1. **Objective / Purpose:**

The UNIDO internship programme was established to promote a better understanding of the Organization's goals and objectives and, at the same time, to give interns an insight into how UNIDO solves problems confronting developing economies in the area of industrialization. Interns gain practical experience of UNIDO's activities and can conduct research on items of direct relevance to UNIDO's work. The programme also gives interns the unique opportunity to learn and develop skills and competencies on the job while providing valuable support to an Organizational unit in its day-to-day work.

2. **Eligibility Criteria:**

The following criteria are used to determine eligibility for the Internship Programme:

a. **Age:** The applicant should be aged between 21 and 35 years of age.

b. **Education:** The applicant is enrolled in a Bachelor, Master or PhD programme or is within one year of graduation from the Bachelor or the Master.

Or

- **Languages:** The applicant must possess a good working knowledge of English. Knowledge of other official United Nations languages (French, Spanish, Arabic, Chinese and Russian) is an asset.

- **Nationality:** Applicants who are nationals of UNIDO Member States ([http://www.unido.org/index.php?id=63359](http://www.unido.org/index.php?id=63359)) have priority.

- **Skills:** The applicant should be able to adapt to an international multicultural environment, have good communication skills and be computer literate (Microsoft Office).

- **Internship fields:**

Interested candidates are invited to access the links in the internship page and create a profile in order to apply for an internship position. These are the fields of internships:
## Advocacy and Communications
- Agriculture
- Business, Investment and Technology
- Energy, Environment and Climate Change
- Finance
- Human Resources
- Information Technologies
- Legal Affairs
- Organizational Change Management
- Procurement, Logistics and Travel
- Programme and Project Management Evaluation
- Research and Statistics
- Trade Capacity-building

### 3. Application procedure:

*Applications without a valid university diploma as well as certificate of enrollment will not be considered.*

**Important:** Each applicant will receive an automatic confirmation of application receipt. Should your profile fit the available openings, you will be contacted within 6 months from the date of submission.

### 4. Conditions of Internship:

a. **Expenses:** The intern does not receive any financial assistance. Costs and arrangements for travel, visa, accommodation and living expenses are the responsibility of the intern, or his/her nominating or sponsoring institutions (if applicable).

b. **Visa:** The intern is responsible for obtaining the necessary entry visa and arranging his/her travel to Vienna. UNIDO can facilitate this process.

c. **Medical insurance:** The intern is required to hold a valid health/accident insurance coverage during his/her internship. UNIDO does not have any responsibility for the medical insurance of the intern or compensation in event of death, injury or illness incurred during an internship.

d. **Travel:** The intern is not permitted to travel on official business during the internship.

e. **Duration:** The normal duration of an internship is 3 to 6 months and can be extended to a maximum period of 12 months.

f. **Employment:** This programme is not connected with employment at UNIDO and there is no expectation of such. An intern wishing to apply for regular employment with UNIDO cannot do so during his/her internship nor within a two-month period immediately following the expiration of the internship. The same restriction applies for engagement as an individual expert or consultant.

g. **Termination:** The intern can terminate the internship with one-week notice. UNIDO reserves the right to terminate the internship if, in its opinion, the intern’s performance is unsatisfactory or the intern has failed to comply with the terms and conditions of the Letter of Appointment.
5. **Claims:**

UNIDO is not responsible for any third-party claims arising from loss of or damage to property, death or personal injury caused by actions or omission by an intern during his/her internship.

UNIDO is also not responsible for compensation for damage to property or for service-related death, injury, or illness incurred by an intern during their period of internship.

6. **Selection procedure:**

   a. All applications are pre-evaluated by HRM to determine the eligibility and suitability of candidates in terms of qualifications and experience.

   b. All positively pre-evaluated applications will be submitted to the appropriate Division/Unit for review.

   c. HRM will provide final approval on all internship requests.

   d. Details about the contents of the internship may be obtained on request from the unit concerned, through HRM.

7. **Receiving Supervisor Responsibilities and Obligations:**

   It is the responsibility of the receiving office to create a working environment favorable to an intern’s learning and professional development. The supervisor shall:

   a. Prepare prior to the internship, terms of reference describing the content of the assignment and plan interesting, challenging and worthwhile tasks for the intern;

   b. Ensure that an intern’s assignment is related to his/her field of study and that an intern is not to be used to perform basic clerical duties. The intern is given the opportunity to gain an understanding of relevant issues at international level by involving him/her directly in the work of the office and the application of UNIDO policies, programmes and strategies;

   c. Guarantee that, for the period of internship, the intern should be provided with office space, a desk and computer access;

   d. Supervise the completion of assignments and provide constant constructive feedback throughout the internship period.

8. **Administration:**

   a. The intern will be requested to report to HRM upon arrival to complete the necessary formalities.

   b. **Working hours:** The intern will follow the Organization’s working hours.

   c. **Conduct:** The intern is required to conduct himself/herself at all times in a manner compatible with his/her responsibilities as UNIDO interns and in accordance with the Standards of Conduct of the International Civil Service (http://icsc.un.org/resources/pdfs/general/standardsE.pdf?d=713).

   d. **Confidentiality:** the intern must keep confidential any unpublished information acquired during the course of the internship and should not publish any report or paper on the basis of information obtained unless authorized to do so by UNIDO.

   e. **Privileges:** The intern is not a staff member and therefore not entitled to any privileges and immunities extended by the host country to UNIDO staff members.
f. **Final reports:** At the end of his/her assignment, the intern is required to provide an *Internship Summary Report* (maximum two pages, to be signed by the intern and endorsed by the intern’s supervisor) and a completed *Internship Progress Review Report* (to be signed by the intern and endorsed by the intern’s supervisor) and submit both reports to the UNIDO Internship Coordinator.

**Important:** Requests for further information should be addressed to [internship@unido.org](mailto:internship@unido.org)