Summary

The Development Impact Evaluation department (DIME) is seeking to recruit a Field Coordinator (FC), to coordinate a set of research activities related to the construction and rollout of two transport corridors in Dakar, Senegal, a TER (Train Express Regional) and a BRT (Bus Rapid Transit). The portfolio of activities includes both a series of impact evaluations and the construction of a data system periodically gathering data on a variety of indicators into a centralized database. The FC will liaise with all agencies on the ground, oversee all primary data collection, and help to compile relevant secondary data, among other tasks. The consultant will be hired through a Short Term Consultant contract (STC). Candidates hired through this process will be offered employment from August 2023 to June 2024, with the possibility of extension based on performance and project development. Qualified candidates should apply using this link no later than July 16th, 2023 at 11.59pm EST. Applications will be reviewed on a rolling basis. Applicants may also indicate interest in being considered for positions that will open in the future.

Background

Within the World Bank’s Development Economics Vice-Presidency (DEC), the purpose of the Development IMpact Evaluations department (DIME) is to increase the use of impact evaluation (IE) in the design and implementation of public policy and to develop institutional capacity and motivation for evidence-based policy.
DIME’s work focuses on:
* Evaluating programs at scale to answer policy-relevant questions;
* Developing innovative data systems and data analytics tools for real-time decisions;
* Using causal inference analysis to identify mechanisms to improve results;
* Building capacity to strengthen country institutions for evidence-based policymaking.

DIME aims to overcome the challenge to identify true cause-and-effect relations in policy programs. By linking researchers to policymakers and feeding results back into policies, DIME fosters systematic use of evidence, which informs adoption, mid-course corrections, and scale-up of policies. Through workshops and clinics with operational staff and government clients, joint research teams, active field coordination, as well as research products such as seminars, papers, and policy briefs, DIME builds capacity while forming a wider community of practice.

DIME accompanies impact evaluations during their entire life-cycle. It starts with assessing demand, identifying research questions, as well as supporting project implementation, high quality data collection, analysis, and dissemination of results.
With a portfolio of more than 220 impact evaluations, DIME operates across all sectors in about 60 countries spanning the globe. The IEs test a variety of interventions and mechanisms to understand why policy succeeds or fails and how to improve policy design and implementation to obtain better results. By working proactively in collaboration with clients, DIME employs experimental methods to infer causality whenever possible (79% of the portfolio). 17% of DIME IEs utilize non-experimental methods, while 4% use a combination of the two.

DIME is structured into 4 World Bank units:

- DIME 1 “Economic Growth and Structural Transformation”
- DIME 2 “Gender, Economic Opportunity, and Fragility”
- DIME 3 “Governance and Institution Building”
- DIME 4 “Infrastructure and Climate Change”

More information can be found at http://www.worldbank.org/dime.

The Government of Senegal (GoS) has recognized that improving urban mobility in the Greater Dakar Area (GDA) is of crucial importance for the development of the Senegalese economy, and it has adopted a comprehensive 5-year plan to address some of the challenges that the sector faces. This plan highlights the need to develop an efficient mass transport system, offering a high level of speed, comfort, and safety. Two flagship projects of this plan are: i) a modern bus transport system with high level of service (BRT) linking the city center to the north of the city and ii) the development of a railway express line (TER) linking the city center to the south of the city. This IE project aims to put in place a data system in Dakar that will allow a systematic analysis of the impact of large scale transport infrastructure on urban mobility and commuting patterns; congestion and air quality; housing prices and gentrification; road safety and road traffic injuries; household’s economic situation and access to goods and services. The project will also study the impact of constructing these large infrastructure projects on the well-being of construction workers.

There are two primary questions the IEs will address:
1. What are the effects of job creation from large transportation infrastructure projects on worker welfare (i.e. health, income) and creation of transferable skills or networks?
2. What are the effects of the BRT and TER on individuals (income, access to public services, etc..), road security, air pollution and real estate prices?

Responsibilities

The STC will play a central role in executing and coordinating DIME’s ongoing work programs related to the transport impact evaluations portfolio in Dakar. The Field Coordinator’s main responsibility will be to coordinate and supervise the implementation of the IEs in the field, working closely with the project implementation team and delivering training to the government teams as needed. The FC will also be involved in analytical aspects of the IE. The FC will work under direct supervision of a senior Impact Evaluation Coordinator based in Dakar, and Sveta Milusheva, a DIME Economist and Task Team Leader (TTL) of the project (based in Washington DC) and other members of the research team, as relevant. The FC will oversee the day-to-day implementation of the impact evaluations and liaise with the survey firm, the implementing partner organization and the evaluation research team. The IE coordinator will prepare regular progress reports, communicate on an ongoing basis with the joint research/operations/government team, and provide day-to-day support on technical and operational tasks, including but not restricted to those listed below:
Effective Cooperation

