

Términos de referencia – Consultoría 1

Job Title: Education Analytical Research Consultant (EC-T1448)

Background: The Inter-American development Bank works 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 increased integrity, transparency, and accountability.

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 team: The Education Division supports education systems of Latin America and the Caribbean countries to reach five dimensions that will contribute to making them successful in promoting effective teaching and learning among all children and youth. The IDB's private sector window also finances projects to expand educational opportunities for low income students.

We support Latin American and Caribbean countries to ensure that:

- 1) High expectations guide education services;
- 2) Students entering the system are ready to learn;
- 3) All students have access to effective teachers;
- 4) All schools have adequate resources and are able to use them for learning; and
- 5) All graduates have the necessary skills to succeed in the labor market and contribute to society.

Having an effective teacher can dramatically improve students' educational and long-term outcomes. Recent experimental evidence in Ecuador shows that the impact of effective teachers is significantly larger for disadvantaged students. However, teacher allocation in Ecuador is unequal. Empirical evidence shows that high-performing teachers tend to be assigned to more advantaged schools, while vulnerable schools such as indigenous and bilingual schools suffer more severely with shortage of teachers.

In several LAC countries, the assignment of teachers to schools is also inefficient and not transparent. Teacher assignment systems often do not provide teachers with enough information on the available vacancies to allow them to make informed decisions. Teachers are more likely to be dissatisfied with their assigned school if they do not have enough information about their options, which can impact their effectiveness in the classroom. Moreover, lack of information about vacancies also creates imbalances in supply and demand for teaching staff. Previously, in Ecuador more than one quarter of vacancies remained unfilled after teacher selection processes (known as concursos). Most of these vacancies are in low-income, indigenous, and bilingual schools.

This consultancy is part of a set of activities that will enhance the Division's capacity for analytical research in the region. The contractual will produce analytical work to guide interventions aimed at using behavioral economics to attract and retain teachers in indigenous and bilingual schools.

What you'll do: The selected candidate will perform the **following** activities:

- Use secondary and primary data to produce a quantitative analysis of the educational resources (with focus on the training and preparation of teachers) and learning outcomes (student attainment and achievement outcomes) in bilingual and indigenous schools in Ecuador.
- Based on administrative data, government documents, and, if needed, interviews, produce a diagnosis of the current mechanisms in teacher assignment to indigenous schools.
- Use quantitative data to examine the patterns of teacher allocation across indigenous schools (e.g. see if indigenous schools have greater proportion of temporary and less skilled teachers).
- During the analysis, the consultant should examine if the COVID-19 outbreak in Ecuador has affected the supply of teachers to indigenous schools.

Deliverables/Payments timeline:

	Deliverable Description	Est. Date of Delivery	% of Payment
#1	A report summarizing the main findings of the quantitative analysis of the educational resources and learning outcomes in bilingual and indigenous schools in Ecuador.	1 st December, 2020	40%
#2	A report summarizing a) the current teacher assignment mechanisms to indigenous schools and b) patterns of teacher allocation across indigenous schools.	1 st June, 2021	60%

Skills 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: Master's Degree or Equivalent in Economics, Public Policy, Public Administration or in a similar field, Master's degree preferred.
- Experience: Two (2) years of relevant professional experience, or the equivalent combination of education and experience
- Languages: Fluent in Spanish.

Core and Technical Competencies:

- Strong research background and strong analytical abilities, as demonstrated by academic and other professional achievements are required. The candidate should have the ability to understand and use theoretical and econometric tools of economic analysis. The candidate should have extensive experience manipulating datasets using Stata or other statistical software, and prior experience in evaluation techniques and methodologies.
- Superior organizational, coordination and logistical skills, with ability to look ahead, address and prioritize a wide range of issues and activities for timely completion; a proven ability to take initiative and work independently, and to work in a dynamic fast-paced work environment.
- Proven ability to work effectively in complex, multi-disciplinary and multi-cultural teams; superior interpersonal skills, client-orientation, diplomatic skills, and mature judgment as well as sensitivity to social and cultural issues.
- A proven ability to write brief, clear and analytical reports and concise discussion notes and presentations.

