

Jersey Overseas Aid & British Red Cross Programme Associate Placement 2026/27

Introduction

Jersey Overseas Aid (JOA) is partnering with the British Red Cross to offer a unique opportunity to Jersey residents: an 18-month paid Programme Associate placement.

This scheme is designed as a launchpad for a career in the international development and humanitarian sector — one of the most challenging and rewarding fields to work in. The Programme Associate will gain both global and country-specific experience, equipping them with the skills, networks, and confidence needed to secure a frontline role with an international relief or development organisation.

This is not a short-term taster or an item to add to a CV before pursuing another career path. It is a serious, intensive programme intended for candidates who are committed to building a career in international development and who are ready to take on significant responsibility.

This will be the **14th Programme Associate placement** supported by JOA. Previous participants have gone on to work in international NGOs, multilateral organisations, and government aid agencies.

The Placement

The Programme Associate scheme will run for approximately **18 months** (indicative dates: **June 2026 – December 2027**).

Months 1–6: Jersey (JOA)

- Employed by JOA, based in St Helier.
- Work alongside JOA's small team, reporting to the Head of Programme.
- Gain exposure to project design, donor processes, grant management, monitoring and evaluation, and humanitarian response.
- Develop an understanding of how aid is programmed and overseen from a donor perspective.

Months 7–12: London (British Red Cross)

- Employed by BRC, based in London (with some flexibility for remote working from Jersey and periodic visits).
- Opportunity to work in several departments, depending on existing skills and experience. Potential areas of work include:
 - fundraising and communications
 - programme design and reporting

- proposal writing
- policy and advocacy
- impact measurement
- Supported by a line manager and a dedicated mentor to provide professional and pastoral guidance.

Months 13–18: Programme Specific (British Red Cross)

- Remaining employed by BRC, assigned to a programme team working on a development or relief project.
- Following security and pre-deployment training (including HEAT), spend four two-week periods overseas working with programme team alongside Red Cross partners on programme implementation.
- For the remainder, work remotely for the overseas project from the UK BRC office.
- Contribute to project delivery, monitoring and evaluation, and community engagement.
- Gain first-hand experience of various development and humanitarian approaches, while advancing localisation principles.

By the final months, the Programme Associate is expected to be making a genuine contribution to programmes and to be ready to apply for sector roles independently.

Candidate Requirements

We welcome applications from both recent graduates and career changers. There is no upper age limit.

Essential:

- Commitment to pursuing a career in international development/humanitarian work.
- At least a bachelor's degree, or significant equivalent professional experience.
- Evidence of relevant skills from employment, volunteering, or study (e.g. project management, people management, healthcare, education, research, or advocacy).
- Strong written, verbal, and presentation skills.
- Ability to manage a varied workload and work effectively with people from diverse backgrounds.
- Good IT proficiency.
- Entitlement to live and work in Jersey (born in Jersey or resident for at least five continuous years).

Desirable:

- Experience working or volunteering in a lower-income country.
- Knowledge of international development or humanitarian issues.
- Languages other than English.

Other expectations:

- Blog or share reflections regularly (approx. twice a month) during the placement.
- Represent JOA and Jersey positively as an ambassador.

Salary, Terms and Conditions

- Salary: **£26,520 per annum**.
- Additional accommodation/travel allowance during the London phase (if applicable).
- Holiday entitlement: **25 days per year**, plus public holidays.
- Working hours: **37.5 hours per week** (Monday–Friday), with some flexibility required for occasional evenings/weekends.
- Entitlements during Phases 2 and 3 (London and overseas) will follow British Red Cross standard policies on working hours, holidays, and staff benefits.
- A formal 3-month probation review will be conducted, alongside regular ongoing contact with JOA, British Red Cross managers, and the assigned mentor.

Application process

Please send a CV and a covering letter outlining why this internship is the right choice for you to recruitment@vhr.je by **Thursday 16 April 2026**. Please clearly mark your application 'JOA Programme Associate' in the subject line of the email.

Shortlisted candidates may be asked to complete a brief presentation exercise and will then be invited to an **interview in week commencing 04 May 2026**. The final selection of the successful applicant will be a joint decision between JOA and BRC.

Our plan is for the placement to begin in early **June 2026**, with some flexibility possible for the right candidate.

Privacy

At Jersey Overseas Aid we are committed to transparency and professionalism in all we do. This extends to employee recruitment and data protection. Please ensure you have read and understood [our privacy notice](#) which provides you with information on how and why we collect and use your personal information during the recruitment process.



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