



## Terms of Reference Template

Job Title:	Senior Energy Specialist/Senior Power Engineer
Professional Mapping	Energy & Extractives
Department / Division:	GEEDR
Grade:	GG
Job Location:	HQ Washington DC and other locations
Recruitment Type:	<input checked="" type="checkbox"/> International <input type="checkbox"/> Local Recruitment
Organizational information:	<input checked="" type="checkbox"/> WB <input type="checkbox"/> IFC
Appointment Type:	Term.
Appointment Duration:	3 years
HR Contact Name & UPI #:	
Language Preferences:	English (essential)

**Background/ General Description:**

The Energy and Extractives Global Practice (GEEDR) is committed to providing reliable electricity to the unserved and inadequately-served people of the world to help eradicate extreme poverty and create shared prosperity. Energy is a key input to economic growth needed to end extreme poverty, while extractives generate substantial revenues for poverty reduction and socio-economic development. Universal access to affordable, reliable, and sustainable energy is key for ensuring economic opportunity and prosperity. The extractives sector, if managed well, can boost shared prosperity through co-development of infrastructure, local economic development, skills, and jobs.

Designing and implementing Energy and Extractives projects and activities requires deep and wide exposure to the global energy sector (renewable as well as conventional energy), a strong background in private sector finance and commercial operations, as well as a good understanding of Bank-wide processes. In developing programs in the region, the World Bank Group (WBG) will be bringing to bear several instruments such as the Bank's financial risk mitigation instruments, Multilateral Investment Guarantee Agency (MIGA) insurance, and International Finance Corporation (IFC) project development and financing, alongside the more traditional IBRD and IDA lending tools and grants. Thus, exposure to and familiarity with, these different parts of WBG is an important requirement for this position.

In keeping with the themes under the GEEDR, the candidate will need to have expertise in a combination of several of the following themes. Region specific experience and expertise, especially with respect to development and operation of complex or transformational projects will be greatly valued.

Clean Energy (renewables and energy efficiency),  
 Energy Access  
 Power Systems and Development of Competitive Power Markets  
 Hydropower



Power Sector Pricing and Reform,  
 Distributed Generation, and  
 Mining and Extractives (especially gas and gas-to-power)

The position is designed to be fungible across the different country programs, adapting as the needs emerge; in line with the selected candidate's comparative advantage. Furthermore, given the global nature of energy markets, and the new Global Practice under which Energy and Extractives are mapped, the candidate will be required to also share his knowledge and expertise with other regions, especially where there are similar challenges.

**Roles & Responsibility :**

The responsibilities of the selected candidate will include:

- a) Leading operational work (work with risk mitigating instruments across WBG, policy dialogue, lending, AAA, PPP, task supervision, etc., as Task Team Leader for specific activities).
- b) Leading regional energy programs: The selected candidate will lead strategy and business development, and resulting operations which are part of the Bank's regional energy program. The program includes facilitating and supporting regional electricity trade between different countries in the region.
- c) Developing strategic partnerships with organizations and individuals which can both better inform the Bank's energy strategies, and also result in higher quality implementation and impact of Bank-supported programs. This will require effective communication and outreach to key stakeholders client governments, academia, civil society organizations, media, other development partners and other Bank units (including relevant networks, IFC and MIGA so that world class resources may be deployed to South Asia clients);
- d) Leading multi-sectoral teams and mentoring staff in the country energy team and the country office.
- e) Participate in the strategy development, policy dialogue, and leading or participating as appropriate in analytical and advisory work
- f) Provide inputs to or prepare diverse operational products/outputs for sector and country briefings, analytical and advisory reports and studies, portfolio performance and monitoring reviews
- g) Participate/lead knowledge generation and dissemination activities within teams and across the institution.

**Selection Criteria:**

This position requires a true leader in the energy sector with a strong commitment to innovative and results-oriented thinking, proven ability to think and act strategically, to understand client needs, and to shape operational responses to the country context.

In addition to meeting Bank-wide competencies for a Grade GG position in the EAE GP, the selected candidate should meet the following selection criteria:

- Leader in the Bank Group's energy practice with strong operational experience in conceptualizing and forging multi-party consensus on important policy and sector issues;
- Masters level education in business, engineering, finance, economics, or related field.



- Minimum 8 years of relevant operational experience and proven performance in the energy sector and/or clean energy sector, including hands-on involvement in project design, appraisal and management
- A proven track record in designing and implementing complex operations using innovative approaches, demonstrated strong knowledge of operational procedures including fiduciary and safeguards policies and the investment project cycle.
- Demonstrated track record and comprehensive knowledge of the full range of World Bank group financial products including guarantees, IFC and MIGA products.

Competencies :

- Financial Knowledge and Analytical Skills - Possesses strong cross-country knowledge in energy and infrastructure finance, able to do economic and financial analysis, and demonstrates ability to link the macro, institutional, and micro-level behaviors; able to support findings/policy recommendations with credible analysis and tools.
- Knowledge and Experience in Development Arena - Translates technical and cross-country knowledge into practical applications and contributions to country and sector strategies; ability to interact with clients at both project and the policy level.
- Experience in Transformational Energy Projects - The region is home to over 20% of the global population, and has a very significant energy deficit. The development of large transformational projects, especially with cross border benefits is particularly relevant in this context. Thus, experience in the development and commercial operations of large transformational project/s is highly desirable, especially if it is in this region.
- Policy Dialogue Skills - Anticipates needs and requests in the field and conducts independent policy discussions with representatives of the government and non-government partners. Working with private sector projects a clear plus.
- Integrates Multiple Skills - Understands relevant cross-sectoral areas such as energy technologies, finance, climate change, PPPs, and environmental sustainability. Knowledgeable on how these are interrelated; able to undertake cross-sectoral work in lending and non-lending operations.
- Energy Sector Technologies - Deep experience applying knowledge (hydrocarbon, power generation, transmission and distribution, renewables, energy efficiency, low carbon strategies, etc.) to policy-related decisions, advice, as well as running of commercial operations.
- Energy Policy, Strategy and Institutions - Solid understanding of energy policies, strategies, institutions, and regulations.
- Energy Access - Broad understanding, with ability to apply knowledge to operations and analytical work. Special focus on the needs of South Asia in this reference is a plus.
- Operational Project Management - Demonstrates broad knowledge of project management tools & methodologies; identifies key risks and mitigation measures; interprets background analysis and proposed solutions.
- Team Leadership - Successfully puts together a team with complementary skills that ensures high-quality technical output and success of projects while being cost-conscious.
  
- Lead and Innovate - Develops innovative solutions with others.
- Deliver Results for Clients - Achieves results and identifies mission-driven solutions for the client.
- Collaborate Within Teams and Across Boundaries - Initiates collaboration across boundaries and broadly across WBG, and brings differing ideas into the forefront.
- Create, Apply and Share Knowledge - Creates, applies and shares knowledge from across and outside WBG to strengthen internal and/or external client solutions.
- Make Smart Decisions - Recommends and takes decisive action.