WORLD BANK GROUP

Donor Funded Staffing Program

TOR No:	**2021-058**
Title:	**Junior Professional Officer**
Grade:	**UC**
Division/VPU:	Gender, Economic Opportunity, and Fragility (DIME2) – Development Impact Evaluation (DIME0/DECVP)
Duty Location:	Washington, D.C.
Appointment Type and Duration:	Two-year Term Appointment

Background

World Bank Group
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 nearly 15,000 staff located globally.

The WBG 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). The World Bank is organized into six client-facing Regional Vice-Presidencies, several corporate functions and thirteen Global Practices to bring best-in-class knowledge and solutions to regional and country clients.

Development Economics Impact Evaluation (DIME)
A department of the World Bank's Development Economics Vice-Presidency, DIME's purpose is to increase the use of impact evaluation (IE) in the design and implementation of public policy and to develop institutional capacity and motivation for evidence-based policy. Through its work, DIME has established itself as a global leader in (i) improving the effectiveness of development operations, thus increasing the returns to development financing; and (ii) credibly documenting program impacts on target outcomes that go beyond immediate outputs. Both are critical to making progress on key development challenges, from improving education outcomes to reduce learning poverty, reducing violence against women, tackling fragility and building the resilience of communities and households, and responding to and recovering from Covid-19.

DIME's work focuses on:

• Evaluating programs at scale to answer policy-relevant questions;
• Developing innovative data systems and data analytics tools for real-time decisions;
• Using causal inference analysis to identify mechanisms to improve results;
• Building capacity to strengthen country institutions for evidence-based policymaking.

DIME aims to overcome the challenge to identify true cause-and-effect relations in policy programs. By linking researchers to policymakers and feeding results back into policies, DIME fosters systematic use of evidence, which informs adoption, mid-course corrections, and scale-up of policies. Through workshops and clinics with operational staff and government clients, joint research teams, active field coordination, as well as research products such as seminars, papers, and policy briefs, DIME builds capacity while forming a wider community of practice.

With a portfolio of more than 220 impact evaluations, DIME operates across all sectors in about 60 countries spanning the globe. The IEs test a variety of interventions and mechanisms to understand why policy succeeds or fails and how to improve policy design and implementation to obtain better results. By working proactively in collaboration with clients, DIME employs experimental methods to infer causality whenever possible (79% of the portfolio). 17% of DIME IEs utilize non-experimental methods, while 4% use a combination of the two.

DIME is structured into 4 World Bank units:
- DIME1 "Economic Growth and Structural Transformation"
- DIME2 "Gender, Economic Opportunity, and Fragility"
- DIME3 "Governance and Institution Building"
- DIME4 "Infrastructure and Climate Change"

DIME2 (Gender, Economic Opportunity, and Fragility) focuses on (i) understanding and addressing individual, collective, and social constraints to human capital development, empowerment, economic stability, and inclusion and; (ii) on building resilient, safe, and peaceful societies. The work of the unit seems to promote human rights by working to build capacities and tools for individuals and groups to realize their potential, thus moving society as a whole forward. This is accomplished through impact evaluation research collaborations with projects/programs in social protection; jobs; health; education; gender; edutainment; and fragility, conflict, and violence.

More information can be found at http://www.worldbank.org/dime.

Scope of work

DIME2 is seeking to hire a Junior Professional Officer (JPO) to support its global portfolio, with a focus on Gender. The JPO will work closely with DIME Economists, Research Officers, Analysts, Impact Evaluation Field Coordinators, and Research Assistants to produce high quality data, analysis, and policy advice. The JPO will support DIME2's existing and new project work across GPs such as Social Protection and Jobs, Transport, and Digital Development. The JPO will be working at the cross-section of research and operations and learn to apply rigorous research methods and findings to improve Bank operations and returns to development financing more broadly. The JPO will work on several aspects of delivering on DIME2s exciting agenda, including but not limited to:

IE Coordination and Program Management Support
- Support the rapidly growing gender agenda of the team by coordinating activities across projects related to themes such as gender-based violence and female labor force participation Asia and Africa;
- Ensure good communication and coordination among members of Impact Evaluation research teams, Governments, and Bank project teams – making the link between the research team and the field;
- Develop new relationships with the relevant partners and understand their operational questions and capacity needs to implement the IEs;

- Assist in the supervision of STCs supporting the portfolio, and mentor them closely on interaction with the government, data collection, monitoring of implementation, preparation of detailed work plans;
- Manage data collection activities at all stages (procurement, survey design, sampling and supervision and quality assurance);
- Participate in official missions and deliver capacity building and training activities for clients;
- Identify research opportunities and contribute to funding proposals;
- Monitor program implementation to ensure the impact evaluation design is not compromised through close follow-up with the field teams. Support in development of experimental research designs, and supervision and coordination of field projects;
- Organize workshops with development partners to build capacity and disseminate results;
- Draft and provide inputs to dissemination products for various internal (TTLs, CMU) and external (government, donors, etc.) audiences including briefs, blogs, presentations, policy reports, and press releases;

Data and Research:
- Consolidate raw primary and secondary datasets into final datasets to be used for analysis. This will involve creating and merging various sources of data and may require programming matching algorithms, linking up with field staff for additional information, and performing manual matching;
- Clean datasets and create all necessary indicators, Work with the research team to design a thorough plan for data analysis and carry out the coding to perform this analysis. Common analytical tasks include production of descriptive statistics and regression analysis for various outputs such as briefs, presentations and academic papers;
- For each field survey, assist in programming the instrument and developing protocols to ensure high quality data;
- Participate in internal statistical code review, sharing code with other research assistants (pre-publication replication files must always be reviewed, but frequent review of code for cleaning raw data or constructing analysis datasets is also requested) as a quality assurance mechanism and capacity-building exercise;
- In relevant projects, apply big data analytics to these datasets, including machine learning and textual analysis to high frequency case data and judicial decision texts;
- Contribute to the preparation of research papers including formatting and creating tables, graphs, and related analysis,

Note:
The selected candidate will not be assigned to programs involving his/her own government such as donor coordination and trust fund management.

Selection criteria

- A Master's degree in economics, public policy, statistics or related field and at least 3 years of relevant experience in quantitative research and analytical work;
- Technical expertise in impact evaluation (design and implementation);
- Advanced proficiency with Stata and/or R is required. Proficiency with Python and geospatial tools is an advantage;
- Experience with software for electronic data collection (SurveyCTO) is required;
- Experience supervising, mentoring or teaching others on data- or survey-related tasks;
- Experience in household survey design and implementation in developing countries;

- Experience analyzing complex surveys in developing countries;
- Experience coding in a team environment is highly desirable;
- Fluency in French or Arabic highly desirable.