



THE WORLD BANK

**Donor Funded Staffing Program**

**TOR:** 2017-182

**Title:** [Junior Professional Officer \(JPO\)](#)

**Grade:** [UC \(Ungraded\)](#)

**Division/VPU:** Education Global Practice, GEDDR

**Duty Location:** Washington, D.C.

**Appointment Type:** Term

**Duration:** Two - Years

## **BACKGROUND**

### **THE EDUCATION GLOBAL PRACTICE**

Education is central to achieving the World Bank Group's (WBG) twin goals: it is a reliable route out of poverty because it has large and consistent returns to income for individuals and because it can drive economic growth. It is also a prime vehicle for promoting shared prosperity. The main challenge in the education sector is to achieve "learning for all, learning for life"—that is, to ensure that all children and young people acquire the knowledge and skills they need for their lives and livelihoods. 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. 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."

At the World Education Forum in May 2015 in Incheon, Korea, President Kim announced that the WBG would double results-based financing to approximately \$5 billion over the period 2015-2020. Achieving learning for all children and youth will require moving beyond simply financing the inputs that education systems need to strengthening these systems to deliver results. This, in turn, implies aligning governance, financing rules, incentives, and management practices with the ultimate goal of better learning outcomes, especially for children from the world's poorest families for whom access to quality education remains deeply inequitable.

### **GLOBAL ENGAGEMENT AND KNOWLEDGE UNIT (GEAK)**

The development community is increasingly focused on building a knowledge base on the development effectiveness of policies and programs. GEAK supports WBG education teams across the globe to deliver better results, broadly by strengthening two main areas: (i) education systems and (ii) evidence-based policy making and programming:

**Education systems:** [SABER](#) (the System Approach for Better Education Results) is an initiative to identify the key drivers of performance excellence and produce comparative data on education policies and institutions, with the aim of helping countries systematically strengthen service delivery and achieve results. SABER has developed and applied tools around the world that enable policy makers, researchers, and other stakeholders in education to understand the strengths and weaknesses of education systems for the purpose of improved learning.

Simultaneously, SABER is helping build a global knowledge base on education systems through the development of evidence based reports and along with an education policy global database. SABER produces comparative data and knowledge about education system policies and institutions. SABER aims to give all parties with a stake in educational results a timely and objective, up-to-date, snapshot of how well their country's education system is oriented toward delivering learning. SABER evaluates the quality of education policies against evidence-based global standards in thirteen fundamental domain areas of education, with the aim of helping countries systematically strengthen their education systems.

**Evidence-based policy and programs:** Knowing what works best and why helps policy makers sustain or scale-up effective education programs, change the design of programs, and promote a focus on learning for all throughout the education system. Impact evaluations are a means to support the identification and design of better education programs. The [Strategic Impact Evaluation Fund \(SIEF\)](#) is a partnership program promoting evidence-based policy making in human development. As of Spring 2015, SIEF committed more than \$30 million to 62 impact evaluations in 34 countries, among them 21 of the world's poorest, across five continents. These have been selected through global, open calls for proposals, with a focus on scalable programs.

## **DUTIES AND RESPONSIBILITIES**

The JPO will be part of the Global Knowledge and Engagement Unit of the Education Global Practice. S/he will contribute to design, prepare, appraise, supervise implementation and evaluate Bank-supported education operations. S/he will also manage data, conduct in depth analysis of school survey data on issues related to education for analytical and policy reports. The JPO will also contribute to drafting these reports and prepare presentations. S/he will support outreach to the community of economists in the Practice Group and lead the organization of selected knowledge events. A part of the work program will be devoted to the implementation of school-based quality of service delivery surveys, supporting the team in data management, analysis, and report drafting. Her/his work will also include research and drafting of policy reports related to connected issues such as sustainability of education systems financing (with a strong focus on equity issues), management of education systems and partnership governance of education), and assessment of learning outcomes.

This position will offer exposure to a broad range of analytical issues as well as opportunities to work with a wide range of staff across the Education Global Practice. Interested candidates should have excellent data management and microeconomic skills, proven organizational skills, technical knowledge experience in education and proven knowledge of the most recent econometric techniques in microeconomics.

The candidate is expected to be the focal point for school survey work in our or more countries and would be the liaison with survey firms and a large set of constituencies, as such proven soft skills are essential to the success in the position. Excellent writing and communication skills are also essential.

*The candidate will be responsible for the following tasks:*

- Participate in teams and missions and contribute to design, prepare, appraise, supervise implementation and evaluate Bank-supported education operations.

- Conduct analysis and research on cutting issues on education which might include: the impact of teacher practices and behaviors on the classroom on student outcomes (including with a gender perspective), the impact of management practices on school performance, efficiency of education system and learning outcomes, the impact of different governance models in terms of sustainable financing for education, etc;
- Contribute to preparation of policy reports, briefs and presentations as needed;
- Contribute to the conceptualization and lead the preparation of knowledge events: including highlevel workshops, BBLs, and similar initiatives;
- Manage data, conduct econometric analysis, and draft findings on the quality of service delivery in education.
- Help write report and present the findings.

## **QUALIFICATIONS AND COMPETENCIES**

### *The applicant should demonstrate the following qualifications and experience*

- Master's degree in Economics, Public Administration, Public Policy or a related field;
- Minimum of two years of relevant working experience including analytical, operations, and project management work;
- Previous experience in education ;
- Previous experience managing datasets and quantitative and qualitative sources of information in development programs or projects;
- Excellent organizational skills and proven experience coordinating and managing work teams;
- Excellent writing skills in English;
- Extensive experience in use of survey data for microeconomic analysis with minimal supervision;
- Excellent command of econometric/statistical software such as STATA;
- Proven and solid knowledge of econometric methods ;
- Demonstrated ability to work under deadlines, handle multiple tasks, and take initiative;
- Proven ability to work in a team and intercultural environment, with minimal supervision; and
- Willingness to travel, as required by the different tasks.

Shortlisted candidates will be asked to undertake an online test of their analytical skills in STATA and of their presentational skills.

### *Required Competencies:*

#### **• Delivers Results for Clients;**

Sets challenging goals that align with the organization mission and is always looking to improve; Understands clients' most pressing challenges and contributes to solutions; and takes personal responsibility for producing high quality work, identifying and informing of risks, and delivering results for clients.

#### **• Collaborates Within Teams and Across Boundaries**

Keeps others fully informed to ensure integration and work consistency and displays a sense of mutuality and respect; Approaches conflicts as common problems to be solved; Seeks and listens to input from others to inform own decision making and openly shares information; and frames thinking/actions with a WBG corporate perspective in mind.

- **Leads and Innovates**

Applies critical thinking to current approaches, identifies areas for improvement, and tries new solutions that drive results; Considers own behavior in context of organization's values and mission and recognizes impact one has on others; and Operates in fluid and changing environments and supports others to do the same.

- **Creates, Applies and Shares Knowledge**

Contributes to the department's and organization's body of knowledge by applying lessons learned and expertise; Actively invests in own knowledge and seeks feedback; and Builds personal and professional networks within and beyond the work group

- **Makes Smart Decisions**

Seeks and analyzes facts, data and lessons of past experience to support sound, logical decisions regarding own and others' work; Applies cost/benefit analysis to meet work program objectives; Contributes to decision making by providing relevant risk analysis; and Shows initiative when necessary, and makes decisions in a timely manner within own area of responsibility.

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