

TERMS OF REFERENCE

Consultant Firm to help design and kick start the implementation of an Integrated Blue Economy Policy Framework and Strategic Action Plan

Barbados - BA-T1063

1. Background and Justification

- 1.1 The ocean covers more than 72% of the earth's surface and is responsible for 80% of global trade, 32% of hydrocarbons extracted for energy needs and for both domestic and international tourism for almost 200 countries and overseas territories. The contribution of the ocean economy to global value added has recently been estimated, conservatively suggesting its contribution is in the order of US\$1.5 trillion annually, or roughly 3% of global value added. Since Rio+20, the Blue Economy¹ has been gaining momentum as coastal and island nations are looking at the ocean as the next frontier for economic development. An ocean-based approach to growth not only offers the marine and coastal resources, but a way to boost growth and tackle some of the key challenges related to the high unemployment, food security, poverty and resilience to climate change².
- 1.2 Barbados is faced with traditional challenges related to its limited economic diversification, fiscal fragility and susceptibility to the impacts of climate change such as hurricanes, sea level rise and increased temperatures. The pervasive nature of a lingering recession demanded that the government be more strategic in its programs and policies. Recent times have seen the emergence of new and more potent threats related to climate change and the ferocity of its consequences, including the influx of sargassum seaweed on many of the islands' beaches. This has reinforced the need to think blue. In response to this and other related challenges, the Prime Minister announced the creation of a Ministry of Maritime Affairs and the Blue Economy (MMABE). Despite its small land space, Barbados's maritime space is over 400 times bigger, covering 183,436 km² representing an opportunity that could and should be utilized in a sustainable way to advance the economic interest of the country, while at the same time protect the environment. Despite that certain aspects of the blue economy, for example tourism activities, fishing and seaport services, have traditionally been part of Barbados's socio-economic landscape, the blue economy as an economic sector remains underdeveloped, fragmented and unexplored.

2. Objectives

- 2.1 The overall objective of this TOR is to help design and develop a vision, policy framework, and workplan with a holistic and integrative approach to Barbados' blue economy for the Ministry of Maritime Affairs and the Blue Economy (MMABE).

3. Scope of Services

- 3.1 The scope of services for this Terms of Reference will focus on the development of an Integrated Blue Economy Policy Framework and Strategic Action Plan in order to

¹ The Blue Economy is a sustainable ocean economy in which "economic activity is in balance with the long-term capacity of ocean ecosystems to support this activity and remain resilient and healthy" (adapted from The Economist, 2015).

² Toward a Blue Economy: A Promise for Sustainable Growth in the Caribbean, the World Bank Group, September 2016.

help the MMABE in fulfilling its mandate. This will include the implementation of at least one selected intervention with the objective of creating implementation momentum for the MMABE's workplan in the blue economy context. The chosen firm will be responsible for coordinating all aspects related to the completion of this task, inclusive of all logistic aspects, with the approval of the IDB and government counterparts.

4. Key activities

1. A cross-sectoral analysis and mapping of industries and key public sector, private sector and non-state stakeholders and their roles and responsibilities, inter-institutional arrangements, policies, legislation, strategies (financial included), spatial plans, and infrastructure related to managing the Blue Economy;
2. A benchmarking and gap analysis of Barbados' Blue Economy against that of global best practices;
3. An integrated policy framework and strategic action plan/roadmap that will provide a vision and workplan for the MMABE's including the identification of strategic themes for the blue economy in order to guide the ministry's work over the next 3-5 years. This activity will include at least 1 workshop for stakeholder consultation and validation;
4. A well-defined coordination mechanism that identifies all relevant players for the development of a blue economy in Barbados given the cross-sectorial nature of it and therefore the strong need to ensure stakeholder engagement, information sharing, consultation and coordination. The proposed mechanism will include a complete list of players including the public and private sectors, academia and diaspora, among others. This activity will include at least 1 workshop for stakeholder consultation and validation;
5. Selection and implementation of at least one specific "low hanging fruit" intervention based on the recommendations of the action plan to be developed in activity (iii) with the objective of creating implementation momentum for the MMABE in the blue economy context and most likely will be related to institutional strengthening, policy, legislative or regulatory reforms, or technical support to develop priority sector studies.

