

Finance for Jobs (F4J) Project

F4J's Youth Skills training & Employment Development Impact Bond (DIB)

Youth Employment Specialist - Second Announcement

Overview

The Finance for Jobs (F4J) Project is a four-year economic development program based in Ramallah, funded by the World Bank (WB) and implemented by DAI Global, LLC (DAI) on behalf of the Ministry of Finance and Planning (MoFP), as the Project Implementation Agency (PIA).

The F4J Project provides an opportunity to test three financial instruments and their ability to mobilise private investment and create employment opportunities for Palestinian youth aged 18 to 29, in the West Bank and Gaza, with a minimum 30 percent female representation.

One of these instruments is the Development Impact Bond (DIB). A DIB is a results-based instrument for which external investors provide up-front finance to fund the delivery of services that seek to achieve high priority outcomes. Outcomes funders agree to repay the external investors if, and only if, the services succeed in achieving the targeted outcomes that will be independently verified. Returns to investors are linked to the extent to which agreed results are achieved.

For the F4J DIB, external investors will fund a performance management team (DIB Management team) as well as skills training and training-to-employment services to around 1,500 young Palestinians in the West Bank and Gaza. Over an implementation period of three years, the DIB-funded services will aim to deliver sustained employment outcomes for 200-300 young people. The WB and the MoFP have allocated a total of \$5 USD million in outcomes funding that will be disbursed (by the PIA) as outcomes are reported and verified, by an Independent Verification Agent (IVA).

For the DIB's implementation, the investor syndicate will pool their capital in a Special Purpose Vehicle (SPV) in the West Bank. The SPV will directly contract the DIB Manager team and service providers and will hold an outcomes-based contract with the PIA. As outcomes are reported and verified, outcomes funding will be disbursed by the PIA to the SPV, and those proceeds will be used to fund on-going operations and repay investors.

In summary, the DIB involves the key actors as listed below:

1. Service providers that deliver training and employment services to achieve specific, pre-agreed upon training outputs and employment outcomes.
2. External investors (likely a mix of local and international investors) who pre-finance the service and get repaid, if the intervention succeeds.
3. **DIB Management team** who act as the external investor's agent and support the successful delivery of the programme. They will assume responsibility for service mobilisation and on-going performance management of core service delivery. This team will be selected by investors once capital is committed.

4. PIA has been selected by the MoFP to manage the F4J Project. It will represent the interest of the Outcomes Funders in the DIB and disburse outcomes funding to the SPV if and when the service succeeds in delivering targeted outputs and outcomes, that are verified, by the (IVA).

The investors are currently being identified, and an SPV will be soon created. In the meantime, and **on behalf of investors**, F4J is seeking nominations for the **Youth Employment Specialist position**, that will be **staff of the SPV** (not the F4J project). All positions will be based in Ramallah, with expected contracts of +3 years, between **June 2018 to October 2021**. Exact contract duration is to be determined later.

Please send your **CV and Cover Letter** to f4j@dai.com, indicating the position you are applying for in the **subject line and cover letter**. Deadline for applications is **Monday, April 30, 2018**. Please note that applications will be reviewed on a **rolling basis**, so **early application is strongly advised**.

NOTE: Applicants who responded to the first announcement **should NOT reapply**. Their applications are currently being reviewed.

Position Two: Employment Specialist

This position will be working closely with the DIB Director and will have a key role in managing the relationships with Service Providers.

Tasks and Main duties:

- Oversee daily performance of service providers to work through operational challenges (with physical presence alongside service providers as far as required and possible);
- Provide technical support and coaching to selected service providers (NGOs, institutions, universities, etc.) in refining and implementing their proposed DIB youth employment projects;
- Support service providers to continue building strategic partnerships with potential employers for the ultimate benefit of youth enrolled in their proposed projects;
- Monitor service providers' activities and progress in achieving the agreed upon training outputs and employment outcomes, through regular site visits and provide ongoing coaching to ensure timely implementation;
- Support the DIB Director in forecasting the volume and timing of output and outcome achievement and service provider budgets, to help the Finance Officer model cash flow projections to inform strategic decision making;
- Oversee the investigation/resolution of discrepancies in reported outcomes as noted by the IVA verification report;
- Manage the M&E process and management information system;
- Help the DIB Director design a "Monitoring and Evaluation" plan, that feeds into the DIB tracking data system;
- Collect data and prepare written reports as needed by the DIB M&E plan and/or to show DIB quarterly output and outcome achievements;
- Contribute to writing quarterly outcome claims reports, implementation plans and reports, and other communication material;
- Contribute to the preparation of board reports and other reporting; and
- Complete other duties as assigned by the DIB Director.

Qualifications, Skills and Education

- At least a bachelor's degree from an accredited university or equivalent degree in Business Administration, Public administration, Education, or Social Sciences or closely related field is required. A master's degree is highly preferred;
- At least 5 years' experience working in international development, ideally in youth education and workforce development programs;
- Ability to exercise sound judgment and diplomacy in a multi-stakeholder environment;
- Ability to work under pressure and for long hours as needed;
- Must be a self-starter who takes initiative and is able to work with minimal supervision; comfortable working with multiple actors in the public/private sector, and/or civil society;
- Experience designing and implementing youth employment programs, in Palestine;
- Able to travel intensively within the West Bank (and/or Gaza, if needed), with office base being in Ramallah;
- Previous experience working with public sector, private sector, civil society and donor community, in West Bank/Gaza and/or the Middle East region preferred;
- Computer literate in Word, Excel and PowerPoint; and
- Fluency and excellent communication skills in English and Arabic, both written and oral.