



Terms of Reference: Vice President for the Latin America and Caribbean Region, World Bank

The World Bank Group is seeking a highly experienced and dynamic leader to fill the position of Vice President for the Latin America and Caribbean Region (LCR). The LCR Vice President will report to the Managing Director for Operations. This is a four-year appointment based in Washington, DC.

Overview

Established in 1944, the World Bank Group (WBG) is one of the world's largest sources of funding and knowledge for development solutions. It is governed by 188 member countries and delivers services out to 140 offices with over 16,000 staff located globally. The WBG consists of five specialized institutions: 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 the Settlement of Investment Disputes (ICSID).

The World Bank has twin goals of ending extreme poverty and promoting shared prosperity. Its capacity to fulfill these goals is underpinned by the capacity of each of these institutions to contribute toward the shared objectives. For additional information, please visit <http://www.worldbank.org>.

Poverty has no borders, neither does excellence. We succeed because of our differences and we continuously search for qualified individuals with diverse backgrounds from around the globe.

Position Summary & Responsibilities

The Vice President for the Latin America and Caribbean Region (LCR) is charged with leading the regional program of activities and staff across 30 countries, and overseeing a portfolio of ongoing projects, technical assistance and grants worth approximately US\$30 billion.

Reporting to the Managing Director, Operations, the Vice President LCR, in conduct of the business of this function will liaise with:

- Senior Management at headquarters and country offices, including other Vice Presidents and Managing Directors;
- Board of Executive Directors and its Committees;
- WBG staff;
- Senior government officials;
- Civil Society;
- International organizations, partners, private sector.

Key Responsibilities

To build a strong country program for improved development outcomes, the Vice President at a regional level will lead policy dialogue, oversee strategy formulation, spearhead business development, strengthen operational delivery, forge partnerships, and guide people and budget management. More specifically s/he will be responsible for the following areas:

- *Strategy*
 - Set and execute the Bank's Operational Strategy for the LCR Region; develop and communicate the region's vision and strategy throughout the ranks;
 - Position the WB as partner of choice with tailored financial, knowledge and convening services to meet the region's diverse needs;
 - Promote tailored solutions to maximize impact for a diverse portfolio of countries with differing needs – middle income, low income and those vulnerable to risk including fragile and conflict affected countries;
 - Oversee strategic approaches that build sustainable futures, e.g., reconstruction and building resilience to mitigate future impact of natural hazards, “second generation” development issues (e.g. global shocks, inequality, competitiveness), “new frontiers” (e.g. digital technologies, AI, inclusion), and regional platforms for dialogue and cooperation for issues that go beyond borders –climate change, migration, low levels of participation in global value chains.
- *Knowledge*
 - Strengthen the Region's knowledge and facilitate cross-country learning by drawing on the World Bank's knowledge and advisory services and leveraging high-level knowledge exchanges to support diverse regional needs and contribute to the Bank's knowledge base.
 - Support LCR countries to contribute to global and regional public goods (increasing climate co-benefits, advancing disaster management, addressing gender gap, increasing citizen engagement).
- *Delivery*
 - Deliver high-quality lending, advisory, and knowledge services to our clients, including high impact on MIC clients;
 - Maintain and strengthen the performance of LCR's lending portfolio and client satisfaction with Bank's advisory service and analytics work; and,
 - Lead and model the Region's efforts to further grow its pipeline by focusing on new program development of highest impact, and where possible, on leveraging private financing for development, innovative tools, and cohesive WB/IFC approaches.
- *Relationships*
 - Build and maintain excellent professional relationships with WBG Senior Management, President and Board of Directors, and with counterparts and managers in the technical and global practice groups, OPCS, IFC, and MIGA;
 - Engage and lead dialogue with country counterparts at high levels, including in a number of politically and economically sensitive countries. Anticipate risks and manage crises early and effectively; and,

- Maintain strong partnerships with governments, development partners, civil society, media, the private sector, and other stakeholders. Exercise courageous and transformative leadership in dialogue.
- *People and Budget Resources*
 - Lead and motivate the Regional Leadership team (Strategy and Operations Director, Country Directors, Chief Economist, Regional Practice Directors) for high impact and results on the ground with focus on collaboration between the Region/Country Management units, technical Practice Groups, IFC, and MIGA;
 - Plan and direct the region's decentralization and staffing strategy;
 - Manage human resources for high performance, staff engagement and empowerment; develop and diversify talent; and,
 - Set priorities and allocate budgets in line with institutional priorities, regional strategy, and a view to maximizing the impact and value-added of the Bank's activities.

Selection Criteria

The successful candidate will be someone who is recognized and respected widely through his/her intellectual leadership, ability to get things done, reputation and track record as a problem-solver, and accomplishments relevant to the Bank Group's development agenda. S/he will have an active interest in the activities of the WBG, its mission, and services in addition to having a strong work ethics and unquestionable integrity, and will possess outstanding intellect, leadership and analytical abilities as well as excellent interpersonal, communication and presentation skills.

In addition to a minimum of a Master's degree in relevant field/discipline and 15 to 20 years of relevant work experience. The ideal candidate will also possess as many of the following professional and personal characteristics as possible:

- Prior work experience in achieving results in multiple countries, in particular in the developing country context;
- Deep knowledge of and passion for development;
- Demonstrated ability in attracting, leading and developing high caliber teams of senior professionals, and a proven management track record in an internationally-recognized organization and demonstrated ability in fostering a cohesive and integrated culture among staff at all levels;
- Proven ability to establish and maintain substantive high-level dialogue with sophisticated counterparts and flexibility to adjust to fluid political environments;
- A developed and well-maintained active network of relationships outside the organization that can be leveraged and that will be complemented by one built internally;
- Demonstrated ability to operate and function at the highest levels in a matrixed, highly collaborative, multicultural and diverse global environment, and the ability to handle large and diverse portfolios of responsibilities;

- Reputation as an inspiring leader, with a clear commitment to the highest personal and professional standards; and powerful communication skills indicative of a collaborative, supportive and inclusive management style;
- In order to be effective in this position it is essential for the selected candidate to be fluent in Spanish.

Competencies: [WBG Core](#) and [Managerial Competencies](#)

TO APPLY: Interested candidates who meet the selection criteria are invited to submit their applications to LCRVP@worldbank.org by **February 3, 2020**.