

# When a Mission Ends: Leveraging the Potential of USAID's Project Professionals

May 13, 2025



**The United States Agency for International Development (USAID), an organization synonymous with global development and humanitarian assistance for over six decades, has been disbanded.**

And this decision has sent ripples across the international aid landscape.

This sudden and catastrophic disruption is a loss not only for the projects that were being delivered in the most vulnerable areas of the world, but throws the lives of its staff, who face immediate unemployment and into unimaginable turmoil.

However the project community has come together to ensure that there is light, for these individuals at perhaps this darkest of times.

The significant opportunity, for the redeployment of a highly skilled and dedicated workforce whose expertise is more critical than ever.

USAID's legacy is rich with impactful projects, from pioneering agricultural advancements that combatted famine to implementing public health initiatives that eradicated diseases. The agency's staff, a diverse cadre of professionals, has consistently demonstrated exceptional project management skills, navigating complex geopolitical landscapes, cultural nuances, and logistical challenges. Their dedication to improving lives and fostering sustainable development is not merely a job description; it's a deeply ingrained ethos. These individuals possess a profound understanding of the project lifecycle, from conceptualization and stakeholder engagement to meticulous execution and impact evaluation – often under immense pressure

and in resource-constrained environments.

As Pierre Le Manh, CEO of the Project Management Institute (PMI), astutely observes, “former USAID employees are talented people with experience that can be incredibly valuable to other organizations. And the world has a critical need for project professionals.” This statement underscores a fundamental truth: the core competencies honed within USAID – strategic planning, risk management, cross-cultural communication, and results-oriented delivery – are universally applicable and highly sought after across a multitude of sectors.

**“former USAID employees are talented people with experience that can be incredibly valuable to other organizations. And the world has a critical need for project professionals.”**

Pierre Le Manh, CEO of the Project Management Institute (PMI)

Recognizing the potential displacement of this valuable talent pool, organizations like PMI and other project management associations are proactively mobilizing resources to support these professionals. Initiatives focused on career transition, networking opportunities, and skills mapping are being developed to facilitate their integration into new roles. This collective effort acknowledges not only the individual capabilities of these professionals but also the broader societal need for their expertise.

Reports like the [PMI's Talent Gap report](#) highlight, the burgeoning global demand for project management professionals. Organizations across industries, from technology and infrastructure to healthcare and sustainability, are increasingly relying on project-based approaches to achieve their strategic objectives. This escalating demand suggests that former USAID staff, with their proven track record of managing complex projects with tangible impact, are well-positioned to seamlessly transition into diverse roles. Their experience in navigating intricate stakeholder relationships and delivering results in challenging circumstances offers a distinct advantage in today's dynamic and interconnected world.

Project Management Global (PMG) remains committed to providing timely and insightful information to support both individuals and organizations navigating this evolving landscape. Our platform will continue to offer high-quality news and analysis at no cost, ensuring that project professionals stay informed and connected. Furthermore, for those seeking immediate opportunities, PMG's Weekly Jobs Newsletter will serve as a vital resource, curating a range of relevant roles, offering practical career advice, and connecting talented individuals with dedicated project recruitment support.

While the disbandment of an organization with USAID's history and impact will undoubtedly mark a significant shift in the global development arena, we can all work to ensure that these skills are not lost to communities that they serve.

By strategically harnessing the skills and dedication of this workforce, we can inject a wealth of experience and a profound sense of purpose into other sectors, ultimately strengthening project delivery and driving positive change on a broader scale. The end of one mission can indeed be the beginning of many others, fueled by the talent and commitment forged in service to a global cause.

If you need support identifying your next career move, sign up for PMG's free weekly newsletter – with a soon to launch jobs newsletter. In it you will find helpful tips and advice, as well many entry, mid-level, senior and Director-level roles direct from our partners to ensure you get the roles you are looking for.