Inter-American Development Bank
Terms of Reference
Understanding Productivity, Technology, Gender, Innovation and Climate in Caribbean Firms (RG-T4278)

I. BACKGROUND

1.1 Established in 1959, the Inter-American Development Bank ("IDB" or "Bank") is the main source of financing for economic, social and institutional development in Latin America and the Caribbean. It provides loans, grants, guarantees, policy advice and technical assistance to the public and private sectors of its borrowing countries.

1.2 On March 20, 2016, the IDB Board approved the creation of the Compete Caribbean Partnership Facility (CCPF) as a multi-donor Trust Fund jointly funded by the United Kingdom's Department for International Development (DFID), the Caribbean Development Bank (CDB), and the Government of Canada. The ultimate goal of the Compete Caribbean Partnership Facility is to support the Caribbean region in increasing productivity and Caribbean firms' contribution to economic growth. The specific objectives are to (i) support firms to grow, innovate and enter new sectors and markets; and (ii) to promote an environment that enables innovation and growth. The Facility will support productivity and economic growth in the Caribbean by focusing on two thematic pillars: (i) productivity and innovation in firms; and (ii) enhancing the business and innovation climate. One cross cutting issue relates to applied knowledge, under which this activity is framed. The Facility is executed by Inter-American Development Bank and all procedures related to operations and implementation thereof must comply with IDB policies.

1.3 Phase 1 of Compete Caribbean (2010-17) supported the creation of 12,000 jobs (80% for women and youth); increased revenue generated by participating firms and clusters (USD$153m or a 41% increase); increased exports by participating firms and clusters (USD$37m or a 23% increase); and contributed to improvements in the business environment in several Caribbean countries (e.g.: Jamaica's ranking for Access to Finance improved its position to 12 from 189).

1.4 The Caribbean Enterprise and Indicator Survey 2011 (CES 2011) was funded by Phase I of Compete Caribbean and carried out as part of the World Bank's Latin American and Caribbean Enterprise Survey (LACES). During 2013 – 2014 Phase I of Compete Caribbean funded the Productivity, Technology, and Innovation (PROTEqIN) survey as an update of the 2011 exercise, keeping the same core questions and including modules on innovation behavior and labor management practices, and using a sample framework comprising a panel of 96% of firms extracted from CES 2011. In 2020, Compete Caribbean financed the Innovation, Firm Performance and Gender dataset, a third round of firm-level data which expanded the types of information collected in the previous versions to include questions on digital technology, green innovation, and COVID impact on the firm.

1.5 As part of the activities envisioned in the second phase of the Compete Caribbean Program, a fourth round of business surveys focusing on Productivity, Technology, Gender, Innovation and Climate (PROTEGIC) is envisioned which focuses on the innovative behavior of Caribbean businesses, and is aligned with innovation surveys routinely carried out by statistical offices in Latin America, and the recent developments and methodological recommendations from the Oslo Manual (OECD, Eurostat), including on green innovation. This new exercise will review the sample framework of enterprises

utilized in 2020, and, depending on what the data for the universe of firms in the Caribbean post-COVID shows, will make alterations to the sample framework. This new exercise is also interested in encouraging the use of recent technological developments (machine learning, pattern recognition, data mining, visualization, etc.) that allow for the use and analysis of Big Data in developing the sample framework or in complementing data collected[1].

1.6 The Bank has a long history working with the Caribbean Community (CARICOM) on technical cooperation projects to improve statistical production on both the national and regional level. Project activities described in the current TC will be coordinated closely with CARICOM and with the National Statistical Offices, National Statistical Systems and the Regional Statistical System of the Caribbean region.

1.7 In addition, the Competitiveness, Innovation and Technology Division of the IDB has built the Latin American innovation surveys (LAIS) dataset, which is a harmonized and anonymized dataset of cross-sectional data at the firm level, covering 10 countries over the period 2004-2016, including around 700 variables across 12 themes to describe innovation in Latin American firms. LAIS currently does not include the Caribbean.

