Junior Professional Officer Program

General Information

<table>
<thead>
<tr>
<th>Title:</th>
<th>Junior Professional Officer (JPO)</th>
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<tbody>
<tr>
<td>Agency:</td>
<td>WORLD BANK GROUP</td>
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<tr>
<td>Division/Unit:</td>
<td>Social Development Global Practice (SSODR/SDVP), SSODR Global Unit</td>
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<td>Country and Duty Station:</td>
<td>Washington, D.C.</td>
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<tr>
<td>Duration:</td>
<td>2 years with possibility of extension for another year</td>
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Please note that the extension of appointment is subject to yearly review concerning priorities, availability of funds, and satisfactory performance.

Please note that for participants of the JPO-Programme two years work experience are mandatory! Internships can be counted as work experience if they are regarded as relevant.

BACKGROUND

The Social Development Global Practice. The Global Practice works with governments, communities, civil society and the private sector to help promote a state that is inclusive, responsive and accountable to citizens. The Global Practice also develops solutions towards achieving the SDGs. Social Development focuses on the need to ‘put people first’ in development processes, recognizing that poverty is more than low income – it is also about vulnerability, exclusion, unaccountable institutions, lack of voice and agency, exposure to violence, and human rights. In the absence of services, participative planning and responsive institutions, global trends such as urbanization and country contexts of repeated cycles of violence and/or environmental fragility will result in increased poverty, social exclusion, vulnerability and more violence. The SDGP is also responsible for ensuring that Bank-financed client projects are compliant with the new Environmental and Social Framework (ESF); and this includes the obligation for ensuring non-discrimination on any grounds, including on the grounds of sexual orientation and gender identity (SOGI).

Social inclusion is central to The World Bank Group. The Bank’s twin goals are about income growth of the extreme poor and of the economic bottom 40% (shared prosperity), but the extent to which this will happen depends on whether or not specific groups can participate in and benefit from economic growth. Social inclusion matters because some groups are over-represented among the extreme poor. Lesbian, gay, bisexual, transgender and intersex (LGBTI) people are often excluded on the basis of their sexual orientation and gender identity from
markets, services, and spaces. As such, efforts to overcome poverty must not just get economic policies right, they must also promote social development, which empowers people by creating more inclusive, cohesive, accountable and resilient institutions and societies.

**The World Bank Group’s SOGI Global Advisor implements the corporate mandate on LGBTI inclusion.** The SOGI Global Advisor has been instrumental in defining this emerging agenda at the WBG and ensures that development programs funded by the Bank do not discriminate against anyone based on their sexual orientation and/or gender identity. Through collecting rigorous data and providing analytics on development outcomes for LGBTI people, the World Bank is supporting clients in advancing the inclusion of sexual and gender minorities globally. The SOGI Task Force, made up of high-level representatives from various Global Practices and other Bank units supports the SOGI Global Advisor in mainstreaming the agenda in World Bank operations.

**The Junior Professional Officer (JPO) will be part of the broader SSODR of 300 plus staff.**

The JPO position is based in the SSODR Global Unit, will support the emerging SOGI inclusion agenda at the World Bank, and is supervised by the SOGI Global Advisor. The SSODR Global Unit consists of a multi-disciplinary team working to design and deliver innovative and high-quality development solutions to support clients in achieving goals including, among others: effectively implementing the Environmental and Social Framework; enhancing the potential for inclusive growth, poverty reduction, and shared prosperity through social inclusion; mainstreaming human rights throughout the work of the Bank; and supporting the Bank’s operational agenda on fragility, conflict and violence. The Global Programs Unit supports knowledge generation and exchange across the global practice through research, global advocacy, and knowledge sharing and is closely aligned with 4 global solutions groups housed within the GP: Community-Driven Development; Social Inclusion; Social Sustainability and Standards; and Stability, Peace and Security. Within the Global Programs Unit, the JPO will have an important role in enhancing the operationalization of the emerging SOGI inclusion agenda across Practices and Regions.

**DUTIES AND RESPONSIBILITIES**

The Junior Professional Officer will have the following responsibilities:

- Support the WBG SOGI Global Advisor and SOGI Task Force in establishing the emerging agenda and mainstreaming LGBTI inclusion across the World Bank portfolio;
- Contribute to the design and implementation of research projects to close the LGBTI knowledge gap, with both internal and external partners;
- Contribute to research on monitoring and evaluation (M&E), including with internal and external partners such as research institutes;
- Support project teams in operationalizing SOGI inclusion in development projects;
- Support implementation of the new Environmental and Social Framework, in particular the non-discrimination principle as it relates to LGBTI people;
- Engage in policy dialogues with clients to foster the inclusion of LGBTI people;
- Support coordination with external stakeholders, including civil society, research organizations, other multilateral development banks, and other development partners on SOGI issues;
- Within the Bank, assist in building, strengthening and maintaining a community of operational practitioners on SOGI inclusive development across Global Practices and Regions;
- Explore synergies with other social inclusion issues such as gender, human rights, violence prevention, persons with disabilities and indigenous peoples, and mainstream SOGI within those efforts.
- Any other duties as may be required.

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

- Educational Degree: At least a Master's degree in the social sciences (economics, sociology, anthropology, or political science);
- Relevant Experience: 2-3 years of relevant job experience working on social development/social inclusion issues, with field experience in developing countries a plus;
- Knowledge and specific experience on the intersection of sexual orientation, gender identity and development;
- Experience in design and implementation of surveys and other data collection projects, in particular for hard-to-reach populations;
- Knowledge of the WBG Environmental and Social Framework and its operationalization;
- Strong organizational, writing, and oral presentation skills;
- Proven ability to work in a team and intercultural environment, self-directed and willing to take initiative;
- Hands-on and action-oriented approach;
- Computer skills: excel, word, and social media strongly preferred;
- Excellent oral and written communication skills in English;
- Additional language skill desirable (Arabic, Chinese, French, Portuguese, Russian, Spanish);
- Enthusiasm for, and commitment to, development work;
- Willing to travel to remote areas.

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