

Early Years Fellowship – Cohort Two

Terms of Reference FY2020

Location – San Salvador, El Salvador

Introduction

The World Bank Group's [Early Learning Partnership](#) (ELP) provides resources and technical assistance to support early childhood development (ECD) and early learning around the world. Investing in early childhood is critical to create opportunities for all children to grow into healthy, educated, and capable people and to address inequality and improve outcomes later in life. Governments are increasingly requesting support to increase investments in the early years and improve their delivery of early childhood services. ELP addresses this demand by helping governments bring to scale quality early childhood opportunities, especially for disadvantaged children. ELP supports governments through a combination of analysis, technical assistance, and program funding provided on a competitive basis to stimulate innovation and respond to specific country needs, working in partnership with donors, impact investors, and civil society organizations.

The Early Years Fellowship was launched in 2017 to support governments and World Bank teams to scale up investments in the early years. An inaugural cohort of 20 young African professionals worked with World Bank teams from 2017-2019 and graduated in June 2019. **The program is expanding globally and a second cohort of 20 Fellows from around the world is currently being recruited.**

Early Years Fellowship

The Fellowship has a multi-sectoral approach to promote early childhood development (ECD) across education, health, nutrition, social protection and other relevant sectors. The objectives for the Fellowship include:

1. Improve the quality of early years analytical work and program implementation in countries by increasing the number of experienced professionals available to work with country governments and World Bank teams;
2. Build technical and professional capacity of local young professionals to respond to client demands, reducing reliance on international technical assistance and ensuring more sustainable and contextually-specific responses at country level; and,
3. Raise the profile of ECD among young professionals, demonstrating it can be a viable and prestigious field of work.

Fellows should ideally be based in-country or willing to relocate¹. Each Fellow will have a work program focused on one or two countries and across sectors.

Fellows will spend 20 percent of their time enrolled in a professional development program designed to strengthen Fellows' technical skills in ECD and their understanding of World Bank operations. The professional development program will include two networking summits, a capstone project and various trainings and learning experiences on ECD themes and topics

¹ In case of relocation, no compensation will be provided. The applications should have the necessary permission/ visas/ work permits to live and work in the country they are applying for.

Fellows will be hired as Short-Term Consultants² (STC) for one year, with a second-year renewable, based on performance and continued work program demand. Selection and compensation are competitive.

Required Profile

The ELP is looking for candidates with the following profile to participate in the Early Years Fellowship:

- Citizen/ national from any Central American Country, preferably El Salvador, Nicaragua or Honduras.
- Early to mid-career professional between the ages of 25-40 years with demonstrated expertise and/or commitment to advancing ECD in low-middle income countries.
- **Graduate degree** in a relevant field (including education, economics, statistics, public policy, public administration, health and nutrition, and social sciences in general) and at **least 3 years** of professional experience in education, health and nutrition or social protection, with preference for previous work in ECD/early learning; **OR Undergraduate** degree in a relevant field (including education, economics, statistics, health and nutrition, , public policy, public administration, and/or relevant social fields) AND at **least 5 years** of professional experience in education, health and nutrition or social protection, with preference for previous work in ECD/early learning
- Experience working on ECD in Central America preferred.
- Functional experience in the design, implementation, and evaluation of projects and operations including policy dialogue, advocacy, etc.
- Experience conducting statistical analyses and/or producing reports that rely on statistical analyses in human development field is strongly preferred.
- Experience in the public sector, civil society, or multilateral organization preferred.
- Demonstrated interest, commitment and high potential in ECD/early learning, and/or human development
- Strong written communication skills and ability to work well in teams, including with senior government officials
- Ability to work remotely effectively and travel frequently
- Written and verbal fluency in English and Spanish required.

Specific Duties and Responsibilities

- Coordinate the El Salvador ECD agenda across Human Development (HD) sectors—Education, Health, and Social Protection—and with the government. Support the HD task's teams and clients to identify, design, and monitor interventions oriented to improve the quality of ECD/ECE in El Salvador. (40 percent)
- Support the education team and client to monitor and evaluate ECE interventions, in Nicaragua and Honduras. (25 percent)
- Participate in the ongoing professional development program by ensuring attendance at Fellowship Summits and completing specific deliverables. (20 percent)
- Support the HD team to develop regional products to foster ECD integrated services in Central America. (15 percent)

Application Process

To apply, please submit a completed [application form](#) and resume (in English) by Friday **October 11th 5 pm Eastern Standard time**.

² STCs will be offered a daily rate based on the scales applicable in their duty country. No other benefits will be provided. Refer to these [STC guidelines](#) for further information.