

Job Description

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JOB #	162138
JOB TITLE	Senior Social Development Specialist – Safeguard policies
JOB FAMILY	Social Development
JOB TYPE	Professional & Technical
GRADE	GG
LOCATION	Colombo, Sri Lanka
RECRUITMENT TYPE	Local Hire
LANGUAGE REQUIREMENT	English [Essential]; Arabic [Desired]; Chinese [Desired]; French [Desired]; Russian [Desired]; Spanish [Desired]
CLOSING DATE	17-Oct-2016

Background / General description:

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Established in 1944, the WBG is one of the world's largest sources of funding and knowledge for development solutions. In fiscal year 2014, the WBG committed \$65.6 billion in loans, grants, equity investments and guarantees to its members and private businesses, of which \$22.2 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). IBRD and IDA are commonly known as the World Bank, which is organized into six client-facing Regional Vice-Presidencies, several corporate functions, and – as of July 1, 2014 – has introduced fourteen Global Practices (GPs) as well as five Cross-Cutting Solution Areas (CCSAs) to bring best-in-class knowledge and solutions to regional and country clients.

GLOBAL PRACTICES & CROSS-CUTTING SOLUTIONS AREAS

The 14 GPs are: Agriculture; Education; Energy and Extractives; Environment and Natural Resources; Finance and Markets; Governance; Health, Nutrition and Population; Macroeconomics and Fiscal Management; Poverty; Social Protection and Labor; Social, Urban, Rural and Resilience; Trade and Competitiveness; Transport and ICT; and Water. The 5 CCSAs are: Climate Change; Fragility, Conflict and Violence; Gender; Jobs; and Public-Private Partnerships. The new operating model is part of a broader internal reform aimed at delivering the best of the World Bank Group to our clients, so that together we can achieve the twin goals of: (1) ending extreme poverty by 2030; and (2) promote shared prosperity for the bottom 40% of the population in every developing country.

THE "SOCIAL, URBAN, RURAL AND RESILIENCE" (SURR) GLOBAL PRACTICE

The SURR GP covers a wide gamut: (i) developing green, inclusive and resilient cities; (ii) addressing the social inclusion of the poor, vulnerable and excluded groups through accountable institutions, and ensuring compliance with social safeguards; (iii) enhancing urban and rural development through supporting and managing the urban-rural transition, assisting local development through developing land tenure, management and information systems; and (iv) assisting in disaster risk management through issues of risk assessment, risk reduction (including flood management, urban drainage, coastal management, and retrofitting of infrastructure), disaster preparedness (including hydromet services, early warning systems, and civil defense), risk financing (including CAT-DDO), and resilient reconstruction (including post-disaster damage and loss assessment).

A key responsibility of the GP is to provide professional expertise and operational support to other GPs to implement the WBG operational policies (the WB's safeguard policies and the IFC's Performance Standards) to deliver sustainable development results that ensure that any adverse impacts of WBG interventions are limited and mitigated.

The SURR GP is recruiting a Senior Social Development Specialist to provide support in meeting the Bank's expanding and complex social safeguards agenda, promote social sustainability of its investments and coordinate the social development program in Sri Lanka. The selected applicant will report directly to the South Asia regional Practice Manager and will be expected to work with Task Teams across the South Asia region. The selected candidate will also be expected to work collaboratively and develop good relations with the corporate safeguards team, and the Bank-wide Social Sustainability and Safeguards Global Solutions Group (GSG), coordinated by the Global Lead. The selected candidate will be based in Colombo, Sri Lanka. This is a Local Hire position, but interested candidates other than local candidates are welcome to apply.

Note: If the selected candidate is a current Bank Group staff member with a Regular or Open-Ended appointment, s/he will retain his/her Regular or Open-Ended appointment. All others will be offered a 3 year term appointment.

Duties and Accountabilities:

The Senior Social Development Specialists will have the following responsibilities:

- Work under the coordination of the regional focal point for safeguards on the social safeguards portfolio, providing oversight and quality assurance. This will include direct operational support to operations.
- Serve as a social development specialist, advising task teams and clients on the Bank's policies relating to assessment and mitigation of social risks and impacts during preparation and supervision of lending operations.
- Undertake policy dialogue with clients on social sustainability and safeguards issues and advise counterparts on technical options for social development, particularly involuntary resettlement, indigenous peoples, mitigation plans and institutional development strategies.
- Serve as social development focal point for 1-2 countries and engage actively and regularly with country units and teams, and identify business opportunities for the social development team in consultation with clients and country units.
- Participate in cross-practice teams responsible for the preparation of policy notes, Systematic Country Diagnostics, Country Partnership Frameworks, sector studies, and research and policy development activities on the full range of social development topics; advise on the social sustainability of the portfolio, including gender, beneficiary feedback and safeguards issues, etc.
- Advise and participate in project teams to help develop operational designs and mechanisms to assess social opportunities, impacts, constraints and risks related to Bank supported operations; develop and evaluate proposed technical solutions, and assist in the preparation of project documentation.
- Support Lead Specialists in handling complex technical, institutional and program implementation issues regarding social development.
- For high risk projects for which OPSOR is providing direct oversight, liaise closely with Regional Safeguards Advisors and Lead/Senior Social Development Specialists to ensure timely distribution, completion and follow up on social review processes. This will include ensuring that technical comments related to social aspects have been fully addressed and integrated into project documentation, and ensuring compliance with applicable procedures and disclosure requirements.
- Participate in portfolio reviews on selected social development topics.
- Build capacity with clients on issues related to safeguards and broader social issues, including clients' monitoring and evaluation of social development activities and outcomes.
- Improve feedback mechanisms through participating in and contributing in high quality training and other learning events related to social assessments, social safeguards and broader social development issues.
- Develop and build client relations within the Bank and with clients, and contribute to generating new business for the Bank.
- Develop practical approaches to identify, evaluate and address complex social issues in fragile, low capacity situations.
- Contribute to ongoing and emerging corporate initiatives related to social safeguards and standards, through participation in the Global Solutions Group on Social Sustainability and Safeguards. This will include contributing to the ongoing safeguards policy reform at the Bank.
- Liaise with other social development specialists and other groups within GSURR and other Global Practices and across the World Bank Group, to develop and promote the use of consistent approaches to social assessment and risk management.
- Coordinate the social development team's work program in Sri Lanka and represent the SAR Social Development Team in Sri Lanka Country Office meetings
- Participate in the broader social development work of the team.
- Work independently under general direction of the Practice Manager, seeking guidance on complex projects/issues from the Lead specialist.

Selection Criteria:

This is a challenging position suited to constructive, highly motivated team players with an eye for detail, understanding the bigger picture context of operations, and creative problem-solving abilities. The successful candidate should have strong analytical skills, have practical experience with participatory processes of stakeholder engagement, and be able to integrate social development considerations in an operational context. This requires strong technical competency on social issues and safeguards, with demonstrated ability to contribute to project management and engagement with senior technical specialists. Experience working in complex and challenging settings is highly desirable.

- Advanced university degree (Master's or PhD) in a relevant social science discipline (anthropology, sociology, political economy, social development, etc.) or other related discipline, with a minimum of eight years of professional experience or an equivalent combination of experiences and education in sustainability, social safeguards and/or social development (e.g. voice and participation, gender, community-driven development, citizen engagement) in the context of international development or investment projects.
- Extensive knowledge and experience in addressing issues covered by social safeguards policies (social assessments, involuntary resettlement, indigenous peoples) in complex and challenging settings, and across practices. Experience in addressing safeguards issues in project design and implementation, reviewing potential social impacts of development projects, balancing corporate interests with regional/country/sector needs, and promoting social sustainability aspects of operations.
- Experience in participatory processes, civic engagement, gender and community development approaches.
- Ability to develop novel approaches to mitigate social risks or overcome difficult challenges across a range of investment lending operations.
- Team oriented professionals with proven ability to lead complex tasks as part of multi-disciplinary teams.
- Experience in dealing directly with clients on complex tasks, and capacity to work under pressure and to meet strict deadlines.
- Ability to lead in a multi-cultural environment, manage multiple tasks, identify and respond to needs as they arise, and remain flexible and self-motivated in a dynamic, fast-paced work environment. Ability to work across practices, work in cross-thematic teams.
- Very high level of energy, initiative and self-motivation; willingness to travel and work under challenging circumstances.
- Excellent oral and writing skills. Ability to write well in English is essential.
- Fluency in English. Spanish, French, and/or Portuguese is highly desirable.

Competencies:

- Social Development Implications on Policy, Institutions, and Operations - Familiarity with the implications of social development on policy, institutions, and operations.
- Analytical Tools for Social Sustainability - Solid experience conducting social development analyses, producing meaningful results, and applying the tools in the course of an operation.
- Participation and Consultation - Solid experience conducting social development consultative and participatory approaches, and applying the approaches in the course of an operation.
- Social Safeguards - Familiar with and can apply (under supervision) the social safeguard policies to a situation and identify issues and risks.
- Integrative Skills - Working to develop an integrated view across all facets of current sector.
- Knowledge and Experience in Development Arena - Understands policy making process; distills operationally relevant recommendations/lessons for clients.
- Policy Dialogue Skills - Identifies and assesses policy issues and plays an active role in the dialogue with the government and/or other stakeholders.
- Lead and innovate - Develop innovative solutions.
- Deliver Results for Clients - Proactively addresses clients' stated and unstated needs.
- Collaborate Within Teams and Across Boundaries - Collaborate across boundaries, give own perspective and willingly receive diverse perspectives.
- Create, Apply and Share Knowledge - Apply knowledge across WBG to strengthen solutions for internal and/or external clients.
- Make Smart Decisions - Interpret a wide range of information and push to move forward.

The World Bank Group is committed to achieving diversity in terms of gender, nationality, culture and educational background. Individuals with disabilities are encouraged to apply. All applications will be treated in the strictest confidence.

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