

SCL/SPH Digital Health Agenda and Roadmap Consultant**REG**

The IDB Group is a community of diverse, versatile, and passionate people who come together on a journey to improve lives in Latin America and the Caribbean. Our people find purpose and do what they love in an inclusive, collaborative, agile, and rewarding environment.

About this position

We are looking for a dynamic, innovative and experienced digital health agenda and roadmap consultant. As the digital health agenda and roadmap consultant you will be responsible for working with the Ministry of Health to draft a national digital health agenda and roadmap using IDB Methodology.

The Social Sector (SCL) is a multidisciplinary team convinced that investing in people is the way to improve lives and overcome the development challenges in Latin America and the Caribbean. Jointly with the countries in the region, the Social Sector formulates public policy solutions to reduce poverty and improve the delivery of education, work, social protection, and health services. The objective is to advance a more productive region, with equal opportunities for men and women, and greater inclusion of the most vulnerable groups.

The Social Protection and Health Division (SPH) is tasked with the preparation and supervision of IDB operations in borrowing member countries in the areas of social protection (safety nets and transfers and services for social inclusion which include: early childhood development, youth programs, care services for dependency, among others), health (health capital investment strategies, health networks strengthening, health system financing, organization and performance, etc.) and nutrition.

What you'll do:

(What you'll do: The primary function of this role is to lead a comprehensive assessment of the health and management information systems and recommend a plan improve the information systems for monitoring, evaluation and decision making. Main deliverables include: 1) Maturity model assessment report of the health information eco-system using the Information Systems for Health (IS4H) Methodology; 2) Inventory of current information systems for health and High-level health information ecosystem architecture (as is); 3) Roadmap: National Plan of Action for Suriname based on Maturity model findings; 4) Detailed workplan and budget proposal for One-stop-shop EHR implementation plan and budget; and 5) Proposal for mHealth/telehealth pilot intervention. Key activities include:

- Review of existing documentation and assessments from PAHO, IDB and the MOH;
- Create a workplan, methodology, and list of key stakeholders to involve throughout the process;
- Lead the implementation of the IS4H assessment according to agreed upon methodology;
- Gather information and create inventory of information systems for health and develop a high-level health information ecosystem architecture of the system as is and validate this information with key stakeholders;

- With stakeholders, host a workshop to create a 5-year strategic roadmap with key milestones for the national plan of action based on the maturity model findings and key results agreed to as part of the IDB Loan using the future-state/critical success factors methodology;
- Based on the workshop, create and present the findings from the IS4H maturity model and proposed roadmap;
- Based on the roadmap and maturity model findings, support the EHR/mHealth consultant to develop a proposal with detailed workplan in MSPProject and budget according to IDB guidelines for implementation for the One-Stop-Stop EHR implementation. This proposal should include various options based on country priorities and feasibility;
- Based on the roadmap and maturity model findings, support the EHR/mHealth consultant to develop a proposal with detailed workplan in MSPProject and budget according to IDB guidelines for implementation for the mHealth/telehealth pilot. This proposal should include various options based on country priorities and feasibility;
- Create PPTs and present the EHR and mHealth/telehealth proposals to MOH, PAHO and IDB for comments

Deliverables and Payments Timeline:

Product 1: Workplan;

Product 2: Methodology, including all workshop methodologies, draft agendas and proposed stakeholders;

Product 3: IS4H Maturity Model Report;

Product 4: 5-year strategic roadmap document based on future state / critical success factors methodology;

Product 5: Proposal with detailed workplan in MSPProject and budget according to IDB guidelines for implementation for the One-Stop-Stop EHR implementation

Product 6: Proposal with detailed workplan in MSPProject and budget according to IDB guidelines for implementation for the mHealth/telehealth pilot

Payment timeline:

Deliverable	# months from signing	% of Payment
Product 1: Workplan	2 weeks	20%
Product 2: Methodology, including all workshop methodologies, draft agendas and proposed stakeholders	1 Month	16%

Product 3: IS4H Maturity Model Report	4 Months	16%
Product 4: 5-year strategic roadmap document based on future state / critical success factors methodology	5 Months	16%
Product 5: Proposal with detailed workplan in MSPProject and budget according to IDB guidelines for implementation for the One-Stop-Stop EHR implementation	6 Months	16%
Product 6: Proposal with detailed workplan in MSPProject and budget according to IDB guidelines for implementation for the mHealth/telehealth pilot	7 Months	16%

What you'll need

- **Education:** A Master's degree or equivalent in computer science, health/hospital administration, public health, or business administration, or related field;
- **Experience:** Minimum of 5 years of experience working in the health sector, specifically in the context of planning and deployment of information technology to support business and clinical goals;
- **Languages:** Advanced writing, communication and presentation skills in English and Spanish
- **Core and Technical Competencies:** Experience in human resource recruitment or procurement processes in public institutions; Experience working in an international context is highly desirable; Strong project management skills; Demonstrated ability to work independently without direct supervision; Strong knowledge of desktop software, including word processing, spreadsheets, presentation and diagramming software

Key skills:

- Learn continuously
- Collaborate and share knowledge
- Focus on clients
- Communicate and influence
- Innovate and try new things

Requirements:

- **Citizenship:** You are a citizen of one of our 48-member countries.

- **Consanguinity:** You have no family members (up to the fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB, IDB Invest, or IDB Lab.
- **COVID-19 considerations:** the health and safety of our employees are our number one priority. As a condition of employment, IDB/IDB Invest requires all new hires to be fully vaccinated against COVID-19.