5. Expected Outcomes, Deliverables

- 5.1 PRODUCT 1: A work plan detailing the activities and milestones as well as a methodology to carry out all activities.
- 5.2 PRODUCT 2: A diagnostic report outlining the mapping exercise specified in activity 4.1-1 and the gap analysis specified in activity 4.1-2.
- 5.3 PRODUCT 3: A report outlining the action plan/roadmap specified in activity 4.1-3 and the coordination mechanism as outlined in activity 4.1-4.
- 5.4 PRODUCT 4: A report outlining the support provided to the implementation of the intervention(s) as specified in activity 4.1-5.

6. Project Schedules and Milestones

Deliverable	Date	Description
Product 1	0.5 month after signing contract	See 5.1
Product 2	4 months after signing contract	See 5.2
Product 3	10 months after signing contract	See 5.3
Product 4	18 months after signing contract	See 5.4

7. Reporting Requirements

- 7.1 The consultants will submit their deliverables according to the schedule established in section 6 of this Terms of Reference.

8. Acceptance Criteria

- 8.1 The acceptance of deliverables must be given by the IDB when all comments received during the revision process are included in the submitted reports. Upon approval the IDB will disburse payments.

9. Other Requirements

- 9.1 The firm should ensure that the proposed team of experts include personnel with advanced knowledge and experience working in the relevant national political economy, and at least the following:
- a) Team leader: a graduate degree in natural resources/environmental management, engineering, marine biology or similar is required. At least 10 years of demonstrated professional experience in coastal zone management, marine ecosystems/biology, small island development challenges with knowledge and experience with the blue economy, particularly associated with infrastructure projects and developing economies will be required.
 - b) Policy specialist: a graduate degree in International Business, Economics, Public Policy or a related field. At least 10 years of demonstrated professional experience regarding policy analysis and understanding of sustainability and current small island developing states' issues and debate. Knowledge on the specific policy and regulatory implications of a blue economy will be considered an asset.
 - c) Sectoral Expert (s): The consulting firm will ensure that among the team they propose to carry out the consultancy there will be experts on the following sectors (5 years of experience): (i) energy; (ii) agriculture and fisheries; (iii) transport; (iv) coastal zone management; (v) waste and wastewater; and (vi) water resource management.
- 9.2 Each expert must be up to date on technical, political and economic issues/debate related to each corresponding sector and its relation to the blue economy, including but not limited to state of the art of technologies, current statistics and prospects on size, demographic, pricing, competitive dimensions, etc.
- 9.3 The firm should ensure that local experts or experts with recent relevant working experience in Barbados are included in the team. A minimum technical score of 65 is required for firms to continue to the financial evaluation.

10. Supervision and Reporting

- 10.1 The Climate Change and Sustainable Development Sector will have the technical responsibility of the execution of this work order as well as for the approval of the deliverables prepared by the consulting firm(s). Prior to approval, the IDB shall seek the endorsement for each deliverable from the MMABE and other sections of the Bank involved in the project. In representation of the IDB, the technical coordination and leadership for this consultancy rests with IDB's staff members Sara Valero and Gerard Alleng, in coordination with the rest of the project team.

11. Schedule of Payments

- 11.1 The delivery of the products and the corresponding payments will be scheduled as follows:

Payment Schedule

Deliverable	%
a) Product 1	20%
b) Product 2 and 3	30%
c) Product 4	20%
d) Product 5	30%
TOTAL	100%

