Terms of Reference Template

TOR No:
Title: Urban Specialist or Senior Urban Specialist (depending on the selected candidate’s level of qualification)
Grade: GF / GG
Division/VPU: SURR
Duty Location: Washington DC
Appointment Type and Duration: Three - year Term Appointment

THE WORLD BANK GROUP

Established in 1944, the WBG is one of the world’s largest sources of funding and knowledge for development solutions. In fiscal year 2014, the WBG committed $65.6 billion in loans, grants, equity investments and guarantees to its members and private businesses, of which $22.2 billion was concessional finance to its poorest members. It is governed by 188 member countries and delivers services out of 120 offices with nearly 15,000 staff located globally.

The WBG consists of five specialized institutions: the International Bank for Reconstruction and Development (IBRD), the International Development Association (IDA), the International Finance Corporation (IFC), the Multilateral Investment Guarantee Agency (MIGA), and the International Centre for the Settlement of Investment Disputes (ICSID). IBRD and IDA are commonly known as the World Bank, which is organized into six client-facing Regional Vice-Presidencies, several corporate functions, and – as of July 1, 2014 – has introduced fourteen Global Practices (GPs) as well as five Cross-Cutting Solution Areas (CCSAs) to bring best-in-class knowledge and solutions to regional and country clients.

GLOBAL PRACTICES & CROSS-CUTTING SOLUTIONS AREAS

The 14 GPs are: Agriculture; Education; Energy and Extractives; Environment and Natural Resources; Finance and Markets; Governance; Health, Nutrition and Population; Macroeconomics and Fiscal Management; Poverty; Social Protection and Labor; Social, Urban, Rural and Resilience; Trade and Competitiveness; Transport and ICT; and Water. The 5 CCSAs are: Climate Change; Fragility, Conflict and Violence; Gender; Jobs; and Public-Private Partnerships. The new operating model is part of a broader internal reform aimed at delivering the best of the World Bank Group to our clients, so that together we can achieve the twin goals of (1) ending extreme poverty by 2030, and (2) promote shared prosperity for the bottom 40% of the population in every developing country.

THE “SOCIAL, URBAN, RURAL AND RESILIENCE” (SURR) GLOBAL PRACTICE

Urbanization is occurring at an unprecedented pace. Cities generate 80% of global GDP and are key to job creation and the pursuit of shared prosperity. Yet one billion city residents live in slums today, and by 2030 one billion new migrants will arrive in cities. This concentration of people and assets will exacerbate risk exposure to adverse natural events and climate change, which affects the poor disproportionately. The absence of secure land tenure underpins deprivation...
and is a major source of conflict in the urban and rural space. One and a half billion people live in countries affected by repeated cycles of violence. In the absence of services, participative planning and responsive institutions, these trends will result in increased poverty, social exclusion, vulnerability and violence. Finally, avoiding a 4-degree warmer world requires drastically reducing the carbon footprint of cities.

The WBG is in a unique position to support national and sub-national clients to: harness urbanization and enable effective land management in support of both growth and poverty reduction; foster social inclusion of marginalized groups; support the responsiveness and fiscal, financial, and management capacities of local governments – cities, municipalities, and rural districts – to deliver local infrastructure and decentralized services; strengthen resilience and risk management related to natural disasters; reduce conflict and violence; scale-up access to finance for sub-national governments; and reduce the carbon footprint of cities. The WBG brings a combination of lending ($7-8 billion in annual lending to cities), analytical and advisory services (e.g., social inclusion flagship, urbanization reviews, Sendai dialogue), its growing portfolio of reimbursable advisory services, its convening power (e.g., understanding risk and the land conferences), its leveraging capacity (e.g., guarantees and risk mitigation), and its ability to work with the private sector to tackle the challenges at scale and to effect.

The SURR GP covers a wide gamut: (i) developing green, inclusive and resilient cities; (ii) addressing the social inclusion of the poor, vulnerable and excluded groups through accountable institutions, and ensuring compliance with social safeguards; (iii) enhancing urban and rural development through supporting and managing the urban-rural transition, assisting local development through developing land tenure, management and information systems; and (iv) assisting in disaster risk management through issues of risk assessment, risk reduction (including flood management, urban drainage, coastal management, and retrofitting of infrastructure), disaster preparedness (including hydromet services, early warning systems, and civil defense), risk financing (including CAT-DDO), and resilient reconstruction (including post-disaster damage and loss assessment). A key responsibility of the GP is to provide professional expertise and operational support to other GPs to implement the WBG social policies (the WB’s safeguard policies and the IFC’s Performance Standards) to deliver sustainable development results that ensure that any adverse impacts of WBG interventions are limited and mitigated.

