



WORLD BANK GROUP

Donor Funded Staffing Program

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| TOR No: | 2019 - 076 |
| Title: | Junior Professional Officer |
| Grade: | UC |
| Division/VPU: | South Asia Region, Office of the Chief Economist (SARCE) |
| Duty Location: | Washington, DC |
| Appointment Type and Duration: | Two-year Term Appointment |

BACKGROUND

Established in 1944, the World Bank Group (WBG) is one of the world's largest sources of funding and knowledge for development solutions. In fiscal year 2017, the WBG committed \$59 billion in loans, grants, equity investments and guarantees to its members and private businesses, of which \$19 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 WORLD BANK GROUP'S VISION AND STRATEGY

The global development community is at an auspicious turning point in history. Thanks to the success of the past few decades and favorable economic growth, developing countries now have an unprecedented opportunity to end extreme poverty within a generation. This is the vision of the WBG: to eradicate extreme poverty by reducing the number of people living on less than \$1.25 a day to 3 percent by 2030 and promote shared prosperity by fostering the income growth of the bottom 40 percent in every country.

To achieve this vision, the WBG Board of Governors has approved a strategy for the organization. This strategy leverages, for the first time, the combined strength of the WBG institutions and their unique ability to partner with the public and private sectors to deliver customized development solutions backed by finance, world class knowledge and convening services. The strategy has three components: (i) maximizing development impact by engaging country clients in identifying and tackling the most difficult development challenges; (ii) promoting scaled-up partnerships that are strategically aligned with the goals; and (iii) crowding in public and private resources, expertise and ideas.

The architecture underpinning the strategy and instrumental to its success is the fourteen Global Practices and five Global Themes that, in concert with the WBG Regions, will design solutions that address clients' most pressing developmental challenges, and ultimately, enable the WBG to meet its twin goals of eliminating extreme poverty and boosting shared prosperity.

REGIONAL CONTEXT

The South Asia Region comprises eight countries (Afghanistan, Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan and Sri Lanka) that range in size from India (with a population of over 1 billion) to Maldives (with 0.4 million people). The region has experienced a long period of robust economic growth, averaging 6% a year over the past 20 years. It is currently the fastest growing region in the world. This strong growth has translated into reducing extreme poverty (with the exception of Afghanistan) and strong improvements in human development (for instance under-5 mortality rates

declined three-fold since 1990). Yet the region remains home to one-third of the world's poorest, and the challenge of inequality is not fully addressed. There are severe forms of exclusion and disparities based on ethnicity, caste, and gender. Conflict and fragility are on the rise, and increased attention to refugees and returnees is needed in Bangladesh, Pakistan and Afghanistan. Also, the high growth has not translated into creating jobs at the pace required to accommodate around 1.5 m people entering the labor force every month and disproportionately affecting women, with signs of decline in female labor force participation and still high rates of child marriage. Finally, SAR is becoming one of the regions most affected by changes in temperature and extreme weather events – with rapid glaciers melt, floods and increasing hot spots. Around 46% of the region's population live in locations that will turn into hotspots by 2050, if things continue on its current trajectory.

With its sizeable population and these persistent and recent challenges, South Asia plays an important role in the global development story. The twin goals cannot be achieved without South Asia's contribution. Private sector led growth, focused on investments in infrastructure, energy, logistics and cities are essential to generate the jobs needed to employ SAR's sizeable youth population. At the same time, we need to continue building the region's human capital and addressing the pockets of fragility so that SAR's population is well equipped for the jobs of the future. Focusing on these areas (the pillars of the WBG's operational framework for SAR) will leverage SAR's success.

UNIT CONTEXT

The South Asia Chief Economist's (SARCE) Office is the principal advisor to the regional Vice President. The Office provides a wide range of analytical resources to other units in the Vice Presidency and represents it in internal and external meetings of experts. It collaborates with researchers and policy makers in the countries and promotes local debate on difficult policy issues through the dissemination and discussion of evidence-based analyses.

The Office leads the preparation of the yearly flagship report of the region, delivers a bi-annual publication on current economic developments, and produces several self-standing volumes every year on topics of interest for the region as a whole. The Office has responsibility for analysis and research on regional issues including economic integration. It also oversees the analytical work of the Vice Presidency, providing guidance and inputs as needed.

The Office contributes the development of regional and country strategies, coordinates the annual Country Policy and Institutional Assessments for the region, and participates in the preparation and review of broader World Bank products, including flagship publications and inputs for high-level international meetings.

The Office provides support to country teams as needed, interacting with Global Practices and Cross-cutting Support Areas on behalf of the Region. The Office also assists on policy advice, supporting the preparation of selected credits and loans on demand, and contributing to the organization of workshops and conferences.

DUTIES AND RESPONSIBILITIES

The Junior Professional Officer will serve as the focal person for Office in relation to gender, including female labor force participation, reporting to the regional Chief Economist.

Her/his key responsibilities will include:

- Develop a good understanding of the existing knowledge, analytical gaps, policy priorities and operational challenges in relation to gender in South Asia.

- Contribute to the preparation of self-standing pieces of regional analytical work on gender issues, including second-tier studies, research papers and technical notes.
- Provide advice on lending operations and analytical work under consideration or in progress for countries in the South Asia region.
- Serve in committees overseeing regional trust funds dealing with gender issues, providing input on strategic priorities, specific proposals and learning.
- Provide advice on key global products in the area of gender, representing the region in corporate review processes as needed.
- Contribute to operational or analytical products led by the Global Practices and Country Management Units in cases agreed upon.
- Interact with colleagues in the Office on cross-sectoral products and share knowledge and advice with colleagues in other units upon request.
- Interact with researchers, policy makers and civil society dealing with gender issues in South Asian countries, participating in networks and supporting knowledge exchanges.
- Publish original research in academic journals and working paper series, disseminate knowledge through participation in conferences and workshops.

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

- Advanced Degree in Economics (PhD preferred) or other relevant discipline and a minimum of two years (three years preferred) of substantive and sustained work experience in development economics;
- A track record of policy relevant analytical work demonstrated by, for example, publications in a peer-reviewed journals that have been applied, directly or indirectly, to policymaking;
- Demonstrated ability to work effectively and collaboratively with others; proven track record in delivering on time; demonstrated skills in team work, including resolving conflicts;
- Excellent oral and written communication skills in English;
- Economists with backgrounds in education, health or social protection are encouraged to apply.

GENERAL COMPETENCIES

General Economic Knowledge and Analytical Skills - Possesses a solid analytical track record and shows an ability to integrate economic-specific knowledge and specific micro sector fields of expertise; provides quality assurance and assesses technical soundness of work reports.

Knowledge and Experience in Development Arena - Provides feedback on policy and research initiatives, on innovations in development policies, and contributes to improving operational and sector work.

Communication Skills – Is able to articulate and defend views and positions; delivers messages in a consistently effective, timely and engaging manner.

Drive for Results - Ensures successful implementation of tasks, aiming for outputs positively impact results.

Teamwork (Collaboration) and Inclusion – Contributes to a climate of practical and innovative action, facilitating collaboration between competing interests and stakeholders.

Knowledge, Learning and Communication - Ensures that knowledge is captured and shared in a variety of ways; serves as a trusted advisor to others on their decisions.