



**Fragility, Conflict, and Violence
Job Fair**

February 3, 2020
World Bank Headquarters, Washington, D.C.



46%

of the world's poor
will be housed in
FCS countries by
the year 2030

FCV: Opportunity At The Heart Of Our Mission

Fragility, conflict, and violence (FCV) is a critical development challenge that threatens efforts to end extreme poverty, affecting both low- and middle-income countries. Therefore, preventing and mitigating FCV challenges is key to making progress towards the Sustainable Development Goals (SDGs) and to the international community's broader efforts to promote peace and prosperity.

To this end, the World Bank Group is working with other development partners to help countries stem the tide of fragility and foster peace and stability. Around the world, hundreds of World Bank Group staff are working hard to address the root drivers of fragility, for example by helping governments to develop policies to creating employment, providing economic opportunities for refugees, extending needed support for post conflict reconstruction, and making critical investments in education, health and other social services.

We are on a mission to change the world and we are looking for motivated people to join us in ending extreme poverty and boosting shared prosperity. An assignment to a fragile, conflict affected situation or location gives you the chance to make a difference in the countries that most need the World Bank Group's support.

Working at the World Bank Group provides a unique opportunity for you to help solve the greatest development challenges.

The World Bank Group is one of the largest sources of funding and knowledge for developing countries; a unique global partnership of five institutions dedicated to ending extreme poverty, increasing shared prosperity and promoting sustainable development.

The World Bank Group FCV Job Fair

The World Bank Group has announced a major recruitment drive to fill **100 positions by June 30, 2020**. We welcome all qualified individuals with diverse professional, academic, and cultural backgrounds. Specifically, women and persons with disabilities are strongly encouraged to apply.

Find out what opportunities are available and why joining the World Bank Group might be the right move for you.

During the fair, World Bank Group staff currently working in FCS, hiring managers looking to fill positions, and recruiters will be available to answer questions and provide more information to you. In addition, representatives from across the World Bank Group including Human Resources, Corporate Security, and Health Services, will be available to answer questions related to benefits, career development, health and safety, security, and other related topics.

The job fair provides an opportunity to make important connections. You'll leave the fair with a much better sense of what to expect if you join the Bank Group or take up an FCS assignment, with a good understanding of what opportunities are available, where they are located, and which roles best fit your qualifications.

We work all over the world with public and private sector partners, investing in groundbreaking projects and using data, research, and technology to develop solutions to the most urgent global challenges.

MEMBER COUNTRIES
189

COUNTRY OFFICES
OVER
120

STAFF IN FCS LOCATIONS
OVER
800

Is An FCS Assignment Or Career Right For You?

Many current World Bank Group staff rate their FCS field assignments as their most valuable career-defining experiences. An FCS assignment offers the opportunity to take on diverse roles across the globe and to make a difference in the countries that most need the Bank Group's support. Working in the field, and particularly in FCS locations, will help you get a broader experience across multiple clients, regions and roles.

If you are looking to take on more senior roles in the institution, working in FCS locations is a great way to showcase what you can do and to draw attention to your accomplishments. FCS experience is considered an advantage for all key senior roles and is a factor for promotions and other recognition opportunities in the institution.

When and Where to Apply for Jobs

For the most current listing of FCS-specific jobs, go to:
<http://wrl.d.bg/ZANI30qalnV>

You can apply for jobs at any time. However, please note that application deadlines vary by role.

SAHAR RAMY

*Djibouti, Eritrea,
South Sudan, Sudan, Yemen*



HENRY AJAYI

Liberia and Sierra Leone



WORLD BANK GROUP STAFF

MARIAM RHEAN
Pakistan

LANA KOBEISSI
Lebanon



What Skills Are We Looking For?

Ideal candidates will be junior and mid-career professionals, who are passionate about working in international development. Experience and qualifications will depend on the specific role.

The list below provides a snapshot of the roles that the Bank Group is currently looking to fill.

- Agriculture Specialists
- Analysts
- Disaster Risk Management Specialists
- Economists
- Education Specialists
- Energy Specialists
- Environmental Specialists
- Financial Management Specialists
- Governance Specialists
- Health Specialists
- Infrastructure Specialists
- Investment Officers
- Operations Officers
- Procurement Specialists
- Transport Specialists

For a full list of all other opportunities available at the World Bank Group, go to: <https://www.worldbank.org/en/about/careers>

ON THE GROUND



What Current World Bank Group Staff Say About Working in FCS

“In FCS, while there is more hardship, there’s a camaraderie that overshadows any office politics. When you work with creative people, daring people, resilient people, it gives you a lot of energy to do your work. I live and work in countries that make the headlines for the wrong reasons, and yet, thanks to this job, I see the real stories behind the headlines.”

Alexander Laure
Senior Private Sector Specialist, Lebanon

“What motivates me is that, having done this job, I can basically retire happy and say that I did make a difference.”

Janmejay Singh
Lead Social Development Specialist, Afghanistan

“The World Bank Group works on many priorities. As important as all of these priorities are, none of them is as critical to our mission as what we do to support the Bank Group’s work in countries impacted by fragility, conflict, and violence.”

