Terms of Reference Template

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

WORLD BANK GROUP CONTEXT AND STRATEGY

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 2014, the WBG committed US$65.6 billion in loans, grants, equity investments and guarantees to its members and private businesses, of which US$22.2 billion was concessional finance to its poorest members. The WBG uses financial resources and extensive experience to help poor nations reduce poverty, increase economic growth, and improve the quality of life. The WBG is the world's largest funder of education; the world's largest external funder of the fight against HIV/AIDS; a strong supporter of debt relief; and the largest international financier of biodiversity, water supply, and sanitation projects.

The WBG is governed by 188 member countries and delivers services out of 120 offices with nearly 15,000 staff located globally. It consists of five specialized institutions: the International Bank for Reconstruction and Development (IBRD), the International Development Association (IDA), the International Finance Corporation (IFC), the Multilateral Investment Guarantee Agency (MIGA), and the International Centre for the Settlement of Investment Disputes (ICSID). IBRD and IDA are commonly known as the World Bank.

The vision of the WBG is to eradicate extreme poverty by reducing the number of people living on less than US$1.25 a day to 3 percent by 2030, and to 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 that leverages 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.

Since July 2014, the World Bank is organized into six client-facing Regional Vice-Presidencies (Africa, East Asia and Pacific, Europe and Central Asia, Latin America and Caribbean, Middle East and North Africa, and South Asia); several corporate functions; and fourteen Global Practices (GPs) as well as five Cross-Cutting Solution Areas (CCSAs) to bring best-in-class knowledge and solutions to regional and country clients. The 14 GPs are: Agriculture; Education; Energy and Extractives; Environment and Natural Resources; Finance and Markets; Governance; Health, Nutrition and Population; Macroeconomics and Fiscal Management; Poverty; Social Protection and Labor; Social, Urban, Rural and Resilience; Trade and Competitiveness; Transport and ICT; and Water. The 5 CCSAs are: Climate Change; Fragility, Conflict and Violence; Gender; Jobs; and Public-Private Partnerships.

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 analytical 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 (GGP) is part of the Vice Presidency for Equitable Growth, Finance, and Institutions (EFI) which also includes the Finance and Markets (F&M), Macro-Fiscal Management (MFM), and Trade and Competitiveness (T&C) Global Practices. The Governance Global Practice comprises a variety of professional disciplines working on public institutions, including public sector management, governance and anti-corruption, procurement, financial management, social accountability and justice reform. These professional disciplines are grouped in the following Departments:

- Public Sector and Institutions (PSI) to support a continuous and sustainable improvement in the delivery of public goods and services both from central government, local governments, state-owned enterprises (SOEs), public private partnerships (PPPs) and through regulation.

- Financial Accountability and Reporting (FAR) to provide policy advice and support to institutions and processes across the entire cycle of public financial management, both to countries and to WBG operations.

- Solutions and Innovations in Procurement (SIP) to provide policy advice, institutional support, assistance and capacity building for more transparent, honest and accountable governments.

The Practice utilizes a problem-driven, diagnostic approach, combining global comparative knowledge of reform successes and challenges with keen understanding of the institutional challenges and opportunities of developing countries.

GGP interventions range from diagnostics, technical assistance and advisory services, knowledge management and sharing, and creating peer learning platforms to lending and reform project implementation and monitoring and reporting. In terms of instruments, the GGP’s global portfolio includes a significant number of investment project financing operations, components in Development Policy Financing, activities funded by Reimbursable Advisory Services (RASs) and Trust Funds (TFs), as well as an important portfolio of Advisory Services and Analytics (ASA). An important part of its responsibilities is to deliver operational support to other Practices, including through inputs for policy-based operations, hands-on implementation advice and direct fiduciary due diligence of investment financing.

GOVERNANCE GLOBAL PRACTICE AND OPEN GOVERNMENT PARTNERSHIP

The WBG, through a commitment letter from President Jim Yong Kim, officially joined the Open Government Partnership (OGP) in April 2013 as a multilateral partner. OGP is a multilateral initiative that aims to secure concrete commitments from governments to promote transparency, empower citizens, fight corruption, and harness new technologies to strengthen governance. Out of the seventy-five OGP countries, 49 are WBG client...
countries, including 15 IDA countries. The WBG has a working relationship with the remaining participating countries. Since OGP’s founding, and as one of the four initial multilateral partners, the WBG has been an active partner of the OGP. In its collaboration with the OGP Support Unit, the WBG has assisted countries through provision of financial support, technical assistance, and peer learning opportunities, while leveraging its convening power to foster dialogue between government stakeholders and civil society at the global and national levels. In some countries the WBG has also supported the consultation process through which government and civil society organizations co-create National Action Plans.

The ongoing strategic partnership between OGP and the Bank prompted the OGP Steering Committee to request the Bank to establish a multi donor trust fund (MDTF) for OGP. The OGP MDTF will fundamentally support local co-creation and implementation of OGP National Action Plans and broaden collective action by critical OGP actors in and out of government; broadening the stakeholder base, particularly by leveraging the Bank’s convening power in countries engaged in the OGP; supporting non-OGP countries that are considering participation; deepening the research on results and impact; and increasing OGP-related Bank operations. Funding from MDTF is expected to directly scale up activities with OGP countries, address funding gaps and pilot innovations. These may later be mainstreamed and leveraged through the Bank’s lending operations, including IDA.

Additionally, open government is an important component of IDA 18. Actions for the IDA 18 Governance and Institutions Theme include relevant commitments on supporting at least one-third of IDA countries to operationalize reform commitments towards the Open Government Partnership agenda to strengthen transparent, accountable, participatory, and inclusive governments through open government commitments.