Type of contract and duration:

- **Type of contract:** Products and External Services Consultant (PEC), Lump Sum
- **Length of contract:** XXX days in a period of XX months

What we offer

The IDB group provides benefits that respond to the different needs and moments of an employee's life. These benefits include:

- A **competitive compensation** package.
- A flexible way of working. You will be evaluated by deliverable.

Our culture

At the IDB Group we work so everyone brings their best and authentic selves to work, willing to try new approaches without fear, and where they are accountable and rewarded for their actions.

Diversity, Equity, Inclusion and Belonging (DEIB) are at the center of our organization. We celebrate all dimensions of diversity and encourage women, LGBTQ+ people, persons with disabilities, Afro-descendants, and Indigenous people to apply.

We will ensure that individuals with disabilities are provided reasonable accommodation to participate in the job interview process. If you are a qualified candidate with a disability, please e-mail us at diversity@iadb.org to request reasonable accommodation to complete this application.

Our Human Resources Team reviews carefully every application.

About the IDB Group

The IDB Group, composed of the Inter-American Development Bank (IDB), IDB Invest, and the IDB Lab offers flexible financing solutions to its member countries to finance economic and social development through lending and grants to public and private entities in Latin America and the Caribbean.

About IDB

We work to improve lives in Latin America and the Caribbean. Through financial and technical support for countries working to reduce poverty and inequality, we help improve health and



HRD Terms of Reference

ANNEX A

education and advance infrastructure. Our aim is to achieve development in a sustainable, climate-friendly way. With a history dating back to 1959, today we are the leading source of development financing for Latin America and the Caribbean. We provide loans, grants, and technical assistance; and we conduct extensive research. We maintain a strong commitment to achieving measurable results and the highest standards of integrity, transparency, and accountability.

Follow us:

<https://www.linkedin.com/company/inter-american-development-bank/>

<https://www.facebook.com/IADB.org>

https://twitter.com/the_IDB

SCL/SPH Inclusive Digital Health Toolkit and Services Consultant**REG**

The IDB Group is a community of diverse, versatile, and passionate people who come together on a journey to improve lives in Latin America and the Caribbean. Our people find purpose and do what they love in an inclusive, collaborative, agile, and rewarding environment.

About this position

We are looking for a dynamic, innovative and experienced digital health consultant to develop a toolkit for inclusive digital health. As the Inclusive Digital Health Toolkit and Services consultant you will be responsible for working with IDB team to develop methodologies, tools and services to promote and implement inclusion.

The Social Sector (SCL) is a multidisciplinary team convinced that investing in people is the way to improve lives and overcome the development challenges in Latin America and the Caribbean. Jointly with the countries in the region, the Social Sector formulates public policy solutions to reduce poverty and improve the delivery of education, work, social protection, and health services. The objective is to advance a more productive region, with equal opportunities for men and women, and greater inclusion of the most vulnerable groups.

The Social Protection and Health Division (SPH) is tasked with the preparation and supervision of IDB operations in borrowing member countries in the areas of social protection (safety nets and transfers and services for social inclusion which include: early childhood development, youth programs, care services for dependency, among others), health (health capital investment strategies, health networks strengthening, health system financing, organization and performance, etc.) and nutrition.

What you'll do:

The primary function of this role is 1) design approach and toolkit for inclusive digital health; 2) pilot toolkit and services with stakeholders at regional and country level. Key activities include:

- Review of existing documentation and assessments from PAHO, IDB and the MOH;
- Create a workplan, methodology, and list of key stakeholders to involve throughout the process;
- Conduct Literature review of inclusive digital health frameworks, approaches and existing tools
- Draft approach to inclusive digital health including framework, approach, methodologies and tools for IDB
- Develop, pilot and evaluate three related services to digital health and inclusion.
- Create PPTs and final document and present the findings

Deliverables and Payments Timeline:

Product 1: Workplan;

Product 2: Literature review of inclusive digital health frameworks, approaches and existing tools

Product 3: Draft approach to inclusive digital health including framework, approach, methodologies and tools for IDB

Product 4: Report of piloting of three inclusive digital health services

Payment timeline:

Deliverable	# months from signing	% of Payment
Product 1: Workplan	2 weeks	25
Product 2: Literature review of inclusive digital health frameworks, approaches and existing tools	1 Month	25%
Product 3: Draft approach to inclusive digital health including framework, approach, methodologies and tools for IDB	4 Months	25%
Product 4: Report of piloting of three inclusive digital health services	5 Months	25%

What you'll need

- **Education:** A Master's degree or equivalent in computer science, health/hospital administration, public health, or business administration, or related field;
- **Experience:** Minimum of 5 years of experience working in the health sector, specifically in the context of planning and deployment of information technology to support business and clinical goals;
- **Languages:** Advanced writing, communication and presentation skills in English and Spanish
- **Core and Technical Competencies:** Experience in human resource recruitment or procurement processes in public institutions; Experience working in an international context is highly desirable; Strong project management skills; Demonstrated ability to work independently without direct supervision; Strong knowledge of desktop software, including word processing, spreadsheets, presentation and diagramming software

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About IDB



HRD Terms of Reference

ANNEX A

We work to improve lives in Latin America and the Caribbean. Through financial and technical support for countries working to reduce poverty and inequality, we help improve health and education and advance infrastructure. Our aim is to achieve development in a sustainable, climate-friendly way. With a history dating back to 1959, today we are the leading source of development financing for Latin America and the Caribbean. We provide loans, grants, and technical assistance; and we conduct extensive research. We maintain a strong commitment to achieving measurable results and the highest standards of integrity, transparency, and accountability.

