



## Senior Social Development Consultant

**Organization:** WORLD BANK  
**Sector:** Social Development  
**Recruitment Type:** Local Consultant – Bolivia - Ecuador  
**Department/Division:** Social Dev LAC (GSU04)  
**Grade:** Consultant or Senior Consultant

**Contact:** Interested professionals, please send updated CV in English and Spanish to **Carlos Perez-Brito**, Regional Safeguards Coordinator at [cperezbrito@worldbank.org](mailto:cperezbrito@worldbank.org) and **Maria Felicio**, Safeguards Focal Point, Ecuador at [mfelicio@worldbank.org](mailto:mfelicio@worldbank.org) and **Angela Caballero**, Safeguards Focal Point Bolivia at [acaballeroespinoza@worldbank.org](mailto:acaballeroespinoza@worldbank.org)

**Last day to send applications: October 31, 2019**

### Description

The World Bank, Social Development Global Practice for Latin American and the Caribbean is looking to hire two senior social development consultants to work in Bolivia and Ecuador. Local consultants will be hired to work in different social safeguards activities related to World Bank funded projects in Bolivia and Ecuador. Ideally, consultants will be posted in La Paz, Bolivia and Quito, Ecuador, however, the Bank is open for strong candidates based somewhere else in the region.

### SOCIAL DEVELOPMENT CONTEXT

The Social Development theme addresses issues related to: (a) social inclusion of the poor, vulnerable, and the excluded; (b) promoting accountable institutions; (c) supporting socially cohesive communities and groups with a focus on prevention of conflict, crime and violence, as well as supporting post-conflict development; (d) using community driven development as a tool for developing local infrastructure and delivering services; and (e) addressing issues related to social risk management, including those covered by the World Bank's social safeguard policies on Indigenous Peoples and involuntary Resettlement, and by the Environmental and Social Standards (ESSs) in the new Environmental and Social Framework. The work on inclusion of vulnerable and excluded group covers, among others, issues related to Gender, LGBT, Disability, ethnic minorities, Indigenous Peoples, and displaced populations.

## **Consultant Duties and Accountabilities**

- Work under the leadership and coordination of the Regional Social Safeguards Coordinator based in Lima, Peru, and CMU/Country Social Safeguards Focal
- Point(s) in the Social Risk Management and Quality Assurance of the Regional Social Safeguards/Environment and Social Framework (ESF) Project Portfolio.
- Provide guidance to Clients on social risk management so that not only the Bank's social risk management standards are fully complied with, but that, in addition, the impact and sustainability of Bank-supported operations is enhanced.
- Provide direct operational support to Task Teams during preparation and implementation on all aspects related to social risk management.
- Ensure that, at any time, the relevant reporting systems are updated with high quality information to allow pro-active monitoring, management, and reporting of social risk across the portfolio.
- Serve as a Sr. Social Development Consultant, advising task teams and clients on the Bank's Environmental and Social Standards and supporting the conceptualization of approaches to mitigate social risk, and maximize social benefits through the preparation and supervision of lending operations across sectors.
- Participate in local efforts in the rolling-out of the ESF, and related capacity building for Bank Social Development and Environment Specialists and similar undertakings involving the Client.
- Serve as a Sr. Social Development Consultant, advising task teams and clients on the Bank's Environmental and Social Standards and supporting the conceptualization of approaches to mitigate social risk, and maximize social benefits through the preparation and supervision of lending operations across sectors.
- Support other Social Specialists in handling complex technical, institutional and program implementation issues regarding social development.
- Conduct in portfolio reviews on selected social risk and social development issues.
- Prepare management briefs of relevant issues social safeguards issues.
- Build capacity with clients on issues related to safeguards and broader social issues, including clients' monitoring and evaluation of social development activities and outcomes.
- Participate in the broader social development work of the team.
- Work independently under general direction of the leadership and coordination of the Regional Social Safeguards Coordinator based in Lima, Peru, and CMU/Country Social Safeguards Focal Point(s) in Bolivia and Ecuador.

## **Selection Criteria**

- Master's degree with a minimum of 8 years' experience, or equivalent combination of education and experience in a related social science (e.g., Sociology, Anthropology, Economics, Political Science, etc.).
- Demonstrated analytical capacity, through written work and dialogue, of in-depth knowledge of social issues, including social assessment and

consultation/participation methodologies, working with vulnerable groups, resettlement, and Indigenous Peoples.

- Relevant experience in social development issues in the region.
- Relevant experience with operations addressing critical social development issues (social inclusion, crime and violence prevention, gender equity, social resilience in face of climate change, etc.)
- Working knowledge of World Bank's operations including ESF.
- Knowledge and experience in addressing issues covered by the World Bank's Social Safeguards Policies or similar policies in other international finance institutions in complex and challenging settings, and across practices. This includes experience with Involuntary Resettlement in different socio-economic contexts and tenure systems; extensive experience with analyzing social risks and impacts on different population groups; coordination of transparent consultative processes; and integration of relevant planning instruments such as Resettlement Action Plans and Indigenous Peoples Plans in overall project planning and implementation; experience working on Indigenous People's issues and preparation of relevant planning instrument; experiences managing contractor construction-related impacts, such as Labor, Community Health And Safety issues; experiences in designing Grievance Redress Mechanisms.
- Demonstrated skills and direct work experience with at least one or more of the following: public consultations; public hearings; participatory research methods (including observation, surveys); participatory rural and urban appraisal; participatory poverty assessments; participatory monitoring and evaluation; and grievance redress mechanisms, or other related experiences.
- Proven capacity to work with a wide range of stakeholders, international organizations, development agencies, government counterparts, beneficiaries of Bank projects, and civil society organizations.
- Enthusiasm for, and commitment to, poverty alleviation, social development and addressing the needs of the most vulnerable.
- Ability to present complex Social Development and safeguards issues to task teams and Bank audiences, and to engage effectively with government counterparts, the private sector, project beneficiaries and civil society.
- Excellent interpersonal, problem-solving, and team skills, and ability to think innovatively and strategically to find balanced solutions to complex development problems, with a strong client focus.
- Acting with integrity at all times to build trust and to create an enabling work environment, whether as team leader or team member.
- Excellent Oral and written fluency in Spanish and English. Strong oral and written presentation skills in English and Spanish.
- Excellent communicator, creativity and problem-solving skills.
- Outstanding interpersonal skills and demonstrated ability to work in multi-disciplinary teams.
- Willingness to travel regularly in the region.

*The World Bank Group values diversity and encourages all qualified candidates who are nationals of World Bank Group member countries to apply, regardless of gender, gender identity, religion, race, ethnicity, sexual orientation, or disability.*