



World Bank Group HUMAN RESOURCES

WBG Fellowship Program

Terms of Reference

WBG	
TOR Number	2025-004
Title	Energy specialist/ Senior energy specialist
Unit	Infrastructure – Regional Practice Director (IECDR)
VPU	Europe & Central Asia Regional Vice Presidency (ECAVP)
Duty Location	Ankara (Turkiye)
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

The Infrastructure Practice Group

Globally, 840 million people live more than 2 kilometers from all-weather roads, 1 billion people lack electricity, and 4 billion people lack Internet access. Access to basic infrastructure services is critical for creating economic opportunities for the poor. The Infrastructure Practice Group is charged with developing sustainable solutions to help close infrastructure gaps in developing and emerging economies.

The World Bank Group helps developing countries build smart infrastructure that supports inclusive and sustainable growth, expands markets, creates job opportunities, promotes competition, and contributes to a cleaner future. We help countries address their unique infrastructure needs by working with the public and private sectors. Infrastructure improves lives by connecting people to opportunity. For more information:
<https://www.worldbank.org/en/topic/infrastructure>

Energy & Extractives Global Practice (EEX GP)

Energy is at the heart of development. Energy makes possible the investments, innovations and new industries that are the engines of jobs, inclusive growth and shared prosperity for entire economies. Universal access to affordable, reliable and sustainable and modern energy

– Sustainable Development Goal (SDG) 7 -- is essential to reach other SDGs and is at the center of efforts to tackle climate change. For more information: <https://www.worldbank.org/en/topic/energy>

Unit Overview

The GP has a strong engagement in development policy operations in the Europe and Central Asia (ECA), where energy and related reforms are key components/pillars of the economic reform agenda. The GP works on a range of regional platforms and programs such as the Energy Community of South East Europe, the Central Asia Regional Economic Commission (CAREC) and a variety of multilateral partnerships with the European Commission and other institutions. Overall, ECA serves 31 client countries with a total population of about 916 million, with a majority living in middle-income economies.

Within EEX, the ECA unit (IECE1) manages a large and diverse portfolio of active projects in about 20 client countries, including investments and advisory services supporting the: (a) scale-up of energy efficiency investments and programs through a range of programs such as credit lines, energy efficiency revolving funds for public and municipal investments, development of energy service companies and support for residential programs; (b) development of national and regional electricity markets in Southeast Europe, Central Asia and Turkey – with a growing focus on regional gas sector development; (c) rehabilitation and modernizations of power system infrastructure, hydropower generation, district heating networks, gas networks; (d) support to decarbonize the energy sector with a focus on renewable energy development and accompanying regulatory and transaction support; (e) integrated assessment, planning and development of energy and water sectors, particularly at the sub-regional level in Southeast Europe and Central Asia; and (f) implementation of reforms in the areas of achieving structural and regulatory consistency with the Energy Community Treaty (for countries that are signatories), sector governance and tariff transitions.

Key Duties and Accountabilities

The position will report to the Practice Manager and work alongside a group of Task Team Leaders in delivering and implementing energy operations and other activities in Europe and Central Asia (ECA) region, with a focus on Türkiye and South Caucasus countries, performing the following duties:

- **Operational Support.** Provide operational support to energy projects in Türkiye and South Caucasus countries and other energy programs in the ECA region. Under the request and direction of relevant task team leaders (TTLs), such support may include participating in preparation and supervision missions; providing inputs into project designs and institutional arrangements; preparing project budgets and implementation schedules; assisting in review of consultant report and project implementation plans; providing inputs to mission Aide Memoires; drafting of Implementation Supervision Reports (ISRs); tracking overall project progress and identifying issues requiring attention; participating in key project workshops, trainings and other events; supporting in procurement of consultants for operational needs; preparing case studies, briefs, and notes, presentations on country programs, internal strategy papers.

- **Analytical Work.** Lead and provide specific inputs to advisory and analytical work in Türkiye and South Caucasus countries following the guidance from task teams and the management. Such work may include economic analysis, review and analysis of policy and regulatory frameworks, analysis of energy balances/demand, preparation of renewable and energy efficiency resources assessment and planning, contribution to the design of renewable energy financing instruments, and related work.
- Support policy dialog and advise the clients, the World Bank team and the management on policy and regulatory issues in the energy sector;
- **Liaison with Government.** Represent the energy team and TTLs at project meetings and workshops, follow-up on key government actions (i.e., procurement, reporting), proactive identification and resolution of Bank/client relationships, monitor changes in government that may affect the energy programs, etc.
- Contribute to the Maximizing Finance for Development approach with the objective to help ECA countries maximize their development resources by drawing on a range of financing sources and sustainable private sector solutions;
- **Support in Technical Coordination with Key Stakeholders.** Support teams in liaising with key internal and external partners, respond to routine inquiries from clients, donors, NGOs, etc. on Bank energy activities.
- **Other.** Carry out other ad hoc tasks as requested by the TTLs and the EEX Practice Manager, which may include preparation of briefings, organization of workshops and seminars, development of portfolio summaries, support key knowledge exchange events, coordinating publication of unit reports, etc, and providing support to energy projects and programs in other ECA countries depending on business needs.

Selection Criteria

- A Masters' level degree in science, engineering, finance, or energy economics;
- Relevant experience in the energy sector with demonstrated ability to engage credibly on a range of issues in developing countries, understanding the perspective of both the public and the private sector;
- Direct experience in at least one of the following areas: energy efficiency, energy sector economics, energy sector policy and regulation, energy and climate policy, renewable energy, transmission and distribution infrastructure, utility financial analysis and/or utility reform, power markets and regional integration;
- Experience in project management, including ability to scope and deliver multiple tasks in coordination with multiple teams;
- Interest in contributing to cutting-edge, scalable programs, including on multi-sectoral topics such as just coal transition; sustainable heating addressing the needs of vulnerable populations; innovative financing mechanisms for renewable energy integration or energy efficiency scale-up; assessing the potential for jobs creation arising from clean energy transition;
- Strong quantitative and analytical skills and ability to work independently are expected as well as an ability to present, summarize, and communicate complex content;

- Excellent interpersonal skills and ability to build strong partnerships with clients, different stakeholders and colleagues across units and departmental boundaries in a multi-cultural environment with virtual teams located in different countries;
- Excellent written and oral communication skills in English are required