The World Bank Group is committed to achieving diversity in terms of gender, nationality, culture and educational background. Individuals with disabilities are encouraged to apply. All applications will be treated in the strictest confidence.

REGIONAL/COUNTRY/GLOBAL UNIT CONTEXT

The World Bank’s work in urban development aims to build sustainable cities and communities through an urbanization process that is inclusive, resilient, productive, and livable, in line with the World Bank’s goals to end extreme poverty and boost shared prosperity. World Bank-supported operations and technical assistance contributes to the objectives of the Sustainable Development Goal No.11 to make cities inclusive, safe, resilient, and sustainable.

The Bank’s urban development work is structured around three main pillars:

A. Strengthening city finances, planning, and governance systems;
B. Improving different dimensions of living conditions for people – infrastructure services, tenure, housing, and neighborhoods; and
C. Supporting urban transformation through improved urban and land-use planning, management, and implementation of integrated investments in infrastructure and service delivery in a manner that can improve urban space and impact city form over the long run, through reducing sprawl and enhancing livability, resilience, and productivity.

These pillars are in turn organized under six business lines:

1. Cities and economic growth
2. Urban poverty and inclusion
3. Municipal infrastructure and services
4. Affordable housing and land
5. Urban management, finance, and governance
6. Cities and urban environment

In total, the urban development portfolio at the World Bank comprises of 189 active projects for a total lending commitment of about US$ 22.4 billion (about 10 percent of total World Bank Group commitments). The annual lending commitment in urban development ranges between US$3-5 billion. The urban portfolio is distributed under seven operational units – the Latin America and the Caribbean (LAC) urban and DRM unit, two units in Africa – West and Central Africa and East and Southern Africa covering urban and DRM, the Middle East and North Africa (MNA) unit covering urban, social and DRM, the Eastern Europe and Central Asia (ECA) urban and DRM unit, the South Asia (SAR) urban unit, and the East Asia and the Pacific (EAP) urban and DRM unit. A Global Programs Unit provides knowledge and innovation functions for urban and social development issues and serves as Secretariat of the Global Solutions Groups (GSG). There are 4 active GSGs in urban development, namely urban strategy and analytics, territorial and spatial development, city governance, management and finance, and sustainable urban infrastructure.

Anticipating an increase in demand for urban development projects and analytical and advisory services as a result of growing client demand in a rapidly urbanizing world, and in light of the anticipated increase of development assistance under IDA 18, the Social, Urban, Rural and Resilience Global Practice (GPSURR) is launching the current process for a batch recruitment of urban specialists to identify a pipeline of experts in a variety of sought after areas of expertise and with a variety of language skills that can be deployed in the various regions as the demands for increased activities materializes. As such, the recruitment is not against any given vacancy or for placement in any given regional urban unit, but rather to identify top talent as a pipeline for future recruitment immediately upon the materialization of demand. In some regional units, such demand is starting to materialize so there would be some opportunities that would be readily available upon the conclusion of this batch recruitment process, or shortly thereafter. It is estimated that up to 2-3 positions could be recruited from within the identified pool of specialists.

Roles & Responsibility:

The selected urban specialist(s) will be based in Washington DC and will be expected to support and occasionally lead teams/projects and work on the urban portfolio in one or more of the six regions in which the World Bank is organized – LAC, Africa, MNA, ECA, SAR, and EAP. The selected urban specialist(s) are expected to contribute to one or more of the following areas of experience: Municipal Finance and Intergovernmental Fiscal Relations, Urban Management Institutions and Decentralization; Housing, Land and Slum Upgrading; Urban/Municipal Infrastructure and Service Delivery (including Solid Waste Management); City Competitiveness, Local Economic Development, Cultural Heritage and Sustainable Tourism; and conflict, urbanization and service delivery/post-conflict reconstruction. In this role the candidate(s):

- Carries out responsibilities for a variety of operational tasks including lending, technical assistance and policy advisory work, e.g. technical analyses, design of technical assistance interventions, participation in loan/credit preparation, negotiations and supervision, contribution to Systematic Country Diagnostics (SCD) and Country Partnership Framework (CPF), etc and occasionally takes the lead in specific activities as requested.
- Participates in developing and implementing sector/sub-sector strategy and assists in country-specific policy dialogue, advisory and technical assistance work and occasionally takes the lead in specific activities as requested.
- Participates in missions in area of specialization; provides technical inputs and guidance to counterparts on appropriate scope, technology, costs, alignment with Bank social and environmental safeguards and fiduciary policies; prepares terms of reference for project- or sector-related work.
- Works independently, seeking guidance on complex projects/issues from senior specialists.
- Performs regular reviews of technical design and implementation issues, as well as related fiduciary (financial management and procurement), governance, safeguards and budgetary issues, and prepare relevant reports and updates on implementation progress as part of Bank teams.
- Makes regular and as needed missions related to lending project preparation and implementation support and analytical/policy advisory work.
- Provides guidance and hands-on support to implementing agencies and management units as part of Bank teams, assisting them in monitoring project progress, procurement processing, preparing and maintaining...
essential documentation for these processes. Identify potential problems and advise on required actions.

