

GOVERNANCE ANALYST (SHORT-TERM CONSULTANT)

Organization: World Bank

Sector: Governance

Location: Bucharest, Romania

Required Language(s): English, Romanian

Contact: Interested candidates should send their CV and a cover letter to Ana Maria Tomescu atomescu@worldbank.org by February 15, 2024.

Description

Do you want to build a career that is truly worthwhile? Working at the World Bank Group (WBG) provides a unique opportunity for you to help our clients solve their greatest development challenges. The World Bank Group is one of the largest sources of funding and knowledge for developing countries; a unique global partnership of five institutions dedicated to ending extreme poverty, increasing shared prosperity and promoting sustainable development. With 189 member countries and more than 120 offices worldwide, we work with public and private sector partners, investing in groundbreaking projects and using data, research, and technology to develop solutions to the most urgent global challenges. For more information, visit www.worldbank.org

Governance Global Practice

The Governance Global Practice (GGP) supports client countries to build capable, efficient, open, inclusive, and accountable institutions. Countries with strong institutions prosper by creating an environment that facilitates private sector growth, reduces poverty, delivers valuable services, and earns the confidence of its citizens. Further information: <https://www.worldbank.org/en/topic/governance>.

The GGP has the following business-lines and cross-cutting areas of focus:

- Anticorruption, Openness and Transparency
- Fiduciary Assurance
- GovTech
- Public Financial Management (PFM)/Public Investment Management (PIM)
- Political Economy
- Public Institutions
- State Owned Enterprises (SOEs)/ Corporate Governance
- Subnational/Decentralization
- Tax Administration

The GGP interventions range from diagnostics, technical assistance, and advisory services; learning, innovation and knowledge management; preparation of financing operations and provision of project implementation support, monitoring and reporting. An important part of its responsibilities is to deliver operational support to other Practices, including through inputs for policy-based operations, hands-on implementation advice, and direct fiduciary due diligence of investment financing.

Regional Context

The Europe and Central Asia (ECA) region comprises 30 extremely diverse countries, with a population of nearly 500 million people. Three of our clients are IDA only and another 2 are IDA-blend countries. The remaining 25 are IBRD-eligible. Although 10 of our clients have joined the EU and 7 of these have graduated, most continue to remain active recipients of knowledge and/or lending services. ECA has a

substantial lending pipeline as well as a portfolio of Reimbursable Advisory Services (RAS), concentrated primarily in a few countries. Knowledge is critical to the Bank's value proposition to client countries in the ECA region in both lending and advisory services.

A predominantly middle-income region, ECA's slow growth and persistently high unemployment have threatened to reverse the region's achievements in reducing poverty and increasing shared prosperity. The region continues to struggle with multiple structural weaknesses, including high public debt burdens, tight fiscal space, low investment, and financial sector vulnerabilities. The recent war in Ukraine, geopolitical tensions, the refugee crisis, rise in prices and complex Eurozone issues pose further challenges to the region's economic prospects.

In addition, the ECA region is highly vulnerable to climate change. The region has a large potential to strengthen resilience to climate change and also to improve energy efficiency, thereby reducing its contribution to climate change. Other important challenges affecting the region include poor governance, closed borders, diverse fragility risks related to regional tensions, frozen conflicts, and domestic instability in some geopolitically important countries.

In view of these challenges, the ECA regional strategy is based on three pillars: (i) Sustainable and Inclusive Growth; (ii) Human Capital; and (iii) Resilience. Under the first pillar, the WBG supports reform programs and investments to improve government efficiency and service delivery, market creation, financial stability and connectivity for growth. Under the second pillar of Human Capital, ECA supports programs for social inclusion, especially for unemployed youth and disadvantaged communities such as the Roma; meeting the challenge of protecting the most vulnerable and responding to aging and health challenges. The third pillar prioritizes climate action and building resilience to natural disasters and facing the challenge of displaced populations.

