

HRD Terms of Reference

Job Title: Support to the EMIS action plan, consultant in the Education Division (HA-L1102)

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.

What you'll do: The selected candidate will support the project team and collaborate with the and UCP-MENFP to achieve 2 specific objectives: (i) support the operationalization of the EMIS year-two action plan; (ii) support the MENFP with the planning of the activities; (iii) reporting on the results achieved, and (iv) coordination with the actors on the EMIS The following activities will be supported:

EMIS Operationalization:

- Continue managing the objectives of the EMIS Action Plan and ensure those objectives are achieved or in progress, as specified by the action plan.

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- Through close collaboration with the World Bank and the Information Systems Unit (USI) in the MENFP, ensure that the efforts related to the EMIS are not duplicative in supporting the development of the EMIS.
- Provide bi-weekly updates to the Team Leader on progress with USI and the CNTE
- Participate in and help organize virtual preparation meetings, missions and education sector meetings (GSE) as requested by the Team Leader;
- Support on the technical aspects of the governance component, specifically those activities related to the EMIS, learning assessments and distance learning.

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 Education, Social Sciences, Economics, Statistics or similar.
- **Experience:** Two (2) years of relevant professional experience, or the equivalent combination of education and experience
- **Languages:** Fluent in English and French. Spanish a plus. Haitian Creole a plus.

Core and Technical Competencies:

Familiarity with the complex educational environment in Haiti is a must

Opportunity Summary:

- Type of contract: Competitive selection Process, Product and External Services (PEC), Lump Sum
- Selection Method: Individual consultant based on qualification
- Length of contract: 90 days over a period of 10 months (End date: February 2022)
- Starting date: May 1st, 2021
- Location: External
- Responsible person: Marie Evane Tamagnan, Education Specialist. 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.

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

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Support to the operationalization of the Quality Assurance System: Operations consultant in the Education Division

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The team's mission: The Education Division (SCL/EDU) of IDB's Social Sector Department has an active and growing education portfolio in the Haitian Education Sector. The IDB financed projects in Haiti contribute to important activities at the central, decentralized, and school level in Haiti. Currently, the Haiti Education Team is preparing a new operation with the objective of improving educational quality in Haiti through strengthening the governance structures within the Haitian Ministry of Education (MENFP) and ensuring vulnerable populations have access to quality educational opportunities. In parallel, the Haiti Education Team is maintaining its regular supervision of the existing education portfolio and will continue to serve as the presidency of the Local Education Sector Group and the Coordinating Agent for the Global Partnership for Education. To support the IDB team in the management of its portfolio and responsibilities, both through the preparation of a new operation and the supervision of the existing operation, the IDB is hiring an extended term, full time consultant to assist with these activities.

What you'll do: The selected candidate will specifically support the project team in overseeing the IDB Haiti Education Portfolio and will collaborate with the MENFP to operationalize the

MENFP Education Sector Plan and Quality Assurance System, through inter alia: supervision of IDB-financed activities for the Education Management Information System (EMIS), national learning assessment system, and curriculum support. The main activities to be carried out by the consultant are described below, without prejudice to any activity that may arise during the design and supervision of operations and that are necessary to achieve its previously indicated objective.

Among them the most important will be to support the preparation of the following activities:

- Support the MENFP in the execution of the education sector plan (PDEF) specifically as it relates to the activities directly supported by IDB financing in the HA-L1102;
- Support to the MENFP in the implementation of the community based approach school improvement plan pilot;
- Coordinate between the multiple SAQ operations conducted by the MENFP
- Support the supervision of the current Haiti Education portfolio including specifically the HA-L1102.
- Collaborate closely with other partners in the education sector (especially the World Bank) to ensure that the IDB efforts are not duplicative in supporting the development of the EMIS, learning assessment system, and curriculum. As requested by the Project Team Leader, participate in Education Sector Group meetings and contribute to coordination with the Global Partnership for Education.
- Collaborate closely with internal IDB colleagues in the Education Division as well as the Haiti Country Office; attend relevant meetings.
- Participate in weekly meetings with the executing agencies and prepare the minutes.

