



Integrity Vice Presidency
The World Bank Group
1818 H Street NW
Washington, DC, 20433

World Bank Group Integrity Vice Presidency Legal Stagiaire Program Terms of Reference

The World Bank Group's Integrity Vice Presidency (INT) offers qualified legal stagiaires* the opportunity to work in INT's Special Litigation Unit.

INT shares in the World Bank Group's overall mission of poverty reduction. Within the Bank Group it is INT's role to detect and deter fraud and corruption in the use of the Group's financial resources. As one of two Directorates in INT, the Directorate of Operations (INTOP) is tasked with professionally identifying, investigating, litigating and resolving cases of fraud, corruption, collusion, coercion and obstruction in World Bank-funded projects. Within this framework INTOP's Special Litigation Unit (SLU) follows an innovative concept that transforms Common and Civil Law prosecutorial functions into an administrative and public international law setting.

The SLU has three main areas of responsibility. SLU staff members (i) draft Statements of Accusations and Evidence for sanctions proceedings, as well as Replies, Applications and Submissions on behalf of the World Bank Group and represent the World Bank Group in sanctions proceedings and in hearings before the Sanctions Board; (ii) review Final Investigative Reports, Referral and Redacted Reports for evidentiary sufficiency and legal compliance, represent INT in its dialogue with the Bank Group's Legal Departments and other internal and external partners; and (iii) advise investigators on investigative plans and instruments, the generation of evidence required for sanctions proceedings, implementation of audits, use of show-cause letters, interview strategy and other legal matters related to investigative activity as required.

The legal stagiaires will work under the guidance and supervision of the Head of the SLU and individual SLU members. They may also be contemporaneously assigned to an investigative team and will then perform that part of their work under the guidance and supervision of a Regional Team Leader. While working in the SLU legal stagiaires will

- draft Statements of Accusations and Evidence and other legal documents;
- review Reports for evidentiary support and adherence to the Bank Group's legal framework;
- be part of a team tasked with addressing specific legal issues;
- work with investigative teams on specific cases or case-related tasks; and
- work on other special assignments as required.

INT and the SLU are diverse environments. Staff members represent the major legal systems of the world. Legal stagiaires are expected to participate in open debates between the representatives of different legal systems and to contribute to solutions that take the Bank's unique legal framework as a Multilateral Development Institution into account.

Legal stagiaires are required to have expressed interest in white collar crime investigations, litigation, international law, or corporate and commercial law, and development. In addition, legal stagiaires are expected to have a record for being meticulously thorough, fair, and objective, to easily and effectively participate in an open exchange of ideas between attorneys from different legal systems, and to work well in a diverse and multi-cultural environment. Positions are based at Headquarters in Washington, D.C. Complete fluency in verbal and written English is required for these positions. Additional language skills are an advantage.

Candidates may be asked to supply references. INT's contact for questions related to these positions is Dr. David G. Hawkes, Head of the Special Litigation Unit (dhawkes@worldbank.org).

* Legal stagiaires are qualified lawyers who are employed in a national judicial or civil service of a World Bank Group member state and will retain this national employment while working in INT.