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***Intern for the Ghana Gulf of Guinea Northern Regions Social Cohesion Project  
Social Sustainability and Inclusion Global Practice, West and Central Africa,  
World Bank  
August, 2022***

**Terms of Reference**

**CLIMATE RESILIENCE INTERN**

**Support for Ghana Gulf of Guinea Northern Regions Social Cohesion Project (P175043)**

**A. Background**

Established in 1944, the World Bank is one of the world's largest sources of funding and knowledge for developing countries. It uses financial resources and extensive experience to help our client countries to reduce poverty, increase economic growth, and improve quality of life. To ensure that countries can access the best global expertise and help generate cutting-edge knowledge, the World Bank is constantly seeking to improve the way it works. Key priorities include delivering measurable results, promoting openness and transparency in development, and improving access to development information and data. The World Bank's twin goals of ending extreme poverty and promoting shared prosperity reflect a new global landscape: one in which developing countries have an unprecedented opportunity to end extreme poverty within a generation.

**B. Social Sustainability and Inclusion Global Practice**

The Social Sustainability and Inclusion Global Practice (SSI GP) of the World Bank helps countries tackle deep rooted social problems stemming from fragility, climate change, exclusion, and the digital age with people centered solutions that build on local values and institutions. The GP engages with citizens, communities and governments to deepen resilience, build inclusion, and empower vulnerable and marginalized groups to have influence and voice. The GP prioritizes participatory, multi-sectorial approaches that build on norms and informal institutions to address social challenges and to build more inclusive, empowered communities. It also works across the Bank's portfolio to implement the Environment and Social Framework (ESF) standards and strengthen inclusive development.

**C. Gulf of Guinea Northern Regions Social Cohesion Project**

The World Bank recently approved the *Gulf of Guinea Northern Regions Social Cohesion Project* covering the northern regions of Benin, Cote d'Ivoire, Ghana, and Togo on March 31, 2023. The objective of the project is to improve regional collaboration and the socioeconomic and climate resilience of border-zone communities in the target northern regions exposed to conflict and climate risks. The project will target all six regions in the north (Upper West, Upper East, North East, Northern, Oti and Savannah). Supported by the World Bank (as led by SSI GP), the Project will be implemented by the Project Implementation Unit (PIU) under the Ministry of Local Government, Decentralisation and Rural Development (MLGDRD) in collaboration with the Ministry of Finance (MoF) and other stakeholders.

The Project is structured into five components:

- *Component 1* finances local-level investments to promote community resilience and inclusion in border areas, based on a territorial medium-term vision shared across the countries. This includes investing in small-scale social and economic climate resilient infrastructure at the community level, building marketplaces and supporting community livelihoods, and supporting youth engagement and social cohesion activities.
- *Component 2* finances various training and capacity-building activities that seeks to build the capacity of local stakeholders to support or manage community-resilient and inclusive investments.
- *Component 3* supports establishing a Regional Coordination Platform (RCP) through (i) improved access to data and information, (ii) knowledge generation partnerships, and (iii) policy dialogue and harmonization.
  - *Scoping study:* In Ghana, the National Development Planning Commission (NDPC) is leading the implementation of the Component 3 including a scoping study focused on the north of Ghana. The study aims to assess the status, landscape, gaps and opportunities for (i) strengthening local governance; (ii) resilience to climate change impacts; (iii) social cohesion, conflict and migration of people; (iv) Local Economic Development focused on women and youth; and (v) the digital solutions and innovations in target areas to inform the implementation and investment decisions by the project.
- *Component 4* is about project management, and component 5 provides a contingent emergency funding mechanism that could be triggered in the event of a natural or man-made disaster and/or health crisis. More information can be viewed in these links: [Project Details](#); [Project Appraisal Document](#).

**The SSI GP, West and Central Africa Unit is looking to recruit a Climate Resilience intern to work with the Ghana Gulf of Guinea Northern Regions Social Cohesion Project.**

#### **D. Climate resilience**

Climate predictions for the Gulf of Guinea countries are expected to affect northern areas disproportionately. The northern part of these countries receives on average about half as much annual rainfall (1,000 mm) than the south, and temperatures are projected to increase in the north. Climate change is therefore likely to affect the targeted northern regions, where the livelihood of majority of the population is in climate sensitive areas such as agriculture (predominantly rain-fed) resulting in poverty among crop farmers. In the northern areas, climate change poses a regional threat multiplier by compounding fragilities and conflict dynamics, particularly relating to access to natural resources and migration. Addressing climate vulnerabilities in this fragile regional context is central to this project. Given the recognized links between climate and fragility conflict and violence (FCV) in the region, the project was designed to strengthen climate resilience in communities affected by conflict and climate risks, including through promoting inclusive and locally-led climate/FCV action and climate/FCV resilient local development.

