

Terms of Reference – PEC 1

Job Title: Education Research Consultant, Education consultant in the Education Division

The team's mission: 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 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.

The Education Division is constantly consolidating its research agenda on improving the efficiency of both the current state of education financing and school resource administration. In this context, the Education Division is currently evaluating the effectiveness of the resource allocation systems in Costa Rica and Panama. There are very few initiatives that focus in the development of administration tools aimed at improving the efficiency of the allocation of school resources. Historically, the administration of school resources have been *black boxes* with no systematic accounting of the decisions at the school level. The absence of information, generates concerns for accountability as well as the possibility of inefficiencies in spending. Without clear metrics that allow administrators to identify misuses of resources, schools are left without means to compare their performance and improve their outcomes. The current pandemic adds more concerns about the potential misuses of resources as new needs arise with the same budget constraints. We seek to gain an in-depth knowledge of the intricacies of each system and possibly design recommendations to be scaled up in future projects.

What you'll do: To achieve these objectives, the selected contractual partner will execute the activities detailed below.

- Perform an in-depth analysis of the current system of education finance in Costa Rica and Panama.
- Collaborate in the data collection and construction of the necessary databases to implement the recommendations.

HRD Terms of Reference

- Coordinate, plan, and participate in meetings with the IDB team, the Ministry of Education of Costa Rica and Panama, and other institutions to identify the needs of the teams.
- Comment, review, and, if necessary, produce documents for the implementation of recommendations that emerge from the analysis.
- Advise the IDB team in technical meetings.
- Support the research agenda of the Division, specifically in studies related to education and school finance.
- Other tasks that the coordinator identifies and are needed to achieve the objectives expected from the consultancy.

These activities must be carried out in coordination with the IDB technical counterpart.

Deliverables Payments timeline:

	Deliverable Description	Est. Date of delivery	% of Payment
#1	First draft of the report	February 1 st , 2022	30 %
#2	Second draft of the report	June 15 th , 2022	30 %
#3	Final draft of the report	January 15 th 2023	40 %

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

Core and Technical Competencies:

- 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.

HRD Terms of Reference

- 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.
- Extensive experience manipulating datasets using STATA or other equivalent software, and experience in evaluation techniques and methodologies.
- Knowledge of other program languages like Python, R and ArcGIS is desirable
- Ability to write academic papers, working independently and as part of a team
- Skills for planning and structuring meetings with authorities.

Opportunity Summary:

- **Type of contract:** Product and External Services (PEC), Lump Sum
- **Length of contract:** 12 months
- **Starting date:** January 2022
- **Location:** External
- **Responsible person:** Gregory Elacqua, Principal Economist SCL/EDU, Loreto Biehl, Principal Specialist, CR/EDU, Horacio Alvarez, Lead Specialist, PA/EDU
- **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.

HRD Terms of Reference

Our team in Human Resources carefully reviews all applications.

Terms of Reference – PEC 2

Job Title: Education Research Consultant, Education consultant in the Education Division

The team's mission: 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 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.

The Education Division is constantly consolidating its research agenda on improving the efficiency of both the current state of education financing and school resource administration. In this context, the Education Division is currently evaluating the effectiveness of the resource allocation systems in Costa Rica and Panama. There are very few initiatives that focus in the development of administration tools aimed at improving the efficiency of the allocation of school resources. Historically, the administration of school's resources have been *black boxes* with no systematic accounting of the decisions at the school level. The absence of information, generates concerns for accountability as well as the possibility of inefficiencies in spending. Without clear metrics that allow administrators to identify misuses of resources, schools are left without means to compare their performance and improve their outcomes. The current pandemic adds more concerns about the potential misuses of resources as new needs arise with the same budget constraints. We seek to gain an in-depth knowledge of the intricacies of each system and possibly design recommendations to be scaled up in future projects.

What you'll do: To achieve these objectives, the selected contractual partner will execute the activities detailed below.

- Aid in the design of a prototype of a system of cost monitoring in a group of schools in Costa Rica.
- Collaborate in the data collection and construction of the necessary databases to analyze the prototype.

