



Terms of Reference Template – DFIRM

Job Title:	Lead Economist	
Number of Positions:	1	
Position Number:		
Professional Mapping:	Macro Economics & Fiscal Management	
Organizational Mapping:	Macro Economics & Fiscal Management	
Hiring Manager Name & UPI #	Stephane Guimbert (UPI # 229931)	
Hiring Manager Delegate/Assistant Name & UPI #		
Department / Division:	DFIRM (IDA Resource Mobilization)	
Grade:	GH	
Job Location:	Washington, DC	
Recruitment Type:	<input checked="" type="checkbox"/> International <input type="checkbox"/> Local Recruitment	
Organizational information:	<input checked="" type="checkbox"/> WB <input type="checkbox"/> IFC	
Appointment Type:	4 year	
Appointment Duration:	4 years	
Posting Duration:	3 weeks	
Posting Type:	<input type="checkbox"/> External <input checked="" type="checkbox"/> Internal	
If External posting, will hiring unit take care of the Long-listing	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Screening Questions included for External Posting	<input type="checkbox"/> Yes <input type="checkbox"/> No	
HR Contact Name & UPI #:	Jose Deduque (UPI 341931)	
Language Preferences:	English	
Competency Included in Selection Criteria:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Short listing Committee Members / One Hiring unit representative for Cluster Positions	Names	UPI #

**Background & General Description :**

The Development Finance Vice-Presidency (DFi) is responsible for the management and monitoring of policies, procedures and resources for the World Bank's development financing vehicles. DFi sets the policy framework for the World Bank Group's development finance by engaging in strategic resource mobilization, playing an intermediation role to help align the needs of recipients, WBG institutional priorities, and priorities of funding partners, through a variety of funding instruments. These include the International Development Association (IDA), the World Bank's fund for the poorest, the International Bank for Reconstruction and Development (IBRD), and Trust Funds, including Financial Intermediary Funds (FIFs).

Given the nature and variety of this portfolio, DFi works closely with the President's office, Executive Directors, WBG senior management, corporate and operations units across the WBG, funding partners and government officials. The WBG strategy and the Forward Look exercise present an opportunity to further strengthen the Bank Group approach to development finance. As such, DFi is structured to provide the institution with a more holistic approach to financing, financial policy, and strategic fundraising across IDA, IBRD, and Bank/IFC trust funds and partnerships.

Within DFi, the IDA Resource Mobilization (DFIRM) is responsible for the replenishment and stewardship of the International Development Association (IDA), the Bank's principal facility for providing highly concessional resources to the world's poorest countries. DFIRM is the institutional focal point for the IDA replenishment process and most recently shepherded the IDA18 replenishment process to a successful conclusion as the highest replenishment ever at \$75 billion. DFIRM monitors the implementation of the IDA policy mandates within the Bank, undertakes a significant policy research agenda, and participates in review activities at the country and institutional levels. In addition, DFIRM manages the allocation of IDA resources (both volumes and terms) to eligible countries as per IDA priorities and maintains a policy dialogue with donors. Working closely with OPCS, Regions, CCSAs and Global Practices, it takes the lead in preparing IDA replenishment papers which form the basis for policy discussions with IDA's contributing countries.

The Lead Economist will be part of the IDA Strategy and Operations unit, one of two units in DFIRM, working closely with the IDA Finance and the IBRD Corporate Finance team. The Strategy and Operations team is responsible for the operational aspects of IDA, including development of policies for allocation of IDA resources, implementation of IDA's operational policies, the allocation of IDA resources, and Private Sector Window Secretariat. The unit is also in charge of developing and undertaking a research program on IDA's long-term strategic agenda, including to catalyze IDA resources towards delivering on the WBG goals and the emerging post-2015 development agenda. The Strategy and Operations Unit is made up of a diverse, experienced, and motivated team of economists and development specialists.

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 4 year term appointment.

Roles & Responsibility :

The Lead Economist will task manage or participate in several activities based on expertise and experience including:

- Lead the implementation and monitoring of IDA18 commitments.



