

Concern

<http://www.concern.net>

**Notes by Jeff Riley, King's College Careers Service 18th
January 2008**

From a conversation with Nadine Weil – Concern Human Resources

Concern have an extensive and fully funded internship programme. The adverts for the Internships will be on their web site shortly but you can meet Concern by attending the 'Getting into International Development' course on Tuesday, February 19th 2008 is.

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Concern's international headquarters are in Dublin. They work primarily in long term international development but also have an emergency relief capacity. They have four main areas of specialism – Health, Education, Livelihoods and HIV/Aids.

In addition to recruiting for these specialist areas generic roles are available in such the 'Systems and Support' areas. These include things such as administration, Engineering, Human Resources, Logistics, Accountancy and IT.

***Internships.** A comprehensive internship programme has been launched and is now in its third year. The programme offers a first class opportunity to obtain fully funded in-country experience for those without extensive or even any previous international experience. Requirements are flagged up by in-country teams and the recruitment is organised by the Dublin headquarters.*

The placements are overseas and include accommodation, air fares, medical examinations, vaccinations as well as a comprehensive week long induction programme in Dublin.

***Induction and support** – The placements may well take place in what are often seen as 'difficult' countries. Consequently, great emphasis is placed on the induction and support in-country. The induction programme includes talks from health advisors, security briefings and contextual presentations by key Concern staff. When in-country interns continue to be supported. Staff will stay in Concern shared accommodation and great emphasis is placed on security. Staff are not allowed to drive for health reasons and Concern also provide local cooks who can prepare local food as part of an appropriate diet.*

Typical opportunities (and available in 2008) include Health internships in Burundi and gender and livelihoods placements in the Democratic Republic of Congo (DRC). The 2008 health internship in Burundi for example will need people who are able to help collect data. The range of activities involves working with colleagues, grassroots research through meeting people in villages, government staff, staff from partner NGOs. Data may be gathered through conversations, desk research. Reports then have to be written that will help shape the local programmes. Reports are aimed at Concern nationally and at headquarter level and also, on occasion at donors. Effective reports have to contain good quality data and analysis together with a set of recommendations.

A premium is placed on people with good interpersonal skills that will help you establish relations with a range of people in different sectors of society including the Concern staff you will be sharing accommodation with. You will be working with very different cultures but Concern staff themselves are drawn from a range of cultures as well. In Burundi, for example, 18 international staff work with with 184 staff recruited locally

Recruitment. Opportunities are advertised on Concern web site around January / February. A first interview round is conducted by phone and a second takes place in Dublin. Applicants should ensure they are familiar with Concern's work and theatres of operation. Internships will have their own specific 'competencies' and applicants must make sure they are familiar with them and provide the requisite evidence.

Applicants will have to demonstrate previous evidence of commitment to the sector though not necessarily previous international experience. In certain countries language skills are helpful (for example French in central Africa)

Post-Internship – while the programme is still relatively new Concern are clear that the experience people get is helping them find their way to entry level jobs. Concern themselves consider people without specific technical skills for roles in such things as programme support and documentation officers