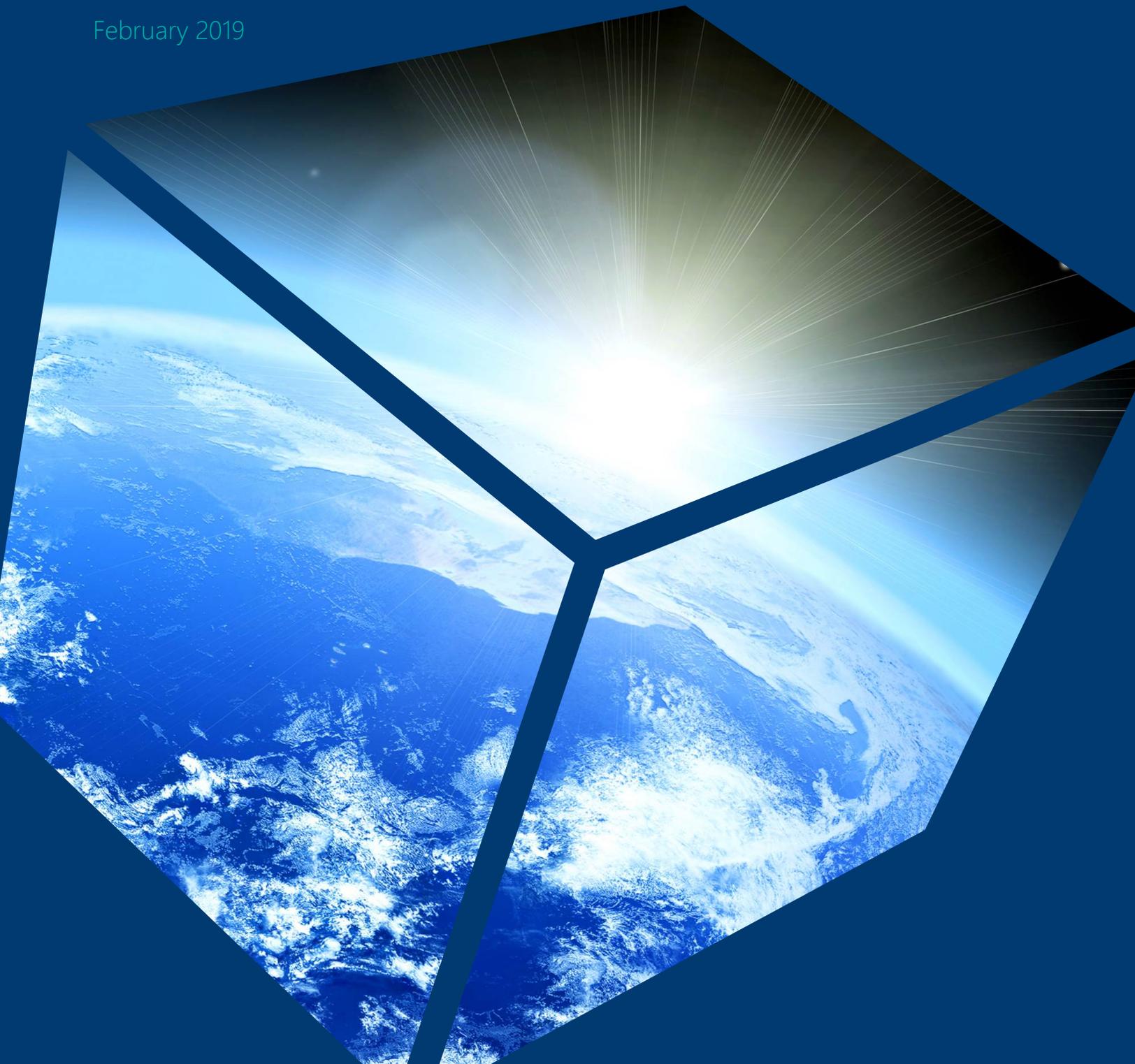




WORLD BANK GROUP

Position brief for the position of Director, Finance IT World Bank Group

February 2019



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Contact Information

Derek Wilkinson | Partner
+1 202-899-4278
derek.wilkinson@odgersberndtson.com

Lauren Claypool | Principal
+1-202-227-2922
lauren.claypool@odgersberndtson.com

Odgers Berndtson
1100 Connecticut Avenue, NW,
Suite 1050
Washington, D.C. 20036



Opportunity Overview

Odgers Berndtson has been retained by the World Bank Group (WBG) to identify an outstanding professional to be its next Director of Finance IT.

