CAREER OPPORTUNITIES IN CONSULTING:

DEVELOPMENT

Description of the Field
Development consulting firms are for-profit agencies, which enter into contracts to support and supply expertise to international development projects coordinated by larger agencies such as the United Nations Development Program (UNDP), the United States Agency for International Development (USAID), and The World Bank. According to James Fay, Ph.D., in Guide to Careers in World Affairs, "Over 4,000 international consulting firms are registered with The World Bank. USAID maintains records on 1,000 U.S. consulting firms." Regardless of their firms' sizes, development consultants generally address two broad areas: technical services, such as agriculture and engineering; and social services, which include such areas as education and healthcare. For example, some development consulting organizations may manage projects geared toward financing small businesses; others teach and train indigenous people in nutrition and healthcare, agricultural and livestock methods, and community planning.

Career Paths and Entry Salaries
In the field of development consulting, positions for research, administrative or associate project assistants, interns, or procurement specialists, as well as project monitors will offer the greatest opportunity for entry. After one or two years, larger organizations allow for movement into research associate and program assistant positions. Other firms regard recruitment managers or directors, directors of Offices of Human Resources, or junior development staff as middle-level positions. With five to ten years of experience and a Master's degree, development consultants typically hold positions at the officer level for financial, evaluation, and project positions. There are typically no senior-level positions for generalists, and specialists require a Ph.D. or MBA/MPA/MPH.

As this work often is contracted through the government, expect starting salaries to be modest to low, typically in the high 30s. The range goes up to approximately $40,000 to $80,000 or more after one to two years.

Because most organizations in the field have a hierarchical management structure, if you are not experienced (see qualifications), be prepared to work your way up from an entry-level administrative position. Stay in the system; everyone starts with grunt work, but entry-level positions can be grown into technical ones. "Get your foot in the door, and make yourself indispensable," says Rachel Peterson, recruitment manager of Development Alternatives, Inc.

The first-year development consulting employee can expect to be conducting research or writing and editing reports/proposals. Expect to spend two to three years writing proposals; however, there may be opportunities for short-term field assignments after one's first year.

Overseas assignments are possible with significant prior overseas experience. Consultants typically have more than 10 years of experience in a specific technical area or are Ph.D.s with overseas research experience. After five years, long-term assignments abroad are possible.

Demand
Development consulting firms have a small permanent staff. Additional hiring is based exclusively on new and anticipated contracts in the field of development consulting. "But if you do your homework, you can find out where the money is going to get your foot in the door early," says Ms. Peterson. USAID's annual budgets are published in book form, stating the types of projects they are funding for the coming year, as well as where they are located. For example, the Consumer Business Daily lists USAID's requests for proposals (RFPs) for all
upcoming project work. If you know someone in the country, ask them to find out who is bidding for the project and write to them.

Because organizations usually promote from within, there is a great deal more accessibility at the entry level. For positions that hire in the $30,000 - $55,000 range, there is limited opportunity for entry at this mid-career level. Beyond this, however, it is extremely unusual to be hired from outside of the firm.

**Qualifications Necessary to Enter the Field**
The basic expectations for people entering the field are that they will have strong analytical and writing abilities. Development consulting firms also look for skills in computer systems, media, statistics, administration, and management. A foreign language, overseas experience in a developing country, and experience in the private sector are three big pluses.

Two or more years of overseas experience, or a Ph.D. with overseas research, are required for people who desire assignments abroad early in their careers. Some organizations require technical experience in agriculture, architecture, public health, hydrology, economics, or engineering as a hiring prerequisite, even at the entry levels.

**Sample Group of Employers – worldwide**
ABT Associates, Inc.
Agger
Altair Asesores
AMEX International
ARD Inc.
Arden Price
Aries Group
Arthur D. Little, Inc.
Atos Origin
Bannock Consulting
Birch & Davis International, Inc.
Booz Allen Hamilton
Cambridge Consulting Corporation
Casals & Associates, Inc.
Carana Corporation
CDM
Center for International Private Enterprise
Checci and Company Consulting, Inc.
Chemonics International Consulting
Clapp & Mayne Inc.
Coopers and Lybrand
Cowater International
Creative Associates International, Inc.
Dalberg
Deloitte & Touche
Development Alternatives Inc.
Development Associates
DevTech Systems
Ebony Consulting
Economic Consulting Associates
Emerging Market Economics Limited
Enterplan
Equinoccio
FACET
GFA Management of GFA Luso
GRBW
GRM International
GTZ International Services
Hub Consulting
International Science & Technology Institute
Institute for Sustainable Communities
International Business & Technical Consultants, Inc.
IDBC
International Management and Communications Corporation
Intrados Group
IRG (International Resources Group)
J.E. Austin Associates
John Snow, Inc.
Kalimanjaro International
K&M Engineering and Consulting Corporation
KPMG
Land O'Lakes International Development Division
Lincoln International
Lloyds TSB Bank
Louis Berger Group
Management Systems International
Mendez England & Associates
Nathan Associates
Options
OFT Group
Overseas Projects Corporation of Victoria
PA Consulting
Padco Inc.
PDP Australia Pty Ltd.
POHL Consulting & Associates
P.E. International Consultants Ltd.
PriceWaterHouseCoopers
Prosperity Strategies
PWA International
Resources Management International Solutions for Progress
TCG International
The IMC Group
The Mitchell Group
TSG
The Pragma Corporation
ULG Sustainable Development Worldwide

Nonprofit Organizations that do Development Consulting
ACDI-VOCA
Bellanet
CHF International
Concern Universal
Enterprise Works
Institute for Public-Private Partnerships
Integration
Integration
International Relief and Development
MEDA – Microfinance
RTI International
Strategies for International Development
SNV Netherlands Development Organization
Technoserve

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