#### **E. Objectives and scope of work**

The objective of this internship is to support the integration and operationalization of climate change and sustainability considerations in the project. In doing so, the intern will work with the World Bank Task Team, PIU of the MLGDRD and other relevant stakeholders to undertake and support the following tasks and deliverables:

- 1. Support design and implementation of scoping work pertaining to climate resilience**
  - a. Participate in the meetings with the client on scoping work
  - b. Support the preparation of the scoping report by undertaking research, providing inputs and reviewing the scoping report
  
- 2. Support design and implementation of climate change considerations in the project and the RCP**
  - a. Undertake research and consultations with stakeholders
  - b. Propose recommendations for the design of climate change interventions and how locally led climate resilience can be promoted through the project (including designing how climate information can be collected from the field)
  - c. Provide input to the preparation of manuals/ annexes for project implementation
  - d. Support the development and testing of climate resilience participatory toolkit and vulnerability profiles in Ghana's context
  
- 3. Support knowledge sharing and communication activities specific to climate resilience**
  - a. Assist in planning and organizing learning events in World Bank (e.g. Brown Bag Lunch [BBL]) or supporting regional/national workshops for external stakeholders on the climate resilience approach
  - b. Assist in drafting or editing of blogs, reports, presentations, official communications, press releases, speeches and articles and other communication materials related to climate resilience
  
- 4. Any other tasks as assigned by the World Bank task team.**

**F. Required Qualifications and Competencies:**

- Currently a full-time Masters' degree student or have completed a Masters' degree in the SD Dombo University/University for Development Studies in related fields such as Business Administration, Humanities; Social Administration; Environment and Resource Management; Development Studies; Development Communication; Project Management and Community Development; Development Economics; Peace and Development Studies; Development Management; and Remote Sensing and Geographic Information Systems.
- Field work experience working in communities in Ghana (e.g. University for Development Studies (UDS) Third Trimester Field Practical Program (TTFPP) or the SD-UBIDS Practical Training Program or other similar/equivalent programs) is desirable
- Past internship or work experience and/or direct operational experience working on locally led climate resilience programs/initiatives in Ghana is desirable.
- Prior knowledge and experience in conducting analytical work, development research, and assessments related to climate resilience, including in Ghana
- Excellent written and oral communication/presentation skills in English, and good ICT skills are essential
- Ability to work independently, requiring only general guidance on complex issues. A self-motivated individual who shows initiative and is pro-active
- Attention to detail and solid organizational skills
- Ability to work in a multi-cultural environment and a strong team working capacity.
- Willingness to travel to project communities

## **G. Terms of Contract**

This is a six-month unpaid internship, and the students may use the internship to fulfill a course/credit (based on an agreed arrangement with the school). The World Bank will also issue a certificate to deserving interns upon completion of the internship. The anticipated start date will be October 1, 2022, with the internship expected to continue through March 31, 2023, with the potential for renewal dependent on the additional tasks. The intern will be expected to work 10-15 hours per week.

The Intern will report to the World Bank Task Team (through mainly virtual means) and work in close coordination with the World Bank Task Team, and other relevant government stakeholders in defining priorities and assessing the timeframes for delivery during the assignment.

## **H. Application package and Selection Process**

1. An application letter
2. Curriculum Vitae
3. Transcript of Academic records (Bachelors)
4. Signed copy of statement of results (Masters) by the Dean of Graduate school/Graduate programmes coordinator
5. Writing Sample e.g. Term paper or summary of Long Essay or journal article.  
Please send your application as a single pdf file (attachment) to [socoprojectnog@gmail.com](mailto:socoprojectnog@gmail.com)

### **Deadline: Wednesday, 26<sup>th</sup> August 2022**

Only short-listed applicants will be contacted. The five shortlisted applicants for each theme will write a short test conducted by the team. Three applicants that pass the written test will undergo a face-to-face interview with SD Dombo UBIDS staff. The final two applicants will then undergo a final interview with the World Bank team and the final successful candidate will be informed. Applicants cannot apply for more than one of these six World Bank internships.

***Intern for the Ghana Gulf of Guinea Northern Regions Social Cohesion Project  
Social Sustainability and Inclusion Global Practice, West and Central Africa,  
World Bank  
August, 2022***

**Terms of Reference**

**LOCAL ECONOMIC DEVELOPMENT INTERN**

**Support for Ghana Gulf of Guinea Northern Regions Social Cohesion Project (P175043)**

**A. Background**

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**C. Gulf of Guinea Northern Regions Social Cohesion Project**

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investing in small-scale social and economic climate resilient infrastructure at the community level, building marketplaces and supporting community livelihoods, and supporting youth engagement and social cohesion activities.

- *Component 2* finances various training and capacity-building activities that seeks to build the capacity of local stakeholders to support or manage community-resilient and inclusive investments.
- *Component 3* supports establishing a Regional Coordination Platform (RCP) through (i) improved access to data and information, (ii) knowledge generation partnerships, and (iii) policy dialogue and harmonization.
  - *Scoping study:* In Ghana, the National Development Planning Commission (NDPC) is leading the implementation of the Component 3 including a scoping study focused on the north of Ghana. The study aims to assess the status, landscape, gaps and opportunities for (i) strengthening local governance; (ii) resilience to climate change impacts; (iii) social cohesion, conflict and migration of people; (iv) Local Economic Development focused on women and youth; and (v) the digital solutions and innovations in target areas to inform the implementation and investment decisions by the project.
- *Component 4* is about project management, and component 5 provides a contingent emergency funding mechanism that could be triggered in the event of a natural or man-made disaster and/or health crisis. More information can be viewed in these links: [Project Details](#); [Project Appraisal Document](#).