II. OBJECTIVES

2.1 The PROTEGIC survey aims to achieve the following objectives:

a. To review the sample frame and ensure it is representative of the major economic sectors in each country;

b. To collect data on business performance, innovative activities, technology use, management practices, and gender and business climate;

III. SCOPE OF WORK AND TASKS

A. Methodological Approach and Sample Framework.

3.1 The Consultant shall define a methodological approach to develop the sample framework. The sampling methodology shall define the stratification to be used, determined fundamentally by unit size and industry. A simple random sample is an inefficient method of estimating the value of variable, therefore is not recommended.

3.2 As part of the definition of the methodological approach, the consultant shall consult with the National Statistic Organizations (NSOs) to include actions to improve the response rates to the survey[2], including best practices and lessons learned from other experiences in the Caribbean if applicable. In addition, given that innovation within smaller businesses

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[1] There are various options and techniques to build a frame population and then to do the sampling when there is no official business register to do it. Traditional methods would recommend to access tax revenue information (if available) or data from the chambers of commerce to build the frame and target population. Today with data mining and analytics techniques open and online data can be accessed from which the sample can be built. Online data is updated frequently. The combination of all the data is known as Big Data (structured, semi-structured and non-structured, “massive” data).

[2] Previous experience from the work of Statistics Canada (PRASC), with the NSOs in the region, they have found very low response rates regarding business surveys.

can be quite different from what occurs in the larger businesses, the data collection methodology should ensure correct interpretation of these results.

3.3 In determining the optimal sample size for stratified sample surveys, it is important to account for the desired level of precision in the estimates. The sample size should also be adjusted to reflect the expected non-response rate, the expected rates of misclassification of units, and other deficiencies in the survey frame used for sampling. The target sample size can be calculated using a target precision or confidence level and data on the number of units, the size of the units and the variability of the main variables of interest for the stratum. A few general rules should be used to select the stratification variables: stratification of the population should lead to strata that are as homogeneous as possible in terms of their innovation activities. Given that the innovation activities of units in different industries and in different size classes can differ significantly, it is recommended that the stratification of random sample innovation surveys should be based on the size and industrial sector (principal activity) of the units.

3.4 The sample method should generate the necessary sample size per industry to conduct statistically robust analyses with a confidence level of 95% and a margin error of 5%. As specific criteria for calculating the sample, using a mixed method it is recommended: (i) to include the following economic activities according to International Standard Industrial Classification ISIC Revision 4, sections C, D, E, F, G, H, I, J, K, R (see table below) each stratum representative at two digits; (ii) forced inclusion of large firms per stratum; (iii) maximum 30% of the sample frame has to consist of a panel set from previous surveys (CES, PROTEqIN); (iv) effort should be made to include the Compete Caribbean beneficiaries as part of the firms to be surveyed ; and (v) efforts should be made to include a representative sample of the following emerging sectors: business process outsourcing and renewable energy, as they are very relevant sectors in the Caribbean.

3.5 Business surveys are commonly based on repeated cross-sections, where a new random sample is drawn from a given population for each survey. Cross-sectional innovation surveys can be supplemented by a panel that samples a subset of units over two or more iterations of the survey, using a core set of identical questions. Panel samples need to be updated on a regular base to adjust for panel mortality (closure of units, units moving out of the target population, and respondent fatigue). Sample updating should follow the same stratification procedure as the original panel sample.

	Division	Description
Industries recommended for inclusion for international comparisons		
B	05–09	Mining and quarrying
C	10–33	Manufacturing
D	35	Electricity, gas, steam and air conditioning supply
E	36–39	Water supply; sewerage, waste management and remediation activities
F	41–43	Construction
G	45–47	Wholesale and retail trade; repair of motor vehicles and motorcycles
H	49–53	Transportation and storage
J	58–63	Information and communication
K	64–66	Financial and insurance activities
L	68	Real estate activities
M	69–75	Professional, scientific and technical activities
Supplementary industries for national data collections		
A	01–03	Agriculture, forestry and fishing
I	55–56	Accommodation and food service activities
N	77–82	Administrative and support service activities
S	95–96	Repair activities, other personal service activities
Industries not recommended for data collection		
O	84	Public administration and defence; compulsory social security
P	85	Education
Q	86–88	Human health and social work activities
R	90–93	Arts, entertainment and recreation
S	94	Membership organisations
T	97–98	Activities of households as employers; activities of households for own use
U	99	Activities of extraterritorial organisations and bodies

