

Policy and Human Resources Development Funded Staffing Program

TOR No	2020 – 0001
Organization	The World Bank
Sector	Social Development
Recruitment Type	International Recruitment
Title	Senior Social Development Specialist
Grade	GG
Unit	MENA Social Development (SMNSO)
Duty Location	Washington DC
Appointment Type and Duration	Two-year Term Appointment
Required Languages	English and Japanese essential, Arabic highly desirable

Description

Established in 1944, the WBG is one of the world’s largest sources of funding and knowledge for development solutions. In fiscal year 2018, the WBG committed \$67 billion in loans, grants, equity investments and guarantees to its members and private businesses, of which \$24 billion was concessional finance to its poorest members. It is governed by 188-member countries and delivers services out of 120 offices with more than 16,000 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 approved a strategy for the organization that utilizes 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: (1) maximizing development impact by engaging country clients in identifying and tackling the most difficult development challenges; (2) promoting scaled-up partnerships that are strategically aligned with the goals; and (3) crowding in public and private resources, expertise and ideas.

The architecture underpinning the strategy and instrumental to its success is the establishment of Global Practices and Cross-Cutting Solution Areas 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

The **Sustainable Development Practice Group** helps countries tackle their most complex challenges in the areas of Social Development, Urban & DRM, Agriculture, Environment and Natural Resources, and Water.

SOCIAL DEVELOPMENT CONTEXT

The Social Development theme addresses issues related to: (a) social inclusion of the poor, vulnerable, and the excluded; (b) promoting accountable institutions; (c) supporting socially cohesive communities and groups with a focus on prevention of conflict, crime and violence, as well as supporting post-conflict development; (d) using community driven development as a tool for developing local infrastructure and delivering services; and (e) addressing issues related to social risk management, including those covered by the World Bank's social safeguard policies on Indigenous Peoples and involuntary Resettlement, and by the Environmental and Social Standards (ESSs) in the new Environmental and Social Framework. The work on inclusion of vulnerable and excluded group covers, among others, issues related to displaced populations, Gender, LGBT, Disability, ethnic minorities, and Indigenous Peoples.

Context Iraq

Iraq's overall security situation improved after the defeat of ISIS on Iraqi territory in 2017, but recovery since has been slow. The defeat of ISIS in Iraq left the government with the daunting task of rebuilding infrastructure, re-establishing security and stability, and providing services for the return of the displaced. However, to progress, the World Bank recognizes the need to re-establish security in Iraq as a priority for addressing the country's underlying constraints, as well as improving governance to restore the social contract between the people and the public sector. Youth at-risk are identified as a key vulnerable group excluded from society, facing a disproportionate lack of access to jobs and therefore unable to productively contribute to society. Lack of such employment is cited prominently as a motivator for joining violent groups, for economic reasons, status, and respect. By targeting youth at-risk, the security-development nexus strategy is expected to address structural causes of fragility, conflict and violence. By increasing alignment between security and development actors, the strategy represents a critical step towards a long-term conflict prevention focus.

Following an April 2018 agreement at the Tokyo Senior Officials Meeting, the Government of Iraq formally requested the World Bank's assistance to prepare and implement an integrated security-development nexus (SDN) approach to bridge these two spheres more closely. The Government of Japan, the main donor for this initiative, has also entrusted the World Bank with coordinating this agenda. The World Bank has proposed a phased approach wherein the key elements include: (i) initiating the SDN program with analytical work and technical assessments that will form a basis for proposed pilot initiatives and (ii) establish a Working Group to coordinate planning and engagements among relevant international partners.

The analytical work will include the following: (i) stocktaking review of international experiences and practices related to the security and development nexus; and (ii) understanding of potential target areas in Iraq in terms of creating and increasing economic opportunities for youth at-risk and conflict-affected groups. The latter will include the following analytical products: i) diagnostics of the security sector in Iraq; ii) mapping of local initiatives on socio-economic and security improvements; iii) mapping of youth at-risk and other conflict affected vulnerable groups; iv) mapping of private sector environment and labor market

obstacles and opportunities to job creation; v) mapping and capacity assessment of local institutions and social groups; and iv) mapping of security issues in identified localities wherein pilot projects could be implemented. These six papers, in consultation with the Iraqi Government, donors (including Japan, the main donor at this stage), and partners will be synthesized into an options paper for pilot projects to address employment creation as part of the security-development nexus challenges.

