

Environmental and Social Analysts – Grade GE

Background

IFC, a member of the World Bank Group, is the largest global development institution focused on the private sector in emerging markets. Working with more than 2,000 businesses worldwide, we use our capital, expertise, and influence to create markets and opportunities in the toughest areas of the world. In fiscal year 2018, we delivered a record \$23 billion in long-term financing for developing countries, leveraging the power of the private sector to help end poverty and boost shared prosperity. For more information, visit www.ifc.org.

The ESG Sustainability Advice and Solutions department (CEG) is IFC's center of excellence in the area of Environmental, Social and Governance (ESG) and offers a range of expertise to help IFC's Investment and Advisory clients identify and solve complex environmental, social, and corporate governance risk-related challenges, and to find value-added opportunities in their business operations. CEG includes approximately 290 staff and long-term consultants, roughly fifty percent of whom are based in regional offices and many of whom are considered experts in their respective fields. More details can be found at www.ifc.org/sustainability.

IFC is unique among Development Finance Institutions to have this cadre of in-house environment, social and corporate governance experts. It is through this expertise that CEG delivers on the two goals of its strategy: (i) partnering with IFC's investment departments to manage ESG risks associated with their investments and find solutions to client issues and (ii) leveraging our ESG expertise and operational experience in emerging markets to maintain IFC's leadership in sustainability through ESG standards – the Environmental and Social (E&S) Performance Standards (www.ifc.org/performancestandards) and the Corporate Governance Methodology (www.ifc.org/corporategovernance) – and to encourage the effective adoption of these standards by companies and investors across the emerging markets. IFC's standards have been widely adopted in emerging markets by development banks, project finance banks (www.equator-principles.com), and export credit agencies such that over the last decade US\$4.5trillion have been invested adhering to them.

Objectives / Purpose of the Assignment

IFC is looking for dynamic, motivated, and detail-oriented junior professionals with strong communication, interpersonal, and analytical skills. These Environmental and Social Analysts will be expected to assist environmental and social specialists at IFC in their work on reviewing environmental and social risks and impacts in clients' and potential clients' operations. The positions offer suitable candidates a unique opportunity to gather unparalleled private sector environmental and social risk management experience in emerging markets, to work IFC's experts in the field, and to be exposed to the wider operations of the World Bank Group.

Locations for these positions include Istanbul, Cairo, Belgrade, Moscow, Bogota, Sao Paulo, Bangkok, New Delhi, Nairobi, Johannesburg and Washington D.C.

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 non-renewable 3-year term appointment.

Duties and Accountabilities

The Analyst's responsibilities may include, but are not limited to, the following:

1. Supporting analysis to assist environmental and social specialists in appraising the environmental and social risks and impacts associated with IFC investments against the requirements of IFC's Performance Standards (PSs) on Environmental and Social Sustainability.
2. Assist in defining steps required to ensure compliance with the PSs and the World Bank Group Environmental, Health and Safety Guidelines (www.ifc.org/ehsguidelines).
3. Assist in supervising the environmental and social performance of client companies through the review of monitoring reports and site visits to supervise environmental and/or social aspects of clients' operations.
4. Assist in providing training on environmental and social issues to IFC clients, investment staff and other specialists.
5. Support in development of sectoral and regional portfolio reviews, in particular in developing an understanding of systematic compliance issues in the portfolio.
6. Collect and analyze data to assist specialists in preparation of reports, such as on specific E&S issues and on IFC's portfolio.

Selection Criteria

- A degree in environmental management or sciences, social sciences, engineering, or other relevant discipline.
- A minimum of three years of relevant experience in environmental and/or social assessment related to private sector business activities.
- Track record in working with private sector firms across industry sectors (including agribusiness, infrastructure and/or manufacturing) to identify environmental/social risks and issues and develop mitigation measures to ensure compliance with good international industry practice.
- Knowledge of IFC Sustainability Framework and supporting documents such as Guidance Notes, EHS Guidelines, and other IFC publications on sustainability a plus.
- Strong research and analytical skills, ability to think strategically, analyze and synthesize diverse related data and information. Attention to detail a must.
- Strong organizational skills, with ability to prioritize, deal with frequent and unexpected changes, and work within tight timeframes.
- Ability to communicate ideas clearly and confidently, articulate issues and recommend solutions.
- Ability to communicate effectively in spoken and written English is essential. French, Arabic, Chinese, Turkish and/or Spanish language skills will be highly advantageous.
- Good team player with strong interpersonal skills, including the ability to work as a member of a multi-disciplinary and multi-cultural team, work effectively in and influence a team, and network effectively across boundaries.
- Familiarity with IFC/World Bank operations, procedures, and culture will be advantageous.
- Ability to travel internationally at short notice.

IFC values diversity and encourages all qualified candidates who are nationals of IFC member countries to apply, regardless of gender, gender identity, religion, race, ethnicity, sexual orientation, or disability. Sub-Saharan African nationals, Caribbean nationals, and female candidates are strongly encouraged to apply.

IFC recruits ESG analysts globally on three-year term contracts extendable to a maximum of five years. Upon completion of their contracts, ESG analysts typically leave to pursue a graduate degree or additional work experience, while a select number are promoted to Associate ESG specialist positions.