

# IFC Young Professionals Program (IFC YPP)



The IFC Young Professionals Program (IFC YPP) is the successor to the Global Transaction Team Program (GTT Program). The IFC YPP offers a unique opportunity to launch a global career as an investment professional helping to build the private sector in developing countries. Participants join as Associate Investment Officers or Investment Officers, depending on level of experience – responsible for identifying, structuring, closing and monitoring IFC’s loans and investments – and build their expertise through assignments in different countries, close to our clients. IFC’s approach is to combine rigorous analysis, innovative deal structuring and a focus on financial sustainability and positive development impact.

We are looking for current students or recent graduates of MBA or Master’s degree programs with strong financial skills, professional achievement, leadership potential and a demonstrated commitment to development.

## Program Features and Career Path

The three year program is structured to provide participants with a solid understanding of IFC’s business and strategy, a global network, and regional experience in one of IFC’s industry groups (Financial Institutions Group; Infrastructure and Natural Resources; Manufacturing, Agribusiness and Services; and TMT, Venture Capital & Funds). Following a series of interviews successful applicants receive offers directly from industry departments for positions in one of IFC’s offices, regional hubs, or at headquarters.

**Joint Cohort with other World Bank Group Young Professionals:** IFC Young Professionals join IFC in September of each year and form a joint Young Professionals cohort with other World Bank Group Young Professionals (the World Bank Young Professionals and MIGA Young Professionals) – the WBG YP Cohort. Upon joining IFC, participants spend 4 to 6 weeks in Washington. The first week is dedicated to a joint induction of the WBG YP Cohort, where participants learn about the WBG mission, WBG products and operations, meet WBG senior management, and network amongst themselves. The WBG YP Cohort will enable participants to forge career-long networks across the WBG institutions and a greater understanding of each institutions’ products and operations, resulting in greater leverage and efficient delivery of WBG products and services to our clients.

**IFC Induction & Learning Curriculum:** IFC Young Professionals also participate in a week-long IFC-specific induction, where participants learn about IFC products and operations and interact with IFC Senior Management & other staff. Upon completion of the IFC induction, participants are enrolled in a 4 – 5 week residential Investment & Credit training course, where they learn IFC’s investment process, are introduced to IFC’s investment and credit culture, and undertake other professional training. The Investment & Credit training course is one of a series of training courses that make up the mandatory learning curriculum for IFC Investment Officers, which participants are required to complete in order to graduate from the IFC YPP.

Upon completion of the induction programs and the Investment & Credit Training Course, participants report back to their home duty stations and immediately begin working directly with project teams and clients sourcing, executing and monitoring investment transactions.

**Mandatory Rotation:** During the 3 year program, IFC YPs are required to participate in 6-12 month rotation to give participants a broader and/or more global view of IFC’s business. Types of rotations include:

- (i) Regional Rotation (different region within the same industry)
- (ii) Industry or Functional Rotation (different industry or functional role within the same region)
- (iii) Both a Regional and an Industry or Functional Rotation. On completion of the rotation, participants return to their home duty station.

Participants are expected to be geographically flexible, interested, and able to relocate as business needs require.

### Role of an Investment Officer

You will be part of a multi-disciplinary team focused on identifying investment opportunities, executing transactions and actively managing portfolio projects. In this role, your objective will be to maximize the impact of IFC's intervention and contribute to the development of our countries of operation by executing innovative, developmental, and profitable investments for IFC.



### Responsibilities include:

- Analyze operational and financial performance of potential client companies to identify opportunities, address risks and recommend investment options
- Evaluate the benefits and risks of new transactions and develop innovative and appropriate financial structures
- Participate in negotiations
- Supervise project implementation, including disbursements
- Build and maintain strong relationships with clients and other stakeholders
- Coordinate closely with social, environmental, and technical assistance colleagues to add value to our clients' businesses and achieve sustainable development impact

## Eligibility

IFC is looking to recruit two levels of investment officers through the Young Professionals Program:

- (1) Associate Investment Officer (AIO) – 3 to 6 years of prior relevant work experience (investment banking, project finance, private equity, corporate finance, portfolio management, or financial consulting); and
- (2) Investment Officer (IO) – 5 to 8 years of prior relevant work experience.

Successful applicants will be notified of their placement as an AIO or IO after the interview process, based on the assessment of their skills and experience.

### Other requirements

- Current students or recent graduates of MBA or similar
- Strong analytical and credit assessment skills, as well as solid understanding of accounting and financial statement analysis
- Knowledge of relevant industry sector trends, sound business judgment and problem solving, negotiation and commercial skills
- Ability to develop new business and effectively focus on client needs
- Enthusiasm for working in multi-cultural teams and across borders, preferably with experience working in developing countries
- Excellent verbal and written communication skills in English; fluency in other languages (Arabic, Chinese, French, Portuguese, Spanish or Russian) preferred
- Willingness to travel extensively and geographic flexibility

## Application and Selection Process

Applications for the IFC YPP program are accepted annually. The online application is open from mid-August to early October each year. Interviews usually take place in October/November, and offers are typically made in late December or early January. IFC YPP participants join IFC in September each year.