

E T Consultant - Gender Coordinator

Job #:	req33531
Organization:	IFC
Sector:	Gender
Grade:	EC2
Term Duration:	1 year 0 months
Recruitment Type:	Local Recruitment
Location:	Colombo,Sri Lanka
Required Language(s):	English
Preferred Language(s):	
Closing Date:	7/2/2025 (MM/DD/YYYY) at 11:59pm UTC

Description

IFC — a member of the World Bank Group — is the largest global development institution focused on the private sector in emerging markets. We work in more than 100 countries, using our capital, expertise, and influence to create markets and opportunities. Our mission is to leverage the power of the private sector to end extreme poverty and boost shared prosperity on a livable planet.

IFC is deeply committed to advancing gender equality and economic inclusion as laid out in IFC's 2030 Roadmap for Gender and Inclusion to deliver game-changing private sector partnerships and programs to accelerate gender equality and inclusion in emerging markets.

Aligned with the new World Bank Group (WBG) Gender Strategy (2024-30):

Accelerate Gender Equality to End Poverty on a Livable Planet, IFC’s Roadmap is built on six priorities offering high potential for impact in and through the private sector. These areas aim to:

- (1) Allocate Capital that Drives Inclusion
 - (2) Make Supply Chains Inclusive
 - (3) Remove Barriers to Entrepreneurship, Employment, and Leadership (including addressing gender-based violence).
- Equally important are two cross-cutting themes that are foundational to achieving sustainable results across the priority areas and require action:
- (4) Bridging the Digital Divide
 - (5) Accelerating Inclusive and Gender-Smart Climate Action
 - (6) Ending Gender-based Violence and Harassment.

As part of its mandate, IFC has a dedicated team - the Gender and Economic Inclusion (GEI) Department (GEID), that works with IFC’s investment and advisory teams to support private sector clients in providing all genders and underserved communities with equal economic opportunities as leaders, employees, entrepreneurs, consumers, and community members. GEID leads strategy development and implementation for the organization, provides tailored operational solutions and client advice, innovates, and incubates novel approaches, serves a thought leader and disseminator of knowledge on GEI issues, supports mobilization through impact investing and sustainable financing; and forges public and private sector partnerships with the aim of creating economic opportunities and development for all.

The Gender Coordinator will report to the Operations Officer, South Asia, for Gender and Inclusion.

Duties & Responsibilities:

Sri Lanka Portfolio Delivery and Business Development:

- The Gender Coordinator is expected to deliver gender and inclusion client projects and manage client relationships in Sri Lanka.
- Portfolio: Manage the delivery of existing gender projects and design and implement new projects in Sri Lanka, and support delivery of other gender projects across the South Asia region, as relevant.
- Client Advisory: Support gender diagnostics and advisory services for IFC investees and pipeline clients through surveys, focus group discussions, and interviews.
- Accelerate Opportunities to include Gender and Inclusion Solutions: help Sri Lanka country management unit and industry colleagues to identify and embed gender and economic inclusion solutions in their existing and pipeline investment and advisory projects by supporting the screening of project pipeline and identifying opportunities. Work on implementing the defined gender solutions.
- Coordinate closely with colleagues from the World Bank to ensure effective co-delivery of activities related to the care economy, women’s employment and women’s entrepreneurship.
- Coordinate the formation of a national advisory council with the World Bank to draft and lobby for legislation supporting national daycare center policy.
- Coordinate roundtable discussions with private sector stakeholders, policymakers, development partners and the World Bank on key topics such as childcare and gender-based violence.
- Complete all project-related monitoring and reporting, including internal to IFC and external for donors and other development partners.

Sri Lanka Communications and Partnerships:

- Coordinate private sector roundtables to showcase gender-inclusive solutions, including climate-focused products and gender-smart agribusiness advisory.
- Work with communications colleagues to document and disseminate case studies, lessons learned, and best practices from Sri Lanka project engagements.
- Support IFC partnerships team with fundraising and donor relationship management, including participating in donor relationship meetings and fundraising activities as requested. Provide inputs for donor reporting as requested.

Selection Criteria

The candidate should be a seasoned candidate with experience working with the private sector and across institutional structures to deliver impactful solutions. S/he routinely delivers initiatives, programs, projects, and integrates the work of others (often multi-disciplinary). S/he confidently delivers quality output and can work independently with limited supervision. S/he can proficiently interact with companies' senior management, development partners and communicate with senior government counterparts and other organizations with confidence on the topic at hand.

Minimum Requirements:

- Master's degree in economics, finance, business, or other relevant discipline required.
- At least 7 years of professional experience in private sector development in emerging markets (required) with increasing levels of decision-making responsibility.
- Experience in designing and implementing advisory projects, including results frameworks to capture development outcomes and impacts, experience with women’s economic empowerment and inclusion is a plus.
- Experience and knowledge of the development finance landscape in Sri Lanka. Broader experience in South Asia is a plus.
- Broad experience across women’s economic empowerment and economic inclusion topics with a private sector lens and the demonstrated ability to engage with credibility and confidence.
- Experience working in a highly complex, matrix environment.
- Ability to self-manage, multitask, and work under time constraints.
- Strong analytical and problem-solving skills, sound business judgment to identify issues, and present creative and practical solutions.
- Excellent oral and written communication and interpersonal skills in English, including strong ability to communicate ideas clearly and confidently, articulate issues and recommend solutions.
- Demonstrated commitment to IFC core values, including excellence, mutual respect, collegiality, teamwork, diversity and inclusiveness, integrity, innovation, transparency, and accountability.

WBG Culture Attributes:

1. Sense of Urgency – Anticipating and quickly reacting to the needs of internal and external stakeholders.
2. Thoughtful Risk Taking – Taking informed and thoughtful risks and making courageous decisions to push boundaries for greater impact.
3. Empowerment and Accountability – Engaging with others in an empowered and accountable manner for impactful results.

World Bank Group Core Competencies

We are proud to be an equal opportunity and inclusive employer with a dedicated and committed workforce, and do not discriminate based on gender, gender identity, religion, race, ethnicity, sexual orientation, or disability.

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Note: The selected candidate will be offered a one-year appointment, renewable at the discretion of the World Bank Group, and subject to a lifetime maximum ET appointment of three years. If an ET appointment ends before a full year, it is considered as a full year toward the lifetime maximum. Former and current ET staff who have completed all or any portion of their third-year ET appointment are not eligible for future ET appointments.