

HRD Terms of Reference

Job Title: Education Consultant for Diagnostic of existing La Escuela es Nuestra System (ME-T1428)

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.

A lack of adequate teaching and learning conditions has long been identified as one of the principal causes of low learning outcomes and numerous programs (including *Escuelas de Calidad*, *Escuelas Dignas* and *Escuelas al CIEN*) have been implemented with varying levels of success. Nevertheless, unequal learning and teaching conditions persist.

In this context, the Government of Mexico (2018-2024) launched *La Escuela es Nuestra* in October of 2019. The program hopes to improve the teaching and learning conditions of preschool, primary and secondary schools located in highly marginalized and indigenous communities, relying on school grant transfers made to school-based management committees or *Comité Escolar de Administración Participativa* (CEAP).

CEAPs can make individualized decisions regarding which inputs are needed for their schools, and as such, few restrictions are placed on the use of school grant funds. The funds transferred to the CEAPs can be used for range of activities including, *inter alia*: the procurement of educational materials, minor infrastructure repairs, rehabilitation or construction, and the contracting of technology, energy saving, and connectivity services. While the government funded *La Escuela Es Nuestra* Program has been in existence since 2019, the program's existing monitoring mechanism is inadequate and does not include a robust monitoring system to accurately track the use of transfers to CEAPs and to monitor the quality of school improvements over time.

The Bank funded *La Escuela es Nuestra* loan (ME-L1298) will finance up to US\$600 million of the Mexican government's *La Escuela es Nuestra* Program and aims to scale up the program and reach over 40.000 schools across Mexico that provide basic education to highly marginalized and indigenous populations.

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In parallel to the Bank loan, this operational support TC will provide technical assistance to the Secretary of Public Education (SEP) in the development of a robust monitoring system for the *La Escuela es Nuestra* program. Specifically, the TC aims to support the development a monitoring system for the use of school grant funds sent to the CEAPs of beneficiary primary schools in Mexico. The development of this system could contribute to the transparency, quality assurance, and sustainability of the program in improving teaching and learning conditions in primary schools in Mexico.

What you'll do: The selected candidate will:

- Do a technical, administrative and fiduciary diagnostic of the existing CEAP grant transfer program and existing monitoring system.
- Develop the technical aspects of an improved and robust monitoring system for the transfer program, including indicator development, fiduciary and administrative aspects, and operational processes.

Deliverables Payments timeline:

	Deliverable Description	% of Payment
#1	The consultants detailed action plan will be shared with the IDB Team Leader for approval before following steps are undertaken. The Action Plan will include a detailed timeline, proposal for frequency of meetings with the IDB Team Leader, as well as a matrix of which government and SEP officials and other stakeholders the consultant will need to consult with. The deliverable will be accepted once any comments received by the consultant are integrated.	15%
#2	The deliverable will be accepted upon the submission of a diagnostic report including the operational processes of the existing system, a detailed matrix of responsibilities of each stakeholder implicated in the system; lessons learned of the existing system based on the first year of the program; and recommendations for improving and strengthening the system.	50%
#3	This deliverable will be accepted upon the submission and approval by the TL of the final revised system proposal including indicators for monitoring, fiduciary aspects, operational processes and a detailed monitoring system	35%

What you'll need:

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

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- **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 social sciences and/or education
- **Experience:** A minimum of ten (10) years of relevant professional experience, or the equivalent combination of education and experience
- **Languages:** Fluent in **Spanish** preferably knowledge in **English**

Core and Technical Competencies:

Opportunity Summary:

- **Type of contract:** Products and External Services (PEC), Retainer
- **Length of contract:** INSERT NUMBER OF DAYS over a period INSERT NUMBER OF MONTHS
- **Starting date:** July, 2020
- **Location:** Mexico
- **Responsible person:** Alejandro Morduchowicz. EDU/CME and Marie Evane Tamagnan SCL/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.

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Our team in Human Resources carefully reviews all applications.

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Job Title: Education Consultant for revising Operations Manual for La Escuela es Nuestra System
(ME-T1428)

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.

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What you'll do: The selected candidate will:

- Based on (i) lessons learned from the La Escuela es Nuestra program to date; (ii) revised lineamientos; and (iii) the piloting of the strengthened monitoring and tracking system; the consultant will revise the existing legislative guidelines (*Lineamientos*) operational manual for CEAPs in the use and reporting of funds

Deliverables Payments timeline:

	Deliverable Description	% of Payment
#1	The consultants detailed action plan will be shared with the IDB Team Leader for approval before following steps are undertaken. The Action Plan will include a detailed timeline, proposal for frequency of meetings with the IDB Team Leader, as well as a matrix of which government and SEP officials and other stakeholders the consultant will need to consult with. The deliverable will be accepted once any comments received by the consultant are integrated.	15%
#2	The deliverable will be accepted upon the submission of a draft operational manual for CEAPs in the use and reporting of funds	50%
#3	This deliverable will be accepted upon the submission and approval by the TL of the final operational manual for CEAPs in the use and reporting of funds	35%

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