



THE WORLD BANK

**Donor Funded Staffing Program # 6**

**Title: Junior Professional Officer (JPO)**

**Grade: UC (Ungraded)**

**Division/VPU: Human Development Sector Unit, Middle East and North Africa Region**

**Duty Location: Washington, DC**

**Appointment Type: Co-Terminous Term**

**Duration: Two Years**

## **BACKGROUND**

The Middle East and North Africa (MNA) Region at the World Bank serves 20 client countries, of which 10 are current or potential active IBRD/IDA borrowers (Djibouti, Egypt, Iran, Iraq, Jordan, Lebanon, Morocco, Syria, Tunisia and Yemen), one active TF beneficiary (West Bank and Gaza) and eight are using the Region's non-lending services, (Algeria, Bahrain, Kuwait, Libya, Oman, Qatar, Saudi Arabia, and the United Arab Emirates).

MNA's mission is to end extreme poverty and boost shared prosperity by focusing on the key drivers of sustainable growth, job creation, economic and social inclusion, and good governance. The Human Development Sector is dedicated to actively participating in global efforts that contribute to poverty reduction through improving access to education, health and social services and building balanced and competitive societies.

The JPO would join the MNA Human Development team to contribute to the World Bank's strategic engagement in two critically important areas in the MNA region, namely **jobs** and **governance in social service delivery**. As a team member in a multi-disciplinary team, the JPO would contribute to the Bank's analytical and advisory activities and their possible operationalization in these two areas.

Following the recent regional flagship report titled Jobs for Shared Prosperity, the MNA Human Development team has been actively engaged with multiple stakeholders on the urgent policy issue of jobs. At the request of many governments in MNA countries, the MNA Human Development team has been supporting institutional and policy reforms through analyses, evidence-based policy dialogue, technical assistance and investment operations to promote the functioning of labor markets, employability, and social inclusion.

Currently, the MNA Human Development team is developing a new regional flagship report on governance in social service delivery. The 2004 World Development Report made the compelling argument that making social services work requires improvements in governance, namely the existence of rules, institutions and public accountability relationships that affect performance in service delivery, their quality as well as the extent to which they are enforced. The MNA regional study seeks to document, analyze and promote better understanding of the various linkages between governance and service delivery performance in the health and education sectors. In particular, the regional flagship will examine how and why governance variables weaken policy implementation and impede accountable, responsive and effective service delivery.

## **DUTIES AND RESPONSIBILITIES**

### **1) Contribute to the regional study on governance in social services in the MNA region**

The JPO would contribute to the analysis of the governance challenges with respect to social services in MNA. Specifically, the JPO would work in a Bank team to build on the household, users and facilities surveys and the scorecard and report card surveys that have been implemented in recent years across MNA countries and, on the basis of citizens' perceptions and experiences as well as available expert policy documents and administrative data, examine how governance variables weaken the successful

implementation of otherwise sound policies and impede accountable, responsive and effective public service delivery in the social sectors.

Such analysis would allow to: a) outline a broad institutional and policy reform agenda to enhance utilization and improve quality of essential social services such as health and education in MNA; b) identify specific areas of governance weaknesses along the service delivery chain at the upstream, midstream as well as downstream levels, for further inquiry; c) engage with clients in promoting better understanding of and addressing the governance challenge of human development. The JPO would participate in all the related activities with relative emphasis in accordance with the JPO's areas of expertise and interest.

## **2) Support the policy dialogue and engagement on jobs in the MNA region**

Drawing on the World Bank regional jobs report and country analyses, the JPO would develop inputs to contribute to policy dialogue with key stakeholders who can make a difference in jobs creation in the region. These include: Ministers/Ministries of Labor, Finance, Economy, Education, Higher Education, Vocational Training; representatives of Unions of Employers, and representatives of Trade Unions; key private sector voices; key social players, major global and regional donor/development institutions; experts, and the media.

In particular, the JPO's inputs, developed in collaboration with the Bank's cross-sectoral team in the MNA region, would serve to contribute to consensus building among stakeholders on the effects of constrained competition in the private sector, distortions caused by the public sector, and skills mismatches, as root causes of the poor job performance in the region, and on the opportunities to change the rules of the game for more and better jobs in the MNA region.

### **Participation in missions:**

Mission travel expected, up to two times for up to four weeks in total in the MNA region.

### **Conflict of Interest**

To avoid possible conflict of interest, the selected candidate will not be assigned to programs involving his/her own Government, e.g. Donor coordination and Trust Fund Management.

## **SELECTION CRITERIA**

- Minimum: Master's Degree with at least two years of experience in economics, social sciences, and/or public policy.
- Experience in analysis and/or policy design in at least one of the following topics: governance, institutional development, public policy, public service delivery, health, education, labor markets, and/or political economy. --Required
- Quantitative skills, including statistics and data analysis; Basic Stata skills, other statistical or mathematical packages, research software. -- Desirable
- Strong organizational, research, and oral presentation skills; Pro-active approach in problem solving.
- Computer skills: Microsoft Office, including excel modeling, word processing, and PowerPoint. -- Required
- Excellent oral and written communication skills in English – Required; Additional language skills (Arabic, French) – Desirable
- Proven ability to work in a team and intercultural environment, with minimal supervision.
- Experience in client interaction, for example in public sector consulting, and/or in organizing and coordinating events, such as seminars and conferences. – Desirable
- Kindly submit one writing sample for each candidate to demonstrate ability to structure and present an argument in a client-friendly manner.