



Donor Funded Staffing Program

TOR No:	2018-104
Title:	Junior Professional Officer
Grade:	UC
Division/VPU:	Independent Evaluation Group Sustainable Development (IEGSD/IEGDG)
Duty Location:	Washington, D.C.
Appointment Type and Duration:	Two-year Term Appointment

BACKGROUND

The Independent Evaluation Group (IEG) is the organizational unit in the World Bank Group (WBG) providing evaluation and feedback on the development effectiveness of Bank Group activities in client countries. IEG is independent of WBG management and reports directly to the Board of Executive Directors, with day-to-day oversight by the Board's Committee on Development Effectiveness (CODE). IEG's mission is to improve development results through excellence in evaluation. IEG is directly responsible for assessing programs and activities; making recommendations to help improve the Bank Group's development effectiveness; appraising the Bank Group's self-evaluation and development risk management systems; cooperating with the evaluation heads of other international financial institutions and development assistance agencies; and assisting developing countries to build effective monitoring and evaluation capacities, systems and associations. IEG also aims to improving Bank Group's work by identifying and disseminating the lessons learned from experience.

The role and visibility of IEG has grown in recent years and is expected to expand further as the Bank Group, and the broader development community, continue to stress the importance of development effectiveness, evaluation, and monitoring for results. The management of IEG is committed to ensuring the highest level of quality, relevance, professionalism, and integrity in IEG's evaluation activities and to attracting top-quality staff to that end.

IEG's Sustainable Development Unit (IEGSD) is responsible for the Bank's Independent Evaluation Group's work on Sustainable Development which include environment and natural resources, agriculture, social, urban, rural, and resilience, and infrastructure (water, energy, extractives, transport, and Information Communication Technologies).

DUTIES AND RESPONSIBILITIES

The Junior Professional Officer (JPO) will contribute directly to IEG evaluations. This work will include conducting project-level validations and evaluations, contributing to larger thematic, sectoral and corporate evaluations, overseeing contributions from consultants, contributing to budget and team oversight, and commenting on the work of others. The JPO will also contribute to IEG at the corporate level, suggesting strategic directions and evaluation topics. Under the direction of the Unit Manager, the JPO will have the following primary responsibilities:

1. Participate in large sector and thematic evaluations, assessing the development effectiveness of

World Bank assistance. The JPO's contribution include preparation of background notes, field work, drafting of chapters, oversight of the work of staff and consultants, and dissemination.

2. Contribute to project-level validations and evaluations, including Implementation Completion and Results Report Reviews (ICR reviews) and Project Performance Assessment Reports (PPARs).

3. Conduct research from other sources (literature, third party information providers, etc.) in support of major and meso evaluations, learning engagements, reports and presentations.

4. Lead the construction and utilization of evaluative databases of World Bank, IFC and MIGA investment, Advisory Services and Analytics (ASA) and guarantee projects drawing from relevant sources. Use database tools, including Excel, Access, and STATA to facilitate evaluative analysis in consonance with established evaluative frameworks, and prepare graphical analysis in Excel and Tableau, including in Excel through the use of pivot tables, formulas, functions and basic macros.

5. Set and uphold high standards of quality for evaluation work, contributing as appropriate and called upon to departmental, group and cross-sectoral activities designed to help IEG pursue its mission, contribute in other forms to the development of IEG products, including corporate responsibilities to disseminate evaluation findings.

Note:

The selected candidate will not be assigned to programs involving his/her own government such as donor coordination and trust fund management.

SELECTION CRITERIA

- Masters' degree in the field of evaluation, public policy, social or physical sciences (preferably in environment, resilience, or disaster risk management), business administration and at least two years of relevant work experience;
- Understanding of the general literature, current issues, main concepts and terminology in development, evaluation, and social science research. Understanding of the design and use of a results framework and theory of change;
- Broad knowledge of sustainable development issues (in particular, environment, resilience, and disaster risk management), and the capability to provide analytical and operational support on public policy for public and private sector development in these areas; and/or experience working in business, government, academia or international agencies with a focus on sustainable development issues;
- Demonstrated strong analytical skills & writing ability in support of multi-disciplinary teams;
- Excellent attention to detail and analytical skills and experience in working with large data sets;
- Proficiency in Bank data systems (Business Intelligence) and familiarity with a broad suite of portfolio analysis tools that allow for both quantitative and qualitative analysis; text analysis; coding and other qualitative content analysis (e.g QDA Miner, Access, Excel, Stata, Word, Powerpoint, Tableau);
- Ability to quickly draft and prepare analytical and technical reports for the review of more senior colleagues. Synthesizes, analyzes, and effectively presents material from a wide range of sources;
- Strong interpersonal skills and ability to engage actively on teams, completing assignments and contributing to team decisions; stepping up to opportunities to take the lead on team tasks;
- Positive attitude, drive, flexibility and reliability. Demonstrates initiative and can work efficiently and independently, with little supervision;
- Clear understanding of the need in IEG for personal and organizational independence;
- Demonstrating a basic understanding of quality and compliance standards;
- Strong written and oral communications skills;
- Fluent in English. Fluency in another language is a plus.