

Terms of Reference (TOR)

Internship opportunity with the Sustainable Urban Development team at the KfW Development Bank

1. Background

KfW Development Bank is a bilateral development finance institution, supporting sustainable economic, social, and environmental development across partner countries. Acting on behalf of the German Federal Government, KfW provides grants, concessional loans, and promotional financing to support large-scale infrastructure, climate action, and institutional strengthening initiatives. A key aspect of KfW's urban portfolio is ensuring compliance with Environmental and Social (E&S) standards - aligned with both international best practices and national regulatory frameworks, and we work closely with E&S Specialists to integrate these into project design, implementation, monitoring and reporting.

2. Broad Scope of Work / Terms of Reference

In this context, KfW proposes to engage an Intern to support the Sustainable Urban Development team, working closely with the Environmental and Social (E&S) Specialist, to develop high quality knowledge products, reference documents, and analytical materials related to E&S standards and their application in urban infrastructure projects across India. Under the guidance of the E&S Specialist and the Urban Team, the intern will support activities including (but not limited to):

- Reviewing and synthesising international E&S standards (World Bank ESS, IFC Performance Standards) and relevant global best practices;
- Identifying, listing and reviewing national environmental and social regulations applicable to urban infrastructure & mobility projects in India;
- Preparing a gap analysis comparing international and national standards, w.r.t. objectives, scope, principles, administrative and process challenges to fulfil requirements of international E&S standards;
- Reviewing international treaties and conventions to which India is a signatory, and proposing how such frameworks and global good practices can help bridge gaps between ESS adopted/applied in FC and national E&S regulations;
- Reviewing E&S risks and challenges commonly encountered during the implementation of urban infrastructure projects;
- Preparing concise abstracts of relevant E&S regulations, including urban sub-sector specific sensitivities, for dissemination—prioritising sector based on planned pipeline in the urban portfolio, and states with potential partnership opportunities;
- For selected urban sub-sectors, reviewing and defining the project influence area, that must be integral for E&S decision making;

- Examining prospects of integrating E&S safeguard/ mitigation requirements in various steps of project planning and design, and challenges related to it.

(Based on their time engagement, the intern will prepare a detailed work plan in consultation with the E&S Specialist in the urban team)

3. Intern's Roles and Responsibilities

The intern will be expected to:

- Conduct background research and analytical reviews; undertake documentation of good practices, lessons learned and case studies; contribute to documentation of on-ground experiences and practical challenges; participate in internal meetings, discussions and reviews; support to internal knowledge management efforts; and perform other related tasks as assigned by the E&S Specialist or other members of the urban team within the Delhi office
- Expected outputs may include (but not limited to): draft knowledge products, synthesis notes, case studies and other materials

4. Required Qualifications and Experience

Applicants should reflect the following criteria:

- Students pursuing/ completed Master's level education in environmental planning, environmental management, social sciences, urban planning, sustainability, or related fields;
- Clear and demonstrable interest in learning and understanding of international and national E&S standards, safeguards, or regulatory frameworks;
- Strong research, analytical, and writing skills and proficiency in English

5. Duration, Location & other Logistics

- Duration: Typically 6-12 weeks (beginning May/June)
- Location: KfW New Delhi office

6. Application Process

- Applicants are requested to submit their latest CV (no more than 2 pages) along with a brief cover letter to Nidhi.Gupta@kfw.de latest by 30th April 2026. Any submissions after this deadline or via any other application channel will not be accepted.
- In addition to the CV, applicants may also submit accessible links for their original work or publication in the field of research outlined above or related environmental fields.
- Only shortlisted candidates will be contacted.
- Selected candidate shall receive a monthly stipend as per the organisation standards.