Source: ISIC classes from United Nations, 2008. ISIC economic activities (industries) for inclusion in international comparisons of business innovation

3.6 The standardized definition used for size stratification will be: small (5 to 19 employees), medium (20 to 99 employees), and large (more than 99 employees). Only formal firms with five or more employees will be included in the sample.

Survey Scope and Country Coverage

3.7 The Consultant shall collect data from a statistically representative sample of enterprises from among the 13 included countries (Antigua and Barbuda, The Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, St. Lucia, St. Kitts and Nevis, St. Vincent and the Grenadines, Trinidad and Tobago, and Suriname), on: business performance, innovation activities and outcomes, use of technology, management practices, gender in the workplace, and business environment, as well as basic firm data, utilizing the survey instrument that was used by the IFPG, and that will provided by the IDB. The consultant, in their proposal, shall propose improvements or refinement if required based on new technological and methodological advances for data collection.

3.8 Based on the methodology proposed by the consultant, the survey sample representative of the whole economy shall be stratified by industry, and size, allowing for comparison between sectors and firm size in each country.

3.9 The Consultant will report the design weights and the ex-post weights adjusted by non-eligibility in the sample frame and include them in the final data set.

3.10 Observation period: 2020-2023

IV. IMPLEMENTATION

4.1 The sample design and the implementation of the survey should follow the guidelines from the Oslo Manual and the best practices and the manual for the implementation of innovation surveys published by IDB [3]. The PROTEGIC will be carried out by the selected consultant firm by means of face-to-face interviews with each establishment's senior managers, and depending on the questions, accountants, and/or human resource manager. The survey instrument includes questions about firm performance, innovation practices, technology use, gender involvement in the business, and management practices, as well as managers' opinions on different aspects of the business environment. Other portions of the questionnaire solicit information that is to be taken from the establishment's financial statements.

V. ACTIVITIES:

A. The consultant:

a. Will review the previous sample framework and more recent available data, and propose the methodology for sampling and the parameters for the sample frames, ensuring a representative sample of the economy. As part of this, it should engage in consultations with the relevant stakeholders in each country, especially with the National Statistical Offices (NSOs) in order to assess availability of administrative records and business registries and other potential sources of relevant information.

[3] https://publications.iadb.org/handle/11319/5693 and https://publications.iadb.org/handle/11319/6638

b. Will draw samples consistent with the sample methodology proposed. The samples must be approved by the IDB/Compete Caribbean Team before being issued.

c. Will review the IFPG questionnaire provided by the IADB, the World Bank Enterprise Survey questionnaire, and the LAIS instrument, and propose to the IADB team which questions to omit. The resulting questionnaire will be called the PROTEGIC instrument.

d. Will train its enumerators on applying the PROTEGIC Questionnaire.

e. Will pilot the questionnaire on 5 companies in each country prior to launch of the PROTEGIC survey in that country.

f. Will confirm with the IDB/Compete Caribbean Team any necessary or suggested changes on the questionnaire based on the results of piloting the survey in each country.

g. Will provide for a Dutch version of the questionnaire, including the variable names used for data entry into the questionnaire that corresponds to the appropriate question, prior to launching the survey in Suriname.

h. Will provide for translation into English of the data/information collected utilizing the Dutch questionnaire in Suriname.

i. Will complete the survey in face-to-face interviews in each of the 13 countries.

j. Will provide weekly Progress Reports for each country that include response rates, differentiating between refusals and problems with the sample frame, in a format approved by the IDB/Compete Caribbean Team.

k. Will enter the data into an electronic database, designed by the consultant, using a method/software approved by the IDB/Compete Caribbean Team that automatically restricts out-of-range variables, checks for inconsistencies, does not allow missing fields where they are not appropriate, and ensures the accuracy of the entered data.

l. Will recode open ended questions as per instructions provided by the IDB/Compete Caribbean Team.

m. Will verify and clean the data after data entry, when inconsistencies or outliers are found.