In Romania, the World Bank Governance Practice is supporting the Government in their ambitious public administration reform efforts to improve public sector performance through a series of analytic and advisory services, trust funds, as well as an investment lending in the justice sector, supporting the following: (i) strengthening of human resources management capacities in the public administration, (ii) supporting the center of government to improve strategic management and public investment management capacities, (iii) support to the Judiciary, (iv) supporting the digitalization of Romania through GovTech interventions, (v) supporting the government to strengthen their capacity to implement the National Recovery and Resilience Plan (NRRP).

The EECG2 Unit covers four country management units (CMUs) in ECA: Turkey, the Western Balkans and the EU countries. The EECG2 portfolio includes lending instruments (PforR, IPF-DLI, IPF), Trust Funds (TFs), Advisory Services and Analytics (ASA), and Reimbursable Advisory Services (RAS). The EECG2 team also collaborates with other GPs to enhance governance in sectors.

Duties and Accountabilities

The selected candidate will support the work of the Romania Governance Program in the in the preparation and implementation of projects, including advisory services. His/her duties and accountabilities include, but are not limited to the following:

- Support the task teams in project management tasks, including in the preparation of meetings, conferences, workshop, drafting progress reports, etc.;
- Prepare - under the guidance of technical specialists - technical and analytical input to studies, reports and presentations;
- Carry-out research on legal and institutional frameworks, underpinning analytical work

- Process, analyze and present data based on internal and external data bases using excel, power point, etc. to inform analytical work, strategy and project management;
- Provide support to project and portfolio management, including through follow-up on accurate and timely preparation of deliverables and support in the quality control process, prepare meeting notes,
- Prepare briefs, summaries and other written material for internal and external audiences,
- Liaise and collaborate with various stakeholders, including team members in the Romania Office, other World Bank Offices and at HQ, as well as with government and other external partners.
- As requested by the Task Managers, undertake other activities, as appropriate.

Selection Criteria

- At least Bachelor's degree or equivalent in public policy/administration, law, political science, economics, finance, or a related field.
- 3 - 5 years of relevant professional experience, e.g., in international organizations, private consulting, and/or in the public administration.
- Strong analytical skills, including the use of data to analyze issues and propose solutions.
- Experience in project management skills, or in the public sector is a plus.
- Strong written and verbal communication skills in English and Romanian.
- Highly motivated and proactive, fast learner and outstanding team working skills, able to work under tight deadlines.

Core Competencies

- Deliver Results for Clients - Contributes to delivery of results for clients on complex issues, sets challenging goals that align with the WBG mission and is always looking to improve, understands clients' most pressing challenges and contributes to solutions, takes personal responsibility for producing high quality work, identifying and informing of risks, and delivering results for client.
- Collaborate Within Teams and Across Boundaries - Keeps others fully informed to ensure integration and work consistency and displays a sense of mutuality and respect, approaches conflicts as common problems to be solved, seeks and listens to input from others to inform own decision making and openly shares information, frames thinking/actions with a WBG corporate perspective in mind.
- Lead and innovate - Brings new and different insights, applies critical thinking to current approaches, identifies areas for improvement, and tries new solutions that drive results, considers own behavior in context of WBG's values and mission and recognizes impact one has on others, operates in ambiguity and changing needs and supports others to do the same.
- Create, Apply and Share Knowledge - Actively contributes to and readily applies WBG's body of knowledge for internal and/or external client solutions, contributes to the department's and WBG's body of knowledge by applying lessons learned and expertise, actively invests in own knowledge and seeks feedback, builds personal and professional networks within and beyond the work group.
- Make Smart Decisions- Leverages available data and makes timely decisions, seeks and analyzes facts, data and lessons of past experience to support sound, logical decisions regarding own and others' work, applies cost/benefit analysis to meet work program objectives, contributes to decision making by providing relevant risk-analysis, shows initiative when necessary, and makes decisions in a timely manner within own area of responsibility.

We are proud to be an equal opportunity and inclusive employer with a dedicated and committed workforce, and do not discriminate based on gender, gender identity, religion, race, ethnicity, sexual orientation, or disability.

Note: The selected candidate will initially be offered an assignment for 50 working days until June 31, 2024 with possibility of extension for 150 working days from July 1, 2024 to June 30, 2025 based on performance and business needs.

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