**The SSI GP, West and Central Africa Unit is looking to recruit a Local Economic Development intern to work with the Ghana Gulf of Guinea Northern Regions Social Cohesion Project.**

#### **D. Local Economic Development Sub-Component 1.2 of the Project**

Local Economic Development (LED) is a process by which public, business and non-governmental sector partners work collectively to create better conditions for economic growth and employment generation within a local area. The introduction of LED could be seen as an alternative development strategy, to fully harness the economic potentials of the districts, for job creation and faster poverty reduction.

Local Economic Development according to Ghana's National Decentralization Policy (2010), is the process by which local governments, local businesses and other actors outside the locality join forces and resources to enter into new partnership arrangements with each other or other stakeholders to create new jobs and stimulate economic activities in municipalities, towns and villages.

The objective of the LED Sub-component is to support the implementation of an integrated LED approach in target clusters in the implementing districts, in alignment with the MLGDRD's National LED policy and action plan.

#### **E. Objectives and scope of work**

The intern will support the design and operationalization of the LED sub-component in the project. In doing so, the intern will work with the World Bank Task Team, PIU of the MLGDRD and other relevant stakeholders to undertake and support the following tasks and deliverables:

**1. Support scoping work pertaining to LED**

- a. Participate in the meetings with the client on scoping work
- b. Assist in preparing the scoping report on LED
- c. Support in planning and preparing the LED sessions for the national workshop/forum

**2. Support design and operationalization of the LED sub-component**

- a. Participate in the LED core group meetings
- b. Provide support in preparing the operational handbook to guide the implementation of the LED sub-component
- c. Provide support in preparing the LED sub-component training package, which will be used to train project staff and other relevant stakeholders involved in the implementation of the sub-component.
- d. Provide support in the rollout of the LED sub-component

**3. Support knowledge sharing and communication activities specific to the LED**

- a. Assist in planning and organizing learning events (e.g. Brown Bag Lunch [BBL]) or supporting regional/national workshops for external stakeholders on the integrated LED approach
- b. Assist in drafting or editing of blogs, reports, presentations, official communications, press releases, speeches and articles and other communication materials related to LED

**4. Any other tasks as assigned by the World Bank task team.**

**F. Required Qualifications and Competencies:**

- Currently a full-time Masters' degree student or have completed a Masters' degree in the SD Dombo University in related fields such as Business Administration; Development Economics; Humanities; Social Administration; Environment and Resource Management; Development Studies; Development Communication; Project Management and Community Development; Peace and Development Studies; Development Management; and Remote Sensing and Geographic Information Systems.
- Field work experience working in communities in Ghana (e.g. University for Development Studies (UDS) Third Trimester Field Practical Program (TTFPP) or the SD-UBIDS Practical Training Program or other similar/equivalent programs) is desirable
- Past internship or work experience and/or direct operational experience working on large scale locally economic development programs/initiatives in Ghana is desirable.
- Excellent written and oral communication/presentation skills in English, and good ICT skills are essential
- Ability to work independently, requiring only general guidance on complex issues. A self-motivated individual who shows initiative and is pro-active
- Attention to detail and solid organizational skills
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- Willingness to travel to project communities

**G. Terms of Contract**

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internship expected to continue through March 31, 2023, with the potential for renewal dependent on the additional tasks. The intern will be expected to work 10-15 hours per week.

The Intern will report to the World Bank Task Team (through mainly virtual means) and work in close coordination with the World Bank Task Team, and other relevant government stakeholders in defining priorities and assessing the timeframes for delivery during the assignment.

#### **H. Application package and Selection Process**

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7. Curriculum Vitae
8. Transcript of Academic records (Bachelors)
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10. Writing Sample e.g. Term paper or summary of Long Essay or journal article.

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### **YOUTH INCLUSION INTERN**

#### **Support for Ghana Gulf of Guinea Northern Regions Social Cohesion Project (P175043)**

##### **A. Background**

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- *Component 3* supports establishing a Regional Coordination Platform (RCP) through (i) improved access to data and information, (ii) knowledge generation partnerships, and (iii) policy dialogue and harmonization.
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- *Component 4* is about project management, and component 5 provides a contingent emergency funding mechanism that could be triggered in the event of a natural or man-made disaster and/or health crisis. More information can be viewed in these links: [Project Details](#); [Project Appraisal Document](#).

**The SSI GP, West and Central Africa Unit is looking to recruit a Youth Inclusion intern to work with the Ghana Gulf of Guinea Northern Regions Social Cohesion Project on the Youth Engagement sub-component (Component 1.3).**

#### **D. Youth Engagement and Social Cohesion (Sub-component 1.3 of the Project)**

The ability of violent extremist groups to exploit intercommunity tensions and structural fragilities to expand their operations is posing an increasing security challenge for the Gulf of Guinea countries. Poverty, lack of access to economic and employment opportunities, education, and productive resources (land, finance, and so on), and the perception of exclusion among the youth have crystallized into frustrations and provides armed groups with fertile ground to incentivize the youth to advance their operations.

