

WBG Onboarding

Contact us: onboarding@worldbankgroup.org | On the web: type "onboarding" in your URL

Welcome to the World Bank Group

Onboarding is the process of integrating you to the Bank. It starts with your recruitment and familiarization with WBG through the Onboarding Portal, and it continues with multiple activities about six months after your first day. Your first weeks will be intense and exciting as you learn about the Bank, your unit, and your team.

Country Office Steps

- 1 Recruitment (pre-day 1)**

The WBG attracts, screens, and selects talent and expertise from across the world to serve country clients' needs.
- 2 Onboarding Portal (pre-day 1)**

Selected candidates submit information easily. The WBG issues a Letter of Appointment and gives new hires access to WBG information, mandatory learning, and to units that will help them get settled on their jobs.
- 3 Getting Settled (day 1)**

Hiring managers, HR Business Partners, Information Technology, Resource Management, and Security staff ensure that new hires are welcomed, their HR benefits and responsibilities are understood, and related IT, RM, and Security information is provided.
- 4 New Employee Support Team, NEST (month 1)**

Supervisors, unit staff, and HR staff in units provide support to new hires and help them understand their role, work program, team, and expectations. A framework helps WBG units better support new hires. WB Family Network increasingly provides support to spouses/partners worldwide.
- 5 WBG Orientation & Operational Learning (month 2)**

New hires learn about Global Practices, regions, or individual units to increase support networks and operational effectiveness at units' discretion.
- 6 Unit Orientation (months 1-6)**

New hires increase their operational effectiveness by learning about regions and/or units and their dynamics, challenges, and organization; held at the discretion of the manager. IFC new hires attend an Induction program.
- 7 Learning Roadmap (months 1-6)**

Supervisors and new hires discuss individual learning plans and strategically identify learning to enhance their technical, operational, and behavioral skills.
- 8 Executive Welcome (months 4-6)**

In country offices, Regional senior leaders attend WBG orientations to meet and connect with new hires, to provide leadership perspectives, to present challenges and convey and expectations.
- 9 New Hire Follow Up (months 4-6)**

New hires' feedback is collected throughout their first six months through a robust monitoring and evaluation framework that allows the WBG to respond to new hires' needs based on evidence.



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