TERMS OF REFERENCE

Consultant Firm to help design an Institutional Capacity Building Program

Barbados - BA-T1063

1. Background and Justification

- 1.1 The ocean covers more than 72% of the earth's surface and is responsible for 80% of global trade, 32% of hydrocarbons extracted for energy needs and for both domestic and international tourism for almost 200 countries and overseas territories. The contribution of the ocean economy to global value added has recently been estimated, conservatively suggesting its contribution is in the order of US\$1.5 trillion annually, or roughly 3% of global value added. Since Rio+20, the Blue Economy³ has been gaining momentum as coastal and island nations are looking at the ocean as the next frontier for economic development. An ocean-based approach to growth not only offers the marine and coastal resources, but a way to boost growth and tackle some of the key challenges related to the high unemployment, food security, poverty and resilience to climate change⁴.
- 1.2 Barbados is faced with traditional challenges related to its limited economic diversification, fiscal fragility and susceptibility to the impacts of climate change such as hurricanes, sea level rise and increased temperatures. The pervasive nature of a lingering recession demanded that the government be more strategic in its programs and policies. Recent times have seen the emergence of new and more potent threats related to climate change and the ferocity of its consequences, including the influx of sargassum seaweed on many of the islands' beaches. This has reinforced the need to think blue. In response to this and other related challenges, the Prime Minister announced the creation of a Ministry of Maritime Affairs and the Blue Economy (MMABE). Despite its small land space, Barbados's maritime space is over 400 times bigger, covering 183,436 km² representing an opportunity that could and should be utilized in a sustainable way to advance the economic interest of the country, while at the same time protect the environment. Despite that certain aspects of the blue economy, for example tourism activities, fishing and seaport services, have traditionally been part of Barbados's socio-economic landscape, the blue economy as an economic sector remains underdeveloped, fragmented and unexplored.

2. Objectives

- 2.1 The overall objective of this TOR is to help design institutional capacity building program for the MMABE to improve its coordination capacities, implementation capacity of the blue economy roadmap, and ability to support blue growth in Barbados as well as the development of a "Blue Academic Program" for professional development to support the creation of new skills needed in support of a Blue Economy.

³ The Blue Economy is a sustainable ocean economy in which "economic activity is in balance with the long-term capacity of ocean ecosystems to support this activity and remain resilient and healthy" (adapted from The Economist, 2015).

⁴ Toward a Blue Economy: A Promise for Sustainable Growth in the Caribbean, the World Bank Group, September 2016.

3. Scope of Services

- 3.1 The scope of services for this Terms of Reference will focus on the development of an Institutional Capacity Building Program in order to ensure the MMABE possesses the necessary skills, knowledge and overall capacity to fulfill its mandate. It will also aim at creating an academic program including various training materials in collaboration with relevant identified partners. The chosen firm will be responsible for coordinating all aspects related to the completion of this task, inclusive of all logistic aspects, with the approval of the IDB and government counterparts.

4. Key activities

1. An institutional capacity and gap analysis which considers the Ministry's staffing (including identification of university/professional degrees, experience and qualifications), organizational structure, inter-agency connectivity, technological and technical capabilities and determine the main areas of strength and weakness. This analysis will include a chapter on recommendations to close the identified gaps and may inform key documents for the Ministry such as a Public Service Qualifications Order. This activity will include at least 1 workshop to present preliminary results and gather feedback;
2. Development of an academic program and content including training materials such as short-term courses on specific topics related to the blue economy, MOOCS, recommended readings, etc. in collaboration with the University of West Indies and any other relevant partners. This activity will include close collaboration including in person meetings and working sessions with relevant stakeholders involved in the definition of the academic program and training materials.

5. Expected Outcomes, Deliverables

- 5.1 PRODUCT 1: A work plan detailing the activities and milestones as well as a methodology to carry out all activities.
- 5.2 PRODUCT 2: A report outlining the institutional capacity assessment as specified in activity 4.1-1.
- 5.3 PRODUCT 3: Academic program content including training materials as specified in activity 4.2-2.

6. Project Schedules and Milestones

Deliverable	Date	Description
Product 1	0.5 month after signing contract	See 5.1
Product 2	5 months after signing contract	See 5.2
Product 3	12 months after signing contract	See 5.3

7. Reporting Requirements

- 7.1 The consultants will submit their deliverables according to the schedule established in section 6 of this Terms of Reference.

8. Acceptance Criteria

- 8.1 The acceptance of deliverables must be given by the IDB when all comments received during the revision process are included in the submitted reports. Upon approval the IDB will disburse payments.

