



ECOWAS COMMISSION
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DEPARTMENT OF HUMAN DEVELOPMENT AND SOCIAL AFFAIRS
DIRECTORATE OF EDUCATION, SCIENCE AND CULTURE

YOUNG GRADUATE IMMERSION PROGRAMME IN ECOWAS INSTITUTIONS AND AGENCIES, BATCH 2026

Application form

I- CONTEXT

With high levels of unemployment and underemployment among young graduates in West Africa, the issue of professional integration remains a major challenge for member states of the Economic Community of West African States (ECOWAS). Despite increasing levels of academic qualification, many young people struggle to enter the labour market due to a lack of professional experience, a mismatch between training and market needs, and insufficient support mechanisms for employability.

To address this challenge, ECOWAS has set up a professional immersion programme in its institutions and agencies to offer young graduates in its community a concrete opportunity to strengthen their professional skills and employability.

This programme aims to promote the acquisition of field experience, knowledge of regional issues and the active participation of young people in the implementation of ECOWAS programmes. It also constitutes a strategic lever for encouraging regional integration by strengthening the sense of belonging to the West African community and promoting the mobility of skills within the ECOWAS area.

The 2026 cohort of the immersion programme is open to young graduates from ECOWAS Member States (**Benin, Cape Verde, Côte d'Ivoire, Gambia, Ghana, Guinea, Guinea-Bissau, Liberia, Nigeria, Senegal, Sierra Leone and Togo**) aged between 18 and 32 years old



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II- MAIN OBJECTIVE

The overall objective of the program is to contribute to the professional integration and employability of young graduates by offering them the opportunity to better understand ECOWAS programs, while at the same time contributing to a better efficiency in the implementation of the programs within its institutions and agencies.

III- SPECIFICS OBJECTIVES

Specifically, the young professional immersion program aims:

- To offer an opportunity for young graduates in ECOWAS to immerse themselves in the various ECOWAS institutions and agencies.
- To create a framework that enables young graduates to contribute to the implementation of ECOWAS' major programs within its institutions, departments, agencies and Resident Representations.
- To offer a source of income to young graduates

IV- EXPECTED RESULTS

- Young graduates acquire professional experience through their immersion in ECOWAS programs;
- Young graduates contribute to the implementation of ECOWAS programs.
- Young graduates are financially empowered.

V- TARGET AUDIENCE:

Young graduates from ECOWAS member states, aged between eighteen and thirty-two years old (18 - 32 years old).

VI- SELECTION CRITERIA

-  Be a national of an ECOWAS member state (**Benin, Cabo Verde, Côte d'Ivoire, Gambia, Ghana, Guinea, Guinea-Bissau, Liberia, Nigeria, Senegal, Sierra Leone and Togo**);
-  Be at least 18 years of age and not more than 32 years of age at the time of application.
-  Hold a Bachelor's, Master's, Doctorate or equivalent degree;



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 Submit an online application which includes the following:

- A Curriculum Vitae (PDF);
- A cover letter
- A copy of the national identity card or national passport (PDF or JPEG);
- A copy of the academic degree(s) or its equivalent (PDF).

VII- SELECTION PROCEDURES

The vacant positions of the programme are defined within the ECOWAS directorates and agencies for each program, which allows the candidate to apply according to the need expressed by these directorates. The following are the selection procedures:

 **80** positions are available for the year 2026 according to the attached list;

 The final selection of candidates for the immersion program will be done by a selection committee.

Only successful candidates shall be contacted for the next steps.

VIII- CONDITIONS OF THE IMMERSION PROGRAM

All the conditions of the program are defined in the Terms of Reference attached herewith.

IX- DURATION, PLACE, TERMS AND CONDITIONS OF THE IMMERSION PROGRAM

 The graduate immersion program in ECOWAS Institutions and Agencies has a duration of one year, non-renewable, i.e. a maximum of 12 months (January to December 2026).

 The program is carried out in ECOWAS Institutions, Agencies and Resident Representations, or any other place duly designated by ECOWAS.

 The young graduate beneficiary of the Program, at the end of his/her immersion, produces a report in three (3) copies, one copy of which is sent to the Department in charge of Human Development and Social Affairs (DHAS), another copy to the user department and the last copy to the young graduate himself/her.



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- 🇳🇮 The practical arrangements for the course of the programme will be defined within the host structure;
- 🇳🇮 The young graduate is mandated to participate in person or online as and when required (for those not residing in Abuja) in any ceremony or meeting convened by the coordinating Directorate.

X- COORDINATION OF THE IMMERSION PROGRAM

The immersion programme is coordinated by the Directorate of Education, Science and Culture, in the ECOWAS Human Development and Social Affairs Department.

NB: Please read the attached terms of reference and the list of positions in the immersion program in full. The terms of reference give more details on the conditions of the aforementioned program, and the list of positions specifies the expressed need, the level of degree required. the date of completion of the program, among other relevant information.

Published Date: **26th August 2025**

Closing date of the call: **21st September 2025**

NB: A candidate is allowed to apply for a maximum of 2 positions.

Attached document:

Terms of reference

XI- APPLICATION LINK FOR CANDIDATES

<https://youngprofessional.ecowas.int/>

XII- CONTACTS

For any additional information, kindly send a message to the following email:

escyoungprofessional2026@ecowas.int.

NB: The coordination team will only respond to questions or concerns not addressed in the Terms of Reference.