This is an opportunity to have significant impact on supporting the organization's twin goals of ending extreme poverty and promoting shared prosperity in every country by 2030.

The World Bank Group

The vision of the World Bank Group (WBG) is to eradicate extreme poverty by reducing the number of people living on less than \$1.90 a day to 3 percent by 2030, and to promote shared prosperity by fostering the income growth of the bottom 40 percent in every country.

To achieve this vision, the WBG Board of Governors has approved a strategy that leverages the combined strength of the WBG institutions and their unique ability to partner with the public and private sectors to deliver customized development solutions backed by finance, world class knowledge and convening services. The strategy has three components: (1) maximizing development impact by engaging country clients in identifying and tackling the most difficult development challenges; (2) promoting scaled-up partnerships that are strategically aligned with the goals; and (3) crowding in public and private resources, expertise and ideas.

Established in 1944, the WBG is one of the world's largest sources of funding and knowledge for development solutions. In fiscal year 2018, the WBG committed \$67 billion in loans, grants, equity investments and guarantees to its members and private businesses, of which \$24 billion was concessional finance to its poorest members. It is governed by 188-member countries and delivers services out of 120 offices with nearly 15,000 staff located globally.

The WBG consists of five specialized institutions: The International Bank for Reconstruction and Development (IBRD), the International Development Association (IDA), the International Finance Corporation (IFC), the Multilateral Investment Guarantee Agency (MIGA), and the International Centre for the Settlement of Investment Disputes (ICSID). The World Bank is organized into six client-facing Regional Vice-Presidencies, several corporate functions and thirteen Global Practices to bring best-in-class knowledge and solutions to regional and country clients.



The Position

Information and Technology Solutions (ITS) enables the WBG to achieve its mission of ending extreme poverty by 2030 and boosting shared prosperity in a sustainable manner by delivering transformative information and technologies to its staff working in over 130 client countries. ITS services range from: establishing the infrastructure to reach and connect staff and development stakeholders; providing the devices and agile technology and information applications to facilitate the science of delivery through decentralized services; creating and maintaining tools to integrate information across the World Bank Group, the clients we serve and the countries where we operate; and delivering the computing power staff need to analyze development challenges and identify solutions. The ITS business model combines dedicated business solutions centers that provide services tailored to specific World Bank Group business needs and shared services that provide infrastructure, applications and platforms for the entire Group. ITS is one of three VPUs that have been brought together as the World Bank Group Integrated Services (WBGIS), to provide enhanced corporate core services and enable the institution to operate as one strategic and coordinated entity.



The Finance IT (ITSFI) department within ITS brings together a set of solutions and capabilities focused on all aspects of finance and financial engineering including general ledger activities (accounts payable, accounts receivable, internal chargeback, loan management/disbursements, vendor management/payments, donor management, opex/capex accounting/reconciliation, etc.); Treasury operations (capital markets, investor markets, trade entry, settlements/accounting, valuation, liquidity management, collateral management, financial reporting, etc.) for both World Bank entities and external clients; Financial Risk metrics and reporting; all Human Resource systems; General Services Division systems; and IT for the MIGA organization. Solutions focus on business process simplification, integration and automation leveraging leading edge industry innovations, standards, and practices such as cloud computing, mobile, big data, social software, agile, DevOps, and offshoring. The goal is to deliver flexible and friendly business solutions to staff that also provide value for money for the WBG and advance the overall IT strategy for the WBG.

The Department ensures that WB applications are designed and built to enterprise standards; that they are maintained in compliance with applicable policies and procedures; that the software development lifecycle approach is consistently implemented in compliance with enterprise architecture and information security requirements; that the technology acquisition strategy is viable; and that the large pool of globally distributed resources is effectively and efficiently managed to deliver the program.



