

Working with us – FAQs

General recruitment related:

1. What are the steps in 3ie's recruitment process?

Applications undergo a rigorous screening and shortlisting process, and shortlisted candidates are invited to a panel interview, usually conducted virtually on MS Teams. There may be additional rounds as per the requirements of each role, for example, a written/technical assessment or a second round of interview with the director.

2. When will I know if I have been selected for an interview?

Due to the high volume of applications received for each role, we are unable to provide feedback or a status update on specific applications. The HR team will call/email shortlisted candidates to inform them of their being shortlisted and seeking availability for an interview.

3. What is the typical assessment process for a CV/resume?

Once you submit your application through our applicant portal, it is screened by the HR team and relevant applications are shared with the hiring manager. They further assess the suitability based on qualification, skills and experience, comparing them with the requirements of the specific position.

4. Can I apply for multiple positions at 3ie in parallel?

You can apply for multiple roles that are open and will be shortlisted according to your profile. If, during the hiring process for a position, the team determines that your candidacy is more suitable for another role, we will realign the process accordingly.

5. I have submitted my application for a role at 3ie, but I haven't heard back yet. How long do I need to wait to hear back?

If you are shortlisted for the role, you will hear from our team within 30-45 working days from the application deadline. If you do not hear back, it's probably because your profile has not been shortlisted for current open positions. We may, however, reach out to you in the future to gauge your interest and availability, should a suitable position open up.

6. How can I prepare for my interview with 3ie?

Please visit our **Recruitment Guide**, where we have provided tips to help you demonstrate your skills and suitability, along with many other pointers to help you along the process.

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7. I didn't get through the recruitment process the first time. Can I try again?

Sure! We encourage you to boost your skills and try again. If you didn't get the job you applied for, feel free to send your application for any other open position that suits your skills and expertise.

8. What should I do if I can't find an open position at 3ie that matches my skills and interests?

If you don't see an open position at 3ie that aligns with your skills and interests, don't worry! We encourage you to still reach out to us. Please complete [this](#) and upload your CV. We may contact you if a future opportunity aligns with your qualifications and career goals.

9. What does an application deadline with 'ongoing' mentioned alongside it mean?

It indicates that the applications will be accepted and reviewed on an ongoing basis and the shortlisted candidates interviewed until the vacancy is filled.

10. What should I do if I need help with my application?

Should you face technical difficulties with the application process, please contact us at connect@3ieimpact.org. If your inquiry requires action, we will respond to you within five business days.

Working at 3ie

11. Can I work 100% remotely?

Most of our jobs offer the possibility to work 100% remotely and within flexible working hours. If there is a requirement to work partly from the office or from a specific country or state, then we mention it in the vacancy posting and discuss this with you during the interview process.

12. How does 3ie invest in employee learning and development?

At 3ie, we address professional development in multiple ways - we want team members to evolve by fulfilling their day-to-day duties and tasks and using additional resources and activities.

- You can rely on the regular support of your manager with whom you establish your development goals to combine your individual ambitions with 3ie's growth and objectives
- A dedicated professional development budget is available to pursue relevant coursework and certifications
- We organize research seminars and encourage staff to participate in external webinars as well
- Our staff also participate (as a speaker or an attendee) in conferences, workshops and other similar networking events

13. Are there opportunities for advancement within 3ie?

3ie values career growth and advancement. We provide opportunities for employees to take on new responsibilities, lead projects, and advance to higher roles within the organization as outlined in our policy on promotions. This is done through mentorship, training, and continuous performance discussions.

14. What is the travel expectation for team members at 3ie?

At 3ie, travel requirements can vary depending on specific roles and projects. While some positions may involve occasional travel for meetings, conferences, or fieldwork, many team members primarily work from their respective offices or remotely. If a role requires travel, we clearly mention this in the vacancy posting and discuss it during the interview process.

15. What other benefits does 3ie provide to its full-time staff members?

3ie salaries and benefits are benchmarked to the local labour market of that country and include insurance coverage, retirement contributions, remote work flexibility, generous leave and holiday policy, and a professional development stipend. For more details on the benefits, please click [here](#).

16. I have a question that isn't addressed in the FAQs. How can I get in touch with you?

If you have a question that isn't covered here, feel free to reach out to us at connect@3ieimpact.org. We're here to help.