About The Position

The World Bank seeks to hire a Governance Specialist to support the operationalization of the OGP MDTF, enhance the engagement of WBG operations on open government related issues in IDA and OGP countries, and coordinate strategic entry points for open government and governance more broadly in sector projects. This will require a well-organized individual with strong coordination and communication skills to manage a range of activities including the MDTF portfolio, the performance of the related open government portfolio, and ensuring its strategic alignment with the Bank agenda. This person should have prior experience with the World Bank Group and be familiar with its operational systems and processes. Experience with OGP and government on public sector reforms will be an added advantage.

The Governance Specialist will be located in the Governance Practice in Washington DC, and will report to the Manager for the Revenue, Open Government and Local Justice Unit in the Public Sector and Institutions Department.

Duties and Accountabilities:

The Governance Specialist (Open Governance and Accountability) will focus on the GGP’s activities on open governance and accountability and support the implementation of the OGP MDTF and related activities. The Specialist will:

- Coordinate engagement on open governance in OGP countries, working in close collaboration with the GGP, Country Management Units, other GP teams and government counterparts as needed. In this role, the Specialist
will negotiate a program of support drawing on the full range of operational instruments available, and prepare
and supervise specific lending, and/or trust-funded technical assistance, analytical and knowledge products, as well
as advisory services.

• Strengthen GGP’s capability to implement its open governance work program, including training and mentoring
staff, participating in the quality assurance process, monitoring portfolio performance, engaging partnerships and
mobilizing the resources needed for program implementation.

• Facilitate collaboration between teams working on public administration and governance reform issues,
particularly as they relate to open governance, across the World Bank with a view to delivering a coordinated
program of support to clients in the most cost-effective manner.

• Provide technical inputs to Advisory Services and Analytics, and/or supervising the preparation of Economic and
Sector Work (ESW) and other relevant technical reports to clients (e.g. analysis, findings, and policy
recommendations), as well contribute to global development priorities such as the Sustainable Development Goals,
in close collaboration with relevant GP and GGP Cluster Leaders, Country Management Units (CMUs), relevant TTLs
and sector experts within and outside the Bank, and contributing to knowledge management and dissemination.

• Facilitate collaboration between teams working on governance reform issues in different sectors, particularly as
relates open governance, across the World Bank with a view to delivering a coordinated program of support to
clients in the most cost-effective manner.

• Contribute to knowledge curation, management and dissemination on open governance in close collaboration
with colleagues and experts across the Global Practices, the CMUs and external partners, while helping to
strengthen Communities of Practice on related themes.

• Contribute to corporate support and administrative functions as required.

Selection Criteria:
REQUIRED COMPETENCIES
• Knowledge of and Experience in Transparency and Open Governance Reforms. Influences the design and
execution of major policy and/or research initiatives in transparency and open governance; conceives and
promotes innovations in development policies, project design, organization and management to improve
outcomes.

• Policy Dialogue Skills. Has a track record of conducting effective policy dialogue with country counterparts (both
state and non-state actors), and confidently articulates difficult issues and positions to senior Bank management
and government officials.

• Integrative Skills. Possesses in-depth understanding of Bank resources for governance strengthening including
inclusive and participatory governance.

• Governance and Public Sector Knowledge and Experience. Has a track record of managing and delivering high-
quality governance and/or public sector technical advice or reports, lending or trust-funded operations, or
equivalent assignments while serving in and out of government.

• Written and Verbal Communication in English. Demonstrates a strong command of all forms of communication
and delivers messages in a consistently effective, timely and engaging manner.

• Lead and Innovate. Inspires and influences others to drive innovation.

• Deliver Results for Clients. Acts as a trusted, strategic advisor, partnering with clients to deliver results.

• Collaborate Within Teams and Across Boundaries. Demonstrates teamwork and leads collaboration across WBG
and with partners drawing on robust professional networks.

• Create, Apply and Share Knowledge. Establishes an environment where knowledge is created, applied and
shared.

• Make Smart Decisions. Makes timely decisions that have a broad impact.
OTHER SELECTION CRITERIA

• Advanced or professional degree (Master’s or equivalent) in Public Policy, Public Administration or Law, Social and/or Political Science or other fields relevant to governance reform.
• Minimum five years of relevant experience working on public sector and governance reforms, particularly in state-citizen relations, ideally with experience working on two or more of the following:
  Open governance reforms
  Fiscal transparency and open data
  Participatory public financial management
  Multi-stakeholder engagement and citizen/stakeholder oversight
  Accountability institutions
  Governance in the sectors
  The enabling environment for citizen engagement
    o Right to information
    o Inclusive governance in contexts of fragility, conflict or violence
    o Open Government Partnership
• Demonstrated experience in leading policy-dialogue on governance, public sector and social accountability/citizen engagement themes.
• Demonstrated experience in the development and supervision of operations and preparation of analytical products and diagnostic tools.
• Proactive and action-oriented, ability to anticipate, coordinate, and prioritize activities.
• High degree of tact, sensitivity and discretion in dealing with internal and external clients, staff, and managers at all levels, and in handling confidential and sensitive information.
• Outstanding interpersonal skills, track record of working effectively in a multicultural team environment and the ability to build effective working relations with counterparts and throughout the Bank, including mentoring of junior staff.
• Managing and curating knowledge; excellent organizational, problem-solving and analytical skills to deliver results.
• Proficiency in MS Office programs required.
• Excellent written and verbal communication skills in English (knowledge of French or Spanish would be an advantage).
• Ability to work independently and under pressure.

The World Bank Group is committed to achieving diversity in terms of gender, nationality, culture and educational background. Individuals with disabilities are encouraged to apply. All applications will be treated in the strictest confidence.

Reference: Job Number: 170176