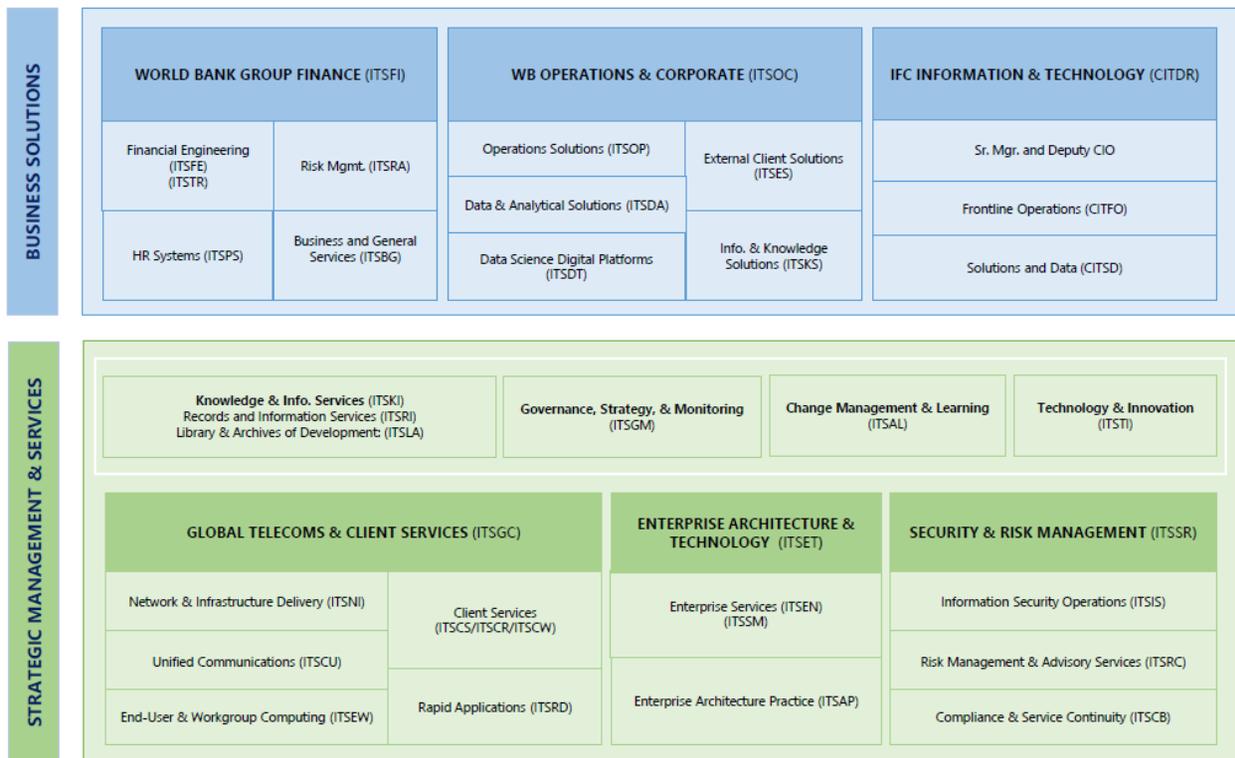
The Finance IT department is also responsible for maintaining a robust and strong partnership with a broad range of business units within the Bank, and for aligning business and IT strategy to ensure that business objectives are met by IT.

Leading a staff complement of 200, including 35 located offshore, the Director is also responsible for over 380 contractors in Washington and offshore, an annual administrative budget of approximately \$65m and annual capital program expenditures of over \$30m.

The Director, Finance IT reports to the WBG CIO. As a senior member of the ITS management team, the Director is responsible for providing IT-enabled business solutions that meet the needs of a large number of finance related units at the World Bank, with the overall objective of enabling them deliver business outcomes better, faster, and more efficiently.

WBG Information and Technology Solutions

Vice President and WBG Chief Information Officer



Duties & Responsibilities

Strategy & Business Engagement

- Setting objectives and strategies for the department and ensuring alignment of the business and IT strategies, in the areas of the Bank's Finance functions
- Driving the implementation of the three-year ITS strategy within the department, including the move to the cloud and mobile technologies, while improving performance and reliability and enhancing business value.
- Managing client relationships by coordinating governance bodies, conducting strategic level communication and interaction, and translating business needs into achievable, sustainable and innovative technical solutions.
- Representing ITS on different institutional bodies, including the IT Finance Business Advisory Group, Data Governance Groups, and the Core Capital Market System Replacement Steering Committee.