9. Other Requirements

- 9.1 The firm should ensure that the proposed team of experts include personnel with advanced knowledge and working experience in the relevant areas of expertise required for this assignment including:
- a. Institutional capacity/strengthening Specialist: A graduate degree in economics, business administration, financial management or related field is required. Minimum of 7 years of relevant work experience in institutional capacity, fiduciary, or administrative systems analysis for development projects financed by international financial institutions, preferably in the Latin American and Caribbean Region. Knowledge on blue economy, particularly associated with developing economies, working experience in Barbados and/or the Caribbean region or SIDS will be considered an asset.
 - b. Education expert: A graduate degree (preferable PhD) in Marine Ecology and Marine Geochemistry, Botany, Geology and Zoology or related field is required. Significant experience teaching advanced academic programs, training courses and capacity building programs in general with a focus on topics related to the following sectors: Energy; Agriculture and fisheries; Transport; Coastal zone management; Waste and wastewater; and Water Resource management. Knowledge on blue economy, particularly associated with developing economies, working experience in Barbados and/or the Caribbean region or SIDS will be considered an asset.
- 9.2 Each expert must be up to date on technical, political and economic issues/debate related to each corresponding sector including but not limited to state of the art of technologies, current statistics and prospects on size, demographic, pricing, competitive dimensions, etc.
- 9.3 The firm should ensure that local experts or experts with recent relevant working experience in Barbados are included in the team. A minimum technical score of 65 is required for firms to continue to the financial evaluation.

10. Supervision and Reporting

- 10.1 The Climate Change and Sustainable Development Sector will have the technical responsibility of the execution of this work order as well as for the approval of the deliverables prepared by the consulting firm(s). Prior to approval, the IDB shall seek the endorsement for each deliverable from the MMABE and other sections of the Bank involved in the project. In representation of the IDB, the technical coordination and leadership for this consultancy rests with IDB's staff members Sara Valero and Gerard Alleng, in coordination with the rest of the project team.

11. Schedule of Payments

Deliverable	%
a) Product 1	20%
b) Product 2	30%
c) Product 3	50%
TOTAL	100%

TERMS OF REFERENCE

Consultant Firm to help design a Stakeholder Sensitization and Communications Program

Barbados - BA-T1063

1. Background and Justification

- 1.1 The ocean covers more than 72% of the earth's surface and is responsible for 80% of global trade, 32% of hydrocarbons extracted for energy needs and for both domestic and international tourism for almost 200 countries and overseas territories. The contribution of the ocean economy to global value added has recently been estimated, conservatively suggesting its contribution is in the order of US\$1.5 trillion annually, or roughly 3% of global value added. Since Rio+20, the Blue Economy⁵ has been gaining momentum as coastal and island nations are looking at the ocean as the next frontier for economic development. An ocean-based approach to growth not only offers the marine and coastal resources, but a way to boost growth and tackle some of the key challenges related to the high unemployment, food security, poverty and resilience to climate change⁶.
- 1.2 Barbados is faced with traditional challenges related to its limited economic diversification, fiscal fragility and susceptibility to the impacts of climate change such as hurricanes, sea level rise and increased temperatures. The pervasive nature of a lingering recession demanded that the government be more strategic in its programs and policies. Recent times have seen the emergence of new and more potent threats related to climate change and the ferocity of its consequences, including the influx of sargassum seaweed on many of the islands' beaches. This has reinforced the need to think blue. In response to this and other related challenges, the Prime Minister announced the creation of a Ministry of Maritime Affairs and the Blue Economy (MMABE). Despite its small land space, Barbados's maritime space is over 400 times bigger, covering 183,436 km² representing an opportunity that could and should be utilized in a sustainable way to advance the economic interest of the country, while at the same time protect the environment. Despite that certain aspects of the blue economy, for example tourism activities, fishing and seaport services, have traditionally been part of Barbados's socio-economic landscape, the blue economy as an economic sector remains underdeveloped, fragmented and unexplored.

2. Objectives

- 2.1 The overall objective of this TOR is to help design and develop a knowledge generation and dissemination strategy/campaign to increase awareness amongst private and public sector actors on the strategic importance of the Blue Economy for growth in Barbados. This will include disseminating information on the strategic direction the MMABE is taking to advance the Blue Economy agenda of Barbados.

