

Principal Social Development Specialist

Job #:	req31733
Organization:	IFC
Sector:	Social Development
Grade:	GH
Term Duration:	3 years 0 months
Recruitment Type:	International Recruitment
Location:	New Delhi,India; Mumbai,India; Dhaka,Bangladesh; Colombo,Sri Lanka; Kathmandu,Nepal
Required Language(s):	English
Preferred Language(s):	
Closing Date:	2/20/2025 (MM/DD/YYYY) at 11:59pm UTC

Description

IFC — a member of the World Bank Group — is the largest global development institution focused on the private sector in emerging markets. We work in more than 100 countries, using our capital, expertise, and influence to create markets and opportunities. Our mission is to leverage the power of the private sector to end extreme poverty and boost shared prosperity on a livable planet.

The Environmental, Social and Governance (ESG) Sustainability Advice and Solutions Department (CEG), includes approximately 200 staff and consultants. CEG supports IFC's investment and advisory departments to manage ESG risks associated with their activities and find solutions to client issues on basis of our Environmental and Social (E&S) Performance Standards (www.ifc.org/performance-standards) and the Corporate Governance Methodology (www.ifc.org/corporate-governance). CEG further leverages this expertise and operational experience in emerging markets to encourage the effective adoption of these standards by companies and investors across emerging markets. More details can be found at www.ifc.org/sustainability.

The Principal Social Development Specialist will provide leadership and guidance to clients, investment and advisory teams on social risk management vis-à-vis IFC Performance Standards with the aim of promoting compliance with IFC's social standards and enhanced impact and additionality of IFC-supported investments and advisory mandates. The Principal Social Development Specialist, will support in strategic decision making about social risk management across the lending portfolio, promote building social sustainability into project design and implementation, support the use of sound social assessment methodologies across sectors and countries in the region, and lead knowledge and learning initiatives. This position will report to the South Asia Regional Manager of CEG and will be based in South Asia, preferably in New Delhi but options of Kathmandu, Dhaka and Colombo can be considered.

Duties and Accountabilities

Early Screening, Due Diligence, Portfolio as Lead E & S Specialist

- Lead projects and provide technical advice and support on complex and challenging social issues/risks in new investments and select advisory engagements, including stakeholder engagement, labor and working conditions, gender concerns, involuntary resettlement, Indigenous Peoples issues, including Free, Prior & Informed Consultation (FPIC), and cultural heritage in multiple sectors within IFC.
- Lead teams to responsively and flexibly support IFC investments in project decision-making and processing in light of E & S risk issues, including clear communication to teams and management throughout the investment cycle, determination of legal conditions for the project legal agreement; public disclosure, etc.
- Proactively monitor the performance of multiple, complex portfolio clients with high visibility/reputation risk.
- Provide strategic advice to portfolio teams, clients and others on the approach for CAO and IEG reviews;
- Coordinate supervision efforts with regional team lead(s); provide social input to portfolio analysis and trends at portfolio management reviews.

Upstream and Advisory Services

- Take a leading role in strategic decision making regarding IFC role in ES advisory support to enhance client or market social risk management performance and where relevant support the development of appropriate solutions.
- Identify and validate potential for new ES advisory and market development opportunities, help define required steps to reach market potential, and create appropriate timeline for IFC ES intervention and engagement.
- Work closely with WBG staff on identifying upstream initiatives, in engaging in country dialogue on social risk-related changes needed to the legal/regulatory frameworks that lead to creation of new markets, and in applying the Cascade Principles to WBG investments in the relevant sectors.

Stakeholder Management

- Manage complex technical, institutional and program implementation issues regarding social development and lead the pertinent dialogue with counterparts, including in relation to NGO concerns on social matters in certain projects or sectors.
- Support IFC management engagement with government officials at senior levels (e.g., ministers) and apply a political mindset to influence thinking and action on market and regulatory reforms in targeted countries to open doors to private sector investment.
- Establish senior-level relationships and bring together cross sector and organizational players within IFC, WBG, and other DFIs to define strategically important collaborative interventions to unlock untapped market opportunities.

