ODI Fellowship Scheme 2015

Providing Capacity
Promoting Careers
The Overseas Development Institute (ODI) is a leading independent think tank on international development and humanitarian issues. Our mission is to inspire and inform policy and practice which lead to the reduction of poverty, the alleviation of suffering and the achievement of sustainable livelihoods. We do this by locking together high-quality applied research, advice and policy-focused dissemination and debate.

*ODI currently comprises 12 research programmes:*

- Agricultural Development and Policy
- Centre for Aid and Public Expenditure
- Climate and Environment
- Growth, Poverty and Inequality
- Humanitarian Policy Group
- International Economic Development Group
- Politics and Governance
- Private Sector and Markets
- Research and Policy in Development
- Social Development
- Social Protection
- Water Policy

ODI encourages governments to get in touch to discuss these areas of expertise. For general enquiries regarding ODI, please contact info@odi.org

For all enquiries related to the ODI Fellowship Scheme, please contact fellows@odi.org
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The ODI Fellowship Scheme appoints highly qualified and motivated postgraduate economists and statisticians through a rigorous and competitive selection board. Governments that lack capacity make requests to ODI for Fellows on the basis of a clear job description following annual face-to-face discussions held during visits to each participating country by the ODI Fellowship Scheme team.

Fellows effectively work as local civil servants for a period of two years, with the costs being shared between the host government and ODI. The ODI Fellowship Scheme currently uses funds generously provided by the UK’s Department for International Development and Australia’s Department of Foreign Affairs and Trade.

The success of the Scheme and the respect it has gained from governments over the course of the 50 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 52 in 2014, with over a hundred Fellows currently in post. The ODI Fellowship Scheme is open to candidates of all nationalities.
ODI Fellowship Scheme countries
In 2014 the ODI Fellowship Scheme operated in 27 low- and middle-income countries in Africa, the Caribbean and the Pacific where the official language of government is English, French, Portuguese or Swahili. 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 more than 40 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
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, water, health and education. Several also work in central banks, revenue authorities, statistics offices and regional organisations.

‘The support provided by the ODI Fellowship Scheme has been crucial in filling the gaps in local expertise and supporting state-building in South Sudan.’
Honourable Aggrey Tisa Sabuni, Minister of Finance, Commerce, Investment and Economic Planning

‘The ODI Fellowship Scheme was a critical contribution to the formation and sustainability of CABRI, especially during the formative years of the entity.’
Neil Cole, Executive Secretary, Collaborative Africa Budget Reform Initiative

‘It is indeed impressive how quickly ODI Fellows are able to adapt to living and working in a different country and with different cultures.’
Ericah Shafudah, Permanent Secretary, Ministry of Finance, Namibia
Recent trends in ODI Fellowship posts by type of institution

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

- preparing national development plans
- preparing national budgets
- macroeconomic forecasting and analysis
- providing economic analysis for the conduct of monetary policy
- analysing tax data and improving tax and revenue forecasting
- aid coordination
- debt management
- reforming trade policies
- helping to negotiate Economic Partnership Agreements and accession to the World Trade Organisation
- 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
- devising strategic responses to HIV/AIDS
- developing and implementing value-chain analysis
- improving financial sector regulations
- conducting household and enterprise surveys
- producing and analysing economic statistics.
‘Working in a new Fellowship country is a unique experience. Instead of stepping into a well-established position where the Scheme has built a reputation, Fellows in a new country have to shape their job description together with the ministry in order to ensure the post responds to the country’s needs and expectations. It is exciting to feel like a pioneer and it has been a very rewarding experience so far.’

‘I am an economist with the Nigeria Sovereign Investment Authority (NSIA), which manages the country’s Sovereign Wealth Funds (SWF). I’m part of an investment team focused on creating a “best in class” SWF. I track international financial markets, Nigeria’s macro position, and support portfolio managers on infrastructure projects while performing certain portfolio management functions. The work is intense, fast-paced and rewarding making for a fascinating ODI Fellowship.’
Current fellows as at November 2014
### Burundi

- **Population size:** 9.850 million (2012)
- **GDP per capita:** $251 (2012)
- **World Bank classification:** Low income
- **OECD classification:** Least developed country
- **Poverty Incidence ($1.25 a day):** 81.3% (2006)