VI. DELIVERABLES

6.1 The consultant will deliver:

a. The sample frame for each country, approved by the IDB/Compete Caribbean Team.

b. The final PROTEGIC questionnaire approved by the IDB/Compete Caribbean Team.

c. A clean, labeled database of completed PROTEGIC interviews in STATA, SPSS, R or other compatible data processing application, previously agreed upon with the IDB/Compete Caribbean Team. The database will contain all variables included in the questionnaire, following the codes included in the attachments. Furthermore, it will include weights, projection factors and any other data necessary to conduct quantified tabulation. Each establishment should have a unique numeric identifier. For the panel data set, each establishment's unique numeric identifier should be the same as from the previous IFPG, LACES, FINGEN and PROTEqIN 2013, if applicable, so that a

longitudinal data set can be easily identified and maintained (see full list of datasets at www.competecaribbean.org) .

d. Will provide the IDB/Compete Caribbean Team a second database including the location information of each interviewed establishment: name, address, phone number, fax number, email/web address, name of the person interviewed, his/her position title in the establishment and the GPS coordinates of the establishment. Each establishment's location information will have a unique alpha code identifier, so that the list of contacts can be matched 1-to-1 with the STATA, SPSS, R or other compatible data processing application in electronic database format in order to pursue future rounds of panel interviews.

e. For the panel data set, will provide the IDB/Compete Caribbean Team a full report, firm-by-firm, of the full sample of firms interviewed, indicating changes to the establishment since the last round of interviews.

f. Will provide a brief report on the call-backs performed for quality verification purposes (at least ten percent (10%) of the completed interviews should be verified).

g. Will provide the IDB/Compete Caribbean Team a key relating each unique numeric code from the data set of the interviews with the alpha code from the location data set. This will protect the anonymity of the respondents.

h. Will prepare a report, in English, on the data collected, describing all codes, sampling frame, sampling biases introduced in the survey implementation and other pertinent information for researchers. The report will cover observations/experiences arising from the survey and the methodology employed, as well as lessons learned. Any data removed in the "cleaning" process other than through clarification with the responding establishment will also be reported.

i. Include in the cleaned database a variable that contains the firm IDs of panel data set respondents from previous rounds of LACES, FINGEN or PROTEQIN surveys. This ID should be exactly the same as the one used in these surveys and should allow merging the data with the data from these previous surveys, for those fields with identical questions.

VII. CONFIDENTIALITY AND DATA OWNERSHIP

7.1 The consultant will protect the confidentiality of firms and individuals participating in the survey at all stages. All data is confidential and the property of the IDB. Its sole purpose is for research on the variables that affect firm performance, including the business environment, and is not for commercial use. No data or other information from this survey will be released to third parties without the written approval of the IDB. The consultant will turn over all data, questionnaire and other material to the IDB and will not retain any information or material after the survey data collection has ended.

VIII. TENTATIVE TIME SCHEDULE

8.1 The timeline of the assignment is as follows:

a. With a commencement of the work on October 1st, 2023, development of the sample frame is expected to start in the same month. The implementing

Consultancy is expected to provide the completed database and all other deliverables including final report to the IDB/Compete Caribbean Team by December 2024, as per the schedule below[4]:

Sample framework review	[2nd month]
Training, Piloting, Questionnaire revision	[4th month]
Application of Main Survey	[6th month]
10% Data Delivered	[7th month]
50% Data Delivered	[9th month]
Data entry finalized and final clean data delivered	[12th month]

8.2 If due to problems encountered during survey fieldwork these deadlines cannot be observed, a revision of this time schedule will take place between the IDB/Compete Caribbean Team and the Consultant.

8.3 Any delay in the schedule caused by the IDB/Compete Caribbean Team will result in an equal delay of all dates described above.