⁵ The Blue Economy is a sustainable ocean economy in which "economic activity is in balance with the long-term capacity of ocean ecosystems to support this activity and remain resilient and healthy" (adapted from The Economist, 2015).

⁶ Toward a Blue Economy: A Promise for Sustainable Growth in the Caribbean, the World Bank Group, September 2016.

3. Scope of Services

- 3.1 The scope of services for this Terms of Reference will focus on the development of a Stakeholder Sensitization and information dissemination strategy/campaign and on supporting the dissemination of information on the strategic direction the MMABE is taking to advance the Blue Economy agenda of Barbados. The chosen firm will be responsible for coordinating all aspects related to the completion of this task, inclusive of all logistic aspects, with the approval of the IDB and government counterparts.

4. Key activities

- 4.1 The following key activities will be carried out by the chosen firm:
1. Design and implementation of awareness raising campaigns inclusive of content and materials;
 2. Development and organization (including all logistical arrangements needed) of workshops gathering key stakeholders for consultations, input and dissemination of findings as required by the activities carried out under the various components of the project; and
 3. Development of strategic publications to disseminate the main findings of the project regarding blue growth for Barbados in collaboration with the teams working on other consultancies of the project. This activity will include formatting of documents, developing graphic designs, etc. to ensure reports and materials are ready to be publicized as well as supporting with the dissemination of such materials through various means including social media, conventional media, press releases, infographics, blogs, etc.

5. Expected Outcomes, Deliverables

- 5.1 PRODUCT 1: A work plan detailing the activities and milestones as well as a methodology to carry out all activities.
- 5.2 PRODUCT 2: A report outlining the awareness campaign/s specified in activity 4.1-1.
- 5.3 PRODUCT 3: Workshop reports as specified in activity 4.1-2.
- 5.4 PRODUCT 4: Publication/s and other materials as specified in activity 4.1-3.

6. Project Schedules and Milestones

Deliverable	Date	Description
Product 1	0.5 month after signing contract	See 5.1
Product 2	6 months after signing contract	See 5.2
Product 3	8 months after signing contract	See 5.3
Product 4	12 months after signing contract	See 5.4

7. Reporting Requirements

- 7.1 The consultants will submit their deliverables according to the schedule established in section 6 of this Terms of Reference.

8. Acceptance Criteria

- 8.1 The acceptance of deliverables must be given by the IDB when all comments received during the revision process are included in the submitted reports. Upon approval the IDB will disburse payments.

9. Other Requirements

- 9.1 The firm should ensure that the proposed team of experts include personnel with advanced knowledge and working experience in the relevant areas of expertise required for this assignment:
- a. Team leader shall hold a Post graduate degree in Marketing and Communications or related discipline. At least 10 years of experience related to this assignment is required.
 - b. Other key personnel must have at least 7 years of relevant experience and should include: (i) expert in Marketing and Branding; (ii) Expert in Communications (including social media) and Public Relations; (iii) Graphic designer; and (iv) Public Consultation specialist/Events planner.
- 9.2 Experience in the Caribbean and/or Barbados will be considered an asset. The firm should ensure that local experts or experts with recent relevant working experience in Barbados are included in the team. A minimum technical score of 65 is required for firms to continue to the financial evaluation.

10. Supervision and Reporting

- 10.1 The Climate Change and Sustainable Development Sector will have the technical responsibility of the execution of this work order as well as for the approval of the deliverables prepared by the consulting firm(s). Prior to approval, the IDB shall seek the endorsement for each deliverable from the MMABE and other sections of the Bank involved in the project. In representation of the IDB, the technical coordination and leadership for this consultancy rests with IDB's staff members Sara Valero and Gerard Alleng, in coordination with the rest of the project team.

