

## Terms of Reference

<b>Job Title: Education Economist</b>	<b>Grade: GF</b>
<b>Job Location: Washington, DC</b>	<b>Appointment Type: Term</b>
<b>Recruitment Type: International</b>	<b>Appointment Duration: 3 years</b>

### **THE EDUCATION GLOBAL PRACTICE**

Education is central to achieving the World Bank Group's twin goals: it is a reliable route out of poverty because it has large and consistent returns to income for individuals as well as other non-monetary benefits and because it can drive economic growth. It is also a prime vehicle for promoting shared prosperity. One of the main challenges the education sector faces is ensuring equitable access to quality education for all –that is, ensuring that all children and young people acquire the knowledge and skills they need for their lives and livelihoods. The developing world has achieved great advances in education in the past two decades, most notably in enrolling and keeping children in school and in approaching gender equality. Yet, more remains to be done in these areas and many challenges remain, including removing the educational barriers faced by the poorest people and those living in fragile states, and improving the quality of education so that schooling leads to real learning. Indeed, the WBG and the broader education development community are increasingly shifting their focus to learning outcomes. Because traditional input-driven programs often fail to promote learning, the WBG's education strategy highlights the need for a more comprehensive systems approach to education reform, investments, and service delivery. This approach is about increasing accountability and targeting results, as a complement to providing inputs. And it also requires strengthening the knowledge base on education, to highlight where systems are achieving results, where they are falling short, and what the most effective solutions are. These efforts are increasingly guided by the need *to invest early; invest smartly; and invest for all*. Through high-quality analytical work expertise combined with practical and technical know-how in these three areas, the WBG is helping its partner countries accelerate their educational progress.

### **EDUCATION AND THE AFRICA REGION**

The WBG serves 48 client countries in the Africa Region (AFR). Clients range from low income (among them several fragile and conflict states) to a small but growing number of middle income countries (MICs) but with weak human development indicators. Average annual per capita income varies widely and inequalities persist, with most of the Region's people living in poverty. The Bank's strategy in AFR is focused on two pillars (i) competitiveness and employment, and (ii) vulnerability and resilience –and prioritizes cross-cutting approaches founded in governance and public-sector capacity.

The Education GP in the Africa Region is comprised of three units responsible for policy dialogue, analytical and operational work in the education sector across the continent. The relevant unit (GED13) covers four country management units (CMUs) and 17 countries located in Central, Western and Southern Africa. This unit currently has a portfolio averaging 15 lending operations, 35% of which are grant-funded operations, and produces about 4-8 analytical reports and technical assistance products per year, addressing education issues in IDA and IBRD client countries. The work program spans the full spectrum of the education sector from early childhood development to higher education and skills development. Much of the work focuses on improving the quality and relevance of education at all levels; expanding access to early childhood development and basic education, as well as post-basic education and training with particular emphasis on science, technology and innovation; and improving skills development so as to produce a quality workforce to sustain, innovate and expand on the current growth in the region.

Working with partners, GED13 is helping client countries address these challenges through key entry points including: breaking the equilibrium of low quality at all levels of education; increasing the efficiency and accountability of education services; modernizing the higher end of the formal education continuum; more effectively integrating science and technology, and better aligning skills formation with the needs of labor markets. Our approach to support is increasingly diversified, using new lending instruments such as Program for-Results (P4Rs), Reimbursable Advisory Services (RAS), as well as traditional investment lending, all backed by comprehensive evidence-based analytical work.

Much of our operations and analytical products are based on approaches that (i) assist countries in developing and implementing strategies for ensuring quality teaching and learning at all levels of education (pre-school, basic education, secondary education and tertiary education), and in addressing the issues that face these countries' disadvantaged population groups; (ii) ensures that education systems respond to the needs of labor markets; (iii) continues to stress the focus on results; builds capacity for monitoring and impact evaluation of reforms; fosters knowledge sharing; (iv) promotes innovative approaches, cross-sectoral linkages, and partnerships with the private sector and other development partners whenever relevant; (v) develops and scales up successful strategies for regional collaboration to leverage economies of scale; and (vi) works to strengthen governance, accountability, and transparency in the education sector.

The unit is seeking an Economist to undertake high quality economic and analytical work, prepare knowledge products for input into policy dialogue and projects and provide technical support for operational projects.

