



Internship Programme

Kickstart your career in aid and development

Who are we?

“CTG stands for Committed To Good”

We are a business that provides Human Resources management services and people solutions to humanitarian and development organisations. We hire the right people with the right skills to make sure life-saving assistance and essential services get to those who need it in times of conflict or crisis.

We manage over 10,000 outsourced personnel across 35 countries in the Middle East, Africa and Central Asia. From truck drivers delivering food in South Sudan to demining specialists in Ukraine and civil engineers in Somalia, every person who works for us is playing their part in making the world a better place.

Learn more about what our teams on the ground do [here](#).

Our purpose

Leaving a lasting positive impact on the communities where we work

As a company that operates in challenging contexts, we recognise our responsibility to do business the right way. For us, that means operating ethically and with integrity, always respecting human rights and providing fair and equal opportunities for all.

Our purpose-based business strategy is guided by the Sustainable Development Goals (SDGs), ensuring everything we do helps to leave a lasting positive impact on the communities where we work. We have chosen to focus on three SDGs where we know we can make the biggest difference.



SDG 5: Gender Equality

We're a woman-run business, passionate about gender equality. Our flagship Female First programme aims to improve women's access to decent work and help them reach their full potential in the formal labour market.



SDG 8: Decent Work and Economic Growth

We pride ourselves on being a local employer – 97% of our staff come from the country where they work. By hiring locally and providing decent work opportunities to all our staff, our aim is to promote economic growth within the crisis-affected countries where we operate and beyond.



SDG 16: Peace, Justice and Strong Institutions

We support peace and stability by enabling crucial humanitarian and development programmes in fragile and conflict-affected regions. Our outsourced personnel play a critical role in strengthening institutions, promoting the rule of law and creating safer, more resilient communities.

Diversity, Equity and Inclusion at the heart of how we do business

At CTG, Diversity, Equity and Inclusion is not just a value – it is embedded in how we operate every day. People are our greatest asset and we are committed to building an inclusive culture because we know that unique and diverse perspectives make us stronger and more effective.

Our DEI framework guides this commitment, ensuring fair and equitable access to opportunities, respectful workplaces and inclusive practices across all levels of the organisation. It shapes how we recruit, support and develop our people, including our interns.

As an intern, you will be part of an environment where your voice matters, your contribution is valued and you are supported to learn and grow. By creating space for everyone to thrive, we strengthen our teams, support local economic growth and create a lasting positive impact in the communities where we work.



FEMALEFIRST

Female First, our gender parity recruitment programme launched in 2017, is a core part of our DEI framework. It advances gender equality and women's empowerment by improving women's access to decent work opportunities in the countries where we operate. Grounded in the realities of barriers women continue to face, it reflects our commitment to building more equitable and inclusive pathways into employment across the humanitarian and development sector, and beyond. Over time, Female First has evolved to include a range of complementary initiatives, including our Internship Programme and Female First Job-Readiness workshops, all driven by the same core mission.

Creating equal access to opportunity

Our internship programme welcomes applications from young people of all identities and backgrounds. However, in line with our commitment to equity and recognising the disproportionate challenges that women face in securing decent work opportunities, we strongly encourage young women to apply.

Our internship programme

We firmly believe that young people are the key to unlocking sustainable development. Your participation and empowerment will drive the future.

Our internship is designed to mobilise a strong cohort of young professionals with the tools, knowledge and confidence to make a difference. We want you to reach your full potential, and we aim to provide access to opportunities that nurture your ideas, leverage your unique perspectives and build skills that serve you for the long term.

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How it works

CTG's internships last from three to nine months and are hosted at our management or field-support offices. Every intern is immersed into one of our operational or functional support teams and receives clearly defined responsibilities, allowing them to gain valuable hands-on experience and contribute meaningfully to CTG's business.

In addition to team-support work, interns are also required to complete project-based work that aligns with company need and the intern's interests or area of expertise. Our interns play an active role in delivering impact from day one.

Maximising learning

CTG's internships follow the 70:20:10 learning model and are therefore designed to provide meaningful learning opportunities while also giving tangible exposure to our functions and operations. This blended approach ensures that interns gain hands-on experience, contribute to impactful projects, and develop practical skills in a supportive team environment:

70%

of the time will be dedicated to gaining hands-on experience by supporting one of CTG's functional or operational teams.

20%

of the time is focused on mentoring and building connections with CTG colleagues.



10%

of the time consists of structured learning such as completing online courses or other training sessions.

This process begins with Onboarding where interns are introduced to CTG's functional and operational teams and how they operate, giving them a clear picture of the company's work. Interns are also given access to our CTG Learning platform where they complete the CTG Onboarding Pass, an online course series designed to keep our staff safe and supported while they work with us. To further strengthen learning, we are also building a formal mentoring component, pairing interns with experienced colleagues from different locations to encourage cross-functional and cross-regional exchange of knowledge, information and learning opportunities.



