

Internship # 5 - Support to the Colombia Country Team

Location: Colombia Country Office

The Colombia Country Office is interested in the continuation of our participation in the LCR Inclusive Internship Program. We seek potential candidates for the second Cohort who as a result of their ethnicity, gender identity, sexual orientation, disability and/or educational background may have limited access to employment opportunities at the World Bank. The selected candidate(s) will be able to improve their own skills in a diverse environment and additionally will benefit from: (i) opportunities for onboarding and training; and (ii) networking, mentoring, and coaching from World Bank staff.

Objective and scope of the work.

Specifically, and for this cohort, the selected candidate(s) will undertake support activities with the Colombia Country Management Unit (CMU) and External and Corporate Relations (ECR) teams. There will also be an opportunity to engage on cross-sectoral tasks with the global practices under the framework of a clearly-defined work program.

In the Colombian context, this inclusive internship program is designed for graduate students, especially afro-descendants, indigenous peoples and other minority populations to work on a wide range of tasks that include the supervised drafting of basic write-ups, performing statistical analyses and preparing the presentation of results, conducting academic and policy research, collectively and in a supervised fashion liaising with stakeholders for consultations, organizing workshops, etc. The selected intern will work flexibly on a wide range of assignments, both independently and as part of the CMU and ECR teams primarily and will be able to multitask with an orientation to results.

Age criteria. The program has been designed as a short-term employment opportunity to provide graduate level candidates with exposure to the Bank's work in the Region, it is not meant to substitute long-term employment. The program will provide some flexibility on age requirements, considering candidates that are no older than 30 years of age for those positions in which no other viable candidates have been identified to respond to the unit's business needs.

Duration. As this is a regular ST contract, the maximum duration is set at 150 days and it is recommended that the interns spend at least 6 months with their units to provide useful work and gain suitable knowledge and experience. The selected intern(s) is expected to initiate duties September 2022.

Evaluation of interns/program. Upon conclusion of the internship, an effective evaluation will focus on the intern's initial learning objectives with collective feedback from relevant team members.