Knowledge Management

- Lead cross-regional and global teams responsible for the preparation of policy interpretation notes on social topics and contribute to the Corporate knowledge base by analyzing and disseminating lessons learned from project work.
- Maintain relevance and thought leadership in field through research, publications, and speaking engagements involving external parties. Lead teams that provide input to Good Practice Notes and internal guidance notes;
- Lead and contribute to ongoing and emerging corporate initiatives related to social requirements, through participation in the Social Practice Group (IFC's internal peer network of Social Development Specialists).
- Determine where new social tools, guidance, and knowledge products are needed to advance thematic areas and address emerging practices and business realities.
- Develop a strategic and customized approach to capacity building at both team and corporate levels and with external stakeholders to strengthen implementation of thematic priorities, goals, and standards by other parties. Lead training for colleagues on specific technical topics.
- Represent IFC at external technical forums; develop position paper(s) in area of expertise.

Supervision / Support

- Develop assigned staff and members of the broader team working on social risk management through mentoring, coaching, providing on-the-job learning opportunities, and designing and delivering internal learning opportunities.

Selection Criteria

- Advanced degree (Masters or PhD) in social sciences, anthropology, sociology or other related relevant discipline;
- Minimum of 12 years of professional experience working on environmental and social due diligence and policy development in the international context, with strong preference for experience in the private sector working across different industry sectors;
- Global understanding of IFC's business with in-depth and broad understanding of IFC and WBG multidimensional mandates and how to balance and structure the merits of each to create bankable and sustainable projects.
- Recognized as a highly influential and valuable contributor to Risk Management.
- Reputation for being able to connect the dots across business strategies and portfolio management. Able to generate innovative ideas, products, or solutions that can be replicated in other locations.
- Astute in anticipating where future opportunities and innovation will emerge in markets and sectors, and able to leverage expertise and reputation to connect IFC with those opportunities to grow business and open new markets.
- Experience working with IFI and/or World Bank Group E&S Policies and Standards;
- Working experience in emerging markets, ideally in fragile and conflict environments;
- Willingness to travel regularly in emerging market countries;
- Excellent oral and written communication skills in English. Additional language skills relevant to the region(s) of interest are advantageous. Able to clearly and extemporaneously articulate the essence of a complex or novel recommendation in a way that is relatable and compelling to clients and key stakeholders.
- Pragmatic, solution-oriented, problem solver with a high degree of responsiveness and proactivity.
- Excellent interpersonal, listening and communication skills including the ability to relate well with a wide range of internal and external parties (including senior staff, management, IFC's accountability mechanism and clients) and seek solutions in potentially tense or conflictual situations. Ability to influence and negotiate within teams and with clients;
- Able to have difficult conversations with clients to set reasonable expectations;
- High personal integrity and emotional intelligence, with demonstrated ability to handle sensitive matters in a discreet and respectful manner. Ability to deal proactively with and resolve conflicts when misalignment of interests develop. Diplomatic approach and calm under pressure.
- Exemplary project management skills and ability to manage multiple tasks under tight deadlines.
- Strong analytical skills, ability to think strategically, analyze and synthesize diverse information sources, and draw conclusions from sometimes limited data;
- Ability to work effectively as a member of a multi-disciplinary, multi-cultural team, influence and negotiate point of view within teams, superior mentoring skills;

World Bank Group Core Competencies

The World Bank Group offers comprehensive benefits, including a retirement plan; medical, life and disability insurance; and paid leave, including parental leave, as well as reasonable accommodations for individuals with disabilities.

We are proud to be an equal opportunity and inclusive employer with a dedicated and committed workforce, and do not discriminate based on gender, gender identity, religion, race, ethnicity, sexual orientation, or disability.

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