- Provide daily coordination between the impact evaluation team and local counterparts (including the data collection firm and project implementing partners), ensuring that concerns are effectively communicated between parties, flagging emerging issues that may be of potential concern, and ensuring that effective and productive collaboration is maintained;

- Build relationships with partners and establish agreements for obtaining secondary data;

- Interact with the line Ministry staff, local authorities and other partners on evaluation-related issues; specifically, maintain an effective collaboration with the main government agencies involved in the project (CETUD, CGQA, DGdD, etc) and follow up with other agencies for which the partnership is still at an initial stage to better define the framework and move forward the collaboration (eg ANASER, DRESCOF etc).

- Help ensure that targets are met on time, and that all activities are carried out in accordance with the study design.

- Participate to meeting with the World Bank Country Management Unit (CMU) in Dakar and other relevant funding agencies (EU, AFD, LuxDev etc) and support the Senior Impact Evaluation Coordinator on the organization of those.

Impact Evaluation Field Coordination and Supervision

- Work with the research/operations/government teams on the elaboration of a rigorous impact evaluation identification strategy. This includes working with researchers and implementers to identify the key questions to be addressed, the outcome indicators to be used, data sources and sample sizes (including sampling framework and field procedures), timeline and budget. Provide technical inputs into IE designs, including preparation of funding proposals, concept notes, and draft reports, blogs and other outputs as necessary;

- Work with the research/operations/government team to elaborate detailed protocols/manuals for the different interventions. Reports on field-testing of the interventions including lessons learned and recommended changes;

- Visit study facilities to ensure proper data collection and gather general information about the implementation process;

- Preparation of mission trip of research team: schedule meetings, plan activities such as qualitative (group) interviews, support overall logistics;

- Monitor implementation activities so that the evaluation team understands and has documented the details of implementation across study areas. This includes supporting the implementation partners in setting up monitoring protocols for tracking progress.

Data collection and analysis

- Support the data collection activities at all stages (procurement, survey design, sampling and supervision and quality assurance);

- Contribute and finalize primary data collection instruments design, including questionnaires and field procedures, by ensuring coordination between the research team and the local experts;

- Monitor the entire primary data collection process, from training of enumerators, quality control during the field work (high frequency daily checks) to ensure data quality;
• Carry out in the field, in person data collection activities for air quality by visiting at least once or twice a month locations where measurement instruments are installed across Dakar. This consists of: manually collecting data from SD cards within the instruments, doing checks on the device on the spot (instant checks), fixing issues in real time, engaging with local partners and ensuring safe storage and backup of the data in shared folders.

• Ensure the proper monitoring of the air quality data system by reporting to the research team, ensuring clear track record of field incidents and observations, liaising with the Research Assistant to perform deeper data quality checks and planning and implementing any identified necessary follow-up interventions in the field (maintenance, replacement).

• Assist in the analysis of the survey data, and the writing of project reports and policy memos;

• Prepare written reports with feedback and analysis on the piloting and fielding of data collection tools;

• Build capacity for data collection, data management and data analysis within the implementing agency;

• Work with government agencies to collect secondary data, including potentially supporting digitization of data and analysis;

• Pilot new methods for data collection, including collection of air pollution data via mobile monitors.

• Support dissemination activities for the project.

• Identify research opportunities and contribute to funding proposals.

 Deliverables

Exact deliverables will be agreed upon initiation of the position and may include, but are not limited to:

• Weekly progress report of project implementation, meeting notes, etc…

• Contributions to data collection reports (baseline report, midline report, etc…) and research or operational outputs

• Daily quality and progress on data collection – working closely with the Senior IE coordinator, other FCs, and DC based Research Analyst and Assistant

 Duty Station

The Field Coordinator is expected to be based in Dakar, Senegal to conduct these activities directly in the project implementation area.

 Skills required

• Academic specialization: A master's degree in economics, public policy, public health, or related field; strong quantitative research skills are essential, preferably with reference to development economics or impact evaluation topics.
Technical skills: The candidate must have technical expertise in impact evaluation and econometric analysis (including proficiency in Stata). Experience with programming in an ODK based platform is highly desirable. Experience coding in a team environment is highly desirable.

Experience: Previous experience working in Africa, and preferably Senegal, and interacting with government counterparts.

Capacity Building Skills: Demonstrated ability and experience in designing and delivering training and capacity building activities or other teaching experience.

Interpersonal skills: Motivated self-starter, with demonstrated ability to work effectively and sensitively in teams and with government counterparts at all levels and with partner organizations. High levels of energy, initiative, independence and flexibility in quickly adjusting to changing work program requirements. Ability to juggle numerous competing demands and priorities, respond quickly to internal and external client requests, and set priorities for self and others. Open-mindedness and multicultural attitude to understand and get adapted easily to the local context and customs.