**2013-15:**
- **Roel Dom** (University of Antwerp/ London School of Economics and Political Science, University of London) - Burundi Revenue Authority (Research and Planning)
- **Ruth Persian** (Oxford University) - Ministry of Health (Resources)
- **Yanis Kühn von Burgsdorff** (London School of Economics and Political Science, University of London/ University of Cape Town) - Ministry of Finance and Economic Development Planning (Cash Management)

**2014-16:**
- **Maya Goldman** (Toulouse School of Economics) - Central Bank of Burundi (Research and Statistics Department)

### Djibouti

- **Population size:** 859,700 (2012)
- **GDP per capita:** $1523 (2012)
- **World Bank classification:** Lower middle income
- **OECD classification:** Least developed country
- **Poverty Incidence ($1.25 a day):** 19% (2010, OPHI)

**2013-15:**
- **Marta Dormal** (Oxford University) - Ministry of Economy and Finance in Charge of Industry and Planning (Feasibility Studies)
- **Shoghi Emerson** (Sciences Po Paris/ London School of Economics and Political Science, University of London) - Ministry of Economy and Finance in Charge of Industry and Planning (Aid Coordination)

**2014-16:**
- **Gabrielle Elte** (Oxford University) – Ministry of Education (Planning Department)
- **Héctor Jiménez Portilla** (Cambridge University) – Ministry of Health (Resource Mobilisation)

### Ethiopia

- **Population size:** 91.73 million (2012)
- **GDP per capita:** $455 (2012)
- **World Bank classification:** Lower income
- **OECD classification:** Least developed country
- **Poverty Incidence ($1.25 a day):** 30.7% (2011)

**2013-15:**
- **Jack Rossiter** (Barcelona Graduate School of Economics) - Ministry of Education (Planning and Resource Mobilisation)

**2014-16:**
- **Gabrielle Elte** (Oxford University) – Ministry of Education (Planning Department)
- **Héctor Jiménez Portilla** (Cambridge University) – Ministry of Health (Resource Mobilisation)
Ghana

4 Fellows

Population size:
25.37 million (2012)

GDP per capita:
$1,605 (2012)

World Bank classification:
Lower middle income

OECD classification:
Lower middle income

Poverty Incidence ($1.25 a day):
28.6% (2006)

2013-15:
Jamie MacLeod
(Oxford University) - Ministry of Trade and Industry (Trade)

2014-16:
Temilola Akinrinade
(University of Bristol/ Kings College London, University of London) – Ministry of Trade and Industry (Competition)

Elizabeth Brower
(Oxford University) – Ghana Education Service (Girls’ Education Unit)

Natasha Somji
(London School of Economics and Political Science, University of London) – Ministry of Education (Planning, Budgeting, Monitoring and Evaluation Division)

Lesotho

1 Fellow

Population size:
2.052 million (2012)

GDP per capita:
$1,193 (2012)

World Bank classification:
Lower middle income

OECD classification:
Least developed country

Poverty Incidence ($1.25 a day):
43.4% (2003)

2013-15:
Michael Wulfsohn
(Australian National University) – Lesotho Central Bank (Department of Research)

2014-16:
Sehr Syed
(Cambridge University) - Liberia Institute of Statistics and Geo-Information Services

Liberia

2 Fellows

Population size:
4.190 million (2012)

GDP per capita:
$414 (2012)

World Bank classification:
Low income

OECD classification:
Least developed country

Poverty Incidence ($1.25 a day):
83.8% (2007)

2013-15:
Jennifer Ljungqvist
(University of Warwick) - Ministry of Health and Social Welfare (Health)

Sehr Syed
(Cambridge University) - Liberia Institute of Statistics and Geo-Information Services
**Madagascar**

4 Fellows


GDP per capita: $447 (2012)

World Bank classification: Low income

OECD classification: Least developed country

Poverty Incidence ($1.25 a day): 81.3% (2010)

**2014-16:**

Justin Beresford (University of Nottingham) – Ministry of Finance and Budget (Directorate General for Budget)

Hope Martin (School of Oriental and African Studies, University of London) – Ministry of Finance and Budget (Directorate General for Treasury)

Patrick Quigley (University College London, University of London) – Ministry of Finance and Budget (Directorate General for Budget)