Our internship a nutshell

-  Last from 3-9 months
-  Clearly defined role and responsibilities
-  Exposure to CTG's Senior Management
-  Dedicated supervisor
-  Access to CTG Learning with hundreds of free courses
-  Monthly stipend to cover food and transport costs
-  Real-world experience delivering work that makes a difference

Why should you join us?

Build real-world experience and enhance your business skills

Get immediate exposure to the world of work and enhance your skills by immersing yourself in one of our functional or operational teams. With predefined roles and responsibilities, our interns contribute meaningfully to CTG's day-to-day activities while developing both technical expertise and essential business skills such as communication, problem-solving, teamwork and adaptability in a fast-paced environment.

Grow your professional network

Building professional networks can help you build knowledge, gain industry insights and can open doors to future opportunities. As a global business, our interns have the chance to connect and collaborate not only with colleagues in their direct team, but also with other colleagues worldwide.

Explore and learn

Internships provide a valuable opportunity to discover your strengths and interests while learning from real work experiences. At CTG, interns are exposed to a variety of roles, functions and learning opportunities – including access to our CTG Learning platform, mentoring and skills development resources – helping them build insights and clarity that support their future path.

Make a positive difference to the world

Our internships give young people the chance to contribute to meaningful work that supports humanitarian and development efforts in conflict-affected countries. By joining us, interns don't just build professional experience, they make a positive difference and see the impact of their contributions on the world.

Meet our interns

“As a Finance intern, I supported the finance department with various accounting projects. This has already developed my skills in areas such as problem-solving, organisation, analysis, accounting and client relations. This internship will help shape my career... it is a great privilege to have this opportunity to learn from professionals in the field and to have the opportunity to work on projects that matter.”

Linda, CTG Nigeria Finance intern



“As the Safety & Security intern at CTG, I’ve particularly enjoyed working with in-country teams and attending a Security Risk Management training programme. In addition to the plentiful learning opportunities on offer, the guidance from my colleagues has allowed me to grow both personally and professionally.”

Alisdair, CTG Safety & Security intern, Cape Town



“When I started my internship I was very happy because CTG provided me with the opportunity that I was looking for. I met such helpful people, who taught me many things and helped build my confidence. I’ve improved my skills during this internship and I know it will help me reach my career goals.”

Amino, former CTG Somalia intern and current CTG Senior Account Manager

“As an intern supporting the CTG Marketing team, not only did I get to work on some really exciting projects but I also gained a wealth of knowledge and skills. This internship really helped me figure out what I wanted out of my career and what I was really good at.”

Elisabetta Ricoveri, former CTG Communications Team intern and current CTG Studio Coordinator



“When I started at CTG, I was so excited. There was a dynamic group of people to work with and they were all open to teach me how to improve my skills and performance. This really motivated me and shaped my career.”

Charlene, former intern and current Account Manager in Ethiopia



“At CTG I’ve witnessed the cooperation between the private sector and international organisations and it’s given me insight into the future of the development sector. CTG mentors its interns so that they can have an active role within the company, and knowing CTG, within the world!”

Reine Alroumhin, CTG UNGC Youth Ambassador intern



“Thanks to CTG I now have a clear vision of how I would want my career path curated. The fast-paced multicultural environment that CTG creates has broadened my mind to that of an international team player.”

Ruth Nchekei, CTG Kenya intern

“I found working with the legal team to be interesting and impactful: it was fascinating to gain hands-on experience offering legal support to teams on the ground and I felt my contributions had a real impact. I was also lucky enough to connect with so many talented and inspirational CTG colleagues across the world – who I never would have met otherwise. Today, I can confidently say that my internship played a key role in shaping my professional development and long-term career.”

Niamh Grady, former intern and current CTG Paralegal



How to apply

All internships are advertised on our job portal which you can access and apply to directly via this link [here](#), or by visiting our website at www.ctg.org.

Internship application process

1

Internship opportunity advertised on Tayo

Internship opportunities are advertised on [Tayo](#), providing details about the role, responsibilities and learning opportunities. This gives you a clear understanding of what to expect and how the internship aligns with your interests and goals.

2

Candidate applies

Submit your application through Tayo, including your CV and any supporting documents. This is your chance to showcase your skills, experience and motivation for joining CTG.

3

Application review and shortlisting

Our team carefully reviews all applications to identify candidates whose skills, experiences and interests best align with the internship requirements. Shortlisted candidates will then be invited to the next stage of the process.

4


Interview / assessment

If your application is successful, you will be invited to a 30-minute interview. This stage allows us to learn more about your skills, experiences and motivations to ensure a good match between you and the internship role. It also provides the opportunity for you to ask questions and learn more about CTG.

5

Selection and internship offer

If you are successful at the interview stage, you will receive an offer for the internship role. This is an exciting opportunity for you to join our global team, contribute to meaningful projects and gain hands-on experience in a dynamic work environment.



**For enquiries or questions,
please reach out to internships@ctg.org.***

*Please note that internship applications will not be addressed if sent to this email address. All applications must be made on Tayo.



Committed to Good