By placing youths in the driver seat of local development, the project will provide a structured civic and social space for youths to be engaged as active agents to meaningfully promote social cohesion, climate resiliency, and peace building across communities. Together with the overall approach of mainstreaming youth inclusion throughout project components, this subcomponent will contribute toward building positive youth identities, improving youth and communities' resilience against fragility, conflict and violence (FCV) risk, extreme weather effects of climate change as well as strengthening horizontal social cohesion and trust with other community members.

#### **E. Objectives and scope of work**

The intern will support the design and operationalization of the Youth Engagement sub-component 1.3 in the project. In doing so, the intern will work with the World Bank Task Team, PIU of the MLGDRD and other relevant stakeholders to undertake and support the following tasks and deliverables:

- 1. Support scoping work pertaining to Youth Engagement**
  - a. Participate in the meetings with the client on scoping work
  - b. Assist in preparing the scoping report on Youth and Social Cohesion
  - c. Assist to review scoping report in particular the social cohesion/ conflict prevention, Local economic development for youth and women and the digital technologies and innovations thematic areas
  - d. Support in planning and preparing the Youth Engagement sessions for the national workshop/forum
  
- 2. Support design and operationalization of the Youth Engagement sub-component**
  - a. Participate in the core group meetings working on the youth engagement sub-component
  - b. Undertake any desk review and consultations with relevant stakeholders and propose best practices on how youth engagement interventions can be rolled out to promote social cohesion
  - c. Provide support in preparing an operational handbook to guide the implementation of the sub-component
  - d. Provide support in preparing a sub-component training package, which will be used to train project staff and other relevant stakeholders involved in the implementation of the sub-component.
  - e. Provide support in the rollout of the Youth Engagement sub-component
  
- 3. Support knowledge sharing and communication activities specific to the Youth Engagement sub-component**
  - a. Assist in planning and organizing learning events (e.g. Brown Bag Lunch [BBL]) or supporting regional/national workshops for external stakeholders on the Youth Engagement approach
  - b. Assist in drafting or editing of blogs, reports, presentations, official communications, press releases, speeches and articles and other communication materials related to Youth Engagement
  
- 4. Any other tasks as assigned by the World Bank task team.**

**F. Required Qualifications and Competencies:**

- Currently a full-time Master's degree student or have completed a Master's degree in the SD Dumbo University in related fields such as Humanities; Social Administration; Environment and Resource Management; Development Studies; Development Communication; Project Management and Community Development; Development Economics; Peace and Development Studies; Development Management; and Remote Sensing and Geographic Information Systems.
- Field work experience working in communities in Ghana (e.g. University for Development Studies (UDS) Third Trimester Field Practical Program (TTFPP) or the SD-UBIDS Practical Training Program or other similar/equivalent programs) is desirable
- Past internship or work experience and/or direct operational experience working on youth empowerment programs/ initiatives in Ghana is desirable.
- Prior knowledge and experience in conducting analytical work, development research, and assessments related to climate resilience, including in Ghana

- Excellent written and oral communication/presentation skills in English, and good ICT skills are essential
- Ability to work independently, requiring only general guidance on complex issues. A self-motivated individual who shows initiative and is pro-active
- Attention to detail and solid organizational skills
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- Willingness to travel to project communities

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### **H. Application package and Selection Process**

11. An application letter
12. Curriculum Vitae
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**ENVIRONMENTAL AND SOCIAL RISK MANAGEMENT INTERN**

**Support for Ghana Gulf of Guinea Northern Regions Social Cohesion Project (P175043)**

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**The SSI GP, West and Central Africa Unit is looking to recruit an Environmental and Social Risk Management (ESRM) intern to work with the Ghana Gulf of Guinea Northern Regions Social Cohesion Project.**

#### **D. Environmental and Social Risk**

Securing the long-term future of the planet, its people, and its resources, ensuring social inclusion, and limiting the economic burdens on future generations underpin the World Bank twin goals of ending extreme poverty and promoting shared prosperity. The two goals emphasize the importance of developing and implementation projects in environmentally and socially sustainable Manner. The World Bank Environmental and Social Framework defines specific Environmental and Social Standards (ESSs), which are designed to avoid, minimize, reduce, or mitigate the adverse environmental and social risks and impacts of projects. The SOCO project is processed under the Environmental and Social Framework (ESF) and required to assess, implement, and monitor project interventions in accordance with applicable ESSs for sustainable investment. The environmental and social risk classification rated the project risk as Substantial. This is given the sensitivity of the recipient environment; the nature and medium scale of activities which entail construction, rehabilitation, and/or upgrading of public infrastructure (for instance, rural roads, and climate-resilient water and sanitation structures); and meaningful participation and the strengthening of institutional and community-level capacities in a weak governance setting. The Government has prepared environmental and social documents in a participatory manner, such as the Environmental and Social Management Framework (ESMF) including a Pest Management Plan (PMP), a Resettlement Framework (RF), an Environmental and Social Commitment Plan (ESCP), a Stakeholder Engagement Plan (SEP), a Labour Management Procedures (LMP), a Security Risk Assessment (SRA); and is currently preparing a Security Management Plan (SMP) and Sexual Exploitation and Abuse Response and Prevention Plan.