Business Solutions Leadership

- Continually assessing and evaluating the impact of emerging technologies against the strategic business needs and interpreting business value for the leadership team.
- Leading the definition and delivery of the core Finance business systems of the Bank, including support for SAP Replenishment, Capital Markets Systems Renovation, Loan System Renovation and Travel System Replacement
- Leading the definition and delivery of the core financial data management and business processes collaborating closely with the data governance/core systems team.
- Providing state of the art solutions to the MIGA and General Services Division of the World Bank.

Program Delivery

- Managing the successful delivery of a large portfolio of enterprise applications, including a \$35m annual capital program and prioritization/allocation of \$25m per year capital allocation, across project definition, application design and analysis, programming, testing, implementation, and documentation.
- Managing the steady state operations of a large portfolio of enterprise applications, including an administrative budget of over \$65m.
- Managing the operations of the 24/7/365 Enterprise Applications Help Desk; Managing and mitigating the risk inherent in the IT application delivery function and ensuring compliance with all applicable policies, procedures, and standards; Analyzing the costs, value and risks of information technology to advise management and suggest actions.

Application Development & Maintenance

- Leading the planning, design, configuration and deployment of applications and business systems in support of core organizational functions and processes.
- Leading the modernization of the Application Development & Maintenance function by streamlining internal processes, adopting agile and DevOps, rationalizing application architectures, and consolidating platforms.
- Leading the overall software development life cycle from business/ technical requirements including architecture through design, code delivery, testing and deployment; and seeking opportunities to streamline and modernize application delivery.
- Coordinating implementation of system enhancements, upgrades, updates, patches, and fixes to assure optimal system performance, data integrity, and reliability.



- Proficiency in establishing IT application services framework and IT application policies
- Approving purchases of software and establishing partnerships with strategic IT providers

Delivery Management

- Driving an internal business model transformation of people, processes, and tools focused on delivering new and innovative technology solutions to support the broader goals of the business faster and more flexibly.
- Providing leadership by example, leveraging strong organizational, managerial, technical, process, and people management skills.
- Leading a large global team to perform at their best and manage costs to be most optimal with a balance of vendor and employee blend on a project-by-project basis.
- Directing and managing external vendors and consulting teams effectively to ensure accountability and successful delivery for complex large-scale projects.
- Providing strong leadership to staff through mentoring, career development, interpersonal skills, teamwork ethic, and enabling leadership skills.

People Talent Management

- Models exemplary WBG leadership values and managerial behaviors and reinforces these qualities in the management team and staff.
- Along with and on behalf of the WBG CIO, contributes to and implements and monitors compliance with talent management, diversity and inclusion plans.
- Assists the WBG CIO to drive and inspire technical excellence within the VPU by creating an environment of learning and innovation that attracts and develops the best talent reflective of the diversity of our clients.
- Oversees and supports VPU management in developing and implementing appropriate strategies for global staffing, deployment, staff learning and development and career progression and talent and performance management.

Resource Management

- Manages the department's budget to support the implementation of the VPU's strategy.
- Ensures Management accountability for delivering the agreed upon work program through cost-effective use of resources (human and budget) within the agreed parameters and in compliance with internal WBG fiduciary and safeguard controls and policies and ensures timely delivery and overall quality of the department's outputs.