Signe Sorensen (London School of Economics and Political Science, University of London) – Ministry of Finance and Budget (Cabinet of the Minister)

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**Malawi**

7 Fellows

Population size: 15.91 million (2012)

GDP per capita: $268 (2012)

World Bank classification: Low income

OECD classification: Least developed country

Poverty Incidence ($1.25 a day): 61.6% (2010)

**2013-15:**

Felix Hammeke (London School of Economics and Political Science, University of London) – Ministry of Industry and Trade (Private Sector Development)

Poorna Mazumdar (London School of Economics and Political Science, University of London) – Ministry of Health (Planning and Budget Unit)

Victor Steenbergen (London School of Economics and Political Science, University of London) – Ministry of Education (Budget Unit)

Ruth Young (London School of Economics and Political Science, University of London) – Ministry of Health (Policy Development Unit)

**2014-16:**

Grant Beveridge (LaTrobe University/ Monash University) – Ministry of Finance (Budget Division)

Sarah Karlsson (School of Oriental and African Studies, University of London) – Ministry of Industry and Trade (Policy)

Eleni Stylianou (Oxford University) – Ministry of Economic Planning and Development (Economic Planning)

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**Mozambique**

3 Fellows

Population size: 25.20 million (2012)

GDP per capita: $565 (2012)

World Bank classification: Low income

OECD classification: Least developed country

Poverty Incidence ($1.25 a day): 59.6% (2008)

**2013-15:**

Fedja Pivodic (Oxford University) – Ministry of Health (Directorate of Planning and Cooperation)

**2014-16:**

João Morgado (Nova School of Business and Economics/ College of Europe) – Ministry of Planning and Development (National Directorate of Studies and Policy Analysis)

Joana Sampainho (School of Oriental and African Studies, University of London) – Ministry of Agriculture (Centro de Promoção da Agricultura, Department of Agribusiness)
Namibia
3 Fellows
GDP per capita: $5,786 (2012)
World Bank classification: Upper middle income
OECD classification: Upper middle income
Poverty Incidence ($1.25 a day): 31.9% (2004)

2013-15:
Galina Alova (Cambridge University) - Ministry of Trade and Industry (Industrial Development)
Lawrie Harper-Simmonds (University College London, University of London) - Namibia Nature Foundation/ Ministry of Environment and Tourism (Directorate of Environmental Affairs)

2014-16:
Emmet Kiberd (Trinity College Dublin) – Ministry of Finance (Debt Management/ Economic Policy Advisory Services)

Nigeria
4 Fellows
Population size: 168.8 million (2012)
GDP per capita: $2,722 (2012)
World Bank classification: Low income
OECD classification: Least developed country
Poverty Incidence ($1.25 a day): 59.6% (2008)

2013-15:
Thomas Northover (University of Warwick) - Nigeria Sovereign Investment Authority
Benedict Connery (London School of Economics and Political Science, University of London) – Office of the Minister of Agriculture
Fiona Robertson (University of Sussex) - National Bureau of Statistics (Macro-Economic Department)

2014-16:
Valentina Martufi (University of Granada/ University of Copenhagen) – National Primary Health Care Development Agency

2013-15:
Jean Acheson (University College London, University of London) - Ministry of Finance and Economic Planning (Macroeconomic Policy Unit)
Rodrigo Deiana (Barcelona Graduate School of Economics) - Ministry of East African Community
Samuel Fell (University of Sussex) - Ministry of Infrastructure
Kåre Johard (University of Gothenburg/ London School of Economics and Political Science, University of London) - Ministry of Trade and Industry (Planning, Monitoring and Evaluation)
Magdalena Lomacka (School of Oriental and African Studies, University of London) - Ministry of Education

2014-16:
Alasdair Mackintosh (University of East Anglia) – Rwanda Revenue Authority (Planning and Research)
Ritwika Sen (London School of Economics and Political Science, University of London) – Ministry of Agriculture and Animal Resources (Strategic Planning and Programs Coordination)
Emilija Timmis (University of Nottingham) – Ministry of Finance and Economic Planning (External Finance)
Jonathan Timmis (University of Nottingham) – Energy, Water and Sanitation Limited (Energy Investment Unit)
### Sierra Leone