IX. QUALIFICATIONS OF THE FIRM AND PROJECT TEAM

9.1 The firm must be able to show relevant experience in:

a. Proven experience in designing and implementing sample frame methodology, including determining sample frames, and in using data processing and data mining techniques. Experience using new technological advances such as 4th Generation technology to improve the speed and precision of building sample frames will be considered an asset.

b. Successfully carrying out surveys with similar scope and objectives.

c. Previous knowledge of the countries of the Caribbean region will be considered an asset.

9.2 The project team will include a Project Director, statistician, data scientist project supervisor for field work, and enumerators for each country covered. The expected qualifications of the Project Director are:

a. Academic Degree / Level & Years of Professional Work Experience: Advanced degree in Economics, or Statistics.

b. At least 15 years of relevant experience in designing sample frames, survey instruments and collecting statistical data for quantitative analysis.

c. In-depth knowledge and understanding of micro-level data collection techniques, innovation at the firm level, business processes, and the likes.

d. Proven work directing surveys at international, national and local levels (please submit reference letters of previously completed work). Previous experience and in-depth knowledge of the Caribbean countries will be considered an asset.

e. Experience with collecting large amounts of data in formats to be used by data analysts (please submit reference letters of previously completed work).

[4] The consultant shall provide a detailed timeline in his proposal

Sub-Contracting

9.3 Bidders intending to sub-contract local firms for the collection of data must present the names and references of the proposed sub-consultants. The IDB/compete Caribbean Team reserves the right of approving each sub-consultant. Bidders are encouraged to include sufficient information on the sub-consultants for the selection committee to decide on their ability to carry out the survey. Any change of the sub-consultants requires prior approval of the IDB/compete Caribbean Team.

X. PAYMENT SCHEDULE

10.1 An initial payment of fifteen percent (15%) of the total contract value will be made upon receipt and approval of the survey instrument, workplan, timeline for on-the-ground surveys, and proof of recruitment of the enumerators for the first two countries to be surveyed. A second payment of twenty percent (25%) will be made upon receipt of the first ten percent (10%) of data. A third payment of twenty five percent (25%) of the contract value will be paid upon receipt and approval of the fifty percent (50%) of the enterprise data and fifty percent (50%) of the survey data. A final payment covering the balance of the contract value, thirty five percent (35%), will be made upon receipt and approval by the Team Leader of the final clean data, final implementation report and all other required deliverables. If a delay is encountered in the delivery of data from any given country, payment will be made according to the above schedule, proportionate to the number of countries for which data is received and approved, and the budget allocated to those countries.

XI. SUPERVISION AND REPORTING

11.1 The supervision will be carried out by Sylvia Dohnert (CTI/IFD), in coordination with CCB and the Compete Caribbean Team.

ANNEX A

HRD Terms of Reference

Productivity, Technology, Gender, Innovation and Climate Data Visualization Consultant

Background of this search:

Established in 1959, the Inter-American Development Bank ("IDB" or "Bank") is the main source of financing for economic, social, and institutional development in Latin America and the Caribbean. It provides loans, grants, guarantees, policy advice and technical assistance to the public and private sectors of its borrowing countries.

The Compete Caribbean Partnership Facility (CCPF) (GN-2851) is a private sector development program that provides technical assistance grants and investment funding to support productive development policies, business climate reforms, clustering initiatives and Small and Medium Size Enterprise (SME) development activities in the Caribbean region. The program is jointly funded by the Inter-American Development Bank (IDB), the United Kingdom Foreign & Commonwealth Development Office (FCDO), the Caribbean Development Bank (CDB), and the Government of Canada and is executed by the IDB, through a Facility Coordination Unit (FCU) based in the IDB's Barbados Country Office.