The Candidate

Selection Criteria

- Master's degree with 15 years of experience or equivalent combination of education and experience
- 10+ years of relevant IT experience in the application development and maintenance field, including thorough understanding of business processes and required technology capabilities within a global organization
- Ability to direct and organize IT-related projects, to recruit and direct IT staff members, and mastery at establishing strategic service provider partnerships
- A strong strategic and business mindset, excellent organizational and leadership skills, and outstanding
- written and spoken communication skills and interpersonal abilities
- Exceptional ability to clearly define and present complex scenarios and issues to executive management
- Proven ability to effectively partner with business stakeholders to build strong partnerships, foster good governance, ensure strategic business/IT alignment, and transform client and partner relationships at the senior level
- Advanced knowledge and experience in IT management practices, software development practices, and global IT delivery models
- Demonstrated success designing, leading, and executing technology strategies and large-scale IT-enabled business transformation initiatives across a global organization
- Experience leading multiple technical initiatives through cross-functional, matrix environments using strong program and project management tools and practices
- Ability to think out of the box, drive innovation, align key stakeholders toward a common goal and drive results and facilitate change
- Demonstrated ability to make timely and bold decisions that have broad impact across organizational boundaries and stakeholder groups, balancing speed and thoroughness even in the face of ambiguity
- Demonstrated ability to lead an IT delivery organization including solution design, development and configuration as well as drive client satisfaction, quality, and improvement
- Demonstrated success leading and managing large, diverse, and multi-functional teams in multiple locations, including offshore
- Proven experience in managing and negotiating with global and niche IT service vendors, including leveraging fixed price contracts, managed service contracts, staff augmentation frameworks, and other sourcing models to ensure optimal delivery of expertise at the right price point
- Strong knowledge of application delivery technologies and trends, including proven experience modernizing application portfolios across business and technology aspects
- Excellent understanding of portfolio and project management principles, including applicability of SDLC, Agile, and DevOps. Expertise in software technical design, planning, project management, implementation and support for a variety of Enterprise Applications Solutions (including Enterprise Resource Planning, business process optimization, information and knowledge management, and business intelligence domains)
- Experience in deployment, integration, and on-going management of Enterprise Applications
- Knowledge and practical experience across a formal systems development life cycle, from business



requirements analysis through to day-to-day management

- Strong conflict resolution and negotiation skills, superior analytical and problem-solving capabilities
- Proficiency in managing risk in IT application delivery environments
- Superior understanding of the World Bank's goals, objectives, and operating environment is desirable, in particular business processes, productivity and workflow needs, information and knowledge management, and data and analytical needs of WB frontline staff and management

- Solid understanding of data analysis, budgeting and business operations, including the timely management and delivery of large capital programs
- Meets the following WBG managerial competencies: Courage of Conviction, Leading a Team for Impact, Influencing Across Boundaries, Fostering Openness to New Ideas, Building Talent for the Future
- Meets the following WBG core competencies: Lead and Innovate, Deliver Results for Clients, Collaborate within Teams and Across Boundaries, Create, Apply and Share Knowledge; Make Smart Decisions

Considerations of the appointment include:

- Location: Washington, DC
- Background check required
- Competitive salary net of tax
- Mobility premium for non-US nationals
- Generous benefits package



How to Apply

In order to apply, please submit a comprehensive CV along with a cover letter which sets out your interest in the role and encapsulates the aspects of your experience relevant to the required criteria. Please include the names and addresses of three referees. Referees will not be approached until the final stages and not without prior permission from candidates.

The World Bank Group values diversity and encourages all qualified candidates who are nationals of World Bank Group member countries to apply, regardless of gender, gender identity, religion, race, ethnicity, sexual orientation, or disability. Sub-Saharan African nationals, Caribbean nationals, and female candidates are strongly encouraged to apply.

Contact Details

For a conversation in confidence, please contact:

Derek Wilkinson | Partner
+1 202-899-4278
derek.wilkinson@odgersberndtson.com

Lauren Claypool | Principal
+1-202-227-2922
lauren.claypool@odgersberndtson.com



About Odgers Berndtson

For over 50 years, Odgers Berndtson has helped some of the world's biggest and best organizations find the senior talent to drive their agendas.

We deliver executive search, assessment and development to businesses and organizations varying in size, structure and maturity. We do that across over 50 sectors, whether commercial, public or not-for-profit and draw on the experience of more than 250 Partners and their teams in 29 countries.

Search partnerships

Odgers Berndtson's strength lies in the partnerships we develop to address that need. We form strong relationships with the most talented people, with those seeking them and between our own teams globally to bring both sides together. It is because of our deep, non-transactional and lasting partnerships, that our clients can acquire, develop and retain their strongest leaders.

Client partnerships

We're in the business to help clients uncover the best people for their strategies. We take the time to immerse ourselves in your business and learn the challenges you face. At times, we may challenge your thinking to take the best possible people into consideration.

We remain with you as partners beyond the search. These deep, long-term partnerships provide us with the perspective to get each search right. And building those partnerships starts with a single conversation.

A focus on candidate care

Whether we are contacting you about a search or offering career guidance, we strive to always be professional, courteous, rigorous and honest.