5 Fellows

Population size: 5.979 million (2012)
GDP per capita: $635 (2012)
World Bank classification: Low income
OECD classification: Least developed country
Poverty Incidence ($1.25 a day): 16.6% (2011)

**2013-15:**
Karl Petter Høyning  
(School of Oriental and African Studies, University of London/ Norwegian University of Science and Technology) - Ministry of Agriculture, Forestry and Food Security (Planning, Evaluation, Monitoring and Statistics Division)

Saite Lu  
(Oxford University) - Ministry Finance and Economic Development (Economic Policy and Research Unit)

Keightley Reynolds  
(University of Cape Town) - Ministry of Finance and Economic Development (Budget Division)

Noemi Schramm  
(University of Nottingham) - Ministry of Health and Sanitation (Directorate of Planning and Information)

**2014-16:**
Naïm Mérimèche  
(Paris School of Economics/HEC Paris) – Ministry of Finance and Economic Development (Revenue and Tax Policy)

### South Africa

5 Fellows

Population size: 52.27 million (2012)
GDP per capita: $7,352 (2012)
World Bank classification: Upper middle income
OECD classification: Upper middle income
Poverty Incidence ($1.25 a day): 2.3% (2009)

**2013-15:**
Nidhi Parekh  
(Yale University) - National Treasury (Social Development Unit)

**2014-16:**
Aisha Adam  
(University College London, University of London) – National Treasury (Budget Office: Expenditure Planning)

Alejandra Campero-Peredo  
(Oxford University) – National Treasury (International and Regional Economic Policy)

Therese Karger-Lerchl  
(Barcelona Graduate School of Economics) – National Treasury (Intergovernmental Affairs)

David Marcos  
(School of Oriental and African Studies, University of London) – National Treasury (Health)

### South Sudan

3 Fellows

Population size: 10.84 million (2012)
GDP per capita: $943 (2012)
World Bank classification: Low income
OECD classification: Least developed country
Poverty Incidence ($1.25 a day): 50.6% (2009, South Sudan National Bureau of Statistics)

**2013-15:**
Sebastian Wolf  
(Cambridge University) - Ministry of Finance, Commerce and Economic Planning (Budget)

**2014-16:**
Florian Krätke  
(Cambridge University) – Ministry of Finance and Economic Planning (Budget)

Manisha Marulasiddappa  
(University of Sussex) – Ministry of Finance and Economic Planning (Aid Coordination)
### Swaziland
- **5 Fellows**
- **Population size:** 1.231 million (2012)
- **GDP per capita:** $3,042 (2012)
- **World Bank classification:** Lower middle income
- **OECD classification:** Lower middle income
- **Poverty Incidence ($1.25 a day):** 16.0% (2010)

**2013-15:**
- Joshua Chipman
  (Oxford University) - Cabinet Office (Public Policy Coordinating Unit)
- Guilherme Zagatti
  (London School of Economics and Political Science, University of London) - Ministry of Economic Planning and Development (Macroeconomic Research and Analysis Department)

**2014-16:**
- Nirav Shah
  (Yale University) – Ministry of Finance (Budget and Economic Affairs)
- Melanie Trost
  (University College London, University of London) – National Emergency Response Committee on HIV/AIDS (NERCHA)

**Statistics Stream: Simon Newsome**
(London School of Hygiene and Tropical Medicine, University of London) – National Emergency Response Committee on HIV/AIDS (NERCHA)

### Tanzania and Zanzibar
- **8 Fellows**
- **Population size:** 47.78 million (2012)
- **GDP per capita:** $509 (2012)
- **World Bank classification:** Low income
- **OECD classification:** Least developed country
- **Poverty Incidence ($1.25 a day):** 28.1% (2007)

**2013-15 Tanzania:**
- Eric Lautier
  (School of Oriental and African Studies, University of London) – IMF East AFRITAC

**2013-15 Zanzibar:**
- Max Bode
  (Barcelona Graduate School of Economics) - Ministry of Health (Performance-Based Financing)
- Jamie Pett
  (University College London, University of London) - President’s Office (Finance, Economy and Development Planning)
- Derek Pillay
  (London School of Economics and Political Science, University of London) - President’s Office (Finance, Economy and Development Planning)
- Tom Traill
  (University College London, University of London) - Ministry of Health (Health Financing)

