Term of Reference – Legal Analyst Program Regional Units

The World Bank Legal Analyst Program is designed to introduce talented young legal professionals from around the world to the International Bank for Reconstruction and Development (The World Bank).

Legal Analyst who participates in the program will initially be given a three year appointment with the Legal Vice Presidency. The purpose of the Legal Analyst Program is not to lead to further employment with the World Bank but to provide highly qualified young legal professionals an opportunity to acquire direct practical experience in the Legal Vice Presidency’s work under the direct supervision of World Bank staff. At the end of the three years the Analyst may leave the Bank or competitively apply for any suitable vacancies.

Legal Analyst may rotate through various practice groups within the Legal Vice Presidency in order to gain exposure to the different areas of the World Bank’s legal practice, to develop country expertise, and to develop World Bank specific lawyer skills. The Legal Analyst Program recruits through a highly selective and competitive process.

Eligibility for Application

1. **Masters (Graduate or Post-graduate) degree in law**: All applicants must have obtained a (post-) graduate degree in law, LLM, PHD or equivalent. It is not required to have a degree from a US university nor is it considered an advantage or a disadvantage. We strongly encourage applicants with a post-graduate degree from non US universities to apply.
2. **Nationality**: Applicants must be citizens of a member country of the World Bank to be eligible and satisfy all other hiring conditions related to employment at the World Bank.
3. **Languages**: Fluency in English (oral and written) is essential. A good command of French, Arabic or Portuguese would be a strong advantage in the recruitment process.
4. **Prior Experience**: A minimum of one year and no more than two years of work experience is required post education criteria in point 1, at time of application.

About the Regional Units

Legal Services and Advice to Country Operations. Including assistance in the design of operations, drafting and negotiation of legal agreements for those operations, assistance in processing their approval by the Board, and facilitating the responsive action (through e.g., the preparations of amendments or the application of legal remedies) to changing circumstance during implementation of operations. This work constitutes the predominant share of the Legal Vice Presidency’s overall work program, spanning all Bank operations in all regions and country situations.

i. Africa (AFR) and Middle East and North Africa (MNA)
ii. East Asia and Pacific (EAP) and South Asia (SAR)
iii. Latin America and the Caribbean (LCR) and Europe and Central Asia (ECA)

Legal Analysts assigned to a regional unit, will work with more senior lawyers and under the general supervision of the Chief Counsel to carry out the following duties:

- Conduct comparative legal analyses on a range of issues in a given area, identify legal and policy issues, research relevant precedents, and propose appropriate solutions.
- Provide legal support to ongoing projects, transactions, cases, and other matters.
- Review client documents for adherence to Bank Group legal policies and procedures, and business objectives.
- Prepare briefs on diverse topics, as required.
- Participate in task/project teams.
- Provide legal advice to clients on legal and policy issues.
- Draft, review, negotiate and finalize legal documents for operations, investment activities, finance, administration, and other matters or practice areas.
- Perform ad hoc assignments as requested by the Chief Counsel.

The above functions should be performed at a level of complexity commensurate with the Legal Analysts level of experience. Consistent with business needs, each Legal Analyst is expected to work with as broad as possible a range of internal and external counterparts as well as colleagues across the Legal Vice Presidency. Assignments for each Legal Analyst should be coordinated by the relevant Chief Counsel.