Opportunity Summary:

- Type of contract: Product and External Services (PEC), Lump Sum
- Length of contract: 1 year
- Starting date: October 2020
- Location: Ecuador
- Responsible person: Gregory Elacqua, Principal Economist (Washington DC)
- Requirements: You must be a citizen of one of the IDB's 48 member countries and have no family members currently working at the IDB Group.
- Travel Requirement: No, travel will not be required.

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.

We encourage women, afro-descendants, people of indigenous origins, and persons with disabilities to apply.

About us: At the IDB, we're committed to improving lives. Since 1959, we've 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.

Our team in Human Resources carefully reviews all applications.

Términos de referencia – Consultoría 2

Job Title: Education Analytical Research Consultant (EC-T1448)

Background: The Inter-American development Bank works 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 increased integrity, transparency, and accountability.

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 team: The Education Division supports education systems of Latin America and the Caribbean countries to reach five dimensions that will contribute to making them successful in promoting effective teaching and learning among all children and youth. The IDB's private sector window also finances projects to expand educational opportunities for low income students.

We support Latin American and Caribbean countries to ensure that:

- 1) High expectations guide education services;
- 2) Students entering the system are ready to learn;
- 3) All students have access to effective teachers;
- 4) All schools have adequate resources and are able to use them for learning; and
- 5) All graduates have the necessary skills to succeed in the labor market and contribute to society.

Having an effective teacher can dramatically improve students' educational and long-term outcomes. Recent experimental evidence in Ecuador shows that the impact of effective teachers is significantly larger for disadvantaged students. However, teacher allocation in Ecuador is unequal. Empirical evidence shows that high-performing teachers tend to be assigned to more advantaged schools, while vulnerable schools such as indigenous and bilingual schools suffer more severely with shortage of teachers.

In several LAC countries, the assignment of teachers to schools is also inefficient and not transparent. Teacher assignment systems often do not provide teachers with enough information on the available vacancies to allow them to make informed decisions. Teachers are more likely to be dissatisfied with their assigned school if they do not have enough information about their options, which can impact their effectiveness in the classroom. Moreover, lack of information about vacancies also creates imbalances in supply and demand for teaching staff. Previously, in Ecuador more than one quarter of vacancies remained unfilled after teacher selection processes (known as concursos). Most of these vacancies are in low-income, indigenous, and bilingual schools.

This consultancy is part of a set of activities that will enhance the Division's capacity for analytical research in the region. The contractual will produce analytical work to guide interventions aimed at using behavioral economics to attract and retain teachers in indigenous and bilingual schools.

What you'll do: The selected candidate will perform the **following** activities:

Assist with a qualitative analysis (including focus groups with teachers and interviews with administrators) to:

- a) Understand the challenges of attracting teachers to indigenous schools.
- b) Discuss and test behavioral strategies to be implemented in the teacher assignment process.
- c) Examine if the COVID-19 outbreak in Ecuador has affected the supply of teachers to indigenous schools.

Deliverables/Payments timeline:

	Deliverable Description	Est. Date of Delivery	% of Payment
#1	A draft of the material to be used in the interviews and focus groups (e.g. interview guide, group dynamic, etc).	1 st December, 2020	40%
#2	A report summarizing the main findings of the qualitative analysis.	1 st June, 2021	60%

Skills 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: Bachelor's Degree or Equivalent in Sociology, Education, or in a similar field, Master's degree preferred.
- Experience: Two (2) years of relevant professional experience, or the equivalent combination of education and experience
- Languages: Fluent in Spanish.

Core and Technical Competencies:

- Strong research background and strong analytical abilities, as demonstrated by academic and other professional achievements are required. The candidate should have extensive experience on conducting qualitative analysis, including interviews and focus groups.
- Superior organizational, coordination and logistical skills, with ability to look ahead, address and prioritize a wide range of issues and activities for timely completion; a proven ability to take initiative and work independently, and to work in a dynamic fast-paced work environment.
- Proven ability to work effectively in complex, multi-disciplinary and multi-cultural teams; superior interpersonal skills, client-orientation, diplomatic skills, and mature judgment as well as sensitivity to social and cultural issues.
- A proven ability to write brief, clear and analytical reports and concise discussion notes and presentations.