**2014-16 Tanzania:**
- Konrad Gudjonsson
  (University of Warwick) - President’s Office, Planning Commission

**2014-16 Zanzibar:**
- Michal Pietkiewicz
  (Cambridge University) – Ministry of Finance (Budget)
- Ying Yeung
  (Australian National University) – Ministry of Education and Vocational Training (Policy, Planning and Research)

### Uganda
- **7 Fellows**
- **Population size:** 36.35 million (2012)
- **GDP per capita:** $551 (2012)
- **World Bank classification:** Low income
- **OECD classification:** Least developed country
- **Poverty Incidence ($1.25 a day):** 12.2% (2009)

**2013-15:**
- Belinda Baah
  (University of Manchester) - Bank of Uganda (Financial Stability Department)
- Jennifer Gray
  (London School of Economics and Political Science, University of London) - Ministry of Finance, Planning and Economic Development (Macroeconomic Policy Department)
- Alexander Read
  (University of Bath) – Bank of Uganda (Research Department)
- Lily Sommer
  (London School of Economics and Political Science, University of London) - Ministry of Finance, Planning and Economic Development (Economic Development Policy and Research Department)
- Annie Sturesson
  (Lund University/ London School of Economics and Political Science, University of London) - Ministry of Finance, Planning and Economic Development (Aid Liaison Department)

**2014-16:**
- Danièle Stübi
  (The Graduate Institute of International and Development Studies, Geneva) – Ministry of East African Community Affairs (Department of Economic Affairs)
- Katie Trolan
  (University of Edinburgh) – Bank of Uganda (Financial Stability Department)
**Zambia**
1 Fellow

GDP per capita: $1,463 (2012)
World Bank classification: Lower middle income
OECD classification: Least developed country
Poverty Incidence ($1.25 a day): 41.9% (2010)

2014-16:
Thomas Quirk
(Blavatnik School of Government, Oxford University) - Zambia Revenue Authority (Research and Planning Division)

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**Guyana**
2 Fellows

GDP per capita: $3,584 (2012)
World Bank classification: Lower middle income
OECD classification: Lower middle income
Poverty Incidence ($1.25 a day): 35% (2006)

2013-15:
Eleanor Price
(University College London, University of London) - Ministry of Tourism, Industry and Commerce

2014-16:
Valtter Louhivuori
(University of Helsinki) – Office of the President (Project Management Office)

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**Haiti**
3 Fellows

GDP per capita: $771 (2012)
World Bank classification: Low income
OECD classification: Least developed country
Poverty Incidence ($1.25 a day): 32.3% (2001)

2014-16:
Julian Boys
(School of Oriental and African Studies, University of London) – Ministry of Trade and Industry (Centre for the Development of Business and Entrepreneurship)

Benjamin Kett
(University of Bristol/ Toulouse School of Economics) – Centre de Facilitation des Investissements (CFI)

Fanny Mégret
(Toulouse School of Economics) – Office of the Prime Minister (Unit of Coordination and Monitoring of Public Policy)
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<td>Solomon Islands</td>
<td>3</td>
<td>549,600 (2012)</td>
<td>$1,835 (2012)</td>
<td>Lower middle income</td>
<td></td>
<td>22.7% (2012, ADB)</td>
<td>Cormac Mangan (Barcelona Graduate School of Economics) - Ministry of Foreign Affairs and External Trade</td>
<td>Petra Schmidt (University of Hong Kong) - Ministry of Finance and Treasury (Financial and Economic Development Unit)</td>
<td>Nakubyana Mungomba (University of Western Australia) - Central Bank of Solomon Islands (Research Unit)</td>
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25 Vanuatu
4 Fellows

Population size:
247,300 (2012)

GDP per capita:
$3,183 (2012)

World Bank classification:
Lower middle income

OECD classification:
Least developed country

Poverty incidence ($1.25 a day):
12.7% (2010, ADB)

2013-15:
Victoria James
(University of Amsterdam)
- Reserve Bank of Vanuatu
(Research and Statistics)

2014-16:
Gaute Eielsen
(Barcelona Graduate School of Economics/ University of Oslo)
- Ministry of Tourism, Trade, Commerce and Ni-Vanuatu Business (Trade Development Division)

Katharina Hanifnia
(Barcelona Graduate School of Economics) – Ministry of Finance and Economic Management (Finance and Treasury)