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 Management, Project management, Economics, Education, Social Sciences, or similar.
- **Experience:** A minimum of five (5) years of relevant professional experience in project management. At least 2 years of working experience in project financed by international donors
- **Languages:** Fluent in English and French. Spanish and Haitian Creole a plus

Core and Technical Competencies:

- Excellent knowledge of the Haitian context and environment
- Solid Experience in project monitoring
- Excellent ability to initiate collaboration across divisions and work effectively and constructively with people from diverse cultural and professional backgrounds.
- Experience in stakeholder engagement and working on inter-institutional programs.
- Excellent analytical and organizational skills.

Opportunity Summary:

- **Type of contract:** CNS, competitive selection process.

- **Selection method:** Individual consultant based on qualifications
- **Length of contract:** 1 year
- **Starting date:** October 2021.
- **Location:** External. Travel Requirement: No, travel will not be required.
- **Responsible person:** Sector Specialist – Education 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.

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“Due to the current COVID-19 pandemic and its implications for our Region, the IDB Group is reviewing its hiring needs and re-prioritizing its areas of talent acquisition. We encourage candidates to continue to apply to the active postings, yet current job openings may be subject to further decisions in terms of timing of the processes, or other actions, in accordance with business needs. Final hiring decisions may also be conditioned to the candidate's ability to timely relocate to the post of duty at the moment of starting service.”

School infrastructure Specialist

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What you'll do: Provide technical support to the EDU sector in Haiti and implementing partners on the planning, coordination and piloting phases of school infrastructure projects based on experiences and lessons learned. The consultant will be responsible for the following activities:

- Support the IDB, MENFP and MEF team in monitoring the completion of the construction projects of Operation HA-L1077 (a key input in the access component of the education sector plan).
- Develop with the MENFP and IDB team the evaluation criteria and questionnaires for the selection of schools to be part of the HA-L1102 operation.
- Provide advisory support to the IDB and partners on infrastructure projects and thematic related to architecture.

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 in Architecture or another related field

Experience: minimum 10 years of experiences in supervision of school infrastructure project

Languages: You have excellent written and oral communication skills in French and English is required

Core and Technical Competencies:

- Excellent knowledge of the Haitian standards for school infrastructure
- Solid Experience in supervision of school construction
- Excellent ability to initiate collaboration across divisions and work effectively and constructively with people from diverse cultural and professional backgrounds.
- Experience in stakeholder engagement and working on inter-institutional programs.
- Excellent analytical and organizational skills.

Opportunity Summary:

- **Type of contract:** PEC
- **Selection Method:** Single source selection
- **Length of contract:** 2 months,
- **Starting date:** May 1st 2021.
- **Location:** External. Travel Requirement: No, travel will not be required.
- **Responsible person:** Sector Specialist – Education 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.

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Operational support to the QAS for the technical design of school directors and school based management committee's (SBMC) training implementation plan and support for the execution of QAS activities

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What you'll do: Support the implementation of the socio-emotional aspect of the Quality Assurance System. The consultant will implement the following activities:

- Review and adapt the QAS's socio emotional instruments
- Piloting the QAS's socio emotional instruments
- Perform the psychometric analysis
- Document the lessons learned from the pilot
- Adjust the instruments based on the lessons learned

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 Education, Social Sciences, Economics, Statistics or similar.
- **Experience:** A minimum of five (10) years of relevant professional experience in Education and more particularly in analysis of education statistics.
- **Languages:** Fluent in English and French. Spanish a plus.

Core and Technical Competencies: practical experience in Socio emotional development of children. Have experience with the quality assurance system (QAS) and learning assessments in Haiti.

Opportunity Summary:

- **Type of contract:** PEC
- **Selection Method:** individual consultant based on qualifications.
- **Length of contract:** 50 days
- **Starting date:** May 1st, 2021.
- **Location:** External. Travel Requirement: No, travel will not be required.
- **Responsible person:** Sector Specialist – Education SCL/EDU.
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