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Para consultorías modo PEC

Consultoría para asesoría en transformación digital en salud en infoestructura e interoperabilidad

Contexto de la búsqueda:

La división de Salud y Protección Social está buscando a un(a) profesional con experiencia en planificación estratégica de sistemas de información de Salud e experticia en infoestructura e interoperabilidad, para apoyar en la implementación de agendas digitales y hojas de ruta para la Transformación Digital de la Salud en El Salvador, Ecuador, Guatemala, Paraguay, Honduras, Argentina y Perú; así como para la implementación de herramientas digitales para el COVID-19 a nivel regional.

La misión del equipo:

El Sector Social (SCL) cuenta con un equipo multidisciplinario convencido de que invertir en la gente es el camino para mejorar vidas y superar los desafíos del desarrollo de América Latina y el Caribe. Junto con los países de la región, el Sector Social construye soluciones de política pública para reducir la pobreza y para mejorar los servicios de educación, trabajo, protección social y salud que los ciudadanos reciben. El trabajo del Sector tiene como objetivo impulsar una región más productiva con igualdad de oportunidades entre hombres y mujeres y con una mayor inclusión de las poblaciones más vulnerables.

La División de Protección Social y Salud (SPH) tiene encomendada la preparación y supervisión de las operaciones del BID en los países miembros prestatarios en los ámbitos de la protección social (redes de seguridad y transferencias y servicios de inclusión social que incluyen: desarrollo infantil temprano, programas juveniles, servicios de atención, y otros), salud (estrategias de inversión de capital de salud, fortalecimiento de redes de salud, financiamiento del sistema de salud, organización y desempeño, etc.) y nutrición.

Relacionado a la agenda digital, SPH busca promover la tecnología digital para crear mejores servicios en salud y protección social que atiendan las necesidades individuales de la gente de ALC. Así, en el 2018, el Banco avaló los nueve [Principios para el Desarrollo Digital](#) con el fin de fomentar resultados en el desarrollo a través de métodos digitales más sostenibles y socialmente beneficiosos. La División de Protección Social y Salud tradujo estos principios [a sus áreas estratégicas de acción](#) y promueve la transformación digital de los servicios sociales y de salud a través de una serie de recursos y soluciones disponibles en el sitio [Social Digital](#).

Durante el 2019-2021, SPH ha acompañado a varios Ministerios de Salud en la creación de sus agendas digitales en salud y hoja de ruta. En el marco de estas actividades, surge la necesidad de acompañar los ministerios durante su implementación en el contexto de la actual pandemia. Igualmente, se requiere apoyo en construir y desplegar un abordaje holístico para telesalud a nivel regional. Por otro lado, a la luz de la emergencia de COVID-19, varios países están considerando la implementación de herramientas digitales, por lo que el equipo de SPH requiere apoyo en trabajar con los países en el diseño y rápida puesta en marcha de estas iniciativas y asegurar su sostenibilidad. Por ejemplo, una cantidad importante de inversión en salud digital ha sido destinada a telesalud y es necesario contar con un marco que valide la lógica vertical de dichas intervenciones y el adecuado uso de tecnología para brindar estos servicios.

Lo que harás:

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Para consultorías modo PEC

El objetivo de la consultoría es: 1) apoyar al equipo de SPH en acompañar la implementación de las agendas digitales de salud y sus hojas de ruta; 2) Actualizar herramientas y abordaje regional para infoestructura; Las actividades incluyen:

Apoyar al equipo de SPH en acompañar la implementación de las agendas digitales de salud y sus hojas de ruta relacionado a la infoestructura e interoperabilidad

- Apoyo a los países de la región en el diseño de estrategias y hojas de ruta para salud digital
- Acompañar el desarrollo de productos de salud digital en El Salvador, Ecuador, Guatemala, Paraguay, Honduras, Argentina y Perú para temas relacionado a infoestructura e interoperabilidad
- Acompañar los operaciones y componentes de salud digital en Perú y Uruguay como punto focal país
- Acompañar el diseño y seguimiento de operaciones de Transformación digital y fortalecimiento a los equipos de salud digital de los Ministerios de Salud, desarrollando capacidades institucionales para el seguimiento y análisis del monitoreo rutinario de las estrategias digitales nacionales

Actualizar herramientas y abordaje regional de infoestructura

- Liderar al equipo de salud digital del BID en la actualización de la estrategia regional para infoestructura y su caja de herramientas:
 - Abordaje interno y externo; TdRs y ejemplos de productos; KPIs; caso de negocio
- Crear menú de servicios para el laboratorio de interoperabilidad de salud digital y acompañar el sistematización y diseño de la gobernanza del RED RACSEL y el laboratorio
- Crear una material de aprendizaje sobre las mejores prácticas de la adquisición de software relacionado al estándares internacionales
- Contribuir a materiales de aprendizaje de SPH para la transformación digital, relacionado a interoperabilidad, genómica en salud digital, entre otros

Entregables y cronograma de pagos:

Entregables:

- **Producto 1:** plan de trabajo detallado con la programación de todas las actividades y productos contemplados en la consultoría
- **Producto 2:** Abordaje regional y caja de herramientas de SPH para infoestructura
- **Producto 3:** Reporte de actividades y horas de asesoría técnica realizadas
- **Producto 4:** Reporte de actividades y horas de asesoría técnica realizadas para herramientas para infoestructura
- **Producto 5:** Reporte de actividades y horas de asesoría técnica realizadas para infoestructura
- **Producto 6:** Reporte de actividades y horas de asesoría técnica realizadas para la implementación de las hojas de ruta y materiales de aprendizaje + menú de servicios para el laboratorio de interoperabilidad de salud digital

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Para consultorías modo PEC

Cronograma de pagos:

- 15% del contrato contra entrega a satisfacción de la firma del contrato
- 10% del contrato contra entrega a satisfacción del producto 1
- 13% del contrato contra entrega a satisfacción del producto 2
- 17% del contrato contra entrega a satisfacción del producto 3
- 17% del contrato contra entrega a satisfacción del producto 4
- 14% del contrato contra entrega a satisfacción del producto 5
- 14% del contrato contra entrega a satisfacción del producto 6

Lo que necesitarás:

- **Ciudadanía:** Eres ciudadano/a de uno de nuestros 48 países miembros con permiso legal o de residencia para en algunos de los países priorizados por el proyecto.
- **Consanguinidad:** No tienes familiares (hasta el cuarto grado de consanguinidad y segundo grado de afinidad, incluido el cónyuge) que trabajan en el Grupo del BID.
- **Educación:** doctor/a de medicina; maestría o equivalente en informática médica, ingeniería de sistemas, computación, salud / administración de hospitales, salud pública o administración de empresas, o campo relacionado;
- **Experiencia:** Mínimo de 10 años de experiencia profesional trabajando en informática clínica, específicamente en el contexto de la planificación estratégica de la salud electrónica, la salud digital u otros sistemas de información de salud;
- **Idiomas:** Habilidades avanzadas de redacción, comunicación y presentación en español; lectura de documentos técnicos en inglés;

Competencias generales y técnicas: Experiencia en la implementación de sistemas que transforman los procesos empresariales y clínicos en el sector de la salud y en la aplicación de metodologías de gestión de cambios; Conocimiento demostrable de los sistemas de información de salud, estrategias y tácticas de salud / salud digital; Profundo conocimiento de las arquitecturas de sistemas de información de salud, tecnologías y estándares; Excelentes habilidades interpersonales con la capacidad de interactuar cultural, lingüísticamente y diplomáticamente con diversos individuos internos y externos; Habilidades superiores de negociación y facilitación; experiencia demostrada trabajando en metodología formal de gestión de proyectos; capacidad para gestionar proyectos concurrentes que involucran una amplia gama de partes interesadas; Experiencia en procesos de compras en instituciones públicas; La experiencia de trabajar en un contexto internacional es altamente deseable.

Resumen de la oportunidad:

- **Tipo de contrato y modalidad:** Contractual de Productos y Servicios Externos, suma alzada, PEC
- **Duración del contrato:** 200 días de trabajo
- **Fecha de inicio:** 30 de sept
- **Ubicación:** Lugar de residencia.
- **Persona responsable:** Jennifer Nelson, SCL/SPH
- **Requisitos:** Debes ser ciudadano/a de uno de los 48 países miembros del BID y no tener familiares que trabajen actualmente en el Grupo BID.

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Para consultorías modo PEC

Nuestra cultura: nuestra gente está comprometida y apasionada por mejorar vidas en América Latina y el Caribe, y hacen lo que les gusta en un entorno de trabajo diverso, colaborativo y estimulante. Somos la primera institución de desarrollo de América Latina y el Caribe en recibir la certificación EDGE, reconociendo nuestro fuerte compromiso con la equidad de género. Como empleado, puedes ser parte de grupos de recursos internos que conectan a nuestra comunidad diversa en torno a sus intereses comunes.

Alentamos a las mujeres, los afrodescendientes, las personas de origen indígena y las personas con discapacidades a postularse.

Sobre nosotros: En el Banco Interamericano de Desarrollo, estamos dedicados a mejorar vidas. Desde 1959, hemos sido una fuente importante de financiamiento a largo plazo para el desarrollo económico, social e institucional en América Latina y el Caribe. Sin embargo, hacemos más que prestar. Nos asociamos con nuestros 48 países miembros para proporcionar a América Latina y el Caribe investigaciones de vanguardia sobre temas de desarrollo relevantes, asesoramiento de políticas para informar sus decisiones y asistencia técnica para mejorar la planificación y ejecución de proyectos. Para ello, necesitamos personas que no sólo tengan las habilidades adecuadas, sino que también sean apasionadas por mejorar vidas.

Nuestro equipo de Recursos Humanos revisa cuidadosamente todas las aplicaciones.

HRD Términos de Referencia, Nuevo Formato 2018

Para consultorías modo PEC

Consultoría para la Gestión del Cambio para la Transformación Digital de salud

Contexto de la búsqueda:

La división de Salud y Protección Social está buscando a un(a) profesional con experiencia en planificación estratégica de sistemas de información de Salud e gestión de cambio, para apoyar implementación de los Plan Marco para la Transformación Digital de la Salud, así como para la implementación de herramientas digitales para el COVID-19 a nivel regional.