#### **E. Objectives and scope of work**

The objective of this internship is to provide services towards the effective implementation of ESF requirements under the SOCO project. In doing so, the intern will work with the World Bank Task Team especially the Senior Environmental and Social Specialists, PIU of the MLGDRD and other relevant stakeholders to undertake and support the following tasks and deliverables:

##### **1. Support Environment and Social (E&S) Due Diligence and implementation**

- a. Stay abreast with the World Bank ESF and global best practices for Environmental and Social Risk Management (ESRM).
  - b. Support review of ESF instruments submitted by the client for quality assurance and consistent with available ESF guidance notes.
  - c. Support Task Teams to conduct due diligence on E&S risk management and participate in technical dialogue to ensure compliance.
  - d. Contribute to technical decisions for improved social development outcomes particularly on Gender and disability inclusion, Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) prevention and response, labor issues, Grievance Redress Mechanism and Citizens Engagement strategies.
  - e. Engage actively and regularly with task teams to identify opportunities for strengthening and institutionalizing Environment and Social risk management under local government service delivery system.
  - f. Work largely at the field level with targeted local communities and District Assemblies to support sub-project E&S screening, preparation of ESMP, supervision and reporting
  - g. Provide ESF support during Implementation Support Missions (ISM) and contribute to the writing of the Aide Memoire (AM).
- 2. Support Scoping Work and Research**
- a. Contribute to review of the scoping report of the different thematic topics and provide recommendation for social inclusion as a cross-cutting issue.
  - b. Undertake research related to environmental and social risk management in Ghana, including research on topics of relevance to the Project (such as SEA/SH).
- 3. Support knowledge sharing and communication activities**
- a. Support and participate in Stakeholder Engagement and Community Consultations
  - b. Contribute to training programs tailored for capacity building of the Government Agencies to improve E&S performance
  - c. Assist in planning and organizing learning events in World Bank (e.g. Brown Bag Lunch [BBL]) or supporting regional/national workshops for external stakeholders
  - d. Assist in drafting or editing of blogs, reports, presentations, official communications, press releases, speeches and articles and other communication materials
- 4. Any other tasks as assigned by the World Bank task team**

**F. Required Qualifications and Competencies:**

- Currently undertaking or completed a Master's degree in a related social science, integrated development studies, environmental studies or other related field (e.g., Economics, Political Science, Public Policy, etc.)
- Past internship or work experience and/or direct operational experience working on ESRM related programs/initiatives in Ghana is desirable.
- Field work experience working in communities in Ghana (e.g. the Practical Training Program of SD Dumbo University of Business and Integrated Development Studies (UBIDS) program or other similar/equivalent programs) is desirable
- Prior knowledge and experience in conducting analytical work, development research, and assessments related to ESRM, including in Ghana
- Excellent written and oral communication/presentation skills in English, and basic ICT skills are essential



- Ability to work independently, requiring only general guidance on complex issues. A self-motivated individual who shows initiative and is pro-active
- Attention to detail and solid organizational skills
- Ability to work in a multi-cultural environment and a strong team working capacity.
- Willingness to travel to project communities

### **G. Terms of Contract**

This is a six-month unpaid internship, and the students may use the internship to fulfill a course/credit (based on an agreed arrangement with the school). The World Bank will also issue a certificate to deserving interns upon completion of the internship. The anticipated start date will be October 1, 2022, with the internship expected to continue through March 31, 2023, with the potential for renewal dependent on the additional tasks. The intern will be expected to work 10-15 hours per week.

The Intern will report to the World Bank Task Team (through mainly virtual means) and work in close coordination with the World Bank Task Team, and other relevant government stakeholders in defining priorities and assessing the timeframes for delivery during the assignment.

### **H. Application package and Selection Process**

16. An application letter
17. Curriculum Vitae
18. Transcript of Academic records (Bachelors)
19. Signed copy of statement of results (Masters) by the Dean of Graduate school/Graduate programmes coordinator
20. Writing Sample e.g. Term paper or summary of Long Essay or journal article.

Please send your application as a single pdf file (attachment) to [socoprojectnog@gmail.com](mailto:socoprojectnog@gmail.com)

### **Deadline: Wednesday, 26<sup>th</sup> August 2022**

Only short-listed applicants will be contacted. The five shortlisted applicants will write a short test conducted by the team. Three applicants that pass the written test will be undergo a face-to-face interview with SD Dombo UBIDS staff. The final two applicants will then undergo a final interview with the World Bank team and the final successful candidate will be informed. Applicants cannot apply for more than one of these six World Bank internships.

