

## Donor Funded Staffing Program

<b>TOR No:</b>	<b><u>2023-044</u></b>
<b>Title:</b>	<b>Junior Professional Officer (Global Gender)</b>
<b>Grade:</b>	<b>UC</b>
<b>Division/VPU:</b>	Gender, Economic Opportunity, and Fragility (DIME2) Development Impact Evaluation (DIME0) Development Economics Vice-Presidency (DECVP)
<b>Duty Location:</b>	Washington, D.C
<b>Appointment Type and Duration:</b>	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 2022, the WBG committed \$108.5 billion in loans, grants, equity investments and guarantees to its members and private businesses. It is governed by 189 member countries and delivers services out of more than 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 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. This is a key element of the Bank's Strategic Framework for Knowledge.

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 has a portfolio of more than 220 engagements and operates across all sectors in about 60 countries across the world. DIME engagements 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 comprises four World Bank units: DIME1 (Economic Growth and Structural Transformation); DIME2 (Gender, Economic Opportunity, and Fragility); DIME3 (Governance and Institutions); and DIME 4 (Infrastructure and Climate Change). The Junior Professional Officer (JPO) will be part of DIME2 which focuses on (i) understanding and addressing individual, collective, and social constraints to human capital development, empowerment, economic stability, and inclusion and; (ii) building resilient, safe, and peaceful societies. The work of the unit seeks 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 operational research collaborations with projects/programs concentrated in social protection; jobs; health; education; gender; edutainment; and fragility, conflict, and violence.

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

## **DUTIES AND RESPONSIBILITIES**

DIME2 is seeking to hire a Junior Professional Officer (JPO) to support its global Gender Program. The focus of this program is on understanding and addressing gender gaps throughout the life cycle by working in four main areas: Education & Skills, Violence Against Women, Institutional Factors; and Socio-Cultural Norms. 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. They will support DIME2's existing and new project work across GPs including Gender, Transport, Climate Change, and Education. The JPO will be working at the intersection of research and operations to apply rigorous research methods and findings to improve Bank operations and returns to development financing more broadly. They will work on several aspects of delivering on DIME's exciting agenda, including but not limited to:

### **IE Coordination and Program Management Support**

- Support DIME's rapidly growing Gender Program
- 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 relevant partners to understand and respond to their operational questions and capacity needs.
- Assist in the supervision of short-term consultants supporting the portfolio, and mentor them closely on interaction with the government, data collection, monitoring of implementation, preparation of detailed work plans, analysis, reporting, and dissemination.
- Manage data collection activities at all stages (procurement, survey design, sampling, training, 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.
- Support the development of experimental research designs
- Monitor program implementation to ensure agreed-on research designs are not compromised.
- Organize and support the delivery of workshops with development partners to build capacity and disseminate results.
- Organize and support the delivery of workshops to build capacity and contribute to results dissemination and reporting for internal (e.g., TTLs; CMUs) and external (e.g., client governments; donors) audiences. Draft and provide inputs to dissemination products for these audiences.

### **Data and Research:**

- Consolidate raw primary and secondary datasets into final datasets to be used for analysis.

- Clean datasets and create all necessary indicators. Work with research teams to design a thorough plan for data analysis and carry out the coding to perform this analysis, including big data analytics where needed. 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 as a quality assurance mechanism and capacity-building exercise.
- Contribute to the preparation of research papers including formatting and creating tables, graphs, and related analyses.

**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 (required).
- Proficiency with Python and geospatial tools (preferred).
- Experience with software for electronic data collection (SurveyCTO preferred).
- 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 survey data.
- Experience coding in a team environment (highly desirable).
- Fluency in French or Arabic (highly desirable).
- Enthusiasm for and commitment to working on gender research, programs, and policy.
- Strong organizational, research, and oral presentation skills.
- Proven ability to work in a team and intercultural environment with limited supervision.