La misión del equipo:

El Sector Social (SCL) cuenta con un equipo multidisciplinario convencido de que invertir en la gente es el camino para mejorar vidas y superar los desafíos del desarrollo de América Latina y el Caribe. Junto con los países de la región, el Sector Social construye soluciones de política pública para reducir la pobreza y para mejorar los servicios de educación, trabajo, protección social y salud que los ciudadanos reciben. El trabajo del Sector tiene como objetivo impulsar una región más productiva con igualdad de oportunidades entre hombres y mujeres y con una mayor inclusión de las poblaciones más vulnerables.

La División de Protección Social y Salud (SPH) tiene encomendada la preparación y supervisión de las operaciones del BID en los países miembros prestatarios en los ámbitos de la protección social (redes de seguridad y transferencias y servicios de inclusión social que incluyen: desarrollo infantil temprano, programas juveniles, servicios de atención, y otros), salud (estrategias de inversión de capital de salud, fortalecimiento de redes de salud, financiamiento del sistema de salud, organización y desempeño, etc.) y nutrición.

Relacionado a la agenda digital, SPH busca promover la tecnología digital para crear mejores servicios en salud y protección social que atiendan las necesidades individuales de la gente de ALC. Así, en el 2018, el Banco avaló los nueve [Principios para el Desarrollo Digital](#) con el fin de fomentar resultados en el desarrollo a través de métodos digitales más sostenibles y socialmente beneficiosos. SPH tradujo estos principios [a sus áreas estratégicas de acción](#) y promueve la transformación digital de los servicios sociales y de salud a través de una serie de recursos y soluciones disponibles en el sitio [Social Digital](#).

Por otro lado, a la luz de la emergencia de COVID-19, varios países están considerando la implementación de herramientas digitales en el sector salud, por lo que el equipo de SPH requiere apoyo en trabajar con los países en el diseño y rápida puesta en marcha de estas iniciativas y asegurar su sostenibilidad. Por ejemplo, una cantidad importante de inversión en salud digital ha sido destinada a telesalud y la historia clínica electrónica y es necesario contar con un marco que asegure la adopción efectiva y aceptación de las intervenciones digitales por parte de los proveedores y la población.

Lo que harás:

El objetivo de la consultoría es: 1) apoyar al equipo de SPH en acompañar la implementación de servicios de gestión de cambio; 2) desarrollar caja de herramientas para gestión del cambio. Las actividades incluyen:

Apoyar al equipo de SPH en acompañar la implementación de las agendas digitales de salud y sus hojas de ruta a nivel regional

HRD Términos de Referencia, Nuevo Formato 2018

Para consultorías modo PEC

- Apoyo a los países de la región en la implementación de las hojas de ruta para salud digital relacionado a la gestión de cambio y adopción de herramientas digitales
- Acompañar el diseño y seguimiento de operaciones de Transformación digital y fortalecimiento a los equipos de salud digital de los Ministerios de Salud, desarrollando capacidades institucionales para el seguimiento y análisis del monitoreo rutinario de las estrategias digitales nacionales, enfocado en gestión de cambio y comunicación estratégico
- Contribuir a materiales de aprendizaje de SPH y toolkit para la transformación digital, relacionado a la gestión de cambio
 - Pilotar abordaje regional tras una comunidad de práctica para Gestión de cambio entre 3 países de la región.

Entregables y cronograma de pagos:

Entregables:

- **Producto 1:** plan de trabajo detallado con la programación de todas las actividades y productos contemplados en la consultoría
- **Producto 2:** Reporte de actividades y horas de asesoría técnica realizadas para gestión de cambio
- **Producto 3:** Reporte de actividades y horas de asesoría técnica realizadas para gestión de cambio
- **Producto 4:** Toolkit Gestión de Cambio para transformación digital en Salud
- **Producto 5:** Reporte de actividades y horas de asesoría técnica realizadas para la gestión de cambio
- **Producto 6:** Reporte final de actividades y horas de asesoría técnica realizadas para la gestión de cambio

Cronograma de pagos:

- 20% del contrato contra entrega a satisfacción del producto 1
- 16% del contrato contra entrega a satisfacción del producto 2
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- 16% del contrato contra entrega a satisfacción del producto 6

Lo que necesitarás:

- **Ciudadanía:** Eres ciudadano/a de uno de nuestros 48 países miembros con permiso legal o de residencia para en algunos de los países priorizados por el proyecto.
- **Consanguinidad:** No tienes familiares (hasta el cuarto grado de consanguinidad y segundo grado de afinidad, incluido el cónyuge) que trabajan en el Grupo del BID.
- **Educación:** maestría en gestión, comunicaciones, salud pública o administración de empresas, o campo relacionado;
- **Experiencia:** Mínimo de 10 años de experiencia profesional trabajando en gestión de cambio y comunicación estratégica, gestión de proyectos, específicamente en el contexto

HRD Términos de Referencia, Nuevo Formato 2018

Para consultorías modo PEC

de la planificación estratégica de la salud electrónica, la salud digital u otros sistemas de información de salud;

- **Idiomas:** Habilidades avanzadas de redacción, comunicación y presentación en español; lectura de documentos técnicos en inglés;
- **Competencias generales y técnicas:** Experiencia en la implementación de sistemas que transforman los procesos empresariales y clínicos en el sector de la salud y en la aplicación de metodologías de gestión de cambios; Conocimiento demostrable de los sistemas de información de salud, estrategias y tácticas de salud / salud digital; Profundo conocimiento de las arquitecturas de sistemas de información de salud, tecnologías y estándares; Excelentes habilidades interpersonales con la capacidad de interactuar cultural, lingüísticamente y diplomáticamente con diversos individuos internos y externos; Habilidades superiores de negociación y facilitación; experiencia demostrada trabajando en metodología formal de gestión de proyectos; capacidad para gestionar proyectos concurrentes que involucren una amplia gama de partes interesadas; Experiencia en procesos de compras en instituciones públicas; La experiencia de trabajar en un contexto internacional es altamente deseable.

