

Job Title : Youth Employment Expert (Consultant)
Location: Bucharest, Romania
Recruitment: Local
Duration: 20 months
Start date of the assignment: immediate
Languages: Romanian, English
Closing date: April 28, 2014
(interviews will be conducted on ongoing basis until the identification of a suitable candidate)

1. BACKGROUND

The World Bank recently launched a new project, funded from EU structural funds under the Technical Assistance Operational Program, to support the Romanian Prime Minister's Office in embedding results-oriented practices in the public sector. As part of the project, the World Bank is putting together a team of sector experts to work in the Chancellery of the Prime Minister ("Chancellery"), with the goal to facilitate the better and faster delivery of results in four priority areas. These include tax administration, public procurement, youth employment and energy. This initiative presents an innovation in public sector management, shifting the focus from creating policy to the delivery of results to citizens.

The World Bank is currently seeking a *Youth Employment Expert* (Consultant) to work in a multi-disciplinary team in the Chancellery, which will include international advisors on delivery, World Bank sector specialists, and local staff; all oriented towards helping the Prime Minister and Government to deliver results in the selected priority areas. The Youth Employment Expert will support the responsible Line Ministries and work in partnership with relevant actors across the government to ensure the improvements by a) supporting Ministries in agreeing on delivery plans; b) tracking the progress on these, and c) analyzing the bottlenecks in the delivery system and jointly identifying the solutions.

2. DUTIES AND ACCOUNTABILITIES

The Youth Employment Expert's main responsibilities are to:

- Serve as the key technical counterpart for the area of youth employment in relation to the relevant government counterparts and key stakeholders involved in the employment services delivery system;
- Work with key stakeholders to develop understanding of 'what works' in improving the youth employment services, existing policy and reform options both on demand and supply side;
- Coordinate closely with the World Bank specialists on youth employment for the guidance and synergies with the ongoing projects in Romania in this field;
- Support Line Ministries in the process of jointly defining the delivery plans for the key priority outcomes with the relevant government institutions, including the identification of targets, trajectories, indicators and data sources;
- Track progress on the agreed measures implemented by the relevant institutions and their contribution towards achieving the results;
- Lead projects and reviews involving multiple stakeholders to analyze blockages to delivery and identify solutions;

- Prepare regular and ad hoc progress reports for the Head of the Unit and the Prime Minister;
- Contribute to assessing the government's ability to deliver the target results and develop approaches to building capacity in the Chancellery of the Prime Minister as well as relevant institutions for making improvements in this area.

3. SELECTION CRITERIA

The Youth Employment Expert will have substantial knowledge of the efforts for increasing youth employment in Romania and in Europe, including both the policy area as well as the functioning of the employment services delivery system.

Requisite qualifications include:

- At least 6-8 years of overall professional experience in the area of labor policy analysis, preferably with the focus on youth employment;
- At least a Master level University Degree, or equivalent in the field of the assignment (Labor Economics, Business Administration, Public Administration or similar);
- Demonstrated understanding of the employment services delivery system, both on the labor market as well as education side; its dynamics, challenges and possible improvements;
- Demonstrated analytical and problem-solving skills;
- Demonstrated project management skills, involving multiple stakeholders;
- Demonstrated change management skills;
- Past experience in leading a policy dialogue with government counterparts and other stakeholders;
- Excellent writing skills, with the ability to write clear, concise, and evidence-based reports;
- Excellent networking skills and the capacity to engage with stakeholders to foster cooperation and removal of bottlenecks;
- Ability to work under tight deadlines and with limited supervision;
- Fluency in Romanian and English (speaking and writing).

Please send your CVs to aflorescu@worldbank.org by April 28, 2014. The CV should clearly illustrate how you meet the required criteria by your past experience. No motivation letter is necessary. Only shortlisted candidates will be invited to interviews and these will be conducted on ongoing basis until the identification of a suitable candidate.

The World Bank Group is committed to achieving diversity in terms of gender, nationality, culture and educational background. Individuals with disabilities are encouraged to apply. All applications will be treated in the strictest confidence.