James Hughes
(School of Oriental and African Studies, University of London)
- Prime Minister’s Office
(Department of Strategic Policy Planning and Aid Coordination)

26 Secretariat of the Pacific Community (SPC)
3 Fellows

2013-15:
Uchenna Onuzo
(London School of Economics and Political Science, University of London) - Economic Development Division

2014-16:
Matthew Ho
(London School of Economics and Political Science, University of London) – Land Resources Division

James Jolliffe
(London School of Economics and Political Science, University of London) – Pacific Islands Applied Geoscience Commission (SOPAC)
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 2011-2013 and 2012-14 cohorts

- Extended Posting: 15
- Taken up new posting in same country: 10
- Further study: 10
- Taken up post in DFID: 6
- Taken up post in UK civil service: 3
- Taken up post in other civil service: 1
- Taken up post in international public sector: 4
- Taken up post in NGO: 5
- Taken up post in private company: 8
- Left development and taken up post in private company: 3
- Other: 23
Entrance requirements

The ODI Fellowship Scheme is open to candidates of all nationalities who have a master’s degree or PhD in economics, econometrics, 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.

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 is open to all nationalities and 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 theory and its application to practical policy issues
- An ability to analyse data and information, and to solve problems
- An ability to communicate complex ideas to non-specialists both verbally and in writing

**Personal qualities and interpersonal skills**
- Adaptability and flexibility
- Patience and humility
- An ability to work effectively with others
- An ability to work in difficult conditions
- 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
- An ability to take initiatives and be proactive

**Management and work-related skills**
- An ability to prioritise and delegate work
- Consultative and advocacy skills
- Time management and an ability to work without supervision
- Project management
- Report writing

‘My ODI placement is within a research unit in the National Treasury of South Africa within which I am applying key aspects of my training from Hong Kong, Oxford and the WTO in trade and development macro in a real policy context. I have found the exposure to the challenges of policy development in another BRICS country immensely rewarding and humbling, in that it enriches my perspective on development and inspires me to help shape future policies in my home country of China.”

Isabel Yang
ODI Fellow in South Africa
Selection, matching and allocation

The ODI Fellowship Scheme selection, matching and allocation process takes place according to the annual cycle shown on page 17.

Each application must be accompanied by two academic references and one from an 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 missions to countries participating in the Scheme. These visits provide an 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 missions, 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 the ODI offices 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 ex-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 accommodation, 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 their country 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 2014 total emoluments amounted to approximately £21,000 per Fellow per annum in the first year of the Fellowship and £23,000 in the second year.

Partners

ODI Fellowships are offered to individuals. While we understand that some Fellows have partners, 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. The Scheme offers partners the option of buying the same insurance cover that Fellows enjoy but this is at the discretion of our insurance company and at premiums which may vary over the course of a Fellowship. Without this insurance, partners may find they will have to pay the full costs of any medical treatment or evacuation from the country of posting should such an event take place. 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

<table>
<thead>
<tr>
<th>November-December 2014</th>
<th>Applications for the ODI Fellowship Scheme are accepted.</th>
</tr>
</thead>
<tbody>
<tr>
<td>17 December 2014</td>
<td>Closing date for receipt of applications.</td>
</tr>
<tr>
<td>January 2015</td>
<td>Short-listed applicants are invited to attend the selection board.</td>
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<tr>
<td>February 2015</td>
<td>The referees of short-listed applicants are contacted. The selection board sits, after which firm or conditional offers are made to successful candidates.</td>
</tr>
<tr>
<td>March - June 2015</td>
<td>Members of the ODI Fellowship Scheme team visit all participating governments to discuss posts and candidates’ CVs. The team meets all current Fellows to check their Fellowships are going well and to gain feedback on issues relevant to the Scheme.</td>
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<tr>
<td>May - June 2015</td>
<td>Governments submit requests for new Fellows with job descriptions and a short-list of preferred candidates.</td>
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<tr>
<td>June 2015</td>
<td>Candidates and governments agree on which candidates are allocated to which postings.</td>
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<tr>
<td>July 2015</td>
<td>A briefing session is held to prepare new Fellows for their posts.</td>
</tr>
<tr>
<td>August - October 2015</td>
<td>Postings commence.</td>
</tr>
</tbody>
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