The ultimate goal of this Program is to support the region in increasing productivity and Caribbean firms' contribution to economic growth. The specific objectives are: (i) to support firms to grow, innovate and enter new sectors and markets, especially for women-owned firms; and (ii) to promote an environment that enables innovation and growth in the Caribbean and that meets the different needs of women-owned and men-owned firms. The program is structured into two pillars. Pillar I: Productivity and Innovation in Firms, promotes clustering, technology use and innovation in the private sector through technical assistance to business support organizations and firms. Pillar II: Business and Innovation Climate, promotes an enhanced business climate through technical assistance for legal and policy reform, institutional strengthening, public-private dialogue and data collection.

Firm-level surveys that capture data on the enablers and inhibitors of innovation and productivity are critical for the advancement of evidence-based policies that seek to support development. Until 2011, the Caribbean lacked a comprehensive firm-level, internationally comparable dataset that could be used to inform effective evidence-based policy formulation on issues related to innovation and productivity. In response to this challenge, in 2010, 2014 and 2020, CCPF funded the Latin America and Caribbean Enterprise Survey (LACES), the Productivity, Technology and Innovation Survey (PROTEQIN) and the Innovation, Firm Performance and Gender (IFPG) dataset to generate knowledge into thematic research areas that are necessary for private sector development such as innovation, energy, technology, and productive development policies (Grazzi & Pietrobelli, 2016; Crespi, Dohnert, and Maffioli, 2017[i]). The current Productivity, Technology, Gender, Innovation and Climate (PROTEGIC) survey aims to build on those efforts.

The PROTEGIC was funded by the CCPF in conjunction with the Inter-American Development Bank (IDB) and IDBInvests Strategy and Development Department (DSP) for the purpose of generating up-to-date and internationally comparable data on the private sector for region on issues such productivity, innovation, gender, digital and environmental technology use, and the impact of the COVID-19 pandemic.

To enhance the use of this data by the wider Caribbean public, the CCPF wants to commission a data visualizer. IN the past, data visualizers have significantly enhanced the dissemination and use of the data. For example, the IFPG benefitted from a data visualizer published mid-2022. Since then, it has been visited 450 times.

The team's mission:

The Compete Caribbean Partnership Facility (CCPF) is interested in creating a data visualizer that will enable the graphical visualization of the PROTEGIC including performance, innovation behavior and obstacles, digital technology use, green innovation, gender, and labor and management practices. The objective of this consultancy is to provide an easy to navigate user interface posted on a public website that generates high impact graphics/charts that will further stimulate the use and understanding of the data by the public.

What you'll do:

The overarching goal of this assignment is to design and develop a customized, interactive dashboard/ visualizer based on open-source software and libraries that provides users with the opportunity to interact with the PROTEGIC dataset to generate and export data tables as well as impactful graphics/charts. The development of this tool aims to improve and simplify the perception and understanding of data from the IFPG surveys.

Specifically, you will:

1. Identify the needs of policymakers and other users: the reason for them to use the portal, which kinds of information they expect to be able to find on the interactive charts and which questions they expect to get answered by exploring the visualizations. To achieve this, the consultant will identify and interview a group of potential users to find out more about their interest in the results of the survey. The consultant will also explore questions that may be answered by panel comparisons of the 4 available datasets over time. These users will be contacted iteratively during the development of the project to get feedback on the design solution.
2. Analyze the data of the PROTEGIC dataset (and if relevant, the IFPG, PROTEQIN and LACES surveys) to get a general idea of the possibilities and identify together with the CCPF and IDB team members which part of the data needs to be visualized.
3. Develop an Initial Interface design: define which visualizations can be created to answer the information needs of the users and how they can be combined in different views. Creation of a data visualization language specific to the platform which allows users to easily get familiarized with the different kind of visualizations, and categorization of visualizations into different subjects which could be used for navigation through the portal, resulting in a wireframe for approval.
4. Create files: create new files from the survey data which can be read from the platform – aggregating data as necessary and calculating percentages, using special scripts (Python, Panda or other languages).
5. Build prototype visualizations: to be shared online for feedback and adjusted accordingly.
6. Develop the Data visualizer: a first version of the interface including the visualizations will be made available online to allow an ongoing conversation regarding the process and improvement possibilities.
7. Submit a Final version: in addition to addressing comments on the first version, this version should include:

   (1) The full volume of data

   (2) Additional data transformation / cleaning as required

   (3) Desktop & Mobile Versions

   (4) Different types of graphs and data visualisation instruments

   (5) Interface in Spanish option available

   (6) Report export to jpg, xls, - with email address form to record and citation

8. Provide Training to the respective Compete Caribbean and IADB team members (acting as ADMINS) of the Dashboard and develop a dedicated user manual.

