



Donor Funded Staffing Program

TOR No:	<u>2023-026</u>
Title:	Gender Specialist
Grade:	GF
Division/VPU:	MIGA Economics and Sustainability (MIGES)/ Multilateral Investment Guarantee Agency (MIGA) or (MIG)
Duty Location:	Washington, D.C
Appointment Type and Duration:	Two-year Term Appointment

BACKGROUND

Do you want to build a career that is truly worthwhile? The Multilateral Investment Guarantee Agency (MIGA) is a member of the World Bank Group, and our mission is to promote foreign direct investment into developing member countries to help end extreme poverty and boost shared prosperity. We do that through the provision of guarantees against non-commercial risks (political risk insurance) to investors and lenders. For more information, visit www.miga.org.

In 2021 MIGA established its first Gender Strategy Implementation Plan (GSIP) and created a Gender Team to manage the implementation of the GSIP as MIGA seeks to maximize the gender differentiated impacts of its projects. The Gender Team is tasked with providing support to MIGA staff and MIGA clients on deepening women's participation in private sector projects as well as in public-private partnership projects.

As part of the broader MIGES group, the Gender Team implements its work program through three strategic pillars:

1. Corporate Pillar – builds MIGA's internal gender capacity, knowledge, and impact.
2. Client Engagement Pillar – supports MIGA clients to integrate actions to narrow gender gaps and identify gender-based risk in MIGA supported projects.
3. Partnerships Pillar – develops meaningful partnership across the WBG and with external stakeholders with the aim of strengthening MIGA's gender program and providing avenues for the agency to influence its peers.

MIGA is seeking a Gender Specialist to join a dynamic team in advancing its gender program for its next strategic cycle. This position offers the opportunity to work across a range of work streams, sectors, and stakeholders – including extensive exposure to the public and private sector lending arms of the World Bank Group. The Gender Specialist will also have the opportunity to closely engage with MIGA's partners on a variety of emerging and cross-cutting themes (e.g., climate and gender).

DUTIES AND RESPONSIBILITIES

The selected person will contribute to the Gender Team's delivery of the final milestones of MIGA's current GSIP (FY21-23), and contribute to the development and implementation of MIGA's GSIP for FY24-27. To do so, s/he would be expected to:

1. Drive MIGA client engagement at the project level, including:
 - a. Collaborative engagement with MIGA clients to determine their interest and capacity in undertaking gender actions to narrow gaps;
 - b. Gender gap analysis at the sector/country level and identification of measurable client actions to narrow gender gaps;
 - c. Engagement with MIGA clients to agree to specific, appropriate gender actions and coordinate any required technical assistance;
 - d. Closely collaborate with MIGA project teams throughout the gender project lifecycle.
2. Support the Gender Team in building its internal knowledge and capacity on gender through the development of training and knowledge materials to enhance MIGA staff's gender knowledge, especially as it pertains to client engagement.
3. Actively engage in gender working groups within the WBG as well as with external partners.
4. Collaborate with the Gender Team, MIGA's Climate Team, and WBG experts to develop (a) an action plan to support MIGA actions at the intersection of gender and climate and (b) knowledge products to support MIGA staff's knowledge and capacity on gender and climate.
5. Provide support for ad hoc activities related to the operationalization of the GSIP.

Note:

The selected candidate will not be assigned to programs involving his/her own government such as donor coordination and trust fund management.

SELECTION CRITERIA

- Must have a Master's degree (e.g., in international development, economics, social studies, political science or other related fields) and at least 5 years of relevant experience (preferably in development or impact investment) or an equivalent combination of education and experience. Advanced training in gender is an asset.
- Relevant project or program experience in gender and/or women's empowerment in a development context.
- Demonstrated analytical skills, including data collection and analysis and the ability to synthesize complex information clearly.
- Excellent communication skills including: the ability to facilitate dialogue with various stakeholders and private sector clients, government partners and operations teams; excellent listening skills; an ability to adapt advice and plans to the project's realities in real time.
- Demonstrated ability to work collaboratively and respectfully within and across teams, languages and cultures.
- Ability to work independently with an appetite for problem solving, increasing levels of responsibility, and accountability for timely response to internal and external requests.

- Adept working in a hybrid environment which includes excellent skills in online communication platforms (e.g., Teams, Zoom, WebEx), and excellent skills in Microsoft Suite programs (Word, Power Point, Excel).
- Ability to work in a multicultural environment in an international setting with demonstrated commitment to development.
- Fluency in written and oral English skills. Strong skills in French or Spanish an asset.

Understanding of the [WBG Core Competencies at GF level](#).