Overview

This requisition outlines the need for an experienced consultant to assist the client to develop and document its values as an organization. The work is expected to start in September and may consume about one-third of the selected individual’s time through December. The ideal candidate will have deep experience with organization development, including the development of values. The selected candidate should be located in the Washington DC area as relocation and travel costs are not reimbursed. Read on for more information and how to apply.

Background

Are you a passionate advocate for education? Do you want to make a difference in the lives of children in the world’s poorest countries? The Global Partnership for Education Secretariat (GPE) would like to hear from you.

Who we are

The Global Partnership for Education (GPE) is a shared commitment to ending the world’s learning crisis. It is the only global partnership and fund dedicated entirely to helping children in lower-income countries get a quality education, so they can unlock their potential and contribute to building a better world.

We bring together governments, teachers, civil society, donors, United Nations agencies, development banks, businesses and private foundations to achieve our shared vision that every child deserves to learn.

What we do

GPE currently supports 76 low- and lower-middle-income countries to transform their education systems so that all children can get the education they need to thrive. We work where the needs are greatest and focus on reaching the children who are the most vulnerable, including girls, children with disabilities and those who live in countries characterized by extreme poverty or conflict.

How we work
Transforming education is about creating lasting changes and achieving impact at scale. GPE’s new strategic plan, GPE 2025, sets out to deliver this transformative change by convening partners, mobilizing funds and catalyzing reforms to help partner countries get more girls and boys in school, improve teaching and learning, and build equitable, inclusive and resilient education systems fit for the 21st century.

Our unique approach works. Since 2002, 160 million more children in GPE partner countries have set foot in classrooms for the first time, more than half of them girls. In 2020, GPE was also the largest provider of education grants in the global COVID-19 response, rapidly providing partner countries with vital resources to ensure that learning could safely continue.

**Raise Your Hand**

In July 2021, the Global Education Summit raised a record US$4 billion from donors for GPE’s Raise Your Hand campaign. This put GPE firmly on the path to achieving its fundraising target of at least $5 billion over the next five years to transform education systems in up to 90 countries and territories. At the Summit, Heads of State and Government from partner countries made historic commitments to domestic education financing and GPE also mobilized an unprecedented number of pledges from businesses, private foundations and development banks.

A fully funded GPE would enable up to 175 million children to learn and help get 88 million more girls and boys in school by 2025. In the longer term, this investment could add $164 billion to economies in GPE partner countries, lift 18 million people out of poverty, and protect 2 million girls from early marriage.

**Governance and organizational arrangements**

The GPE Board of Directors includes ministerial-level board members and alternates representing 20 constituencies that reflect the Partnership’s breadth. The Board Chair is HE President Jakaya Kikwete and the Board Vice Chair is Dr Susan Liautaud. The Board of Directors, with its three standing committees, provides policy and strategic oversight and approves or delegates funding decisions.

The GPE Secretariat, with over 130 employees and hosted by the World Bank, is responsible for translating the policies and strategies set by the Board into practical support for partner countries, coordinating with diverse stakeholders and galvanizing
global support for SDG4. The Secretariat’s headquarters are in the World Bank’s offices in Washington, D.C., and the European office is in Paris with a satellite office in Brussels.

ABOUT THE TEAM

The Secretariat Operations team provides a wide range of support to the GPE Secretariat: human resources, staffing, workforce planning, administrative, work and budget planning, organization design and development, IT systems and knowledge management, and others. Its mission is to help the organization operate as effectively and efficiently as possible. The team is composed of three subteams; this position resides within the “Staff and Organization Development” subteam which is composed of four staff who take on the various programs and projects.

ABOUT THE ROLE

The consultant will be directly supervised by the Staff and Organization Development team lead and work closely with the OD Staff Specialist. This contract is for an individual consultant rather than a firm, and falls into the World Bank’s “short term consultant, grade A3” scale which includes experienced management/organization consultants. The work expected to take up to 20 days, spread out over a three-month period ending in December 2022.

The position is located in GPE’s Washington DC offices at 701 18th Street NW, second floor, and the selected candidate would be expected to come into the office on occasion to work with team members and internal clients. Travel or relocation costs are NOT provided with this contract, therefore it is expected that the selected individual will already be located in or convenient to Washington DC. The group has staff in other offices including Paris and Brussels; the selected consultant would engage with these staff online including video conferencing tools such as MS Teams.

Duties and Accountabilities

The selected consultant will play a lead role in helping to develop values for the GPE Secretariat. Given that it is currently hosted by World Bank – and thus GPE staff are on World Bank employment contracts – GPE’s values must in some way closely align with those already established by World Bank. Thus the role is envisioned more as an experienced facilitator than as an expert with an elaborate process or with a sharp point of view about values. Tasks envisioned for the consultant include:
• Gaining an understanding of the background and context
• Developing an approach for the creation of GPE values
• Facilitating inputs from GPE colleagues, clients, and key stakeholders
• Collecting and analyzing the inputs
• Reporting to GPE management with findings around structure and content of the values, including ways to align with existing World Bank Values
• Producing written content as well as presentation materials to socialize the values
• Collecting and analyzing feedback to help finalize the values
• Recommending deployment strategies to help make the values a living instrument to guide behavior and build culture at GPE

Selection Criteria

• Master’s degree in a relevant field such as Organization Development, Organizational Behavior, Applied Behavioral Science, etc.
• At least eight years of experience in an organization development role
• Significant, demonstrable experience framing and facilitating the development of values especially for an international organization
• Strong facilitation skills, working with groups to gather their input and feedback
• Knowledge of strategy execution and change management

WORLD BANK COMPETENCIES

Lead and Innovate– Develops innovative solutions with others.

Deliver Results for Clients – Achieves results and identifies mission-driven solutions.

Collaborate Within Teams and Across Boundaries– Initiates collaboration across boundaries and broadly across the organization, and brings differing ideas into the forefront.

Create, Apply and Share Knowledge– Creates, applies and shares knowledge from across and outside the organization to strengthen internal and/or external client solutions.

Make Smart Decisions– Recommends and takes decisive action.
How to Apply

Interested candidates should submit a statement of interest (cover letter) demonstrating their relevant experience and qualifications against the stated requirements, along with a resume/CV, to: abeaulieu@globalpartnership.org. The deadline to apply is August 10, 2022.

DIVERSITY AND INCLUSION

Poverty has no borders. Neither does excellence. This is why we continually search for qualified individuals with a diverse set of backgrounds from around the globe. Individuals from minority groups, indigenous groups and persons with disabilities, as well as nationals from under-represented regions are equally encouraged to apply. We are proud to be an equal opportunity and inclusive employer with a dedicated and committed workforce, and do not discriminate based on gender, gender identity, religion, creed, race, color, ethnicity, sexual orientation or disability.

GPE has a zero-tolerance policy against all forms of sexual exploitation, abuse and harassment in line with its PSEAH policy.

Individuals with disabilities may be provided reasonable accommodations to perform essential functions of the role and support in receiving other workplace accommodations.