School of Economics and Political Science, University of London) – National Minerals Agency
Florence Oberholzer
(University of Oxford) – Ministry of Finance (Economic Policy Research Unit)

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

Shazar Tariq
(University of Oxford) – Ministry of Trade, Industry, and Tourism

14 South Africa
1 Fellow

Population size:
59.7 million (2017)
GDP per capita:
\$6,160.7 (2017)
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

15 Uganda
4 Fellows

Population size:
41.5 million (2016)
GDP per capita:
\$613 (2016)
World Bank classification:
Low income
Poverty Incidence (\$1.90 a day):
34.6% (2012)

2017-19:
Adrienne Lees
(University of Oxford) – Ministry of Finance, Planning and Economic Development (Tax Policy Department)

2018-20:
John Ayre
(University of British Columbia) – Ministry of Finance, Planning, and Economic Development (Macroeconomic planning department)

Menno Jan van der Ven
(University College London, University of London) – Ministry of Finance, Planning, and Economic Development (Debt Policy and Issuance Department)

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

16 Zanzibar
6 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

2016-18:
Daphne Schreur
(University of Amsterdam) – Zanzibar Planning Commission

2017-19:
Matteo Santangelo Rava
(Toulouse School of Economics) – Ministry of Health

Statistics Stream:
Nathan Price
(University of St Andrews) – Office of the Chief Government Statistician

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

17 Zimbabwe
2 Fellows

Population size:
16,529,904 (2017)
GDP per capita:
\$927 (2017)
World Bank classification:
Low 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
2 Fellows

Population size:
773,303 (2016)
GDP per capita:
\$4,456 (2016)
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)

2018-20:

Statistics Stream:
Grégoire Vincent
(Toulouse School of Economics) –
Bureau of Statistics

19 Haiti
1 Fellow

Population size:
10.8 million (2016)
GDP per capita:
\$740 (2016)
World Bank classification:
Low income
Poverty Incidence (\$1.90 a day):
53.9% (2012)

2016-18:

Kerstin Schopohl
(University of Oxford) – Banque de
la République d'Haïti (BRH)

ASIA

20 Bangladesh
1 Fellow

Population size:
163 million (2016)
GDP per capita:
\$1,359 (2016)
World Bank classification:
Lower middle income
Poverty Incidence (\$1.90 a day):
18.5% (2010)

2016-18:

Financial Inclusion Stream:
Ben Stevenson
(London School of Economics
and Political Science, University of
London) – Bangladesh Bank

21 Myanmar
4 Fellows

Population size:
52.9 million (2016)
GDP per capita:
\$1,275 (2016)
World Bank classification:
Lower middle income
Poverty Incidence (\$1.90 a day):
n/a

2017-19:

Anders Møller
(University of Oxford) – Myanmar
Development Institute

Andrew Wilson
(University of Durham) –
Renaissance Institute

2018-20:

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

22 Sri Lanka
1 Fellow

Population size:
21.2 million (2016)
GDP per capita:
\$3,835 (2016)
World Bank classification:
Lower middle income
Poverty Incidence (\$1.90 a day):
1.92% (2012)

2017-19:

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

23 Thailand
2 Fellows

Population size:
68.9 million (2016)
GDP per capita:
\$5,907 (2016)
World Bank classification (Tanzania):
Upper middle income
Poverty Incidence (\$1.90 a day):
0.04% (2013)

2017-19:

Juliet Eames
(School of Oriental and African
Studies, University of London) –
Ministry of Public Health (Health
Intervention and Technology
Assessment Programme (HITAP))

Sven Engels

(London School of Economics
and Political Science, University of
London) – Ministry of Public Health
(Health Intervention and Technology
Assessment Programme (HITAP))

THE PACIFIC

24 Timor-Leste
5 Fellows

Population size:
1.269 million (2016)
GDP per capita:
\$1,161 (2015)
World Bank classification:
Lower middle income
Poverty Incidence (\$1.90 a day):
46.8% (2007)

2017-19:

Harry Dienes
(University College London,
University of London) – Ministry
of Finance (Macroeconomics)

Veronica Masubo
(University of Sussex) – Ministry of
Finance (Development Partnership
Management)