Opportunity Summary:

- Type of contract: Product and External Services (PEC), Lump Sum
- Length of contract: 1 year
- Starting date: October 2020
- Location: Ecuador
- Responsible person: Gregory Elacqua, Principal Economist (Washington DC)
- Requirements: You must be a citizen of one of the IDB's 48 member countries and have no family members currently working at the IDB Group.
- Travel Requirement: No, travel will not be required.

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.

We encourage women, afro-descendants, people of indigenous origins, and persons with disabilities to apply.

About us: At the IDB, we're committed to improving lives. Since 1959, we've 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.

Our team in Human Resources carefully reviews all applications.

Términos de referencia – Consultoría 3

Job Title: Education Research Consultant (EC-T1448)

Background: The Inter-American development Bank works 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 increased integrity, transparency, and accountability.

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 team: The Education Division supports education systems of Latin America and the Caribbean countries to reach five dimensions that will contribute to making them successful in promoting effective teaching and learning among all children and youth. The IDB's private sector window also finances projects to expand educational opportunities for low income students.

We support Latin American and Caribbean countries to ensure that:

- 1) High expectations guide education services;
- 2) Students entering the system are ready to learn;
- 3) All students have access to effective teachers;
- 4) All schools have adequate resources and are able to use them for learning; and
- 5) All graduates have the necessary skills to succeed in the labor market and contribute to society.

Having an effective teacher can dramatically improve students' educational and long-term outcomes. Recent experimental evidence in Ecuador shows that the impact of effective teachers is significantly larger for disadvantaged students. However, teacher allocation in Ecuador is unequal. Empirical evidence shows that high-performing teachers tend to be assigned to more advantaged schools, while vulnerable schools such as indigenous and bilingual schools suffer more severely with shortage of teachers.

In several LAC countries, the assignment of teachers to schools is also inefficient and not transparent. Teacher assignment systems often do not provide teachers with enough information on the available vacancies to allow them to make informed decisions. Teachers are more likely to be dissatisfied with their assigned school if they do not have enough information about their options, which can impact their effectiveness in the classroom. Moreover, lack of information about vacancies also creates imbalances in supply and demand for teaching staff. Previously, in Ecuador more than one quarter of vacancies remained unfilled after teacher selection processes (known as concursos). Most of these vacancies are in low-income, indigenous, and bilingual schools.

Recent experimental evidence from Ecuador and Peru suggests that behavioral strategies can be effective at attracting teachers to hard-to-staff and remote schools (Ajzenman et al., 2019a; Ajzenman et al., 2019b). Currently, the IDB is supporting Ecuador's first Teacher Selection process for indigenous education and is further exploring the effectiveness of behavioral strategies in motivating teachers to work in more disadvantaged and indigenous schools often located in remote areas.

The goal of this consultancy is to technically assist the IDB team with the design of strategies based on behavioral economics with the goal of attracting and retaining teachers to indigenous schools.

What you'll do: The selected candidate will perform the **following** activities:

- Design strategies based on behavioral economics to attract and retain teachers in indigenous and bilingual schools.
- Provide technical assistance during the implementation of these strategies.
- Produce a technical note explaining the theoretical framework from which the behavioral strategies are drawn.

Deliverables/Payments timeline:

	Deliverable Description	Est. Date of Delivery	% of Payment
#1	A draft of each behavioral strategy and details on how it should be implemented.	1 st December, 2020	40%
#2	A final report describing the final version of each behavioral strategy and its theoretical background.	1 st January, 2021	60%

Skills 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: Master's degree or equivalent, PhD preferred, in Economics, Public Policy, Psychology or in a similar field.
- Experience: Two (2) years of relevant professional experience, or the equivalent combination of education and experience
- Languages: Fluent in English. Fluency in Spanish preferred.

