

Early Years Fellowship – Cohort Two

Terms of Reference FY2020

Location – Maseru, Lesotho

Introduction

The World Bank Group's [Early Learning Partnership](#) (ELP) provides resources and technical assistance to support early childhood development (ECD) and early learning around the world. Investing in early childhood is critical to create opportunities for all children to grow into healthy, educated, and capable people and to address inequality and improve outcomes later in life. Governments are increasingly requesting support to increase investments in the early years and improve their delivery of early childhood services. ELP addresses this demand by helping governments bring to scale quality early childhood opportunities, especially for disadvantaged children. ELP supports governments through a combination of analysis, technical assistance, and program funding provided on a competitive basis to stimulate innovation and respond to specific country needs, working in partnership with donors, impact investors, and civil society organizations.

The Early Years Fellowship was launched in 2017 to support governments and World Bank teams to scale up investments in the early years. An inaugural cohort of 20 young African professionals worked with World Bank teams from 2017-2019 and graduated in June 2019. **The program is expanding globally and a second cohort of 20 Fellows from around the world is currently being recruited.**

Early Years Fellowship

The Fellowship has a multi-sectoral approach to promote early childhood development (ECD) across education, health, nutrition, social protection and other relevant sectors. The objectives for the Fellowship include:

1. Improve the quality of early years analytical work and program implementation in countries by increasing the number of experienced professionals available to work with country governments and World Bank teams;
2. Build technical and professional capacity of local young professionals to respond to client demands, reducing reliance on international technical assistance and ensuring more sustainable and contextually-specific responses at country level; and,
3. Raise the profile of ECD among young professionals, demonstrating it can be a viable and prestigious field of work.

Fellows should ideally be based in-country or willing to relocate¹. Each Fellow will have a work program focused on one or two countries and across sectors.

Fellows will spend 20 percent of their time enrolled in a professional development program designed to strengthen Fellows' technical skills in ECD and their understanding of World Bank operations. The professional development program will include two networking summits, a capstone project and various trainings and learning experiences on ECD themes and topics

¹ In case of relocation, no compensation will be provided. The applications should have the necessary permission/ visas/ work permits to live and work in the country they are applying for.

Fellows will be hired as Short-Term Consultants² (STC) for one year, with a second-year renewable, based on performance and continued work program demand. Selection and compensation are competitive.

Required Profile

The ELP is looking for candidates with the following profile to participate in the Early Years Fellowship:

- Citizen/ national of South Africa, Botswana, Lesotho or Eswatini.
- Early to mid-career professional between the ages of 25-40 years with demonstrated expertise and/or commitment to advancing ECD in their home countries.
- **Graduate degree** in a relevant field (including education, economics, statistics, health and nutrition, and social service) and at **least 3 years** of professional experience in education, health and nutrition or social protection, with preference for previous work in ECD/early learning; **OR Undergraduate** degree in a relevant field (including education, economics, statistics, health and nutrition, and social service) **AND at least 5 years** of professional experience in education, health and nutrition or social protection, with preference for previous work in ECD/early learning
- Functional experience in economics, evaluation, project design and operations, policy dialogue, or advocacy desired
- Experience in the public sector, civil society, or multilateral organization preferred
- Demonstrated interest, commitment and high potential in ECD/early learning, and/or human development
- Strong written communication skills and ability to work well in teams, including with senior officials
- Ability to work effectively remotely and travel frequently
- Excellent statistical analytical skills and proficiency in using STATA.
- Written and verbal fluency in English

Specific Duties and Responsibilities

- Participate in the ongoing professional development program by ensuring attendance at Fellowship Summits and completing specific deliverables. (20 percent)
- *In Eswatini*, support the education team in the comprehensive analysis of the existing ECD service delivery and make policy recommendations on improving investments in the early years. (30 percent)
- *In Lesotho*, contribute to the development of the forthcoming multisectoral project (Health, Nutrition, Education, and Water and Sanitation) and related analytical works by providing the necessary technical assistance in the design and implementation. (20 percent)
- *In Lesotho*, support the Education team in the implementation of existing lending and analytical projects (review TORs as needed, support Ministry on new surveys and ECCD monitoring and evaluation, support the upcoming ECCD curriculum review, provide support on supervision missions) and support development of upcoming lending projects (20 percent)
- *In Botswana*, participate in and contribute to ongoing policy dialogue on improving investments in ECD. This will include operationalizing and disseminating the rapid assessment findings (10 percent)

Application Process

To apply, please submit a completed [application form](#) by, Friday **October 11th, 5 pm Eastern Standard time**. Only short-listed candidates will be contacted.

² STCs will be offered a daily rate based on the scales applicable in their duty country. No other benefits will be provided. Refer to these [STC guidelines](#) for further information.