***Intern for the Ghana Gulf of Guinea Northern Regions Social Cohesion Project  
Social Sustainability and Inclusion Global Practice, West and Central Africa,  
World Bank  
August, 2022***

**Terms of Reference**

**SCOPING REPORT INTERN**

**Support for Ghana Gulf of Guinea Northern Regions Social Cohesion Project (P175043)**

**A. Background**

Established in 1944, the World Bank is one of the world's largest sources of funding and knowledge for developing countries. It uses financial resources and extensive experience to help our client countries to reduce poverty, increase economic growth, and improve quality of life. To ensure that countries can access the best global expertise and help generate cutting-edge knowledge, the World Bank is constantly seeking to improve the way it works. Key priorities include delivering measurable results, promoting openness and transparency in development, and improving access to development information and data. The World Bank's twin goals of ending extreme poverty and promoting shared prosperity reflect a new global landscape: one in which developing countries have an unprecedented opportunity to end extreme poverty within a generation.

**B. Social Sustainability and Inclusion Global Practice**

The Social Sustainability and Inclusion Global Practice (SSI GP) of the World Bank helps countries tackle deep rooted social problems stemming from fragility, climate change, exclusion, and the digital age with people centered solutions that build on local values and institutions. The GP engages with citizens, communities and governments to deepen resilience, build inclusion, and empower vulnerable and marginalized groups to have influence and voice. The GP prioritizes participatory, multi-sectoral approaches that build on norms and informal institutions to address social challenges and to build more inclusive, empowered communities. It also works across the Bank's portfolio to implement the Environment and Social Framework (ESF) standards and strengthen inclusive development.

**C. Gulf of Guinea Northern Regions Social Cohesion Project**

The World Bank recently approved the *Gulf of Guinea Northern Regions Social Cohesion Project* covering the northern regions of Benin, Cote d'Ivoire, Ghana, and Togo on March 31, 2023. The objective of the project is to improve regional collaboration and the socioeconomic and climate resilience of border-zone communities in the target northern regions exposed to conflict and climate risks. The project will target all six regions in the north (Upper West, Upper East, North East, Northern, Oti and Savannah). Supported by the World Bank (as led by SSI GP), the Project will be implemented by the Project Implementation Unit (PIU) under the Ministry of Local Government, Decentralisation and Rural Development (MLGDRD) in collaboration with the Ministry of Finance (MoF) and other stakeholders.

The Project is structured into five components:

- *Component 1* finances local-level investments to promote community resilience and inclusion in border areas, based on a territorial medium-term vision shared across the countries. This includes investing in small-scale social and economic climate resilient infrastructure at the community

level, building marketplaces and supporting community livelihoods, and supporting youth engagement and social cohesion activities.

- *Component 2* finances various training and capacity-building activities that seeks to build the capacity of local stakeholders to support or manage community-resilient and inclusive investments.
- *Component 3* supports establishing a Regional Coordination Platform (RCP) through (i) improved access to data and information, (ii) knowledge generation partnerships, and (iii) policy dialogue and harmonization.
- *Component 4* is about project management, and component 5 provides a contingent emergency funding mechanism that could be triggered in the event of a natural or man-made disaster and/or health crisis. More information can be viewed in these links: [Project Details](#); [Project Appraisal Document](#).

**The SSI GP, West and Central Africa Unit is looking to recruit a Scoping Report intern to work with the Ghana Gulf of Guinea Northern Regions Social Cohesion Project.**

#### **D. Scoping Report (Component 3 of Project)**

In Ghana, the National Development Planning Commission (NDPC) is leading the implementation of the Component 3 including a scoping study focused on the north of Ghana. The objective of the scoping study is to assess the current landscape, gaps and opportunities for (i) strengthening local governance, (ii) building resilience to climate related impacts; (iii) improving social cohesion, conflict and migration of people; (iv) improving local economic development focused on women and youth and (v) digital solutions and innovations to inform future program design and investment decisions. The study will be conducted within the Government's Medium Term National Development Policy Framework (2022 to 2025) and the 2021 Annual Progress Reports (APR) of the NDPC, in 48 districts in six targeted regions in the north. The outputs of the scoping study will be: i) a global scoping report summarizing the main findings and conclusions and ii) five thematic reports.

#### **E. Objectives and scope of work**

The objective of this internship is to support the preparation, completion, dissemination and Implementation of the scoping report. In doing so, the intern will work with the World Bank task team, PIU/MLGDRD, NDPC and other relevant stakeholders to undertake and support the following tasks and deliverables:

##### **1. Support design and implementation of scoping work:**

- a. Participate in the meetings/workshops with the client on global scoping work and thematic scoping work
- b. Coordinate with other thematic leads and interns to ensure collection of research/data and the reports for quality assurance
- c. Support the preparation as needed of the scoping report by undertaking research, providing data/inputs
- d. Work with the WB task team and the Ghana Government (e.g. NDPC) on reviewing the Thematic and Global Reports for quality assurance.

##### **2. Dissemination and Implementation of Scoping Report**

- e. Work with World Bank task team and the Ghana Government (e.g. NDPC) on the finalization and dissemination of global and thematic reports.