Core and Technical Competencies:

- Strong research background and strong analytical abilities, as demonstrated by academic and other professional achievements are required. The candidate should have the ability to understand and use theoretical and econometric tools of economic analysis.
- Superior organizational, coordination and logistical skills, with ability to look ahead, address and prioritize a wide range of issues and activities for timely completion; a proven ability to take initiative and work independently, and to work in a dynamic fast-paced work environment.
- Proven ability to work effectively in complex, multi-disciplinary and multi-cultural teams; superior interpersonal skills, client-orientation, diplomatic skills, and mature judgment as well as sensitivity to social and cultural issues.
- A proven ability to write brief, clear and analytical reports and concise discussion notes and presentations.

Opportunity Summary:

- Type of contract: Product and External Services (PEC), Lump Sum
- Length of contract: 4 months
- Starting date: October 2020
- Location: Ecuador
- Responsible person: Gregory Elacqua, Principal Economist (Washington DC)
- Requirements: You must be a citizen of one of the IDB's 48 member countries and have no family members currently working at the IDB Group.
- Travel Requirement: No, travel will not be required.

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.

We encourage women, afro-descendants, people of indigenous origins, and persons with disabilities to apply.

About us: At the IDB, we're committed to improving lives. Since 1959, we've 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.

Our team in Human Resources carefully reviews all applications.

Términos de referencia – Consultoría 4

Título: Consultoría para comunicación de aspectos relacionados con la intervención de sistema asignación de docentes a escuelas indígenas en Ecuador

Antecedentes y justificación: Tener un maestro efectivo puede mejorar dramáticamente los resultados de los estudiantes. La evidencia reciente en Ecuador muestra que el impacto de maestros efectivos es significativamente mayor para los estudiantes desfavorecidos. Sin embargo, la asignación de docentes en Ecuador es desigual: los maestros más calificados tienden a ser asignados a escuelas más favorecidas, mientras que las escuelas vulnerables, como las escuelas indígenas y bilingües, sufren más severamente con la escasez de maestros. Este proyecto tiene como objetivo apoyar el primer proceso de selección de docentes de Ecuador para la educación indígena mediante el fortalecimiento de los sistemas centralizados de asignación de docentes del país y el diseño de estrategias para atraer a docentes indígenas más calificados a las escuelas bilingües.

Objetivos: Esta consultoría tiene como objetivo producir videos y mensajes de texto para enviar a los maestros con el objetivo de atraerlos y retenerlos en las escuelas indígenas. La firma trabajará en colaboración con especialistas del BID para asegurarse de que los videos y mensajes de texto sigan pautas teóricas específicas de la economía del comportamiento.

Alcance de los servicios:

- (i) Planear, confeccionar, y ejecutar una campaña comunicacional (con videos y mensajes de texto) para atraer y retener docentes en las escuelas indígenas. La firma trabajará en colaboración con especialistas del BID para asegurarse de que los videos y mensajes de texto sigan pautas teóricas específicas de la economía del comportamiento (*nudges*).
- (ii) Traducir el contenido de videos y mensajes de texto a idiomas indígenas.

Actividades clave:

La firma consultora seleccionada deberá:

- a) Definir, en conjunto con el Ministerio de Educación y el equipo de BID, el contenido de los mensajes de texto que se enviarán a los maestros.
- b) Crear, en conjunto con el Ministerio de Educación y el equipo de BID, un guion para un video que se mostrará a los maestros con el objetivo de atraerlos y retenerlos en las escuelas indígenas.

- c) Diseñar y producir los productos de difusión, así como también reclutar y coordinar el personal necesario para ejecutar la campaña de comunicación para atraer y retener docentes en las escuelas indígenas. Esta campaña debe tener un tono claro y positivo, a través de un lenguaje simple, directo y que motive la atención del público objetivo. Dentro de los productos de difusión se debería considerar, por ejemplo:
- Piezas audiovisuales (e.g. frases radiales, video de televisión, video para redes sociales),
 - Piezas gráficas (e.g. afiche general, tríptico paso a paso de cómo postular, manual para funcionarios del distrito y del MINEDUC, etc.)
- d) Traducir todo el contenido de la campaña de comunicación (videos y mensajes de texto) a idiomas indígenas.
- e) Definir, en conjunto con el Ministerio de Educación y el equipo de BID, los medios y plataformas de comunicación que se utilizarán para implementar los *nudges*. Es importante garantizar que diferentes grupos de docentes (control y tratamiento) accedan a diferentes tipos de comunicación.

