

## TERMS OF REFERENCE

### Associate Environmental or Social Development Specialists, Grade GF

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#### **Background**

IFC, a member of the World Bank Group, is the largest global development institution focused on the private sector in emerging markets. Working with more than 2,000 businesses worldwide, we use our capital, expertise, and influence to create markets and opportunities in the toughest areas of the world. In fiscal year 2018, we delivered a record \$23 billion in long-term financing for developing countries, leveraging the power of the private sector to help end poverty and boost shared prosperity. For more information, visit [www.ifc.org](http://www.ifc.org).

The ESG Sustainability Advice and Solutions department (CEG) is IFC's center of excellence in the area of Environmental, Social and Governance (ESG) and offers a range of expertise to help IFC's Investment and Advisory clients identify and solve complex environmental, social, and corporate governance risk-related challenges, and to find value-added opportunities in their business operations. CEG includes approximately 290 staff and long-term consultants, roughly fifty percent of whom are based in regional offices and many of whom are considered experts in their respective fields. More details can be found at [www.ifc.org/sustainability](http://www.ifc.org/sustainability).

IFC is unique among Development Finance Institutions to have this cadre of in-house environment, social and corporate governance experts. It is through this expertise that CEG delivers on the two goals of its strategy: (i) partnering with IFC's investment departments to manage ESG risks associated with their investments and find solutions to client issues and (ii) leveraging our ESG expertise and operational experience in emerging markets to maintain IFC's leadership in sustainability through ESG standards – the Environmental and Social (E&S) Performance Standards ([www.ifc.org/performancestandards](http://www.ifc.org/performancestandards)) and the Corporate Governance Methodology ([www.ifc.org/corporategovernance](http://www.ifc.org/corporategovernance)) – and to encourage the effective adoption of these standards by companies and investors across the emerging markets. IFC's standards have been widely adopted in emerging markets by development banks, project finance banks ([www.equator-principles.com](http://www.equator-principles.com)), and export credit agencies such that over the last decade US\$4.5trillion have been invested adhering to them.

#### **Objectives/Purpose of Assignment**

IFC is looking for dynamic, motivated, and detail-oriented professionals with strong communication, interpersonal, and analytical skills to join IFC's team of environment and social specialists who are responsible for IFC investments in all regions where IFC operates.

Locations for these positions include Istanbul, Cairo, Belgrade, Moscow, Bogota, Sao Paulo; Bangkok, New Delhi, Nairobi, Johannesburg and Washington D.C.

Note: If the selected candidate is a current Bank Group staff member with a Regular or Open-Ended appointment, s/he will retain his/her Regular or Open-Ended appointment. All others will be offered a renewable 2-year term appointment.

### **Duties and Accountabilities**

The Specialist's work to be undertaken is described below and will include:

- Undertake Environmental and Social (E&S) due diligence of IFC's proposed investments in real sector projects (e.g., in the mining, manufacturing, infrastructure, agribusiness, health, education and tourism, retail and property sectors) and/or investments through financial intermediaries through:
  - gathering and analyzing available information to identify gaps against specific Performance Standards for assigned projects;
  - identification and proposition of appropriate mitigation measures for risks and impacts;
  - production of high quality work products that clearly and logically frame risk mitigation; and
  - identification of opportunities for value add in project structure, including providing IFC clients with guidance in establishing E&S Management Systems to ensure compliance with IFC E&S requirements;
  - concisely articulate E&S risks to investment staff, IFC management and to IFC's Board
- Monitoring oversight of the E&S performance of a personal portfolio of client companies;
- Contribute to the design and delivery of learning programs on sustainability and environmental risk management for IFC clients and investment staff;
- Assist IFC investment staff with business development, to ensure the environmental issues are addressed early in the process; and
- Contribute to design and delivery of E&S advice to support individual clients or wider market adoption of good E&S standards and practices.

### **Selection Criteria**

- Graduate/Advanced degree in relevant discipline (e.g. environmental management, science, social sciences, engineering or other related discipline).
- Minimum of five years private sector work experience, preferably in the assessment and management of environmental and/or social impacts in a consultancy, industrial or commercial role. Comfort in both environmental and social disciplines is highly advantageous.
- Knowledge of IFC Sustainability Framework and supporting documents such as Guidance Notes, EHS Guidelines ([www.ifc.org/ehsguidelines](http://www.ifc.org/ehsguidelines)).
- Driven self-starter with a high degree of responsiveness and proactivity.
- Strong organizational skills with ability to prioritize, deal with frequent unexpected changes, and manage multiple tasks under tight deadlines. Attention to detail a must.
- Ability to synthesize and analyze diverse E&S related data and information.

- Ability to communicate effectively and concisely in spoken and written English is essential. French, Arabic, Chinese, Turkish and/or Spanish language skills will be highly advantageous.
- Good team player with strong interpersonal skills, including the ability to work as a member of a multi-disciplinary and multi-cultural team, work effectively in and influence a team, and network effectively across boundaries.
- Ability to travel regularly to and work effectively in IFC client countries is essential.
- Familiarity with IFC/World Bank operations, procedures, and culture will be advantageous.

IFC values diversity and encourages all qualified candidates who are nationals of IFC member countries to apply, regardless of gender, gender identity, religion, race, ethnicity, sexual orientation, or disability. Sub-Saharan African nationals, Caribbean nationals, and female candidates are strongly encouraged to apply.