- Lead strategic papers for the IDA19 replenishment.
- Lead analysis of options on IDA reforms, including the graduation from blend status to IBRD-only.
- Lead on diverse topics for the IDA replenishments, and reporting in post-replenishment period. These may include: results, aid architecture and aid effectiveness, jobs and economic transformation, fragile states, gender, climate change, governance, IDA's role in the SDGs, Financing for Development, and leveraging private sector partnerships.
- Supervise monitoring and reviewing of IDA operations for assigned countries to ensure adequate implementation of the Performance-Based Allocation (PBA) system and IDA priorities are adequately captured. The latter may include reviewing Systematic Country Diagnostics (SCD) and Country Partnership Frameworks, Progress and Learning Reviews, development policy operations and selected investment lending operations.
- Lead and contribute to DFIRM's policy research work program to help inform replenishment and post-replenishment discussions and guide future IDA policy reforms. This program has recently included DFi Working Paper Series publications on aid earmarking; comparisons between international aid architecture and inter-governmental fiscal transfer systems; identification of under-aided countries, etc.
- Supervise the administration of the Performance-Based Allocation system and conduct associated research on the efficacy of the PBA with regard to the achievement of long-term development outcomes.
- Supervise the administration of the IDA grant allocation system and its Non-Concessional Borrowing Policy.
- Undertake other ad hoc tasks as assigned by the Manager of the Strategy and Operations Unit to meet DFI's business needs.

Selection Criteria & Competencies :

In addition to the Bank-wide criteria listed below, the successful candidate for this position should have demonstrated superior technical skills, a capacity to operate successfully across GPs and with other development partners, and first-rate interpersonal skills. The incumbent must be able to interact effectively with senior management, senior officials of contributing governments, and with senior members of client countries and external partners.

Other selection criteria include:

- Minimum of Master's degree in Economics, and minimum of 12 years of relevant work experience.
- Proven sense of initiative, results orientation, and leadership qualities, as well as effective teamwork skills.
- Operational experience in preparation, supervision and completion of reporting of development policy lending and/or investment operations and economic and sector work in IDA countries. Demonstrated leadership of some key tasks is preferred.
- Demonstrated understanding of IDA's role in the international aid architecture.
- Strong theoretical and practical skills necessary to understand and, if warranted undertake, debt sustainability analyses in low income countries, which informs IDA's Non-Concessional Borrowing Policy and various aspects of country allocations during a replenishment cycle.
- Strong integration and writing skills, capable of pulling together inputs from various sources to address complex issues under pressure in a timely manner.



- Demonstrated interpersonal, oral communications, diplomatic and negotiation skills to work effectively with key internal and external stakeholders.
- Excellent workflow management and task organization skills; able to take responsibility for all aspects of coordination of the workflow of assigned responsibilities.
- Strong analytical skills in macroeconomic and fiscal management and proven ability to conduct policy-relevant research.
- Integrative capacity including the ability to situate sectoral issues within a broader development framework, and to situate IDA activities within a coherent strategic framework.
- Ability to work flexibly on a range of assignments and adjust to a variety of complex evolving tasks to meet deadlines.
- Creates, applies and shares knowledge from across and outside WBG to strengthen internal and/or external client solutions.

Core competencies

- **General Economic Knowledge and Analytical Skills:** possesses Cross-country knowledge in economic specialty and demonstrates ability to link the macro, institutional, and micro-level behaviors; able to support findings/policy recommendations with credible analysis and tools.
- **Knowledge and Experience in Development Arena:** translates technical and cross-country knowledge into practical applications and contributions to country and sector strategies; interacts with clients at the policy level.
- **Macroeconomic Skills and Country Economics Experience:** able to translate technical analyses of macroeconomic, debt, trade, fiscal policy, and growth linkages into policy recommendations and cross-country lessons.
- **Written and Verbal Communication:** demonstrates the ability to influence and persuade others to accept ideas and suggestions (such as counterparts in government, international partner organizations, academia, and Bank colleagues, senior staff and managers).
- **Drive for Results:** identifies the needed resources to accomplish results involving multiple stakeholders and finds solutions to obstacles affecting key deliverables.
- **Teamwork (Collaboration) and Inclusion:** shows leadership in ensuring the team stays organized and focused, and actively seeks and considers diverse ideas and approaches.
- **Knowledge, Learning and Communication:** leads in the sharing of best practice, trends, knowledge and lessons learned across units and with clients and partners, articulating ideas verbally and in writing in a clear and compelling way across audiences of varied levels.
- **Lead and Innovate:** develops innovative solutions with others.

Drive for Results:

Takes personal ownership and accountability to meet deadlines and achieve agreed-upon results, and has the personal organization to do so.

Teamwork (Collaboration) and Inclusion:

Collaborates with other team members and contributes productively to the team's work and output, demonstrating respect for different points of view.

Knowledge, Learning and Communication:



Actively seeks knowledge needed to complete assignments and shares knowledge with others, communicating and presenting information in a clear and organized manner.

Business Judgment and Analytical Decision Making:

Analyzes facts and data to support sound, logical decisions regarding own and others' work.