



Social Safeguards Senior Specialist/Specialist Environmental Safeguards Unit (VPS/ESG)

The Inter-American Development Bank (IDB) works to improve lives in Latin America and the Caribbean. Through financial and technical support for countries working to reduce poverty and inequality, IDB helps improve health and education, and advance infrastructure. It aims to achieve development in a sustainable, climate-friendly way. IDB is today the leading source of development financing for Latin America and the Caribbean. It provides loans, grants, and technical assistance; and it conducts extensive research. IDB maintains a strong commitment to achieving measurable results and the highest standards of increased integrity, transparency, and accountability.

The Environmental Safeguards Unit (ESG) is seeking an experienced and highly motivated social specialist to join a group of social and environmental professionals that provide technical support, direction and leadership in promoting the Bank's strategic social and environmental priorities and ensuring that IDB financed projects and other activities are socially and environmentally sustainable. The specialist will support the design and implementation of the Bank's operations and will ensure they comply with the IDB's social safeguards policies and internationally recognized best practices. He/she will contribute to the development and analysis of new approaches, supporting the preparation of country strategies, guidance notes and training materials, and promoting them through training and workshops for Bank staff, borrowers and external specialists. The specialist may also be asked to represent IDB at external events.

The successful candidate will be assigned to ESG's Social Operational Group. Specialists from this Group provide guidance on social safeguard issues as members of project teams, generally working alongside environmental specialists from ESG, and provide input on social issues during project preparation and supervision. The priority of the Social Operational Group is to ensure that the potential negative social impacts of IDB financed projects are managed properly. The Group focuses on issues that include involuntary resettlement, impacts on indigenous peoples, gender inequality, cultural heritage, consultations with project affected people, and influx of population in large-scale industrial and construction projects. The specialists from the Group are also engaged in developing and promoting new approaches and best practice among IDB staff and borrowers.

Responsibilities

- Work independently or with limited oversight in the review of moderate to highly complex social issues in projects.
- Conduct the due-diligence and supervision of high-risk or complex projects from the social perspective.
- Provide technical inputs in sensitive, high-risk operations or for projects that offer an opportunity for innovation and/or the achievement of significant improvements in the policies or procedures of key government agencies.
- Lead activities of moderate to high complexity, requiring advanced technical knowledge.
- Assume the role of ESG Lead Specialist in projects where the main issues and risks are social and their resolution is complex.
- Advise on social impacts, risks and opportunities associated to Bank-funded projects, ensuring the

incorporation of ethnic and gender dimensions.

- Contribute to the development of new or revised tools and methodologies for the application of IDB's social safeguard policies.
- Promote, in coordination with the Manager of the Social Operational Group, the consistent application of IDB's social safeguard policies.
- Contribute to the development and implementation of best practices related to the management of social impacts and risks, including the development of institutional capacity.
- Provide support to environmental specialists from ESG and project teams on issues related to social impacts and risk assessment.
- Work as a member of multidisciplinary teams to tackle complex social issues.
- Support the dissemination of good practices through the organization of conferences, workshops, publications, and partnerships.
- Organize and conduct training sessions on social safeguards issues for IDB staff, executing agencies and consultants.
- Guide, coach and mentor junior staff.
- Represent the Social Operational Group in internal and external events and activities, at the request of the Manager of the Social Operational Group.
- Contribute to the development of country strategies.
- Contribute to the development and dissemination of "knowledge" products.

Qualifications

Education: A Master Degree or equivalent in anthropology, sociology or related field; a PhD is desirable.

Language: Excellent writing and communication skills and proficiency in at least two of the Bank's Official languages (English, Spanish, French or Portuguese). It would be an advantage to speak another language or languages of the LAC region.

Experience: At least five years of relevant experience, preferably working for multilateral or bilateral development agencies, government, consultancy companies and/or a recognized NGO. The successful candidate will have excellent, first-hand experience and understanding of the LAC region. It would be a significant advantage to have experience working with indigenous peoples and/or vulnerable populations in the LAC region. It would also be useful to have experience of involuntary resettlement programs, especially in the context of major infrastructure or urban upgrading projects.

<https://iadbcareers.taleo.net/careersection/external/jobdetail.ftl?job=1600000446>

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