Language: Superior written and oral communications skills in English and French are essential. Knowledge of Wolof is desirable.

Data Confidentiality and Intellectual Property

The consultant agrees to handle all data in a strictly confidential manner. Any material created in the fulfillment of this contract, including documents, data, copyrights, patents, trademarks, or other proprietary rights in and to the work will fall under the exclusive ownership of the World Bank Group. This material may not be disclosed publicly or to third parties without the prior written consent of the World Bank Group. Furthermore, disclosure of information must be in line with any data sharing agreements between the World Bank Group and its clients or partners, and with the data sharing policies of the World Bank Group.

Professional Development

Formal training sessions are offered by DIME Analytics. Field Coordinators are expected to participate in at least 5 days of training per year. Trainings include:

- **Manage Successful Impact Evaluations (MSIE):** all FCs are expected to attend this 5-day course. MSIE is intended to improve the skills and knowledge of impact evaluation (IE) practitioners, familiarizing them with critical issues in IE implementation, recurring challenges, and cutting-edge technologies.

- **Remote trainings:** DIME Analytics offers short trainings via WebEx throughout the year. These include software-specific trainings (R, Stata, Latex, and SurveyCTO), and Continuing Education sessions on topics such as Quality Assurance during Primary Data Collection and Qualitative Data Collection Methods.

- **On-demand Technical Assistance:** RAs and FCs may reach out to DIME Analytics at any time to request technical support. Data Coordinators hold regular office hours, during which time they can answer specific questions and help with challenging coding problems.
Feedback and performance management
FCs will agree on both their work and professional development objectives with their hiring manager at the beginning of the fiscal year (or beginning of contract period). FCs will have two review meetings during the fiscal year to discuss progress on those objectives, any changes, and feedback on performance. FCs are responsible for initiating the check-in meetings.

Contract arrangements
FCs are hired as short-term consultants (STCs), for 150 days of work distributed across a 12-month period. Work requirements will vary across the year, depending on the life-cycle of the impact evaluation. There will be 25 days (5 weeks) during the year with no work expectations.

Selection Process
Qualified candidates should apply no later than July 09th through (either link or email ID). Applications will be reviewed on a rolling basis. Applicants will be asked to upload/share a zipped folder which include the following:
- Resume
- Brief statement(s) of interest (SOI). The SOI should be no longer than 500 words, and the file title should clearly indicate the position of interest.
- (if available) Sample code. Applicants are recommended to include sample files prepared by them that best indicate their level of experience in Stata, R, Python, and/or ODK. Candidates may submit multiple code samples (no more than one per programming language), if relevant to their position(s) of interest. If you prefer to point to code on GitHub rather than attaching code samples, please share, as a readme file, the link to individual scripts that best represent your skills in the language. If full repositories are linked, the code will not be considered.

Shortlisted candidates might be invited to take a technical test based on the skills required by the hiring team and will be required to participate in interviews. Only shortlisted candidates will be contacted.

The World Bank Group is committed to achieving diversity in terms of gender, nationality, culture and educational background. Individuals with disabilities are equally encouraged to apply. All applications will be treated in the strictest confidence.

Official Travel
DIME will pay for FC’s initial travel to their work location for candidates recruited internationally. FCs will be reimbursed for eligible travel expenses (e.g. taxis to/from the airport), and accommodation for up to one week to allow time to find permanent accommodation. Beyond that first week, FCs are expected to cover all their expenses while in their duty station. All travel for the purpose of conducting work outside of the duty country, must be approved in advance through a travel request made through DIME Support; expenses will be reimbursed on an actual basis. If required, advances for travel expenses may be available on a case-by-case basis, to be discussed with DIME Support and approved by the Task Team Leader.

Insurance
All FCs recruited internationally will be covered by emergency insurance for the first 90 days of their contract. After that period, they will be expected to make their own arrangements. Routine health care is never covered under emergency insurance; FCs should provide their own health insurance.

Hardware and software
In general, consultants are expected to provide all the equipment needed for their position. The onboarding will include set-up of remote access to internal World Bank systems; DIME Analytics will provide technical support as needed. STCs based in DC will be provisioned with a workspace that includes a desktop computer; for official travel STCs can use a loaner laptop from IT. All STCs are expected to have their own Dropbox Pro account.

**Non-Disclosure Agreement**

All Research Assistants and Field Coordinators must sign the attached Non-Disclosure Agreement as a condition of employment. The signed document should be scanned and sent by email to your hiring manager and [DIME Analytics](mailto:DIME.Analytics).