Ousmane Diagana
Vice President, Human Resources

“What was most exciting about working in FCS was seeing the joy on the faces of our beneficiaries when we restored services to their communities.”

Marie Françoise Marie Nelly
Country Director, South Africa

I had two fragile states experiences in my work in the World Bank. I was Country Manager in Afghanistan and then Country Director in West Bank and Gaza. Both were probably the most challenging and exciting jobs I’ve ever held in the World Bank.”

Mariam Sherman
Director, Strategy and Operations, Europe and Central Asia

“I experienced war as a child and I was a refugee as a teenager. All my life I have been affected by it. If you are considering a career working in FCS, go ahead and do it. It will be the opportunity of your lifetime. You learn when there are difficult situations. It stretches you, it makes you grow and see other dimensions. You have to take the opportunity.

Rasit Pertev
Resident Representative, Comoros

“I worked in Haiti as a Senior Private Sector Specialist for eight years. Working in FCS is really rewarding as a staff because you really can get to the heart of the mission of the World Bank Group which is to reduce extreme poverty and increase inclusive growth for all. In Haiti, the poorest country in the Western Hemisphere, you are faced with that poverty everyday.”

Maria Kim
Senior Private Sector Specialist, Equitable Growth, Finance
and Institutions Practice Group

“One of the first questions I hear from people when they find out I work in FCS is “Whoa. What’s that like?” I find that people are interested in working in FCS but have their own images of what that is, which of course varies a lot depending on the location... I do work in violent locations, but the support from Corporate Security and Health Services is very strong.”

Amy Luinstra
Senior Operations Officer, IFC





The Deal – Taking Care of You So You Can Serve Our Most Important Clients

Today, over 800 World Bank Group staff are working in FCS locations. When you take on an FCS assignment, you are contributing to improving lives for the people that need us the most and helping the Bank Group deliver on its mandate. In turn, the Bank Group makes a commitment to take care of you.

We do our very best to offer terms and conditions that support our colleagues in FCS locations – and this goes beyond the pay and benefits. Staff who make the sacrifice to go and serve in FCS deserve our very best in terms of career support, health care, security and more. Below are some of the benefits that the World Bank Group offers to staff in FCS locations.

Your security is a top priority for the Bank Group

- Global Security Operations Center and Security experts available 24/7 – both locally and in HQ.
- Comprehensive evacuation plans in case of emergency
- Enhanced local security arrangements both at work and at home
- SSAFE (Safe and Secure Approaches in Field Environments) training

We do our best to make sure you never worry about your health and well-being (and that of your dependents)

- Health checkups before, during & post-deployment
- Robust health, disability, and life insurance programs
- Worker's compensation program for work-related injuries
- Psychological support with an in-house counselling unit and hotline with 24/7 access, in addition to the mental health benefits available through the health plan
- Child planning benefit for staff adding to their family through adoption, or surrogacy. This program also provides assistance with costs related to acquiring or storing genetic materials.

We provide competitive pay and differentiated benefits to reward your contributions

- Competitive pay (at or above the 75th percentile of employers)
- Mobility assignment benefits, including hazard and fragility pay for staff in FCS locations

- Priority placement premium, which provides additional pay for staff on assignment in FCS locations that are identified as non-family locations
- Annual pay increases based on performance
- Per diem when you travel for work
- Relocation support for new staff moving location to take up an appointment with the Bank Group
- Pension benefits – a 10 percent monthly contribution

We help you recharge, whenever you need to (and importantly to stay connected with your loved ones)

- 26+ days of paid leave per year
- Sick and Family Leave (up to 15 days per year)
- Flexible work arrangements including working from home and alternative work schedules
- Rest & Recuperation for hardship locations, or rest days after long work travels (if no R&R)
- Parental leave for parents, including for adoption

We offer a comprehensive FCS Learning Curriculum to help you build the various skills you need to excel on the ground

- Relevant language testing and training before you relocate
- A comprehensive FCS Onboarding at the beginning of your assignment
- Ongoing operational and technical training to build your FCS core competencies
- Leadership and business skills development program that's tailored for your needs as a staff member relocating to an FCS country
- Mentoring support to learn from others with FCS experience

Your career development is a priority

- Next assignment planning – you will know your next role at least 6 months before the end of your current assignment
- Priority consideration for promotions
- Recognition programs, including corporate and unit performance awards





Experience the

WORLD BANK GROUP



AT ITS BEST

Get to have an impact by working
on some of the most important
development projects

Work alongside some of the world's best
development professionals



WORLD BANK GROUP

The World Bank Group comprises the International Bank for Reconstruction and Development (IBRD), the International Development Association (IDA), the International Finance Corporation (IFC), the Multilateral Investment Guarantee Agency (MIGA) and, the International Centre for Settlement of Investment Disputes (ICSID).

Our mission is to end extreme poverty and promote shared prosperity in a sustainable way.

The World Bank
1818 H Street NW
Washington DC, 20433 USA
<http://www.worldbank.org>