HRD Terms of Reference

- Aid the main IDB team and affiliated parties in the implementation of a prototype project of school information system in a group of schools in Costa Rica.
- Coordinate, plan, and participate in meetings with the IDB team, the Ministry of Education of Costa Rica, and other institutions to identify the needs of the teams.
- Comment, review, and, if necessary, produce documents for the implementation of recommendations that emerge from the analysis.
- Advise the IDB team in technical meetings.
- Other tasks that the coordinator identifies and are needed to achieve the objectives expected from the consultancy.

These activities must be carried out in coordination with the IDB technical counterpart.

Deliverables Payments timeline:

	Deliverable Description	Est. Date of delivery	% of Payment
#1	Contribute with a document to aid in the design of the cost monitoring system prototype	January 15 th , 2023	30 %
#2	First draft of the empirical	June 15 th , 2023	30 %
#3	Final draft of the report	January 15 th 2024	40 %

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

Core and Technical Competencies:

- 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.

HRD Terms of Reference

- 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.
- Extensive experience manipulating datasets using STATA or other equivalent software, and experience in evaluation techniques and methodologies.
- Knowledge of other program languages like Python, R and ArcGIS is desirable
- Ability to write academic papers, working independently and as part of a team
- Skills for planning and structuring meetings with authorities.

Opportunity Summary:

- **Type of contract:** Product and External Services (PEC), Lump Sum
- **Length of contract:** 12 months
- **Starting date:** January 2023
- **Location:** External
- **Responsible person:** Gregory Elacqua, Principal Economist SCL/EDU, , Loreto Biehl, Principal Specialist, CR/EDU, Horacio Alvarez, Lead Specialist, PA/EDU
- **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.

HRD Terms of Reference

Our team in Human Resources carefully reviews all applications.

Terms of Reference – PEC 3

Job Title: Education Research Consultant, Education consultant in the Education Division: POLICY BRIEF

The team's mission: 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 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.

The Education Division is constantly consolidating its research agenda on improving the efficiency of both the current state of education financing and school resource administration. In this context, the Education Division is currently evaluating the effectiveness of the resource allocation systems in Costa Rica and Panama. There are very few initiatives that focus in the development of administration tools aimed at improving the efficiency of the allocation of school resources. Historically, the administration of school resources have been *black boxes* with no systematic accounting of the decisions at the school level. The absence of information, generates concerns for accountability as well as the possibility of inefficiencies in spending. Without clear metrics that allow administrators to identify misuses of resources, schools are left without means to compare their performance and improve their outcomes. The current pandemic adds more concerns about the potential misuses of resources as new needs arise with the same budget constraints. We seek to gain an in-depth knowledge of the intricacies of each system and possibly design recommendations to be scaled up in future projects.

HRD Terms of Reference

What you'll do: To achieve these objectives, the selected contractual partner will execute the activities detailed below.

- Produce a policy brief reflecting research findings from Costa Rica and Panamá, as well as any other relevant literature on education financing at a school level.
- Translate the policy brief into English.
- Participate in technical meetings to disseminate findings

These activities must be carried out in coordination with the IDB technical counterpart.

Deliverables Payments timeline:

	Deliverable Description	Est. Date of delivery	% of Payment
#1	First draft of the report	February 1 st , 2022	30 %
#2	Final Policy Brief	June 15 th , 2022	70 %

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

Core and Technical Competencies:

- 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.

HRD Terms of Reference

- A proven ability to write brief, clear and analytical reports and concise discussion notes and presentations.
- Extensive experience manipulating datasets using STATA or other equivalent software, and experience in evaluation techniques and methodologies.
- Knowledge of other program languages like Python, R and ArcGIS is desirable
- Ability to write academic papers, working independently and as part of a team
- Skills for planning and structuring meetings with authorities.

Opportunity Summary:

- **Type of contract:** Product and External Services (PEC), Lump Sum
- **Length of contract:** 12 months
- **Starting date:** January 2022
- **Location:** External
- **Responsible person:** Gregory Elacqua, Principal Economist SCL/EDU, Loreto Biehl, Principal Specialist, CR/EDU, Horacio Alvarez, Lead Specialist, PA/EDU
- **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.