Resumen de la oportunidad:

- **Tipo de contrato y modalidad:** Contractual de Productos y Servicios Externos, suma alzada, PEC
- **Duración del contrato:** 140 días de trabajo (en 12 meses)
- **Fecha de inicio:** 10 de junio
- **Ubicación:** Lugar de residencia.
- **Persona responsable:** Jennifer Nelson (SCL/SPH)
- **Requisitos:** Debes ser ciudadano/a de uno de los 48 países miembros del BID y no tener familiares que trabajen actualmente en el Grupo BID.

Nuestra cultura: nuestra gente está comprometida y apasionada por mejorar vidas en América Latina y el Caribe, y hacen lo que les gusta en un entorno de trabajo diverso, colaborativo y estimulante. Somos la primera institución de desarrollo de América Latina y el Caribe en recibir la certificación EDGE, reconociendo nuestro fuerte compromiso con la equidad de género. Como empleado, puedes ser parte de grupos de recursos internos que conectan a nuestra comunidad diversa en torno a sus intereses comunes.

Alentamos a las mujeres, los afrodescendientes, las personas de origen indígena y las personas con discapacidades a postularse.

Sobre nosotros: En el Banco Interamericano de Desarrollo, estamos dedicados a mejorar vidas. Desde 1959, hemos sido una fuente importante de financiamiento a largo plazo para el desarrollo económico, social e institucional en América Latina y el Caribe. Sin embargo, hacemos más que prestar. Nos asociamos con nuestros 48 países miembros para proporcionar a América Latina y el Caribe investigaciones de vanguardia sobre temas de desarrollo relevantes, asesoramiento de políticas para informar sus decisiones y asistencia técnica para mejorar la planificación y ejecución de proyectos. Para ello, necesitamos personas que no sólo tengan las habilidades adecuadas, sino que también sean apasionadas por mejorar vidas.

Nuestro equipo de Recursos Humanos revisa cuidadosamente todas las aplicaciones.

TERMS OF REFERENCE

Consulting for a baseline and follow-up measurement of the Current Situation of Information Systems and Technological Infrastructure available

Regional

RG-T4244

1. Background and Justification

- 1.1. IDB and PAHO are both collaborating with CETIC.BR to improve the quality and comparability of the data on the use of information and communication technologies in health facilities in the LAC region. [CETIC.BR](#), is a leading organization based in Brazil that supports quality standards in surveys of access and use of information technology, it is also a Regional Center for Studies for UNESCO. This information is an important first input for national policy dialogue for digital transformation, as well as to collect standardized and comparable information at baseline and follow-up assessments of national digital health projects.

2. Objectives

- 2.1. The main objective of this consultancy is to measure the Current Situation of Health Information Systems (Information and Technological Infrastructure available) in public and private health facilities, the use of communications technologies (ICTs) by health facilities and the perception of users and providers of health IT. This measurement will be a priority input to generate a recommendation of strategic guidelines that can operate as a basis for the formulation of an Implementation Plan aimed at improving such systems/technologies.

3. Scope of Services

- 3.1. The work will be developed in:

Regional Hospitals
National Hospitals
Health Units

- 3.2. The location of the establishments will be defined by the coordinating team and the MOH in the planning of the execution of the Contract with the contractor.

4. Key Activities

- 4.1. Methodology:

- The Contractor must present a technical proposal with the description of the methodology to design and validate the survey instruments and sampling frame, carry out data collection, and prepare a report and final database, and describe the model of service provision, including teams, roles, etc.

- The methodology to be applied should be aligned and produce comparable data to the [OECD methodology for the measurement of ICTs in Health and its adaptation to the region](#)¹. It must also apply international standards and good measurement practices, thus ensuring the homologation and comparability of questionnaires between different countries² through a consensated and tested instrument in different scenarios.
- The measurement shall be carried out at the level of:
 - Ministry of Health and eGOV centralized infrastructure
 - Health-care establishments and institutions
 - Health professionals
 - End users of the health system
- The provider will be responsible to make contacts with the establishments or institutions for the coordination and conduct of the survey, as well as with the health personnel who integrate the universes and samples of study and will be responsible for the survey in a timely manner as well as the coordination with the institutions necessary for the development of field work (coordination of interviews). The survey must be representative at the national level and the regional levels, and include a census of the project area.
- The MOH counterpart will provide contact information for conducting the survey or census to institutions and health professionals, as well as undertakes to disseminate at the level of all actors the existence of this study and the official nature of it.
- The methodological aspects, work plan and associated times, will be proposed by the contractor, and will be part of the first consensus to be made with the MOH and IDB teams, with the task of achieving a first delivery of the consultancy.
- The Contractor must indicate the tools to be used to manage the consultancy, as well as to carry out the survey, its systematization, analysis, and report and follow up on the progress of the project.