11. Schedule of Payments

- 11.1 The delivery of the products and the corresponding payments will be scheduled as follows:

Payment Schedule

Deliverable	%
a) Product 1	20%
b) Product 2 and 3	50%
c) Product 4	30%
TOTAL	100%

Terms of Reference

Climate Change Division – PEC Consultant to undertake a mid-term and a final evaluation of the project

Background: Established in 1959, the Inter-American Development Bank (“IDB” or “Bank”) is the main source of financing for economic, social and institutional development in Latin America and the Caribbean. It provides loans, grants, guarantees, policy advice and technical assistance to the public and private sectors of its borrowing member countries.

The ocean covers more than 72% of the earth’s surface and is responsible for 80% of global trade, 32% of hydrocarbons extracted for energy needs and for both domestic and international tourism for almost 200 countries and overseas territories. The contribution of the ocean economy to global value added has recently been estimated, conservatively suggesting its contribution is in the order of US\$1.5 trillion annually, or roughly 3% of global value added. Since Rio+20, the Blue Economy has been gaining momentum as coastal and island nations are looking at the ocean as the next frontier for economic development. An ocean-based approach to growth not only offers the marine and coastal resources, but a way to boost growth and tackle some of the key challenges related to the high unemployment, food security, poverty and resilience to climate change. Barbados is faced with traditional challenges related to its limited economic diversification, fiscal fragility and susceptibility to the impacts of climate change such as hurricanes, sea level rise and increased temperatures. The pervasive nature of a lingering recession demanded that the government be more strategic in its programs and policies. Recent times have seen the emergence of new and more potent threats related to climate change and the ferocity of its consequences, including the influx of sargassum seaweed on many of the islands’ beaches. This has reinforced the need to think blue. In response to this and other related challenges, the Prime Minister announced the creation of a Ministry of Maritime Affairs and the Blue Economy (MMABE). Despite its small land space, Barbados’s maritime space is over 400 times bigger, covering 183,436 km² representing an opportunity that could and should be utilized in a sustainable way to advance the economic interest of the country, while at the same time protect the environment. Despite that certain aspects of the blue economy, for example tourism activities, fishing and seaport services, have traditionally been part of Barbados’s socio-economic landscape, the blue economy as an economic sector remains underdeveloped, fragmented and unexplored.

The IDB is looking for a consultant to undertake an independent in-depth mid-term and end of project assessment of the Non-reimbursable Technical Cooperation Program No. (ATN/XX-xxxx-BA) “Strategic Roadmap for the Blue Economy in Barbados” which includes the degree to which the project is on track based on its implementation plan (midterm valuation) and has been able to achieve the objectives (final evaluation), as spelled out in the TC Document.

The team: The Climate Change and Sustainable Development Sector advises Management on climate change and sustainable development and develops overall Bank policies, strategies, operational guidelines and programs in these areas. It is also responsible for conducting relevant sector research, analytical work, best sector practices and case studies on climate change and sustainability and provides specialized technical sector support to climate change and sustainability-related operations and activities.

What you'll do: to fulfil the desired objectives, the consultant will conduct the following activities:

The selected consultant must undertake the necessary actions to achieve the evaluation main goals. Evaluation activities include the following:

- a. Review project documentation:
 - Collect and review background documentation including deliverables provided by the consulting firms.
- b. Assess the performance of the project with reference to the effectiveness of the project execution and fulfilment of project objectives.
 - Analyze the progress achieved in the implementation of all Program components, including a determination of the degree of compliance with work plans, results of procurement activities and comparison between budgeted and actual costs. Also, review cost efficiency and appropriateness of budgets.
 - Analyze level of compliance with contractual clauses.
 - Analyze major problems encountered in the execution of the Program and the actions taken to resolve them.
 - Review the extent to which the project was aligned with other activities financed by IDB or other development partners.
 - Assess the extent to which objectives and targets were accomplished and propose strategies for improving future projects. The consultant shall identify the gaps that still exist for potential future interventions by the IDB.
 - Assess the institutional aspects of the project and comment on the performance of all stakeholders involved with project design and execution.
 - Identify lessons learned and recommend actions to improve sustainability of activities undertaken by the project.
- c. Undertake field visit and interviews:
 - Conduct interviews with the project's consulting teams and officials at the Bank who were involved in the preparation and execution of the project and knowledgeable individuals/beneficiaries in the participating countries to obtain additional information. The Bank and the consulting firm teams will assist in identifying and arranging such interviews, as needed.
- d. Prepare a draft report:
 - Prepare the draft reports to present a summary picture of the project's execution which will serve as a basis for a quick review of the project's major technical, financial and administrative problems, accomplishments, and lessons learned.
- e. Prepare final report:
 - After the draft report has been reviewed and discussed by the relevant persons within the Bank and the consulting firm, the report is to be finalized by the Consultant and submitted in hardcopy and electronically to the Climate Change Division (CSD/CCS).

