

## **Bolivia Diversity and Inclusion Strategy Officer**

Bolivia Country Office

La Paz

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The Latin America and Caribbean Region (LCR) Inclusive Internship Program (IIP) is a key initiative from 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 IIP offers highly motivated individuals, with a special focus on Afro descendants, Indigenous Peoples, people with disabilities, LGTB+ and other minorities from the region, an opportunity to be exposed to the mission and work of the World Bank and the broader World Bank Group. Selected candidates will be able to improve their own skills in a diverse environment dedicated to ending extreme poverty and boosting prosperity and will benefit from (i) opportunities for onboarding and training; (ii) networking, mentoring, and coaching from World Bank staff and (iii) being a part of one of the most reputable development banks in the world.

### **1. Introduction**

The Bolivia WBG Country Partnership Framework FY2023-2026 includes a focus on better identifying impacts of potential racism and understanding collective vulnerability of certain groups that could be addressed through its operations. To implement this focus, the Bolivia Country Team will develop a Diversity and Inclusion Strategy that spans both the Country Office (CO) management, Global Practices (GPs), External and Corporate Relations (ECR) and Human Resource groups. The D&I Strategy will have a particular focus on selected minority, indigenous/ethnic (including Afro-bolivian) populations and persons with disabilities.

### **2. Objective**

The objective of this TOR is to seek for a qualified and highly motivated graduate student to work within the Bolivia Country Office, and alongside the Poverty, Social Development, External Communication and Human Resource teams as an intern to provide support specifically related to preparing and implementing the Bolivia Diversity and Inclusion Strategy.

### **3. Duties and Accountabilities**

Expected tasks of this internship include:

- Support the Poverty Global Practice and Social Development teams to prepare quantitative and qualitative analysis of collective vulnerabilities for selected minority indigenous/ethnic (including Afro-bolivian) populations as an input to implementation of ESS 7 and the Overview Assessment for the Bolivia country program.
- Support the External Communication team to implement the 3<sup>rd</sup> edition of the Bolivia World Bank Anti-Racism, Anti-Discrimination Short Story Competition, including to mechanisms to increase participation from selected minority indigenous/ethnic (including Afro-bolivian) populations.
- Support the Bolivia CO Diversity, Equity and Inclusion (DEI) Committee to implement the D&I Strategy including the design, recruitment and supervision of the local Bolivia CO Inclusive Youth Internship Program envisaged to be a rotation program of short term, college student internships from selected minority, indigenous/ethnic (including Afro-bolivian) populations and persons with disabilities.
- Support the BO Country Manager and External Communication team to implement the youth engagement strategy of the Communications & External Affairs Strategy FY25-FY26, including but not limited to creating a database of youth organizations and leaders across a range of socioeconomic and ethnic groups.
- Support the Social Development team to identify (or develop mechanisms to identify) youth leaders in project areas under World Bank financed operations in Bolivia and create strategies/plans to support broader citizen engagement with young people.
- Any other tasks as determined by the Bolivia CO DEI Committee.

#### **4. Assignment's Structure**

The assignment will last for 1 year from the date of hiring.

#### **5. Education and Skills Required:**

- 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 30 years old or younger.
- 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 Spanish; proficiency in English strongly preferred.
- Strong interest in international development and enthusiasm for working in multicultural teams.
- Strong interest and knowledge about minority indigenous/ethnic peoples in Bolivia.
- Experience with quantitative and qualitative methods in social sciences and/or poverty measurement in a developing country setting
- Experience with event organization and/or public communications in a multicultural setting.