



FAQ LCR Inclusive Internship

What is the purpose of the LCR Inclusive Internship?

The LCR Inclusive Internship was created to provide graduate students, with a special focus on Afro-descendants, Indigenous Peoples and other minorities, with a chance to gain exposure to the work of the World Bank Group in the hopes that some will be interested in returning to the Bank for a career after completing their studies.

What is the benefit for the World Bank in hiring interns?

In offering these opportunities, the Bank gets temporary assistance from graduate students who are typically very knowledgeable in particular fields. They bring a diversity of ideas from universities around the world.

What do interns do at the Bank?

The job descriptions for interns vary. Some interns research particular projects while others actually help design projects and occasionally, they participate in Bank missions. Interns can also participate in conducting economic work, preparing drafts and presentations and contributing to projects at the team level.

How many internships do you have?

This year's cohort will consist of XX internships starting in Fall of 2022. These vacancies will be led by the needs of Regional teams and specific Terms of Reference for these assignments are published with the call to applications.

Will there be multiple cohorts in a year?

Applications for the LCR Inclusive Internship Program will open once a year in the Spring/Summer (Northern Hemisphere).

What fields of studies are most in-demand by the Bank?

The most common fields of study are - economics, finance, human development (public health, education, nutrition, population), social sciences (anthropology, sociology), agriculture, environment, and private sector development.

How do I apply for an internship?

All applications will be submitted via Compass. Take time to prepare your application and enter your personal information accurately. You will be asked to upload the following documents:

- Curriculum Vitae (CV)
- Statement of Interest
- Proof of Enrollment/Completion in a graduate degree
- Once you submit your application, you will not be able to make any further changes/updates.
- Upon submission of your application, you will receive an email confirmation.

Who can apply for internships?

This program has a special focus on Afro-descendants, Indigenous Peoples, and other minorities from the Latin America and Caribbean region.

Internships are offered to graduate students currently enrolled in a full-time graduate study program or recent graduates of a graduate-level program (master's degree or Ph.D.), field of study will depend on the position. Eligibility will be marked in the internship listing. Candidates should be 30 years old or younger.

Fluency in English is required. Working knowledge of Spanish, Portuguese or French is desirable. Other skills such as computing skills are advantageous.

We value diversity in our workplace and encourage all qualified individuals, particularly women, with diverse professional and academic backgrounds to apply. We aim to attract and recruit the best talent in the world.

How do I apply to the program?

All vacant positions will be advertised in this site. Please select the vacancy that you are interested in and follow the information on how to complete your application. **Applications will open from May 15 – June 15 until 11:59pm UTC.**

What do I need to apply for an internship?

All internships will require a resume, cover letter and proof of enrollment/completion of graduate program. In addition, some vacancies may require a writing sample and/or references. The internship posting will clearly outline all the documents needed to apply for the position.

Where will the appointments be located?

Appointments will be based in Headquarters, Washington DC or in Country Offices across the Latin America and Caribbean region as stipulated in the Terms of Reference. Due to the Covid-19 pandemic and depending on local conditions some positions may be filled on a work- from-home basis and may require working in different time zones. All positions will require adherence to all related visa laws.

What type of contract will the Interns receive and what is the length of the Contract?

The interns will receive an Short Term Temporary (STT) appointment for a length between 2-6 months, depending on the Hiring Unit's business needs as reflected in the Terms of Reference. The intern's STT appointment will be subject to the World Bank Group's policies.

Do I get paid for an internship? How much?

Interns are paid on an hourly basis for the actual hours worked -- they are not paid for weekends or public holidays unless they work on those days. The salary is determined by a market comparison based on education and work experience and may change from year to year based on current market rates.

How many hours of work a week would be required for the internship?

For the duration of the program, a full-time commitment would be required, with a minimum of 35 and a maximum of 40 hours a week.



Do I get insurance or other benefits when I'm an intern?

No, the contract type for this program would be a short-term temporary, which for the time being does not include health benefits.

I submitted my application. Now what?

Once the deadline passes, all applications will be sent to the Selection Committee for review. If your application is short-listed, you will be contacted for an interview. Candidates selected for an interview will be notified within the first two to four weeks after the Call for Applications has closed.

Will I be notified if I am not selected?

We do not send out any notice if you have not been selected. Unfortunately, given the volume of applications our internship programs receive we are only able to acknowledge that your application has been received.

How can I find out about the status of my application?

Unless you hear from the Internship office, we do not have any information to share with you. We will contact candidates immediately once a manager informs of their selection for a particular vacancy they wish to fill with an Intern.

What requirements and screening processes are used?

Applicants must be full-time students, currently in their Master's or Ph.D. programs or they must be a recent graduate of a graduate-level program (up to 2 years after graduation). All applications received are reviewed by a Selection Committee that evaluates and identifies applicants who meet the particular requirements a hiring Manager is looking for to fulfill an Internship position.

Note: Any inquiries that have not been answered by the information included in this FAQ or the LCR Inclusive Internship Program website may be directed to lcr_internships@worldbank.org.