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

Statistics Stream:

Dan Jendrissek
(University of Jena/ University of
Southampton) – Directorate of
Statistics

2018-20:

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

25 Fiji
3 Fellows

Population size:
898,760 (2016)
GDP per capita:
\$5,151 (2016)
World Bank classification:
Upper middle income
Poverty Incidence (\$1.90 a day):
4.1% (2008)

2017-19:

Manuela Günther
(Adam Smith Business School,
University of Glasgow) –
Ministry of Agriculture

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)

26 Marshall Islands
1 Fellows

Population size:
53,127 (2017)
GDP per capita:
\$3,454 (2017)
World Bank classification:
Upper middle income
Poverty Incidence (\$1.90 a day):
N/A

2017-19:

Ville Peltovouri
(University of East Anglia/
University of York) – Government
of the Republic of the Marshall
Islands

27 Papua New Guinea
3 Fellows

Population size:
8.085 million (2016)
GDP per capita:
\$2,183 (2014)
World Bank classification:
Lower middle income
Poverty Incidence (\$1.90 a day):
39.3% (2009)

2016-18:

Abhimanyu Dadu
(Indira Gandhi Institute of
Development Research) – Internal
Revenue Commission

Natalya Li
(University of Sussex) –
Department of National Planning
and Monitoring

2017-19:

Rubayat Chowdhury
(Australian National University) –
Bank of Papua New Guinea

28 Solomon Islands
1 Fellow

Population size:
599,419 (2016)
GDP per capita:
\$2,005 (2016)
World Bank classification:
Lower middle income
Poverty Incidence (\$1.90 a day):
45.6% (2005)

2017-19:

Tanushree Sahai
(School of Oriental and African
Studies, University of London) –
Ministry of Foreign Affairs and
External Trade (Department of
External Trade)

29 Vanuatu
5 Fellows

Population size:
270,402 (2016)
GDP per capita:
\$2,860 (2014)
World Bank classification:
Lower middle income
Poverty Incidence (\$1.90 a day):
15.4% (2010)

2017-19:

Karan Singh
(University College London,
University of London) – Ministry
of Agriculture, Livestock, Forestry,
Fisheries and Biosecurity

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

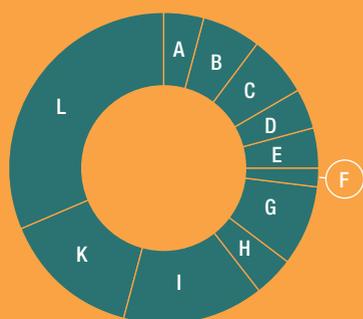
Andrea Ibba
(Paris School of Economics)
– Ministry of Tourism, Trade,
Commerce and Ni-Vanuatu Business

Career prospects and alumni

The ODI Fellowship Scheme enjoys an excellent reputation among a wide range of 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 2015-17 cohort



Note: 48 responses in total

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. Candidates can apply under one or both of the Fellowship streams provided they have the right qualifications: economics and statistics.

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

Selection, matching and allocation

The ODI Fellowship Scheme selection, matching and allocation process takes place according to the annual cycle shown on page 24.

Each application must contain the names of two academic and one professional referee.

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 2nd December 2018 for Fellowships starting in the autumn of 2019.

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. 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 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 2018 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. In cases where partners are not covered by insurance, ODI may charge partners the cost of any emergency evacuations.

The ODI Fellowship Scheme annual cycle

November 2018	<i>Applications for the ODI Fellowship Scheme are accepted.</i>
2 December 2018	<i>Closing date for receipt of applications.</i>
January 2019	<i>Short-listed applicants are invited to an interview at ODI in London.</i>
February 2019	<i>The referees of short-listed applicants are contacted. Interviews take place, after which firm or conditional offers are made to successful candidates.</i>
March - June 2019	<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 2019	<i>Governments submit requests for new Fellows with job descriptions and a short-list of preferred candidates.</i>
June 2019	<i>ODI and governments agree on which candidates are allocated to which postings.</i>
July 2019	<i>A briefing session is held at ODI in London to prepare new Fellows for their posts.</i>
August - October 2019	<i>Postings commence.</i>