The activities that the contractor must perform to achieve the objective of the consultancy are as follows:

Data lifting should consider two strategies:

1. Development of a self-filling instrument, filling monitoring, data consolidation and reporting (census).
2. Validation in a sample of establishments: visit and compare with the self-filled instruments. All Hospitals will be visited and validated.

For healthcare facilities, an information systems questionnaire should be generated, considering at least the following aspects:

- Identify and relieve the various current information systems managed by MOH or establishment, establishing the services provided by each of the systems, and their level of appropriation.

¹ The Working Group on the Measurement of Information and Communication technologies (ICT) of the Statistical Conference of the Americas (CEA) of ECLAC developed the ICT Health Module, in a joint effort with the Pan American Health Organization (Regional Office of the World Health Organization) - PAHO/WHO; ECLAC as Technical Secretariat of the Plan of Action on the Information and Knowledge Society for Latin America and the Caribbean (Elac 2015); the Regional Center for Information Society Development Studies (CETIC.br), and the support of various ministries of health and specialists in the region. Measurement of access and use of Information and Communications Technologies (ICT) in the health sector.

<https://www.cetic.br/media/docs/publicacoes/1/measurement%20of%20digital%20health.pdf>

² Questionnaires agreed under the RACSEL NETWORK for ICT measurement in Health for the Americas region.

At the level of Technological Infrastructure:

- Identify and document the technological infrastructure available in Health facilities: datacenters, servers, storages, jobs, data networks.
- Analyze such infrastructure and establish the main strengths and weaknesses for each establishment, in accordance with ISO standards
- Propose improvements in the Technological Infrastructure of establishments and define the relevance of having a centralized or decentralized structure of datacenters.

At the Human Resources level:

- The universe of study includes doctors, nurses and nursing assistants, who reside in the country and who are active.
- The sample is random stratified by type of professional, which should be calculated according to the universe of XXX medical professionals, XXX nurses and nursing assistants.
- The list of qualified doctors, nurses and nursing assistants residing in the country and active will be provided by MoH.
- For health professionals, a chapter of the questionnaire on the following aspects should be generated at least:
 - Identify and analyze the organizational IT structures available in health facilities and establish the main strengths and weaknesses of them.
 - Propose changes in IT organization structures to strengthen them.

At the User Level:

At the level of the general population over the age of 18, a short block of questions on the use of ICT in relation to health will be applied. The sample size should be calculated based on the population served by the XXX which is XXXX people.

At the General level:

- Identify barriers to technology adoption in health environments, applied to the local level and Opportunities and Threats present in the environment.
- Define integration strategies and/or elimination of systems and platforms ensuring the provision of all services defined by MoH

Technical Team

For the development of the consultancy, at least the following profiles are required in the work team:

- * Project Manager,
- * Principal investigator,
- * Interviewers
- * Field Coordinator

The Project Manager will oversee all tasks related to project management and management throughout its lifecycle and will interact with its counterpart for all appropriate purposes. The project manager role can be fulfilled by the principal investigator.

5. Expected Results and Products

Product 1: Work plan detailing the scope of each of the activities to be carried out by the consultant including: Timeline of deliveries of products and activities, methodology and final instrument, plan of visits to health establishments and strategy for socialization of the results of diagnosis including the dates for MoH and IDB to review and approve each of the products.

Product 2: Report of the consultancy containing at least a relationship of the technical and field visits made and a first version of the opportunities for improvement. The report shall contain the following analysis:

Information System

- Analyze, identify and relieve the various current systems and platforms managed by MOH and their level of adoption at the local level

Infrastructure

- Identify for each establishment that systems and platforms are used and their level of appropriation and geographical location. (Sample)
- Identify and establish the Hardware required for the use of the different systems and platforms and their current availability in each of the health establishments.
- Analyze the availability of data center infrastructure in each of the health facilities and define the relevance of having a centralized or decentralized system.
- Establish the current connectivity infrastructure status of health facilities and the capacity required depending on the services provided and/or should be provided in each of them.

Human Resources

- Identify assigned or responsible personnel and the knowledge they possess for the use and management of systems and platforms.
- Identify perceptions of ICT tools and their use in healthcare, including benefits of using health IT and their concerns related privacy, among others.

General Population

- Identify perceptions of ICT tools and their use in healthcare, including benefits of using health IT and their concerns related privacy, among others.

Product 3: Database

- Provide data to IDB and MOH according to [IDB guidelines](#)

6. Project Calendar and Milestones

- 6.1.** First Product: two weeks after the contract was signed
- 6.2.** Second Product: Three months after the contract was signed
- 6.3.** Third Product: Six months after the contract was signed

Consulting duration: 6 months

7. Reporting Requirements

- 7.1.** All reports should be prepared in English and Shared in Electronic form.

8. Acceptance criteria

- 8.1 All products must be approved by the MOH and IDB, which must be made via official note or email by the person designated as a technical counterparty.

9. Monitoring and Reporting

9.1 The consulting firm will report to Diana Pinto and Jennifer Nelson at the IDB and provide monthly updates via email to the IDB and MoH on project status. It is the responsibility of the Firm to ensure that such meetings are held, and reports submitted to the Bank.

