



World Bank Group HUMAN RESOURCES

WBG Fellowship Program

Terms of Reference

WBG	
TOR Number	2025-008
Title	Senior Digital Specialist
Unit	DAWDU
VPU	Africa Western & Central Regional Vice Presidency (AFWVP)
Duty Location	Abidjan, Cote d'Ivoire
Length of Assignment	1 Year
Appointment Type	Special Assignment
Financial Arrangement	Salary and benefits are fully funded by the government and fellows will remain on government payroll. Additional benefits (housing, travel tickets and per-diem) will be covered by WBG.

Background/Organizational Context

Do you want to build a career that is truly worthwhile? Working at the World Bank Group provides a unique opportunity for you to help our clients solve their greatest development challenges. The World Bank Group is one of the largest sources of funding and knowledge for developing countries; a unique global partnership of five institutions dedicated to ending extreme poverty, increasing shared prosperity and promoting sustainable development. With 189 member countries and more than 120 offices worldwide, we work with public and private sector partners, investing in groundbreaking projects and using data, research, and technology to develop solutions to the most urgent global challenges. For more information, visit www.worldbank.org

Digital Transformation Vice Presidency

Digital technologies offer a unique opportunity to transform development through digital solutions. The Digital Transformation Vice Presidency and its global and regional teams will support client countries in building the foundational and cross-cutting elements of digital transformation through:

- Building digital infrastructure and data platforms (including AI, cloud computing and digital public infrastructure)
- Protecting institutions, businesses, and citizens through cybersecurity and data protection & privacy
- Developing ICT sectors and supporting digital entrepreneurship, skills, and jobs
- Implementing and digitalizing digital government services that improve accountability and transparency
- Supporting the Vice presidencies of People, Prosperity, Planet, and Infrastructure in the digitalization efforts of their clients, and in leveraging digital solutions, including building client sectoral digital capacity, defining sectoral specific AI strategies, and designing sectoral AI solutions

- Coordinating the operationalization of the WBG Digital Strategy (2025) as well as cross-departmental efforts of achieving the new Corporate Scorecard digital indicators.

For more information: <https://www.worldbank.org/en/topic/digital>

Digital transformation in West and Central Africa (AFW) at the World Bank is supported by the Digital unit (DAWDU) of about 25 Digital Development Specialists (staff and extended term consultants) and additional short-term consultants. The portfolio consists of \$1.7 billion worth of active investment projects (across 16 operations) and addition \$1.3 billion over 8 operations in the pipeline for the next two years.

Senior Digital Specialist on special assignment in Abidjan, Cote d'Ivoire, will join this team (including an existing Digital Specialist in the same location) and will report to Practice Manager, DAWDU. The successful candidate will contribute to many lending and analytical operations in Cote d'Ivoire and neighboring countries (Togo, Benin, Guinea) as well as more digitally advanced countries in AFW (Ghana, Cabo Verde, Senegal, and others).

Key Duties and Accountabilities

The Senior Digital Development specialist will be responsible for:

- Contribute to existing engagements in the sector as a technical expert; interact with clients at the policy and senior management levels, organize and manage policy notes on digital development and policy evaluation in collaboration with sector agencies, development partners and other Global Departments.
- Contribute to the design, preparation and supervision of World Bank Group financed digital development-related investment and policy reform programs in client countries, with a particular emphasis on digital public services, enterprise architecture, and especially leveraging AI solutions; stimulating development of digital connectivity infrastructure through leveraging private sector investments with matching investments from the Bank; strengthening regulatory agencies; and promoting development of digital skills and innovation.
- Advise clients on strategies, best practices, and design of programs on a range of ICT policy and regulatory issues to promote competition, investment, innovation, and job creation in the telecoms sector with the aim of boosting affordability, service quality and access to digital connectivity by citizens, businesses and governments and to stimulate the downstream development of value-added digital services.
- Providing technical expertise and advice on a range of policy and regulatory issues to promote competition, private sector investment and innovation in the digital economy sector with the aim of achieving the African Union objective of all African people, businesses, and governments to be digitally enabled by 2030.
- Develop innovative and practical approaches to solving difficult policy and operational issues for selected high priority telecommunications, ICT or digital economy related activities, notably around market opening and regulation.
- Contribute to policy dialogue with senior officials of client countries, regional institutions, and development partner agencies.
- Jointly with colleagues working in other sectors (including agriculture, health, education, energy, financial services, transport, etc.), develop innovative and practical approaches to leverage digital technologies to improve service delivery and efficiency in the respective sectors and to stimulate digital innovation, entrepreneurship, and investment in those sectors by private sector actors, with an aim of creating more and better jobs.
- Represent DAWDU and the Bank at digital development-related fora and events, as well as liaison in the above areas with key external partners.

