

Social Protection & Jobs Specialist/Economist (WBG Young Professionals Program)

What if you could help solve the most pressing challenges in international development?

For 60 years, top talent with diverse personal, academic and professional backgrounds have joined **the Young Professionals Program** to contribute to the vision and mission of the World Bank Group by working at the [World Bank](#), [IFC](#) and [MIGA](#). We are looking for applicants who demonstrate a passion for international development, have relevant graduate education, applicable professional experience, and the potential to grow into impactful leadership roles across our institutions. Learn more here: [Young Professionals Program](#).

The World Bank Group works in every major area of development. With 189 member countries, staff from more than 170 countries, and offices in over 130 locations, the World Bank Group is a unique global partnership consisting of five institutions working for sustainable solutions that reduce poverty and build shared prosperity.

Social Protection & Jobs Specialists, and Economists with YPP qualifications below are encouraged to apply from July 3 - July 31 at www.worldbank.org/ypp

We are looking for individuals who are younger than 32 years of age, who demonstrate a passion for international development, graduate level education, relevant professional experience and the potential to grow into leadership roles across the World Bank Group.

Description

Social Protection and Jobs Global Practice (SPJ GP)-

The WBG is the largest provider of development finance and solutions for social protection, labor and jobs, working with high-income, middle-income, and low-income countries to develop country-tailored solutions for specific social protection and labor challenges. These range from increasing the efficiency with which social resources are spent, including well-designed social safety net and pension programs; to integrating social protection systems, including management information systems; and improving employment outcomes, especially of vulnerable groups, through employability programs and associated labor policy reforms. The Social Protection and Jobs Global Practice delivers analytical and operational approaches and evidence-based solutions to help countries supporting individuals and families to manage social risks, cope with chronic and transitional poverty, and access better livelihoods and jobs. These include:

- Advisory, analytical and operational services on the strategic level, to develop national social protection, jobs, and labor strategies, identifying reform priorities across the entire SPJ spectrum and supporting the implementation of related action plans.
- Advisory, analytical and operational services on the sectoral level, like social expenditure reviews and the development of integrated social protection delivery systems (outreach, application assessment, beneficiary registration, benefit payment, beneficiary management, monitoring and evaluation, grievance redress mechanisms).
- Advisory, analytical and operational services on the program level, to support reforms of social safety nets, disability programs, labor programs and policies, pension programs, as well as cross-cutting issues like childcare.

YPP Selection Criteria

- Born on or after October 1, 1991
- Relevant Master's by September 2023 **OR** PhD by September 2024
- 3+ years of relevant experience **OR** continued study at the doctoral level
- Fluency in English

Desired Profiles & Qualifications:

- Economists interested in social policy and social protections and labor issues
- Labor economists interested in delivering practical, evidence-based programs to increase employment and jobs agenda
- Social welfare economists/public policy specialists interested and having expertise in the design of social benefits programs that are administratively simple and follow good economic principles in their design
- Expertise in impact evaluation design and methodology
- Experience in the administration of human development and social protection and labor programs
- Skills that are fungible across SPJ areas, social risk management and jobs (i.e. labor market interventions, social insurance, social safety nets/social risk assessments, public administration and public finance).
- Language skills in French, Spanish, Arabic or Russian is a plus.

World Bank Group Core Competencies

- 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.
- Policy Dialogue Skills - Anticipates needs and requests in the field and conducts independent policy discussions with representatives of the government and non-government partners.

- Integrative Skills - Understands relevant cross-sectoral areas and how they are interrelated; able to undertake cross-sectoral work in lending and non-lending operations.
- Project Design for Impact and Sustainability - Contributes to the design of projects and programs based on an understanding of the country and sector context.
- Sector Dialogue - Able to conduct a dialogue with the client including on complex issues, based on a solid understanding of the sector.
- Client Orientation - Maintains client relationships in the face of conflicting demands or directions, and provides evidence-based advice and solutions based on sound diagnosis and knowledge.
- 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.
- Business Judgment and Analytical Decision Making - Gathers inputs, assesses risk, considers impact and articulates benefits of decisions for internal and external stakeholders over the long term.

The World Bank Group offers comprehensive benefits, including a retirement plan; medical, life and disability insurance; and paid leave, including parental leave, as well as reasonable accommodations for individuals with disabilities.

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.

Learn more about working at the [World Bank](#), [IFC](#) and [MIGA](#) including our values and inspiring stories.