

## **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 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 (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 03 – Poverty and Equity GP**

The Poverty and Equity Global Practice, part of the Equitable Growth, Finance, and Institutions vice-presidency, plays a key role in supporting the World Bank Group's goals of ending extreme poverty and boosting shared prosperity. It generates knowledge and dialogue and supports operational solutions, focusing on poverty monitoring and statistical capacity building, markets and institutions, fiscal and social policy, and resilience to shocks and sustainability. The practice is organized into seven regionally-oriented units—EAP, ECA, LAC, MNA, SAR and two in AFR—each managed by a Practice Manager. The development and flow of global knowledge within the practice is facilitated through four cross-cutting thematic lines, each of which is led by a thematic Lead Economist. These are: (1) data for policy analysis; (2) markets and institutions for poverty reduction and shared prosperity; (3) fiscal and social policy for poverty reduction and shared prosperity; and (4) welfare implications of climate change, fragility and conflict risks. Every member of the practice is affiliated with, participates in and contributes to the work of at

least one of the thematic lines. In addition, the practice takes the lead in two corporate priority areas: (a) Data for Goals; and (b) Systematic Country Diagnostics.

### **Duties and accountabilities:**

The World Bank's Poverty and Equity Global Practice is seeking to recruit a talented individual, with technical expertise in measuring and evaluating poverty, inequality and welfare outcomes.

The intern will support teams in the Unit working on understanding the root causes of poverty and inequality, as well as gender gaps, across various dimensions. They will be a core member of technical teams working on country level and regional tasks and will participate in a variety of training and dissemination events, providing an opportunity to learn about various technical and policy areas. The individual will be able to contribute their experience into the tasks they work on, especially to strengthen the focus on inclusion and equality. The recruit will also be tasked with co-authoring written work, as an output of their internship.

The intern may also participate in policy dialogue and in discussions with development partners and will contribute substantively to ongoing discussions within the unit and with colleagues from other sectors of the Bank.

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**

- The successful candidate will have a PhD or Masters in a relevant economic development and policy discipline, with a preference for economics, statistics, mathematics or a quantitatively focused policy program.
- Technical expertise in measuring and evaluating poverty, inequality and welfare outcomes desired.
- Candidates with written and/or applied experience focusing on indigenous and/or afro-descendant populations are specially encouraged to apply.
- Strong writing skills
- Ability to work in English is essential, Spanish and Portuguese language skills would be an advantage
- Location of the post is flexible (remote work possible) for a duration of 6 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.

Please send a resume and a Cover Letter to [lcr\\_internship@worldbank.org](mailto:lcr_internship@worldbank.org) with **“World Bank LCR Inclusive Internship Program 2021 - ToR LCRIP03 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](mailto:disabilityfund@worldbank.org) for further information and support.