Duties and Responsibilities

The roles and responsibilities of the Senior Social Development Specialist will include, among others:

- Iraq Security and Development Nexus Project.
 - Support the preparation and supervision of various analytical products;
 - Support in the establishment and coordination of the Working Group;
 - Support the drafting of the synthesis report and input into drafting of proposed pilot projects;
 - Support dialog between the World Bank team, Government of Iraq and Embassy of Japan, in relation to the Working Group;
 - Prepare regular security-development on ad-hoc investigative or policy briefs, as requested by the World Bank team and GoI;
 - Support the development of a data case-management system, based on the Information Counselling and Referral System (ICRS), that can assist to reintegrate former youth at risk and others job seekers with referral to employment, social, training, medical services, thereby linking them to service providers;
 - Develop and maintain close relationships with development partners, and public and private stakeholders active in the security and development sectors in Iraq; and
 - Contribute to the coordination with stakeholders, specifically with national government and non-governmental institutions, as well as regional organizations in the security and development sectors.
- Contribute to new areas of focus and operational business around social development issues, including on social cohesion, social inclusion, gender, youth, and fragility and conflict;
- Participate in cross-practice teams responsible for the preparation of policy notes, Systematic Country Diagnostics, Country Partnership Frameworks, sector studies, and research and policy development activities on the full range of social development topics;
- Guide and mentor junior staff; supervise the work of consultants and technical specialists to ensure consistency and conformity to Bank operational policies;
- Lead or participate in analytical studies, support other analytical work on different social development topics, and stay abreast of developments in social development globally and on cross-cutting issues.
- Contribute to knowledge sharing, dissemination and awareness raising activities with both Bank staff and clients.

- Support and actively participate to the Bank-wide professional community of staff engaged in social development by participating in thematic groups, exchanging best practices, and drafting technical notes.

Selection Criteria & Competencies:

It is expected that the successful candidate will meet the following selection criteria:

- Advanced university degree (Masters or PhD) in relevant social science (e.g., Sociology, Anthropology, Economics, Fragility, and Political Science) or related fields.
- Minimum of 10 years of professional operational experience in fragile context, reconstruction and recovery and building resilience of communities.
- Extensive experiences working with government counterparts, UN agencies and development partners in a fragile setting.
- At least 7 years of experience of work in the Middle East, primarily on Iraq.
- Strong knowledge of youth, livelihood and labor market sectors.
- Strong knowledge of post-conflict security led stabilization measures.
- Experience in social development topics, including fragility and conflict, post-conflict reconstruction, violence prevention, community-driven development, social inclusion (IDPs, etc), citizen engagement and gender.
- At least 7 years of hands-on experience with setting up and managing research projects.
- At least 7 years of hands-on experience with post conflict – Demobilization and Reintegration and Security Sector Reform.
- Ability to present complex post-conflict issues to task teams and Bank audiences, and to engage effectively with government counterparts, the private sector, project beneficiaries and civil society.
- Demonstrated project/program management skills and aptitude to lead diverse teams.
- Demonstrated knowledge of World Bank financing instruments and operational procedures is a plus.
- Excellent interpersonal, problem-solving, communication and team skills, and ability to think innovatively and strategically to find balanced solutions to complex development problems, with a strong client focus.
- Acting with integrity at all times to build trust and to create an enabling work environment, whether as team leader or team member.
- High level of energy, initiative and self-motivation; willingness to work under challenging circumstances.
- Ability to work across practices, work in cross-thematic teams, foster team work, and mentor junior staff.
- Highly proficiency in spoken and written English and Japanese; and
- Understanding of spoken and written Arabic;

In addition, the successful candidate is expected to exhibit the following core competencies:

- Knowledge of FCV Context – Applies to operations and analytical tasks a substantive understanding of fragility, conflict and violence, including polarization of state-society relations, diminished client capacity, relevance of partnerships, etc.
- Analytical Tools for Social Sustainability: Solid experience conducting social development analyses, producing meaningful results, and applying the tools in operations.
- Policy Dialogue Skills - Identifies and assesses policy issues and plays an active role in the dialogue with the government and/or other stakeholders.
- Deliver Results for Clients: Proactively addresses client’s stated and unstated needs.
- Collaborate Within Teams and Across Boundaries: Collaborates across boundaries, gives own perspective and willingly received diverse perspectives.
- Create, Apply and Share Knowledge: Applies knowledge across WBG to strengthen solutions for internal and/or external clients.
- Make Smart Decisions: Interprets a wide range of information and pushes to move forward.