Deliverables and Payments timeline:

All deliverables will be reviewed and require acceptance by the Compete Caribbean team prior to payment. The consultant will submit the following deliverables:

- Delivery of a short report on needs identified of policymakers and other users.
- Delivery of an initial interface design
- A first version of the data visualizer
- Delivery of the final version of the data visualizer, and a final presentation to Compete's team.

Payment Schedule:

The consultant will be paid on a lump sum basis in accordance with the schedule of deliverables and services described above.

- 25% upon delivery of the report on identified needs of the data visualizer's users
- 30% upon delivery and acceptance of the first version of the data visualizer
- 45% upon delivery and acceptance of the final version of the data visualizer, including the files mentioned in item 7 above.

Software licenses:

The bank is responsible for procuring any license recommended by the consultant to run the data visualizer.

What you'll need:

- **Citizenship:** You are a citizen of one of our 48-member countries.
- **Consanguinity:** You have no family members (up to fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB Group.
- **Education:** A degree in data science or other relevant fields.
- **Experience:** At least 10 years of professional experience in statistical methods, data collection, coding and programming and consultancies related to development of surveys and data collection systems. Previous experience working on similar regional or international operations is desirable.
- **Languages:** Fluency in written and spoken English is required. Proficiency in Spanish and/or French is desirable.

Core and Technical Competencies:

- Proficiency with data visualization technologies/platforms.
- Proficiency with statistical software and data design packages and software.
- Demonstrated proficiency at the design of data visualization of surveys and other data collection exercises.
- Excellent interpersonal, written, and verbal communication skills.

Opportunity Summary:

- **Type of contract and modality:** Products and External Services Consultant PEC, Lump Sum.
- **Length of contract:** 3 months
- **Location:** Consultant's place of residence

- **Responsible person:** The technical and administrative responsibilities for this consultancy will be coordinated by Sylvia Dohnert, Private Sector Development Lead Specialist and Executive Director of the Compete Caribbean Partnership Facility (IFD/CTI).
- **Requirements:** Candidates must be individuals from any IDB member country (IDB's 48 member countries) or non-IDB member countries recognized by the Donors of the Compete Caribbean Partnership Facility as eligible.

Our culture: Our people are committed and passionate about improving lives in Latin-America and the Caribbean, and they get to do what they love in a diverse, collaborative, and stimulating work environment. We are the first Latin American and Caribbean development institution to be awarded the EDGE certification, recognizing our strong commitment to gender equality. As an employee you can be part of internal resource groups that connect our diverse community around common interests.

Because we are committed to providing equal opportunities in employment, we embrace diversity based on gender, age, education, national origin, ethnic origin, race, disability, sexual orientation, and religion. We encourage women, Afro-descendants, and persons of indigenous origins to apply.

About us: At the IDB, we are committed to improving lives. Since 1959, we have been a leading source of long-term financing for economic, social, and institutional development in Latin America and the Caribbean. We do more than lending though. We partner with our 48-member countries to provide Latin America and the Caribbean with cutting-edge research about relevant development issues, policy advice to inform their decisions, and technical assistance to improve on the planning and execution of projects. For this, we need people who not only have the right skills, but also are passionate about improving lives.

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[1] Grazzi, M. and Pietrobelli, C., 2016. *Firm innovation and productivity in Latin America and the Caribbean: The engine of economic development* (p. 346). Springer Nature.

[2] Crespi, G., Dohnert, S., Maffioli, A., 2017. Exploring firm-level innovation and productivity in developing countries: The perspective of Caribbean small states. *Washington, DC: IDB*.