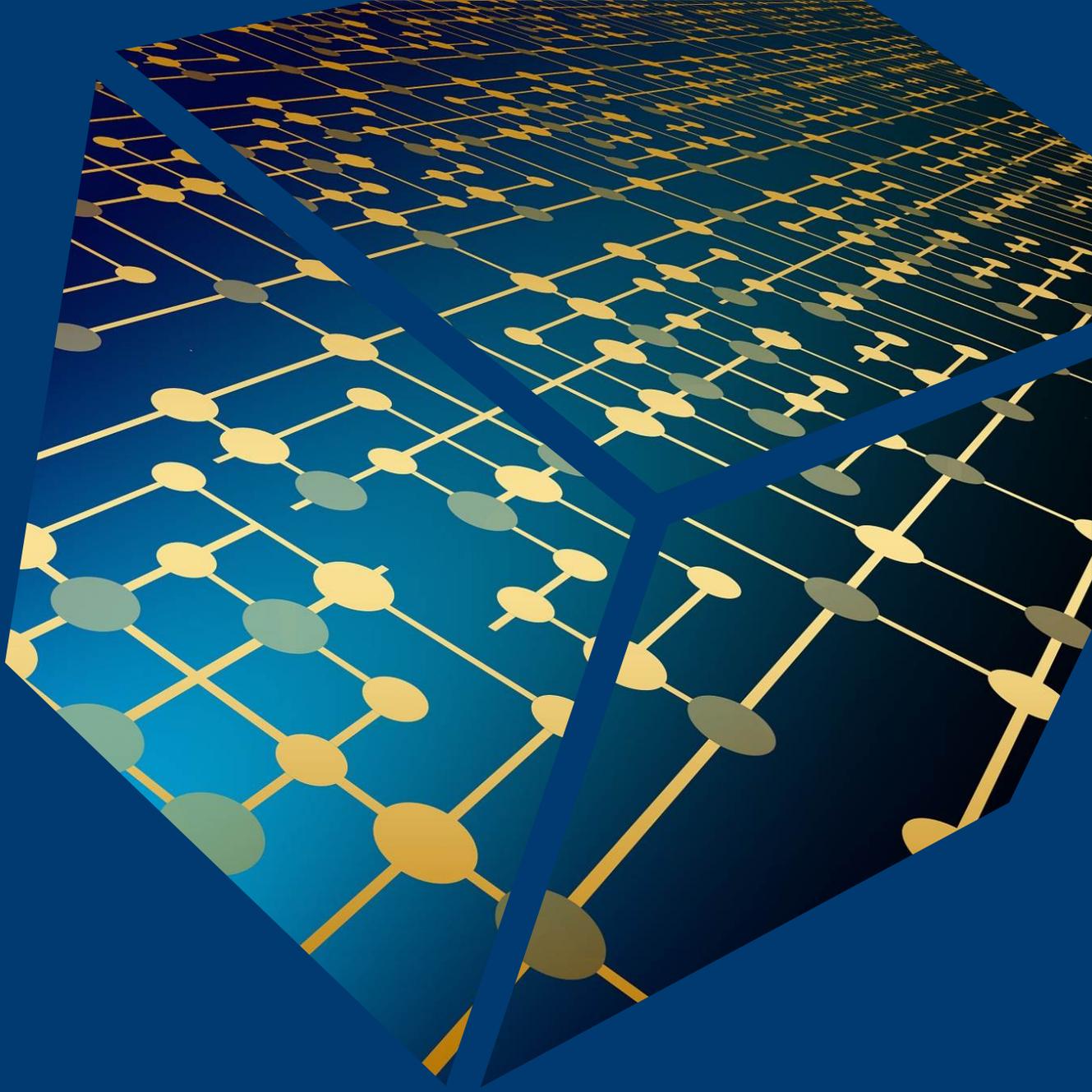
We invest in building non-transactional partnerships outside the search process, whether the client appoints you or not. Our focus on a constructive candidate experience does not just provide clients with engaged candidates, it means that you can trust our advice throughout your executive career.

A freethinking, collaborative culture

Odgers Berndtson is a global partnership of businesses unrestricted by rules, short-term thinking or silos. We combine the freedom to consider the future with the agility to act today.

Across our global network we draw on our experience, expertise and contacts to deliver the best possible search. In so doing, we build teams combining sector, function and regional knowledge. We prefer these partnerships to big personalities. It's why clients consistently tell us that our culture is a point of difference, and a position of strength.





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