

Introduction

The World Bank offers Internship opportunities to highly motivated individuals. This allows interns exposure to the mission and the work of the World Bank and an opportunity to learn while gaining practical experience. The Bank benefits through individuals bringing new perspectives, innovative ideas, and latest research experience.

The Latin America and Caribbean Region (LCR) Inclusive Internship Program 2021 is a key initiative for the LCR Vice-presidential Unit within the World Bank's larger commitment to combat racism and provide career opportunities for people from all backgrounds and ethnicities. The Program is targeted to highly motivated and qualified individuals from the LAC region, with a special focus on Afro descendants, Indigenous Peoples and other minorities.

Eligibility Criteria:

To be eligible for the LCR Inclusive Internship Program 2021, candidates must be nationals from any country in the Latin America and Caribbean Region. They must be a graduate-level student at an accredited university or a recent graduate of a graduate-level program (Master's or PhD; up to 2 years after graduation) and be 28 years old or younger. Candidates should have at least 1-2 years of relevant work experience (research, paid or unpaid internships and volunteer work).

Excellent verbal and written communication skills in English are required. Knowledge of other languages such as Spanish, Portuguese or French may be required if stipulated in the terms of reference below.

Terms of Reference:

LCRIP 02 – Social Sustainability and Inclusion Global Practice Support

The Social Sustainability and Inclusion Unit in LCR is responsible for: (i) undertaking social analyses during project preparation and implementation, to mainstream social development and inclusion issues throughout the Bank's portfolio in the region; (ii) ensuring compliance with the Bank's social safeguards policies on Involuntary Resettlement and Indigenous People and the implementation of the Environmental and Social Framework; (iii) undertaking Advisory Services and Analytics on topics such as Gender-Based Violence, forced displacement and social inclusion of the poor, vulnerable, and the excluded; (iv) leading the preparation and supervision of operations that promotes inclusion of Indigenous Peoples, Afro-descendants, LGBTI communities, people with disabilities, ethnic minorities, and displaced populations; and (v) facilitating partnerships and dialogue with civil society through outreach and engagement.

Duties and accountabilities:

The Social Sustainability and Inclusion Global Practice is seeking to recruit a young and talented professional to support the Unit's agenda on the development and inclusion of Indigenous Peoples, Afro-descendants and other minorities.

The intern will support the Unit with its ongoing analytic and community engagement work, participating in qualitative research activities, supporting in the production of technical analytic pieces and policy notes, and liaising with Indigenous and Afro-descendant organizations from across the region, as needed.

The intern will also support specific tasks in operations and policy dialogue targeted at fostering the social inclusion of excluded minorities within the Unit's portfolio.

For this group of new interns, in addition to the substantive work program, one key collective delivery will be to improve the impact and effectiveness of the internship program itself through mutual collaboration among the interns, together with communications, human resources, and the LCR VPU Front Office. The expected outcome will be the comprehensive preparation for the launch of a second cohort, incl. the review and/or creation of our approach to attract, recruit, select, onboard and guide the right talent for this program that focuses on inclusion and underrepresented minorities. This is an opportunity for our first cohort of interns to make a tangible impact on the World Bank's journey towards further inclusion.

Qualifications

- Applicants should have a Masters or be a Masters candidate in any of the social sciences, development economics, public policy, law or other relevant discipline.
- Candidates with experience working with indigenous and/or afro-descendant organizations are specially encouraged to apply.
- Ability to work in Spanish is essential, strong knowledge of English and Portuguese will be an advantage
- The post will be based in Washington, D.C., Brasilia or Central America, depending on the candidate's current location and business needs.
- The internship will have a duration of 3 months.

Application and Selection Process:

The World Bank will accept applications through email until 11:59pm EST 25 June 2021. Applications will be posted on an internal database accessible by all departments of the World Bank LCR Region. Individual hiring departments will access this internal database to further short-list based on their business needs. Only short-listed candidates will be contacted for interviews. Hiring decisions by the hiring department(s) expect to be concluded between mid-July-August 2021.

Please send a resume and a Cover Letter to lcrinternships@worldbank.org with **"World Bank LCR Inclusive Internship Program 2021 - ToR LCRIP02 and applicant's name"** in the email subject line.

Poverty has no borders. Neither does excellence. This is why we continually search for qualified individuals with a diverse set of backgrounds from around the globe. We are proud to be an equal opportunity and inclusive employer with a dedicated and committed workforce, and do not discriminate based on gender, gender identity, religion, race, color, ethnicity, sexual orientation or disability.

Individuals with disabilities may be provided reasonable accommodations to perform essential functions of the role and support in receiving other workplace accommodations. Please contact the Disability Accommodation Fund at disabilityfund@worldbank.org for further information and support.