- f. Support WB task team and the Ghana Government (e.g. NDPC) for dissemination and outreach workshop
  - g. Provide input to the preparation of manuals for project implementation
  - h. Follow up to support the implementation of the scoping report e.g. developing/ testing thematic toolkits.
- 3. Assist in planning for learning events/forums and preparation of communication materials in World Bank and/ or with the Ghana Government and other relevant stakeholders for Global and Thematic Reports**
- a. Assist in planning and organizing learning events in World Bank (e.g. Brown Bag Lunch [BBL]) or supporting regional/national workshops for external stakeholders
  - b. Assist in drafting or editing of blogs, reports, presentations, official communications, press releases, speeches and articles and other communication materials
- 4. Any other tasks as assigned by the World Bank task team**

**F. Required Qualifications and Competencies:**

- Currently a full-time Masters' degree student or have completed a Masters' degree in the SD Dombo University in related fields such as Humanities; Social Administration; Environment and Resource Management; Development Studies; Development Communication; Project Management and Community Development; Development Economics; Peace and Development Studies; Development Management; and Remote Sensing and Geographic Information Systems.
- Field work experience working in communities in Ghana (e.g. University for Development Studies (UDS) Third Trimester Field Practical Program (TTFPP) or the SD-UBIDS Practical Training Program or other similar/equivalent programs) is desirable
- Past internship or work experience and/or direct operational experience working in Ghana on related topics (development, Local Governance, Social Cohesion, Local Economic Development, Knowledge management, digital etc.) is desirable
- Prior knowledge and experience in conducting analytical work, development research, and assessments on related topics, including in Ghana
- Excellent written and oral communication/presentation skills in English, and good ICT skills are essential
- Ability to work independently, requiring only general guidance on complex issues. A self-motivated individual who shows initiative and is pro-active
- Attention to detail and solid organizational skills
- Ability to work in a multi-cultural environment and a strong team working capacity.
- Willingness to travel to project communities

**G. Terms of Contract**

This is a six-month unpaid internship, and the students may use the internship to fulfill a course/credit (based on an agreed arrangement with the school). The World Bank will also issue a certificate to deserving interns upon completion of the internship. The anticipated start date will be October 1, 2022, with the internship expected to continue through March 31, 2023, with the potential for renewal dependent on the additional tasks. The intern will be expected to work 10-15 hours per week.

The Intern will report to the World Bank Task Team (through mainly virtual means) and work in close coordination with the World Bank Task Team, and other relevant government stakeholders in defining priorities and assessing the timeframes for delivery during the assignment.

**H. Application package and Selection Process**

21. An application letter
22. Curriculum Vitae
23. Transcript of Academic records (Bachelors)
24. Signed copy of statement of results (Masters) by the Dean of Graduate school/Graduate programmes coordinator
25. Writing Sample e.g. Term paper or summary of Long Essay or journal article.

Please send your application as a single pdf file (attachment) to [socoprojectnog@gmail.com](mailto:socoprojectnog@gmail.com)

**Deadline: Wednesday, 26<sup>th</sup> August 2022**

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***Intern for the Ghana Gulf of Guinea Northern Regions Social Cohesion Project  
Social Sustainability and Inclusion Global Practice, West and Central Africa,  
World Bank  
August, 2022***

**Terms of Reference**

**COMMUNICATIONS/ KNOWLEDGE MANAGEMENT INTERN**

**Support for Ghana Gulf of Guinea Northern Regions Social Cohesion Project (P175043)**

**A. Background**

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**B. Social Sustainability and Inclusion Global Practice**

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**C. Gulf of Guinea Northern Regions Social Cohesion Project**

The World Bank recently approved the *Gulf of Guinea Northern Regions Social Cohesion* Project covering the northern regions of Benin, Cote d'Ivoire, Ghana, and Togo on March 31, 2023. The objective of the project is to improve regional collaboration and the socioeconomic and climate resilience of border-zone communities in the target northern regions exposed to conflict and climate risks. The project will target all six regions in the north (Upper West, Upper East, North East, Northern, Oti and Savannah). Supported by the World Bank (as led by SSI GP), the Project will be implemented by the Project Implementation Unit (PIU) under the Ministry of Local Government, Decentralisation and Rural Development (MLGDRD) in collaboration with the Ministry of Finance (MoF) and other stakeholders.

The Project is structured into five components:

- *Component 1* finances local-level investments to promote community resilience and inclusion in border areas, based on a territorial medium-term vision shared across the countries. This includes

investing in small-scale social and economic climate resilient infrastructure at the community level, building marketplaces and supporting community livelihoods, and supporting youth engagement and social cohesion activities.

- *Component 2* finances various training and capacity-building activities that seeks to build the capacity of local stakeholders to support or manage community-resilient and inclusive investments.
- *Component 3* supports establishing a Regional Coordination Platform (RCP) through (i) improved access to data and information, (ii) knowledge generation partnerships, and (iii) policy dialogue and harmonization.
- *Component 4* is about project management, and component 5 provides a contingent emergency funding mechanism that could be triggered in the event of a natural or man-made disaster and/or health crisis. More information can be viewed in these links: [Project Details](#); [Project Appraisal Document](#).

