

Early Years Fellowship – Cohort Two

Terms of Reference FY2020

Location – Abuja, Nigeria

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 Nigeria.**
- 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
- 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)
- **Support HD and non-HD projects to adjust their approach on human capital.** Improving EY outcomes requires that all teams adjust their portfolio and approach. The consultant will support (i) developing a Nigeria portfolio EY framework that will describe how different sectors contribute to constraints to Nigerian children meeting their full potential; (ii) design filters to assess new projects and monitor progress in expanding projects e.g. girls projects not only improve education outcomes but also support but also enhance nutrition and health knowledge; and (iii) support existing and pipeline projects to conceptualize and implement EY interventions including WASH, agriculture, adolescent girls empowerment, Social Protection, etc.
- **Support complementarities and synergies across projects.** Nigeria has one of the largest HC portfolios in the World Bank aimed at ensuring Nigerian children have the physical, social and emotional capacities to earn, innovate and compete. However, for the portfolio to achieve maximal impact requires the projects to exploit synergies and complementarities. The consultant will support the team to have (i) a shared understanding the EY challenges in Nigeria; (ii) have coordinated dialogue with client; (iii) engage in cross-GP collaboration on project design and implementation including coordinated interventions to solve complex problems such as stunting, geographic convergence of interventions (e.g. same provinces), and common implementation platforms (e.g. using social protection platforms as a mechanism to implement other EY programs); and (iv) provide support to Nigeria's pan HC programmatic analytical work that will assess, among other things, the

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.

impact of the Bank's ongoing HC programs in the North East (including their impact on improving early childhood outcomes) and develop the future HC strategy for the NE.

- **Support the Government of Nigeria's Strengthening cross-sectoral collaboration and increasing the impact of EY interventions at the State level.** In response to Nigeria's alarming human capital statistics (i.e., Nigeria contributes to 26% of all under-five deaths, 29% of all maternal deaths, and 22% of all stunted under-five children in SSA), the Government of Nigeria launched their Human Capital Development Vision with the goal of *"24 million additional healthy (under-five year old children surviving and not stunted,) educated (completing secondary school), and productive (youth entering the labour force) Nigerians by 2030."* To support this vision the Government created a Human Capital Working group that reports directly to the VP and the Governors Forum. At the State level, the Government will help States focus on identifying high-impact policies and interventions to make dramatic progress in improving early years challenges. The EY consultant will support States to (i) identify what works in improving early year outcomes using evidence internationally and in the local context and (ii) develop prioritized EY plans at the state level.

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.