



Donor Funded Staffing Program

TOR No:	2025-040
Title:	Junior Professional Officer
Grade:	UC
Division/VPU:	Social Protection (HSPGE) People Vice Presidency (GGHVP)
Duty Location:	Washington, D.C
Appointment Type and Duration:	Two-year Term Appointment

BACKGROUND

The World Bank Group (WBG) is the largest provider of development finance and solutions for human development, working with countries at all income levels to develop country-tailored solutions for human development under the themes of education, health, and social protection and labor. Within human development, the WBG Social Protection (SP) Global Practice seeks to strengthen social protection systems to reach the goal of universal social protection by 2030 to address poverty, help people manage risks, shocks, crises and life- and economic transitions, and promote better earnings opportunities, especially for the poorest households and most vulnerable groups.

Activities related to pensions and population aging are carried by the Pensions and Social Insurance Global Solutions Group (PSI GSG). Thematic activities covered by the PSI GSG include pensions and income security, care, disability, and labor regulations and workplace adaptation to help people stay longer in the labor force, among others. These activities represent a growing area of operational and policy engagement, and one in which the World Bank is recognized as a leader worldwide. The PSIs GSG is seeking a Research Analyst to advance and engage in those objectives.

DUTIES AND RESPONSIBILITIES

The candidate would work closely with the Pensions and Aging Global Lead in the context of the following activities:

Country Data Analysis & Dashboard Development:

- Participate in the development and refinement of a comprehensive dashboard of key aging-related indicators.
- Conduct thorough data collection and validation of demographic, economic, and social indicators to assess the aging-related challenges across countries.
- Collaborate with the team to create and refine tools for assessing vulnerabilities or key challenges using cross-country data.

- Conduct cross-country comparative analyses to identify patterns, trends, and common challenges related to aging.

Tool Development & Integration:

- Contribute to the development of new analytical tools designed to assess challenges and opportunities for low- and middle- income countries.

Country-Specific Analysis:

- Assist in the preparation of country aging reviews, providing detailed country-specific data collection and analysis of relevant indicators.
- Conduct reviews and produce reports on existing aging policies in selected countries, identifying key challenges and policy gaps.

Report Writing & Presentation:

- Contribute to country, regional and global reports and policy engagements, as needed.
- Assist in preparing presentations for internal and external stakeholders.

Note: The selected candidate will not be assigned to programs involving their own government such as donor coordination and trust fund management.

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SELECTION CRITERIA

- At least a Master's degree in economics, Public Policy, Demography, Social Sciences, or a related field.
- At least three years of experience in research, policy analysis, or development work related to aging, social protection, or labor markets.
- Experience in demographic data analysis, including experience with indicators related to population aging, pensions, labor markets, and long-term care.
- Ability to develop and manage complex dashboards or databases for cross-country comparative analysis.
- Proven ability to work in a team and intercultural environment, with minimal supervision.
- Hands-on and action-oriented approach.
- Advanced proficiency in Microsoft Office Suite (Word, Excel, PowerPoint) for data analysis, report writing, and presentations.
- Familiarity with data visualization tools (e.g., Tableau, Power BI) and the ability to create and maintain dashboards.
- Excellent oral and written communication skills in English.
- Enthusiasm for, and commitment to development work.