**The SSI GP, West and Central Africa Unit is looking to recruit a Communications/Knowledge Management intern to work with the Ghana Gulf of Guinea Northern Regions Social Cohesion Project.**

#### **D. Component 3 of Project**

Under Component 3, the project will finance the establishment of a Regional Coordination Platform (RCP) that will support knowledge generation activities that will support evidence-based analysis for the development of regional/cross-border policy and for informing project implementation. Policy-relevant studies will be conducted to improve understanding of FCV dynamics and climate change in the region and inform policy and project implementation. A research agenda developed in partnership with universities or research centers will guide the thematic studies to be implemented through research grants and scholarships. Dialogue-building activities seek to improve regional cooperation by providing solid and neutral grounds for discussion, coordination, and planning. An annual high-level multi-country event will be arranged to discuss and agree on critical issues and strategic plans for addressing FCV and climate risks in the Gulf of Guinea and share lessons on the project implementation. In addition, findings of the thematic studies will inform discussions during the annual forum. Component 3 will also support the piloting of innovative digital solutions (including a community driven development application) within the countries to advance communities' socioeconomic resilience and inclusion and promote social enterprises for potential scaling up through public-private-people partnerships benefitting the rural and vulnerable communities. RCP activities will be regionally coordinated and nationally implemented.

In Ghana, the National Development Planning Commission (NDPC) is leading the implementation of the Component 3 and the RCP which will require the engagement of a range of stakeholders, including universities and think tanks (particularly those from the Gulf of Guinea region); international and regional organizations; development partners, regional, national, and technical government officials and policy makers; and local NGOs, associations, and community-based organizations (CBOs).

To support the implementation of this component, a scoping study focused on the north of Ghana will be undertaken to assess the current landscape, gaps and opportunities for (i) strengthening local governance, (ii) building resilience to climate related impacts; (iii) improving social cohesion, conflict and migration of people; (iv) improving local economic development focused on women and youth and (v) digital solutions and innovations to inform future program design and investment decisions. The study will be conducted within the Government's Medium Term National Development Policy Framework (2022 to 2025) and the 2021 Annual Progress Reports (APR) of the NDPC, in 48 districts in six targeted regions in the north. The

outputs of the scoping study will be: i) a global scoping report summarizing the main findings and conclusions and ii) five thematic reports.

### **E. Objectives and scope of work**

The objective of this internship is to support communications/knowledge management aspects of the project, particularly Component 3 activities which includes the Regional Coordination Platform (RCP) and the Scoping/Thematic Report. In doing so, the intern will work with the World Bank Task Team, PIU of the MLGDRD, NDPC, fellow interns, and other relevant stakeholders to undertake and support the following tasks and deliverables:

#### **1. Support design and implementation of scoping work and/or RCP**

- a. Participate in the meetings with the client on scoping work both at the regional/local level
- b. Coordinate, support and prepare communication and outreach materials for workshops/interviews to promote scoping study among internal and external stakeholders
- c. Support the preparation and implementation of the RCP, especially the communications and knowledge management aspects (e.g. regional, national workshops; preparation of investment registry/ data dashboard)

#### **2. Dissemination of Scoping Reports and Outreach**

1. Support the WB team and NDPC in the finalization and dissemination of scoping reports
2. Preparation of communication materials e.g. powerpoint, infographics, brochures/logos, handouts or executive summary of reports for sharing with the external stakeholders including national/regional and local level
3. Support publication and outreach of the findings and recommendations of the reports for knowledge sharing (e.g. via mass media; social media)

#### **3. Support knowledge sharing and communication activities**

- a. Provide support in planning learning events in World Bank (e.g. Brown Bag Lunch with the World Bank Ghana Country Management Unit, CMU) or supporting regional/national workshops for external stakeholders
- a. Support WB team in the drafting or editing of blogs, reports, presentations, official communications, press releases, speeches and articles and other communication materials for the scoping report and the RCP for external and internal WB stakeholders
- b. Provide inputs on the concept note for a national workshop/forum planned for the first quarter of 2023

#### **4. Any other tasks as assigned by the World Bank task team.**

### **F. Required Qualifications and Competencies:**

- o Currently a full-time Masters' degree student or have completed a Masters' degree in the SD Dombo University in related fields such as Development Communication; Humanities; Social Administration; Environment and Resource Management; Development Studies; Project Management and Community Development; Development Economics; Peace and Development Studies; and Development Management.



- Field work experience working in communities in Ghana (e.g. University for Development Studies (UDS) Third Trimester Field Practical Program (TTFPP) or the SD-UBIDS Practical Training Program or other similar/equivalent programs) is desirable
- Past internship or work experience in communications and digital/technology is desirable
- Prior knowledge and experience in writing in newspaper, blogs, social media or public/private media
- Excellent written and oral communication/presentation skills in English, and good ICT skills are essential
- Ability to work independently, requiring only general guidance on complex issues. A self-motivated individual who shows initiative and is pro-active
- Attention to detail and solid organizational skills
- Ability to work in a multi-cultural environment and a strong team working capacity.
- Willingness to travel to project communities

### **G. Terms of Contract**

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### **I. Application package and Selection Process**

26. An application letter
27. Curriculum Vitae
28. Transcript of Academic records (Bachelors)
29. Signed copy of statement of results (Masters) by the Dean of Graduate school/Graduate programmes coordinator
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