WORLD BANK GROUP

Donor Funded Staffing Program

TOR No:	**2025-080**
Title:	**Junior Professional Officer (Associate Counsel)**
Grade:	**UC**
Division/VPU:	The International Centre for Settlement of Investment Disputes (ICSID)
Duty Location:	Washington, D.C
Appointment Type and Duration:	Two-year Term Appointment

BACKGROUND

The International Centre for Settlement of Investment Disputes (ICSID) was established in 1966. It is one of the five organizations that form the World Bank Group (WBG) and is the global leader in international investment dispute settlement. Currently, 158 countries are members of ICSID.

ICSID consists of an Administrative Council and a Secretariat. The Administrative Council serves as the governing body and includes one representative from each ICSID member State. It is chaired by the President of the WBG. The Secretariat carries out the day-to-day work of ICSID. It consists of a Secretary-General, a Deputy Secretary-General and staff who are organized into teams. Five legal teams administer the more than 300 cases pending before ICSID. A sixth team in the Secretariat's front office oversees ICSID's institutional affairs, including membership, publications, communications, outreach and technical assistance. The seventh team manages the institution's administrative and financial operations.

The mandate of ICSID is to promote increased flows of international investment by providing an impartial and effective international forum for the resolution of disputes between host governments and foreign investors. ICSID administers arbitration and conciliation under the ICSID Convention and the ICSID Additional Facility Rules. It also administers investor-State proceedings under other sets of rules, including the Arbitration Rules of the United Nations Commission on International Trade Law, and acts as an appointing authority under various arbitral rules and international treaties.

In addition to its dispute settlement activities, ICSID has an active publications program focusing on foreign investment law and international dispute resolution. ICSID maintains a website with extensive information on its operations and cases, including arbitral awards and decisions. Further information about ICSID can be found at www.worldbank.org/icsid.

DUTIES AND RESPONSIBILITIES

- Review and analyze ICSID awards in cases with climate change and environmental implications.
- Prepare and maintain a comprehensive database of cases.
- Prepare case digests and statistics.
- Assist in the organization of conference and capacity building events related to the intersection between investor-State dispute settlement and environmental law.

- Work on other research, matters and initiatives as the Secretary-General, Deputy Secretary-General or Team Leaders may assign.

Note:

The selected candidate will not be assigned to programs involving their own government such as donor coordination and trust fund management.

SELECTION CRITERIA

- Law degree (JD, LLB, LLM or equivalent) and minimum of 3 years of directly relevant professional experience.
- Previous experience in roles such as a legal counsel, research assistant, academia, international organizations, or government agencies is advantageous.
- Advanced knowledge of international investment law, international dispute settlement and public international law.
- Experience or demonstrated interest in climate change and environmental law.
- Excellent oral and written communication skills in English. Fluency in French or Spanish, the other two official languages of ICSID, is an advantage.
- Excellent skills in organizing, prioritizing and coordinating work.
- Ability to deliver a substantial and proficient level of work independently.
- Sense of responsibility, integrity and positive attitude.
- Keen attention to detail.
- *Professional Maturity*: Listens well to others and communicates in a respectful manner. Takes the time to clarify others' points of view and reach consensus.
- *Legal Drafting and Research*: Excellent legal drafting skills. Demonstrated ability to research complex issues and convey findings and legal arguments in a clear and precise manner with limited supervision.
- *Flexibility*: Demonstrates the ability to adapt plans, tasks and resources to meet objectives and work with others. Ability to adapt effectively to shifting work demands and institutional directives in a rapidly changing work environment. Willingness to work flexible hours to meet client needs.
- *Teamwork (Collaboration) and Inclusion*: Excellent interpersonal skills, including the ability to work effectively in a team. Collaborates with other team members and contributes productively to the team's work and output, demonstrating respect for different points of view. Ability to deal sensitively in multicultural environments and build effective working relationships with clients and colleagues.
- *Communication, Knowledge and Learning*: Actively seeks knowledge needed to complete assignments and shares knowledge with others, communicating and presenting information in a clear and organized manner.
- *Judgment and Analytical Decision Making*: Analyzes facts and data to support sound, logical decisions regarding own and others' work.