Resultado esperado y entregables:

- Producto 1: Informe con los mensajes de texto revisados en español y lengua indígena.
- Producto 2: Un guion para el video que se mostrará a los maestros.
- Producto 3: El video final para los maestros en lengua indígena.

Calendario del proyecto:

- Duración del contrato: 4 meses.
- Fecha de inicio: Enero, 2021

Los requisitos del informe:

Competencias generales y técnicas:

- Firma con experticia en comunicación estratégica y campañas de comunicación.
- Firma con conocimiento técnicos para producción de videos motivacionales relacionados a temas de educación y comunidades indígenas.
- Idioma: Castellano e Quechua.

Criterios de aceptación:

Mediante autorización por escrito del equipo del BID responsable por el proyecto después de revisar y aprobar cada producto.

Otros requerimientos: No se aplica.

Calendario de pago:

Los pagos de la consultoría se realizarán de la siguiente manera una vez que el BID haya aprobado los productos:

	Entregables	Fecha estimada de entrega	% pago
#1	Informe con los mensajes de texto revisados en español y lengua indígena.	1 st Febrero, 2021	20%
#2	Un guion para el video que se mostrará a los maestros.	15 Febrero, 2021	20%
#3	El video final para los maestros en lengua indígena	15 Marzo, 2021	60%

Supervisión: Gregory Elacqua, Economista Principal (Washington DC)

Términos de referencia – Consultoría 5

Título: Consultoría para el envío mensajes de texto a maestros de escuelas indígenas

Antecedentes y justificación: Tener un maestro efectivo puede mejorar dramáticamente los resultados de los estudiantes. La evidencia reciente en Ecuador muestra que el impacto de maestros efectivos es significativamente mayor para los estudiantes desfavorecidos. Sin embargo, la asignación de docentes en Ecuador es desigual: los maestros más calificados tienden a ser asignados a escuelas más favorecidas, mientras que las escuelas vulnerables, como las escuelas indígenas y bilingües, sufren más severamente con la escasez de maestros. Este proyecto tiene como objetivo apoyar el primer proceso de selección de docentes de Ecuador para la educación indígena mediante el fortalecimiento de los sistemas centralizados de asignación de docentes del país y el diseño de estrategias para atraer a docentes indígenas más calificados a las escuelas bilingües.

Objetivos: Esta consultoría tiene como objetivo enviar mensajes de texto a maestros que postulan a escuelas indígenas.

Alcance de los servicios: Proporcionar la tecnología y la logística para enviar mensajes de texto a los candidatos que postulan en el concurso Quiero Ser Maestro.

Actividades clave:

- Preparar una agenda de entrega de mensajes de texto.
- Enviar mensajes de texto a maestros para atraerlos y retenerlos en las escuelas indígenas.
- Preparar un informe con información de la entrega de los mensajes de texto (tasas de entrega, hora en que se enviaron los mensajes, etc.)

Resultado esperado y entregables:

- Producto 1: Informe con la agenda de entrega de mensajes de texto.
- Producto 2: Informe con información de la entrega de los mensajes de texto.

Calendario del proyecto:

- Duración del contrato: 2 meses.
- Fecha de inicio: Marzo, 2021.

Los requisitos del informe:

Competencias generales y técnicas:

- Firma con experticia y capacidad técnica para enviar mensajes de texto personalizadas a grandes grupos de personas.

Criterios de aceptación:

Mediante autorización por escrito del equipo del BID responsable por el proyecto después de revisar y aprobar cada producto.

Otros requerimientos: No se aplica.

Calendario de pago:

Los pagos de la consultoría se realizarán de la siguiente manera una vez que el BID haya aprobado los productos:

	Entregables	Fecha estimada de entrega	% pago
#1	Informe con la agenda de entrega de mensajes de texto.	30 st Marzo, 2021	15%
#2	Informe con información de la entrega de los mensajes de texto.	15 Abril, 2021	85%

Supervisión: Gregory Elacqua, Economista Principal (Washington DC).

