Terms of Reference Template

Job Title: Senior Public Sector Specialist
Network: Governance / Public Sector Governance
Grade: GG
Appointment Type: 3-year term appointment
Location: Washington, DC
Appointment: International Hire

Background / General description:

The World Bank Group is one of the world's largest sources of funding and knowledge for developing countries. It uses financial resources and extensive experience to help our client countries to reduce poverty, increase economic growth, and improve quality of life. To ensure that countries can access the best global expertise and help generate cutting-edge knowledge, the World Bank Group is constantly seeking to improve the way it works. Key priorities include delivering measurable results, promoting openness and transparency in development, and improving access to development information and data.

Governance Global Practice Context:
Sound governance and effective institutions are essential for achieving shared prosperity and sustained reductions in poverty. A rapidly-growing body of analytic work demonstrates that there are clear linkages between good governance and the quality of health and education services, and that the poor often suffer disproportionately from lack of alternatives. Countries capable of improving governance are able to use their human and financial resources more efficiently with fewer losses and distortions. They are able to attract higher levels of foreign and domestic investment and, on average, grow more rapidly.

The Governance Global Practice (GGODR) brings together professionals in procurement, financial management, taxation, public management, regulatory policy, transparency, digital governance, law and development, anticorruption, and social accountability to develop innovative, integrated solutions to complex institutional problems. The practice utilizes a problem-driven, diagnostic approach, combining global comparative knowledge of reform successes and failures with keen understanding of the institutional challenges and opportunities of developing countries.

Specifically, the Governance Global Practice provides support in:
1. Sustainable Public Resource Mobilization and Management by improving analytic and policy capacity in public finance; strengthening the composition, management and reporting of public expenditure; and augmenting budget and accounting systems and procurement processes to ensure sustainable funding for public programs.

2. Effective Service Delivery and Policy Implementation through strengthening both core agencies and line departments. GGODR seeks to improve public sector performance and effectiveness by supporting reforms in public management, human resource management, performance monitoring, regulatory reform, ICT solutions and innovative delivery approaches, and other areas.

3. Open and Accountable Governments by facilitating collaboration to foster social accountability and citizen-centric development. This work stream includes government transparency and responsiveness, strengthening key accountability institutions (including parliaments and the judiciary), using mobile technologies to monitor...
performance and enabling citizens to participate effectively in government decision-making.

GGP’s portfolio includes a significant number of tax administration reform investment lending projects, tax administration components in Development Policy Loans (DPLs), tax projects funded by Reimbursable Advisory Services (RASs) and Trust Funds (TFs), and Advisory Services and Analytics (ASA). GGP’s advice cover a wide number of tax issues ranging from taxpayer registration, addressing informality and SME taxation, risk-based audit, tax incentives, taxpayer services and tax appeals. GGP’s advice seeks to build capacity of tax administration with a view to increasing tax revenue. The Bank also provides technical assistance to developing countries in the areas of transfer pricing, exchange of information and other international tax topics.

The recently created Global Tax Team (GTT) provides effective support for WBG operations to strengthen countries’ efforts in the area of tax policy, administration and international tax issues. The GTT also engages with development partners and other stakeholders in the global debate on taxation. The GTT is located in GGP, but works jointly with other Global Practices in the Vice Presidency for Equitable Growth, Finance, and Institutions, and collaborates closely with other WBG units. The Senior Public Sector Specialist will be part of the GTT and will focus primarily on revenue administration, including in the extractives sector.

Note: The World Bank Group is committed to achieving diversity in terms of race, gender, nationality, culture, and educational background. Individuals with disabilities are equally encouraged to apply.

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 3 year term appointment.

Duties and Accountabilities:

• Provide technical advice on public finance management reform to client governments with a particular focus on tax and custom administration and revenue mobilization, including revenues from the extractives sector.
• Lead and support PFM investment lending projects on revenue administration, including supervision of technical consultants, procurement, project reporting and monitoring and evaluation in collaboration with the Practice Manager and country teams.
• Support Development Policy Loans and other lending projects that include tax reform as a component of wider reform, including by developing and negotiating reform measures and participating in project supervision activities.
• Conduct scoping, solution design and implementation missions.
• Prepare work programs including ToRs to implement technical assistance and capacity development operations.
• Prepare and/or supervise the preparation of written technical reports to clients (e.g., analysis, findings, cases, recommendations).
• Train non-tax specialist colleagues in applying the analytical tools and approaches developed by the WBG and development partners on taxation.
• Conduct research on relevant topics where appropriate and prepare written resource materials for colleagues and client governments.
• Work across Global Practices in the World Bank on tax issues and bring in relevant cross-country experience and appropriate analytical techniques, including from Global Solutions Groups for Tax Administration and for Fiscal Policy, and the Taxation for Development community of practice.
• Contribute to knowledge management and dissemination in the area of taxes.
• Contribute to the organization of seminars/workshops on topics of interest in the area of taxation.
Selection Criteria/General Competencies:

The successful candidate will be a professional with deep expertise in the area of tax administration and revenue mobilization, including in the extractive sector, and familiarity with and understanding of WBГ operations. Specifically, the successful candidate will be selected on the basis of the following competencies:

- Advanced degree in public policy and administration, economics, political science, finance, or other related field.
- At least 8 years of relevant experience in the field in the area of tax administration and related areas, ideally as an official of a tax administration.
- First-hand experience in tax administration reform in developing countries and management of extractives revenues.
- Written and Verbal Communication - Delivers information effectively in support of team or workgroup
- Client Orientation - Takes personal responsibility and accountability for timely response to client queries, requests or needs, working to remove obstacles that may impede execution or overall success.
- Drive for Results - Takes personal ownership and accountability to meet deadlines and achieve agreed-upon results, and has the personal organization to do so.
- Teamwork (Collaboration) and Inclusion - Collaborates with other team members and contributes productively to the team's work and output, demonstrating respect for different points of view.
- Knowledge, Learning and Communication - Actively seeks knowledge needed to complete assignments and shares knowledge with others, communicating and presenting information in a clear and organized manner.
- Business Judgment and Analytical Decision Making - Analyzes facts and data to support sound, logical decisions regarding own and others' work.
- Public Administration - Understands the overall dimensions and structures of the mechanics of government and its public administration, especially tax administration.

Other Selection Criteria:

- Fluency (spoken and writing) in English
- French or Spanish language skills desired
- Familiarity with customs administration would be an asset (desirable)
- Strong analytical, writing, and verbal communication skills
- Excellent writing and quality review skills and familiarity with Bank quality standards.
- Work experience in IDA and Fragile States desired.
- Operational experience designing and implementing tax and customs assistance projects would be an asset.
- Ability and availability to travel frequently

Reference: Job Number: 170177