10. Payment Calendar

- First Payment: 20% on delivery of Product 1
- Second Payment: 60% on delivery of Product 2
- Third Payment: 30% on delivery of Product 3

SCL/SPH Digital Health Evaluation Design Consultant**REG**

The IDB Group is a community of diverse, versatile, and passionate people who come together on a journey to improve lives in Latin America and the Caribbean. Our people find purpose and do what they love in an inclusive, collaborative, agile, and rewarding environment.

About this position

We are looking for a dynamic, innovative and experienced digital health evaluation consultant. As the digital health evaluation you will be responsible for working with IDB team to develop evaluation plans (methodology, instruments, etc) for digital health interventions.

The Social Sector (SCL) is a multidisciplinary team convinced that investing in people is the way to improve lives and overcome the development challenges in Latin America and the Caribbean. Jointly with the countries in the region, the Social Sector formulates public policy solutions to reduce poverty and improve the delivery of education, work, social protection, and health services. The objective is to advance a more productive region, with equal opportunities for men and women, and greater inclusion of the most vulnerable groups.

The Social Protection and Health Division (SPH) is tasked with the preparation and supervision of IDB operations in borrowing member countries in the areas of social protection (safety nets and transfers and services for social inclusion which include: early childhood development, youth programs, care services for dependency, among others), health (health capital investment strategies, health networks strengthening, health system financing, organization and performance, etc.) and nutrition.

What you'll do:

The primary function of this role is to design evaluations for 2 IDB operations in digital health. Main deliverables include: 1) Designing evaluation plan; 2) provide key inputs to implement impact evaluation. Key activities include:

- Review of existing documentation and assessments from PAHO, IDB and the MOH;
- Create a workplan, methodology, and list of key stakeholders to involve throughout the process;
- Conduct Literature review of digital health intervention techniques and standardized instruments;
- Create evaluation plan including: including recommended methodologies, result frameworks, instruments, timelines and budgets
- Provide key inputs to implement impact evaluation such as ToRs and evaluation criteria
- Create PPTs and final document and present the findings

Deliverables and Payments Timeline:

Product 1: Workplan;

Product 2: Literature review of digital health intervention techniques and standardized instruments

Product 3: Draft Digital health Evaluation Plan and inputs for implementation

Product 4: Final Digital health Evaluation Plan and inputs for implementation

Payment timeline:

Deliverable	# months from signing	% of Payment
Product 1: Workplan	2 weeks	25
Product 2: Literature review of digital health intervention techniques and standardized instruments	1 Month	25%
Product 3: Draft Digital health Evaluation Plan and inputs for implementation	4 Months	25%
Product 4: Final Digital health Evaluation Plan and inputs for implementation	5 Months	25%

What you'll need

- **Education:** A Master's degree or equivalent in computer science, health/hospital administration, public health, or business administration, or related field;
- **Experience:** Minimum of 5 years of experience working in the health sector, specifically in the context of planning and deployment of information technology to support business and clinical goals;
- **Languages:** Advanced writing, communication and presentation skills in English and Spanish
- **Core and Technical Competencies:** Experience in human resource recruitment or procurement processes in public institutions; Experience working in an international context is highly desirable; Strong project management skills; Demonstrated ability to work independently without direct supervision; Strong knowledge of desktop software, including word processing, spreadsheets, presentation and diagramming software

Key skills:

- Learn continuously
- Collaborate and share knowledge
- Focus on clients
- Communicate and influence
- Innovate and try new things

Requirements:

- **Citizenship:** You are a citizen of one of our 48-member countries.

- **Consanguinity:** You have no family members (up to the fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB, IDB Invest, or IDB Lab.
- **COVID-19 considerations:** the health and safety of our employees are our number one priority. As a condition of employment, IDB/IDB Invest requires all new hires to be fully vaccinated against COVID-19.

Type of contract and duration:

- **Type of contract:** Products and External Services Consultant (PEC), Lump Sum
- **Length of contract:** XXX days in a period of XX months

What we offer

The IDB group provides benefits that respond to the different needs and moments of an employee's life. These benefits include:

- A **competitive compensation** package.
- A flexible way of working. You will be evaluated by deliverable.

Our culture

At the IDB Group we work so everyone brings their best and authentic selves to work, willing to try new approaches without fear, and where they are accountable and rewarded for their actions.

Diversity, Equity, Inclusion and Belonging (DEIB) are at the center of our organization. We celebrate all dimensions of diversity and encourage women, LGBTQ+ people, persons with disabilities, Afro-descendants, and Indigenous people to apply.

We will ensure that individuals with disabilities are provided reasonable accommodation to participate in the job interview process. If you are a qualified candidate with a disability, please e-mail us at diversity@iadb.org to request reasonable accommodation to complete this application.

Our Human Resources Team reviews carefully every application.

About the IDB Group

The IDB Group, composed of the Inter-American Development Bank (IDB), IDB Invest, and the IDB Lab offers flexible financing solutions to its member countries to finance economic and social development through lending and grants to public and private entities in Latin America and the Caribbean.

About IDB

We work to improve lives in Latin America and the Caribbean. Through financial and technical support for countries working to reduce poverty and inequality, we help improve health and



HRD Terms of Reference

ANNEX A

education and advance infrastructure. Our aim is to achieve development in a sustainable, climate-friendly way. With a history dating back to 1959, today we are the leading source of development financing for Latin America and the Caribbean. We provide loans, grants, and technical assistance; and we conduct extensive research. We maintain a strong commitment to achieving measurable results and the highest standards of integrity, transparency, and accountability.

Follow us:

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