#### **Duties and Responsibilities:**

- Contribute to the education policy dialogue in client countries and enhance client capacity to carry out and use economic analysis and impact evaluations in policy and decision making; including through preparation of policy papers and discussion documents.
- Provide technical contributions to or selectively lead cutting edge knowledge products on a broad range of issues including the reform and strengthening of education and training systems, (e.g., finance, governance, teacher policies, quality measurement and assurance), household decision making, efficiency and effectiveness of education expenditures, and education and its relation with labor markets, equity and poverty.
- Design and manage economic analyses of education operations, expenditure reviews and other economic and sector work.
- Participate in teams and missions and provide technical contributions to design, prepare, appraise, supervise implementation and evaluate Bank-supported education sector (or multi- sectoral) operations (including investment loans, PfoRs, and policy-based lending).
- Lead the monitoring and evaluation of education and skills development interventions, with a particular focus on designing and implementing impact evaluations with the greatest strategic value to Bank operations. Incorporating the evidence from impact evaluations into lending products.
- Make significant contributions to global, regional or sub-regional flagship studies.
- Contribute to the development of new business in the education sector including financial and knowledge products and forge strategic partnerships and alliances to increase the overall value of the Bank program..

#### **Selection Criteria & Competencies:**

- **Ph.D. in economics**
- At least 5 years of relevant work experience in the development field, preferably in education and labor markets skills issues, knowledge of and experience in impact evaluation methods and implementation
- Proven skills managing and exploiting large data sets, preferably related to learning assessments, education administrative datasets, household surveys labor force surveys, enterprise surveys, poverty analysis.

- Policy Dialogue Skills - Anticipates needs and requests in the field and conducts independent policy discussions with representatives of the government and non-government partners.
- Strong analytical skills, excellent microeconomic skills (education, labor economics) to prepare knowledge products for input into policy dialogue and projects and provide technical support for operational projects.
- Strong technical leadership skills and knowledge as demonstrated by peer-reviewed publications and/or Economic and Sector Work in developing countries. Ability to convey complex technical ideas to a non-specialist audience in writing and orally.
- Demonstrated combination of analytical rigor and practical and solution oriented approaches; including ability to contextualize research findings and apply them to specific country contexts.
- Excellent written and oral communication skills in English are essential. Fluency in Portuguese and French desirable. Strong in written and oral expression, including public presentation.
- Strong client orientation and excellent interpersonal skills. Proven ability to work effectively and collaboratively within and across institutional boundaries, inspire commitment to excellence and teamwork, and to liaise tactfully as member of a multicultural team.
- High levels of energy, initiative and flexibility in quickly adjusting to changing work program requirements. Ability to juggle numerous competing demands and priorities, respond quickly to internal and external client requests, and set priorities for self and others.
- Knowledge and understanding of project management tools & methodologies and experience in project preparation, implementation, resource management, and stakeholder communications is a plus. For internal candidate, experience in Bank operations is required.
- Prior knowledge of and work experience in Africa is desirable.

**Competencies:**

- Knowledge and Experience in Development Arena - Translates technical and cross-country knowledge into practical applications and contributions to country and sector strategies; interacts with clients at the policy level.
- Policy Dialogue Skills - Anticipates needs and requests in the field and conducts independent policy discussions with representatives of the government and non-government partners.
- Education Knowledge and Experience - Possesses experience in designing and managing challenging education or related projects, and policy-relevant analytical work. Able to independently formulate country-relevant solutions to complex sector problems, taking into account cross-sectoral linkages.
- Integrative Skills - Understands relevant cross-sectoral areas how they are interrelated; able to undertake cross-sectoral work in lending and non-lending operations.
- Lead and Innovate - Develops innovative solutions with others.
- Deliver Results for Clients - Achieves results and identifies mission-driven solutions for the client.
- Collaborate Within Teams and Across Boundaries - Initiates collaboration across boundaries and broadly across WBG, and brings differing ideas into the forefront.
- Create, Apply and Share Knowledge - Creates, applies and shares knowledge from across and outside WBG to strengthen internal and/or external client solutions.
- Make Smart Decisions - Recommends and takes decisive action.

General Economic Knowledge and Analytical Skills - Possesses Cross-country knowledge in economic specialty and demonstrates ability to link the macro, institutional, and micro-level behaviors; able to support findings/policy recommendations with credible analysis and tools.

January 25, 2018