

Introduction:

The World Bank offers Internship opportunities to highly motivated individuals. The position allows the candidate to be exposed to the mission and the work of the World Bank in the field of international development. The Internship allows individuals to bring new perspectives, innovative ideas, and latest research experience into the World Bank's work and improve their skills while working in a diverse environment. An internship at the World Bank is an opportunity to learn while gaining practical experience.

The Latin America and Caribbean Region (LCR) Inclusive Internship Program 2021 is a key initiative for the LCR Vice-presidential Unit (VPU) 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 People 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 (may include previous job positions, 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 as stipulated in the terms of reference below.

Terms of Reference:

LCRIP 08 – Country Engagement Support in Central America (LC2)

LC2 is the Country Management Unit (CMU) responsible for overseeing the World Bank's program in Central America and the Dominican Republic, including country strategy formulation and implementation, policy dialogue, portfolio management and country relations. The CMU works with a diverse set of clients: two IDA countries (Honduras and Nicaragua), two lower middle income (El Salvador and Guatemala), and three upper middle-income countries (Dominican Republic, Costa Rica and Panama). Central America has the economy with the fastest growth rate in Latin America (Panama) and one with the biggest growth challenges (El Salvador); countries where poverty tops 25 percent (Honduras), and countries that are close to the 3 percent poverty objective for the Bank twin goals (Panama); countries that have managed to transform its economy entering in high value-added sectors (Costa Rica), and countries where the structural transformation of the economy needs to happen (Nicaragua). Central

America has been significantly affected by the COVID pandemic both on the health and the economics front (GDP is projected to contract on average by 4.3% in the Central American countries) and this will have a significant impact on poverty. On top of this, macroeconomic and governance challenges were already an issue in most of the countries before the pandemic

Duties and accountabilities:

The Country Management Unit for Central America and the Dominican Republic (LCC2C) is looking for a young and driven professional to support its country engagement products in selected countries. The intern will support Bank experts in defining and prioritizing the World Bank's development agendas for Guatemala, Honduras, and El Salvador for the next four years.

The intern will assist Bank experts to scope and inform the Systematic Country Diagnosis (SCDs) and Country Partnership Framework (CPF) and prioritize development challenges and areas for Bank engagement; participate in consultations with various stakeholders, including preparing summary reports of those; join discussions with government officials to understand their priorities for the Bank's support; and support Bank experts in drafting specific sections of the SCDs/CPFs for those countries.

For the first cohort of this new internship program, 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. but not limited to, the review and/or creation of our approach to attract, recruit, select, onboard and guide the right talent for this program with a special focus on the inclusion of underrepresented minorities in our current talent pool. 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

- The successful candidate will have a Masters in any of the social sciences, development economics, public policy, law or other relevant discipline.
- Interest and/or experience working with civil society organizations would be a plus.
- The internship would be for a period of 3 to 6 months, to be mutually agreed.
- The candidate will be placed in Washington, D.C. or one of the three countries of focus, depending on their current location.
- The candidate must be fluent in Spanish and have at least working proficiency (speaking, reading and writing) of English.

Application and Selection Process:

The World Bank will accept applications through email until 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 lcinternships@worldbank.org with **“World Bank LCR Inclusive Internship Program 2021 - ToR LCRIP08 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.