Deliverables: The consultant is expected to provide:

- a. Product 1: A Work Plan submitted within five (5) working days of the start of the consultancy. The work plan will include (i) an elaboration of the evaluation methodology, data collection and analysis approaches, (ii) a preliminary list of persons/entities to be consulted; and (iv) timelines for site visits and interviews and all other evaluation activities;
- b. Product 2: A Draft Report of the evaluation within two (2) weeks of the commencement of the consultancy;
- c. Product 3: A Final Evaluation Report submitted within one (1) week after receiving feedback from stakeholders on the draft final report.

Consultants are expected to liaise and coordinate in order to submit the expected deliverables. To complete each deliverable, the Bank will review and submit to the consultant and then the consultant will incorporate the comments.

Payment timeline:

- a) 30% upon submission and approval of product 1.
- b) 35% upon submission and approval of product 2.
- c) 35% upon submission and approval of product 3.

Skills you'll need:

- **Education:** A post-graduate degree in economics, business administration, financial management, international development or related field is required.
- **Experience:** The consultant assigned to the job must have demonstrated knowledge of current evaluation theory and practice and at least 10 years of experience in evaluating projects. Knowledge of climate change adaptation and blue economy is also preferred. Knowledge of rules and procedures used by multilateral financial organizations would be an asset.
- **Languages:** Fluent in English. Another IDB official language is a plus.
- **Core and Technical Competencies:** Excellent communication skills, including written and oral forms; proven ability to communicate complex concepts and prepare reports that are clear, concise and meaningful; Ability to develop, analyze and articulate project issues and identify creative, practical approaches to overcome challenging situations; Analytic capacity and ability to assess project outputs and relevant findings; Good team player, self-starter, ability to work under limited supervision and maintain good relationships internally and externally to the Bank.

Opportunity Summary:

- **Type of contract and modality:** Products and External Services (PEC) Consultant.
- **Length of contract:** 12 months.
- **Location:** Consultant's place of residence with at least one trip to the country of study to discuss with Government authorities and obtain necessary data. The length of the trip will be agreed on between the IDB and the relevant consultant.
- **Responsible person:** Climate Change Specialist (CSD/CCS).

- **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.

Our culture: Working with us you will be surrounded by a diverse group of people who have years of experience in all types of development fields, including transportation, health, gender and diversity, communications and much more.

About us: At the Inter-American Development Bank, we're devoted 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.

Payment and Conditions: Compensation will be determined in accordance with Bank's policies and procedures. The Bank, pursuant to applicable policies, may contribute toward travel and moving expenses. In addition, candidates must be citizens of an IDB member country.

Visa and Work Permit: The Bank, pursuant to applicable policies, may submit a visa request to the applicable immigration authorities; however, the granting of the visa is at the discretion of the immigration authorities. Notwithstanding, it is the responsibility of the candidate to obtain the necessary visa or work permits required by the authorities of the country(ies) in which the services will be rendered to the Bank. If a candidate cannot obtain a visa or work permit to render services to the Bank the contractual offer will be rescinded

Consanguinity: Pursuant to applicable Bank policy, candidates with relatives (including the fourth degree of consanguinity and the second degree of affinity, including spouse) working for the IDB, IDB Invest, or MIF as staff members or Complementary Workforce contractuels, will not be eligible to provide services for the Bank.

Diversity: The Bank is committed to diversity and inclusion and to providing equal opportunities to all candidates. We embrace diversity based on gender, age, education, national origin, ethnic origin, race, disability, sexual orientation, and religion. We encourage women, Afro-descendants and persons of indigenous origins to apply.