

DECDI Data Architecture and Integration Analyst ToRs

For Bulgaria, Romania and Italy

The Position

DECDI's People Impact Lab is seeking to hire **three Data Architecture and Integration Analysts based in Bulgaria, Romania and Italy (one per country).**

The European Commission (EC), and in particular the EC Directorate-General for Employment, Social Affairs and Inclusion (DG EMPL), and the EC Directorate-General for Regional and Urban Policy (DG REGIO), are spearheading a strategic shift towards results-oriented programs and evidence-based policy. This transition involves strengthening mechanisms for policy learning, innovation and experimentation; improving data ecosystems and regulations to support a greater focus on results and evidence-based programming; and building capacities in member states and lagging regions.

The Analyst will support the World Bank's partnership with the European Commission (DG REGIO and DG EMPL) in conducting **data systems assessments aimed at identifying ways to strengthen linkages between DG REGIO's monitoring systems in Managing Authorities and disaggregated administrative microdata from national databases in Member States.** The work will include technical assessments of the capabilities of national and Managing Authority systems, analysis of existing challenges related to data sharing and interoperability, and preparation of a report summarizing the findings and recommendations. **The Analyst is expected to work part-time, approximately 10 working days per month, however this might vary depending on the lifecycle of the work.**

Applications should be submitted through the application form
https://survey.wb.surveycro.com/collect/decdi_daia_application.

If you encounter issues, you may reach out to eu_cohesion_data_ecosystems@worldbank.org.
The application deadline is Friday, November 14th. Only shortlisted applicants will be contacted. We have a preference for candidates who can start immediately.

Qualifications and Requirements

We are seeking candidates with both **technical and analytical expertise**, able to bridge the gap between data engineering and policy implementation. The ideal consultant should understand how data flows between systems, including how APIs and data pipelines enable interoperability, and be

comfortable translating technical findings into clear, actionable recommendations for non-technical audiences.

- Strong understanding of best practices for designing and implementing end-to-end data pipelines, ideally within public sector or development contexts.
- Practical knowledge of information systems, interoperability standards, and data-sharing architectures.
- Proven ability to assess existing data systems and provide actionable recommendations to improve project or program management through integration, automation, and innovation.
- Demonstrated ability to communicate effectively with non-technical stakeholders and bridge technical and institutional perspectives.
- **Fluency English and in the local language is mandatory.**
- **Residence in the country of assignment is mandatory.**
- Experience working with large datasets and structured databases to support research and operational decision-making is strongly preferred.

Duties

- Conduct deep dives into existing data pipelines for reporting, monitoring and evaluation of EC-funded projects. Identify pain points (such as duplicate data entry across multiple systems) and opportunities to enhance integration and automation.
- Identify opportunities for increasing integration of microdata in existing data systems. Assess all potential sources of relevant microdata and constraints to their use.
- Provide weekly updates to the central DECDI-EU data team
- Contribute to presentations and briefs as requested by the DECDI-EU data team
- Document all findings from the data system assessment in a detailed case study report, with a focus on technically feasible, context-appropriate solutions for actionable improvements.
- Bring forward ideas to prototype or pilot solutions, such as dashboards or sample data pipelines, to effectively demonstrate the viability of recommended improvements and facilitate client adoption.
- Provide training and technical support to counterparts at all levels as requested

Contract arrangements

FCs are hired as short-term consultants (STCs), for 75 days of work between November 2025 and June 2026. Work requirements will vary across the year, depending on the life-cycle of the impact evaluation.

Official Travel: Frequent local travel is expected. All travel must be approved in advance through a travel request made through DIME Support; expenses will be reimbursed on an actual basis.

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.

Feedback and performance management

Analysts 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). Analysts will have two review meetings during the fiscal year to discuss progress on those objectives, any changes, and feedback on performance. Analysts are responsible for initiating the check-in meetings.

About Development Impact (DECDI)

The Development Impact Group of the World Bank's Development Economics Vice-Presidency (DEC) generates high-quality and operationally relevant data and research to transform development policy, help reduce extreme poverty, and secure shared prosperity. It develops customized data and evidence ecosystems to produce actionable information and recommend specific policy pathways to maximize impact.

The work is based on a co-production model aimed at transferring capacity and know-how to partners to make mid-course corrections and scale-up successful policy instruments to achieve policy outcomes. These corrections yield substantial returns on investments, vastly outweighing research costs. Spanning across more than 60 countries, the Development Impact Group has conducted over 200 impact evaluations, shaping \$26B in development finance, and provided advisory services to over 30 multilateral and bilateral agencies.

Beyond research, the Development Impact Group's commitment extends to investing in public goods to enhance the quality and reproducibility of global development research. From [Development Impact Wiki](#), [toolkits](#), [training programs](#) and [summer schools](#), the Development Impact Group is servicing the global community of researchers and, in so doing, improving the quality of global policy advice.

Central to the Development Impact Group's approach is the 'trial-and-adopt' technology, which revolutionizes development practices through a portfolio-based operational strategy, prioritizing continuous learning, scalability, and intervention adaptability. This methodology has proven to amplify the impact of development finance by learning from past mistakes, selecting cost-effective solutions, and optimizing policy and investment designs.

The core idea follows three principles:

1. **Learn:** Integrate rigorous trial-and-adopt technology into projects to test and learn what works to achieve impact.

2. **Adapt:** Wire in the flexibility for projects to adopt high-impact solutions, grounded in rigorous evidence.
3. **Scale:** Apply these approaches as a portfolio, replicating and scaling what works across the regions and beyond.

By engaging government counterparts throughout the policy cycle and embedding machine learning, events studies, and experimental research in projects, the Development Impact Group drives policy interventions towards their efficient frontier, maximizing cost-effectiveness and value for money.

The Development Impact Group seeks to broaden the application of this technology across World Bank operations and partner countries for maximum development impact, shaping a future where informed decisions pave the way for lasting positive change.

The Development Impact Group has 5 programs:

- Planet Impact Lab
- People Impact Lab
- Prosperity Impact Lab
- Infrastructure & Digital Impact Lab
- Behavior Science Lab

More information can be found at <https://www.worldbank.org/en/about/unit/unit-dec/impacetevaluation/programs>.