

Early Years Fellowship – Cohort Two

Terms of Reference FY2020

Location – Antananarivo, Madagascar

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 Madagascar.
- 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 and French is necessary.

Specific Duties and Responsibilities

- Participate in the ongoing professional development program by ensuring attendance at Fellowship Summits and completing specific deliverables. (20 percent)
- Support to the implementation of ECD component in the Madagascar Basic Education Support Project, including, (i) Working closely with the Ministry of Education to support the implementation of the ECD Component, including monitoring of activities in the field, unlocking operational bottlenecks, and documenting progress towards achieving the project objectives; (ii) Supporting the monitoring and analysis of data associated with project implementation including administration of MELQO to capture the impact of project activities on education quality. And (iii) Preparation of briefs and mission reports as needed. (20 Percent)
- Support to implementation and intensification of ECD activities under the Social Safety Net Project, notably support to early years elements in the three social safety net programs (emergency response FIAVOTA, productive safety net PSNP and human development cash transfer HDCT), including: (i) Working closely with FID and Ministry of Population to support implementation of ECD component in coordination with overall behavioral and accompanying measures activities under the three programs (HDCT, PSNPS, FIAVOTA). The work includes monitoring of activities in the field, unlocking operational bottlenecks, and documenting progress towards achieving the project objectives. (ii) Supporting the Bank team in the preparation and implementation of the Impact Evaluations of the three main programs. (iii) Supporting the design of a new Early Years pilots for group based ECD support under HDCT and mobile creches under PSNP; (iv) Preparation of briefs, technical inputs, participation in mission and mission reports as needed. (20 Percent)

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.

- Support to the implementation of the Improving Nutrition Outcomes using the Multiphase Programmatic Approach project, including (i) Work with the ECD committee that includes MOH and ONN to provide technical assistance as needed to refine a package of protocols, operational manuals, and IEC materials to provide early stimulation services that are integrated with the new package of community based RMCHN services. (ii) Support a nimble evaluation of this integrated package, including developing data tools and survey instruments; ensuring data quality; monitoring timeline; and contributing to analysis and synthesis of results. (iii) Support the early learning modules integrated into the standard nutrition services delivered through the project (20 percent)
- Contribute to the cross-GP support for the National ECD Policy, including (i) dialogue with a committee consisting of Ministry of Population, Ministry of Health, Ministry of Education, ONN, and Ministry of Social Protection to finalize and validate the ECD Strategy; (ii) testing feasible ECD approaches for scale up, (iii) the development of materials where warranted; and (iv) sharing lessons learned to ensure a broader understanding of the challenges and opportunities for stronger ECD in the country among key stakeholders. (20 percent)

Application Process and Timeline

Application Process

To apply, please submit a completed [application form](#) and resume (in English) by Friday **October 11th 5 pm Eastern Standard time**.