- Provides operational support to teams during the execution of projects with special focus on day-to-day project management and resource mobilization
- Performs other duties and functions as assigned by the Practice Manager.
- Leads and supports the preparation and supervision/support of implementation of urban and local service delivery lending and analytic operations and programs;
- Leads and participates in policy dialogue with relevant national and local government agencies, international agencies, non-governmental organizations and their project support teams; handles complex technical, institutional and program implementation issues in the practices.
- Produces major/complex reports; generates 'think pieces' and 'best practice' papers; leads the development of proposals.
- Plays key role in design and implementation of practice and sector strategy; contributes to Systematic Country Diagnostics (SCD) and Country Partnership Framework (CPF), advises borrowers and colleagues on technical matters, supervises the work of consultants and technical specialists to ensure consistency and conformity to Bank standards; evaluates studies and practice-related project documentation.
- Contributes to practice and sector policy; makes recommendations on strategies and policy options for member governments; leads the interface with governments and agencies in policy reform and addressing key sectoral challenges.
- Oversees the work of consultants and junior staff in Washington and deployed in the field
- Prepares project documents, terms of reference, operational manuals, grant proposals as required.
- Leads major components to analytical work and/or leads preparation of reports.
- Develops new business opportunities in the urban sector in line with country strategy
- Participates in professional development and knowledge sharing activities in the urban sector and contribute specific knowledge both within the assigned countries and in broadly across regions.
- Performs other duties and functions as assigned by the Practice Manager.

**Selection Criteria & Competencies:**

**Selection criteria:**

- Advanced degree (PhD or Masters) in urban planning/development, engineering, economics/finance or related field with 5 years’ experience for Urban Specialist / 8 years’ experience for Senior Urban Specialist, or equivalent combination of education and experience.
- Sought after areas of experience include: Municipal Finance and Intergovernmental Fiscal Relations, Urban Management Institutions and Decentralization; Housing, Land and Slum Upgrading; Urban/Municipal Infrastructure and Service Delivery (including Solid Waste Management); City Competitiveness, Local Economic Development, Cultural Heritage and Sustainable Tourism; and conflict, urbanization and service delivery/post-conflict reconstruction.
- Past experience in lending operations/investment projects in urban issues in the area(s) of focus would be an asset.
- Past experience in policy dialogue in complex urban issues and in the area(s) of focus would be an asset.
- Past experience in analytical work in urban issues in the area(s) of focus is required.
- Excellent organizational and task management skills, with appropriate attention to details and ability to prioritize work among multiple competing demands, and under tight deadlines.
- Written and spoken fluency in English is a must. Desired languages include: French, Spanish, Portuguese, and/or Arabic.

**Competencies:**

- **Integrative Skills.** - Working to develop an integrated view across all facets of current sector.
- **Knowledge and Experience in Development Arena** - Understands policy making process; distills operationally relevant recommendations/lessons for clients.
- **Policy Dialogue Skills** - Identifies and assesses policy issues and plays an active role in the dialogue with the government and/or other stakeholders.
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<th>Skill</th>
<th>Description</th>
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<tr>
<td><strong>Urban Policy, Strategy, and Institutions</strong></td>
<td>Familiarity with urban policies, strategies, institutions, and regulations.</td>
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<td><strong>Urban Infrastructure and Municipal Services Delivery</strong></td>
<td>Foundational knowledge of urban services delivery, with ability to apply to operations and analytical work.</td>
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<td><strong>Lead and Innovate</strong></td>
<td>Develops innovative solutions.</td>
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<td><strong>Deliver Results for Clients</strong></td>
<td>Proactively addresses clients’ stated and unstated needs.</td>
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<td><strong>Collaborate Within Teams and Across Boundaries</strong></td>
<td>Collaborates across boundaries, gives own perspective and willingly receives diverse perspectives.</td>
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<td><strong>Create, Apply and Share Knowledge</strong></td>
<td>Applies knowledge across WBG to strengthen solutions for internal and/or external clients.</td>
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<td><strong>Make Smart Decisions</strong></td>
<td>Interprets a wide range of information and pushes to move forward.</td>
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<td><strong>Business Judgment and Analytical Decision Making</strong></td>
<td>Gathers inputs, assesses risk, considers impact and articulates benefits of decisions for internal and external stakeholders over the long term.</td>
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