Selection Criteria

Master's degree or higher in telecommunications, engineering, computer science, law, economics, public policy, or related field with a minimum of 8 years of experience in Digital Economy/ Digital Government/DPI/Telecom/ICT sector or policy and regulation, and digital-related project design and implementation, or related field.

SELECTION CRITERIA AND TECHNICAL COMPETENCIES

- Strong understanding of the ecosystem of inter-related policies, strategies, institutions, laws, and regulations needed to shape overall government, economy, and societal digital/ data-driven development.
- Strong understanding of interdependency of broadband connectivity, enabling platforms (including Digital ID), and digital services.
- Strong understanding and competency in business development skills and client engagement. Assesses client needs in relation to the digital transformation and adoption trends, and the available Bank diagnostics and instruments. Conducts core business development tasks, such as preparing project proposals, drafting project concept notes, facilitating client co-design workshops, understanding, and complying with operational procedures in relation to new business opportunities.
- Solid knowledge of a wide range and mix of digital infrastructure and solutions financing alternatives, procurement options and business models. Proposes solutions to most government financing and operational business model needs, including integrated solutions at multi-sector, multi-agency, regional and supra-national levels.
- Excellent conceptual and analytical skills, including ability to think strategically and innovatively about the role of digital technologies for socio-economic development and for transformation in other sectors of the economy. Robust broad-based knowledge of at least two of the five key pillars (digital infrastructure, digital public platforms, digital financial services, digital businesses, digital skills).
- Strong client engagement skills, taking responsibility and accountability for timely response to client queries, requests or needs, working to remove obstacles that may impede execution or project success.
- Excellent written communication skills in English as demonstrated in a proven track record of effectively delivering technical information in a clear, easily understandable, and effective manner. Working knowledge of French is required.
- Excellent presentation skills, using charts, graphs and other data presentation techniques appropriately to communicate data, technical information, or complex concepts to non-specialists.
- Fostering partnerships, engaging and building strong networks with the range of international organizations, thinktanks, academic institutions, private companies with whom the WB can collaborate and bring value to client developments.
- Strong drive for results, taking personal ownership and accountability to meet deadlines and achieve agreed-upon results.
- Strong business judgment and analytical decision making, analyzing facts and data to support sound and logical business decisions.
- Proven ability to function effectively as a team member of multi-disciplinary teams and resolve conflicts constructively. Experience in working with other Global Departments, such as in multi-GD analytical work, would be an asset.
- Prior work experience in Africa, and good knowledge of digital sector issues in the region is a plus.
- Willingness and ability to travel.

WBG CORE COMPETENCIES

- Lead and Innovate - Develops innovative solutions with others
- Deliver Results for Clients - Achieves results and identifies mission-driven solutions for the client
- Collaborate Within Teams and Across Boundaries - Initiates collaboration across boundaries and broadly across WBG, and brings differing ideas into the forefront
- Create, Apply and Share Knowledge - Creates, applies and shares knowledge from across and outside WBG to strengthen internal and/or external client solutions
- Make Smart Decisions - Recommends and takes decisive action.