Términos de referencia – Consultoría 6

Título: Consultoría para la evaluación de impacto de estrategias de comportamiento para atraer y retener maestros en escuelas indígenas

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 Educación apoya los sistemas educativos de los países de América Latina y el Caribe para alcanzar las cinco dimensiones que contribuirán a que tengan éxito en la promoción de la enseñanza y el aprendizaje efectivos entre todos los niños y jóvenes. La ventana del sector privado del BID también financia proyectos para ampliar las oportunidades educativas para estudiantes de bajos ingresos.

Apoyamos a los países de América Latina y el Caribe para garantizar que:

1. Las altas expectativas guíen los servicios de educación;
2. Los estudiantes que ingresan al sistema estén listos para aprender;
3. Todos los estudiantes tengan acceso a maestros efectivos;
4. Todas las escuelas tengan recursos adecuados y puedan usarlos para aprender;
5. Todos los graduados tengan las habilidades necesarias para tener éxito en el mercado laboral y contribuir a la sociedad.

La División de Educación está actualmente implementando variadas intervenciones para apoyar la implementación de políticas educativas orientadas a la mejora de los sistemas educativos de la región. En este aspecto, esta consultoría tiene como objetivo ejecutar las siguientes actividades: (i) evaluar las estrategias de comportamiento para atraer y retener maestros en escuelas indígenas, y (ii) recolectar datos para la evaluación de impacto.

Lo que harás:

- Facilitar la obtención de todos los datos administrativos para la evaluación de impacto (e.g. asignación final de los docentes, datos de las escuelas con vacantes, etc.), incluyendo una explicación de cada una de las bases de datos obtenidas.
- Ayuda con el análisis de datos para la evaluación de impacto de estrategias de comportamiento para atraer y retener maestros en escuelas indígenas.

- Desarrollar reportes de seguimiento de las acciones del Ministerio de Educación.
- Intermediar las conversaciones entre estos actores y el equipo del BID, ya sea a través de correo electrónico o con la organización de reuniones.
- Apoyar al BID en la preparación de materiales para en reuniones técnicas.
- Otras tareas que identifique el coordinador y que estén bajo el nivel de esfuerzo esperado de la consultoría.

Entregables:

- Producto 1: Reporte técnico sobre los datos para la evaluación de impacto de estrategias de comportamiento para atraer y retener maestros en escuelas indígenas.
- Producto 2: Reporte con los resultados del análisis de datos para la evaluación de impacto.

Calendario del proyecto:

- Duración del contrato: 6 meses.
- Fecha de inicio: Diciembre, 2021.

Cronograma de pagos:

Los pagos de la consultoría se realizarán de la siguiente manera una vez que el BID haya aprobado los productos:

	Entregables	Fecha estimada de entrega	% pago
#1	Reporte técnico sobre los datos para la evaluación de impacto de estrategias de comportamiento para atraer y retener maestros en escuelas indígenas.	30 Enero, 2022	40%
#2	Reporte con los resultados del análisis de datos para la evaluación de impacto.	1 Marzo, 2022	60%

Habilidades que necesitarás

- **Ciudadanía:** Ciudadano/a de Ecuador o ciudadano/a de uno de nuestros 48 países miembros con permiso legal o de residencia para trabajar en Ecuador
- **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:** Universitaria en áreas relacionadas (como economía, ciencias políticas, gestión de proyectos, entre otros) a nivel de Máster equivalente.

- **Experiencia:** Cinco (5) años de experiencia laboral, o la combinación equivalente de educación y experiencia.
- **Idiomas:** español obligatorio, inglés deseable
- **Otros requisitos:** Capacidad de trabajo en equipo, capacidad para organizar planes y tareas.

Resumen de la oportunidad

- **Tipo de contrato y modalidad:** Consultoría de Productos y Servicios Externos. Suma Alzada.
- **Duración del contrato:** 4 meses a partir de la firma del contrato.
- **Ubicación:** Consultoría externa en la ciudad de Quito.
- **Persona responsable:** La supervisión del consultor será realizada por la Especialista de la División de Educación, Gregory Elacqua, Economista Principal (Washington DC), quien coordinará directamente con el consultor.
- **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.

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.