## INTERNATIONAL DEVELOPMENT CONSULTANTS

<table>
<thead>
<tr>
<th>Company / Organization</th>
<th>Location</th>
<th>Website</th>
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<tr>
<td>Abt Associates</td>
<td>U.S.</td>
<td><a href="http://www.abtassociates.com">www.abtassociates.com</a></td>
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<td>Adam Smith International</td>
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<td>AECOM International Development</td>
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<td><a href="http://www.aecominterdev.com">www.aecominterdev.com</a></td>
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<td>Altair Asesores</td>
<td>Spain</td>
<td><a href="http://www.altairasesores.es">www.altairasesores.es</a></td>
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<td>AMEX International</td>
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<td>Arden &amp; Price</td>
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<td><a href="http://www.cipe.org">www.cipe.org</a></td>
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Updated 7/17
INTERVIEW TYPES

Screening Interview:
The screening interview does just that—screen out candidates whose qualifications don’t meet the job specifications. The first interview is typically conducted by a human resources professional and will probably focus more on your resume and qualifications than anything else. Screening interviews may be conducted in person, by telephone, or by video conferencing (see Telephone Interview and Video or Skype Interview sections).

- Articulate your skills and what you accomplished at each previous job experience.

Second Interview:
Second round interviews are often more difficult to prepare for because their purpose is more subtle—to determine which candidates will best “fit” with the company. Second interviews may be comprised of behavioral and competency-based questions (see Behavioral Interview and Competency-based Interview sections).

- Ask questions about the work environment.
- This stage may also include reference checks and testing.

Case Study Interview:
Consulting firms and certain financial institutions may include a case study or word problem based on a real-life or simulated consulting situation as part of their interview process. In this instance, the interviewer will present you with a case study and ask how you would approach and solve the dilemma at hand. The interviewer is simply trying to determine your analytical abilities through this interview method, so try not to get flustered!

- You can usually ask relevant questions in your efforts.
- There are a number of online and hardcopy resources available through the Office of Career Services to help you prepare for these types of interviews.
- It is also imperative to be part of a student study group and practice together since these interviews are very demanding.

Behavioral Interview:
In these interviews, the interviewer will ask you to talk about a real situation you’ve encountered and your response to that situation. A sample question could include, “Tell me of an incident when you failed,” instead of a hypothetical question such as “How you would handle a mistake or failure?” The employer assumes this will be a good indicator of how you would handle situations in the future.

- Stay calm and answer the question as completely as you can, using the SAR formula as your guide:
  - S—What was the situation or problem that you were presented with?
  - A—What action did you take? (Specifically highlight the skills used.)
  - R—What were the results of your actions? (Be specific and quantify results when possible.)
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NONPROFIT ORGANIZATIONS THAT ENGAGE IN DEVELOPMENT CONSULTING

- ACDI-VOCA (U.S.)
  www.acdivoca.org

- Bellanet (Canada)
  www.bellanet.org

- Global Communities (U.S.)
  www.globalcommunities.org

- Enterprise Works (U.S.)
  www.enterpriseworks.org

- Institute for Public-Private Partnerships (IP3) (U.S.)
  www.ip3.org/ip3_site/index.php

- Integration (Germany)
  www.integration.org

- International Relief and Development (U.S.)
  www.ird.org

- MEDA – Microfinance (Canada)
  www.meda.org

- RTI International (U.S.)
  www.rti.org

- Strategies for International Development (U.S.)
  www.sidworld.org

- SNV Netherlands Development Organisation (Netherlands)
  www.snvworld.org

- Technoserve (U.S.)
  www.technoserve.org

- United Purpose (U.K.)
  www.united-purpose.org