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VOICE SECONDMENT PROGRAM VSP

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A NEWSLETTER FOR WBG STAFF WITH THE LATEST NEWS AND INFORMATION ON HUMAN RESOURCE ISSUES

What's Inside:

VSP TURNS 10!

QUOTES FROM VSP
PARTICIPANTS

FREQUENTLY ASKED QUESTIONS

The World Bank Voice Secondment Program

Enhancing Voice and Participation of Client Countries in the Development Agenda

Following the 2002 Monterrey Consensus, the World Bank and the International Monetary Fund sought ways to enhance the participation of Low-Income Countries in their decision-making. Out of this initiative, the World Bank Voice Secondment Program (VSP) was born.

The VSP was set up by the World Bank's Board of Executive Directors in 2004 to help enhance the capacity of relevant government agencies in World Bank operational procedures, practices and policies.

Through the VSP, the World Bank brings on board approximately seventeen mid to senior career government officials from some Low-Income and Middle-Income Countries for a six-month secondment assignment to work directly with World Bank teams on various World Bank operational projects.

The VSP serves as an effective and efficient vehicle through which to improve and enhance dialogue between the World Bank and its client countries as well as between the Executive Directors and World Bank operational teams. At the same time, the VSP also presents client countries with an opportunity to contribute directly to the World Bank's development agenda.

Every year, the VSP is subjected to rigorous monitoring and evaluation to ensure that it meets its goals. And the VSP has remained a highly successful and sought-after capacity-building program for our client countries. The VSP also contributes to the World Bank's operational and development effectiveness through strengthening the South-South cooperation and knowledge agenda.

Out of the nearly 200 VSP participants that have graduated so far, the majority continue to lead policy dialogue with the World Bank in various line ministries in their home countries. Many others continue to engage with the World Bank, not only in delivering World Bank programs but also in helping to shape our common development agenda with their respective governments.

2014 marks the VSP's 10th Anniversary. We, at the Secretariat of the VSP, would like to thank all our cooperating partners, including the Offices of the Executive Directors at the World Bank and several World Bank operational units, managers and staff. We remain indebted to all of them for their unwavering support in ensuring the current and future success of the VSP.



Kenneth Mwenda, VSP Program Manager



VSP Secondees In Their Own Words

Ludmila Vidigal Silva

“The VSP program has given me a comprehensive understanding of the systems and functions of the Bank. From the beginning, through administrative systems which guide everyday business, to the fundamentals of Bank operations and specificities of the ED’s offices and units to which we are assigned, we are getting to know much better how the Bank deals with its internal and external clients and stakeholders. The program has also provided an amazing networking experience, which from the perspective of a focal point for relations between the Bank and the member country is very important in order to facilitate the business.” *(Coordinator, Secretariat for International Affairs, International Institutions Policy Department, Ministry of Finance, Brazil)*



Domingos Cristovao Neto

“The Voice Secondment Program has provided me with very useful experience in Bank operations, and a deeper understanding of the procedures which are the foundations for these operations. I feel that I have been able to contribute constructively and positively towards the Bank’s mission. The knowledge and experience we acquire through the program are important assets, not just personally, but also for the government and the Bank to help increase future collaboration. Regardless of our individual rank within the government, the VSP enables us to provide valuable advice on various issues such as financial instruments, services available at the Bank, and operations and procedures.” *(Advisor to the Secretary of State for Planning and Territorial Development, Ministry of Planning & Territorial Development, Angola)*



Ali Al-Jabal

“The VSP Program has provided me with a clear idea about the World Bank’s work: the relations between the Bank and its stakeholders, the way the Bank raises and uses money, and the fundamentals of Bank operations. I believe the program helps to build a strong relationship between the Bank and clients, and is useful for both parties to work without misunderstanding and to achieve good results.” *(Deputy Minister for Technical Office, Ministry of Planning & International Cooperation, Yemen)*



Sam Morris Aruna

“The VSP has provided me with exposure, acquisition of knowledge, and networking that will enhance the relationship between the Bank and my country. The VSP has exposed me to the organization, structure, vision and mission of the Bank as well as its key personalities, like the President and the Board of Executives Directors, building a better bridge and feedback mechanism among the offices of the Executive Directors, the Bank’s operational teams, and governments of Developing and Transition Countries.” *(Senior Assistant Secretary/Head of Sector, Ministry of Finance and Economic Development, Sierra Leone)*



Eliza-Elena Gereanu

“The benefits of the program include a real knowledge exchange process. I strongly believe that the VSP allows every participant to improve his/her knowledge about the World Bank’s mission, policy, instruments and operations, and as a result, enhances the activities and communication process with the WBG, both directly and through the Executive Director’s office. The Voice Secondment Program is a great opportunity for every country participating; I think that every international financial institution should have a similar program.” *(Expert, General Directorate of Treasury & Public Debt, Ministry of Public Finance, Romania)*



Ayesha Nilmini Hettiarachchi

“The program has given me an opportunity to broaden my knowledge and experience about how the World Bank operates under different units and sectors towards reaching its twin goals: ending poverty and boosting shared prosperity. The VSP helps government officials of the World Bank’s member countries to enhance their knowledge and experience about Bank operations and the internal process of decision-making. Upon return to our home countries, we will be able to act as a focal point to strengthen the relationship between the World Bank and our countries.” *(Expert, Department of External Resources, Ministry of Finance and Planning, Sri Lanka)*



Zainab Kyari Manga

“As an Economist and a Public Servant, the VSP provides a unique opportunity to get the needed information about the activities of the Bank, the types of instruments/programs offered to clients, and the ways my country can maximize the benefits of its membership. From a client perspective, the program has improved my understanding of how the Bank operates and the need for constant engagement with the clients in order to achieve a common goal. As an individual, I feel lucky to be part of the development process, especially on Public Sector Institutional Reforms which are directly connected to the work I do for my country. I can’t think of a more direct way of deploying the wealth of knowledge and experience of the Bank staff to their clients.” *(Economist I, International Economic Relations Department, Federal Ministry of Finance, Nigeria)*



Frequently Asked Questions about the VSP Program

Who is eligible to participate?

Participants are civil servants who hold a key position in a focal agency that is in dialogue with the Bank's Executive Directors and operational teams. Priority is given to officials from Low-Income Countries and Developing and Transition Countries.

What is the application process?

The VSP does not solicit applications. Government or focal agencies nominate individuals to compete in the VSP selection process. The Bank makes the final determination on program participants. Nomination forms must be completed to be included in the Bank's selection process. Nomination forms are provided by the Executive Director's office.

What are the required qualifications?

All nominees should, at minimum, have the following credentials:

- Intermediate level English competency
- Bachelor's degree or above

Nominees should also possess:

- Experience dealing with critical economic reform or economic management-related issues, or
- At least 1 year of experience as a member of a focal agency dealing with Bank programs

For more information about the Voice Secondment Program, contact Kenneth Mwenda at kmwenda@worldbankgroup.org



Former VSP Participants with Sean McGrath, Human Resources, VP and Ingrid-Gabriela Hoven, Executive Director, EDS5