

Consultancy for the development of the institutional analysis and roadmap for the strengthening of the District Employment Agency

Background of this search:

In the context of the Technical Cooperation: *Institutional strengthening and results-based financing for better jobs in Bogota*, the Labor Markets Division at the Inter-American Development Bank (IDB) seeks to support the Government of Bogota in the institutional strengthening of the District Employment Agency. The District Employment Agency is in charge of implementing Active Labor Market Policies (ALMPs) with interventions such as training, intermediation, job search assistance, or hiring subsidies that aim at connecting job seekers to formal jobs. The Government is interested in revamping the Agency since it is becoming the primary provider of employment services to those with no formal labor history, like migrants, vulnerable workers, women, and youth. In this sense, a professional is required to develop an assessment and a roadmap for the institutional strengthening of the Agency.

The team's mission:

The Labor Markets and Social Security Division (SCL/LMK) promotes more and better employment in Latin America and the Caribbean. The IDB works to achieve regional goals in poverty reduction, equality of opportunities, and improvement of labor productivity, by strengthening employment and training services, improving the design and scope of social security, and the analysis of labor markets and labor information. To achieve these goals, LMK is currently focusing on analytical work and projects in the following four main areas: Labor Intermediation, Skills Developing, Workforce Migration, and Social Security.

What you will do:

The general objective of this consultancy is to develop an assessment and a roadmap for institutional strengthening of Bogota's Employment Agency, at the strategic, administrative, and operational levels, that seek to improve the provision of employment services to the user population. To achieve this, the consultant should carry out the following activities:

1. Identify the governance structure and key processes of the District Employment Agency.
2. Develop a diagnostic and assessment of the following processes, highlighting crucial challenges and opportunities for improvement:
 - Strategic management
 - Operational/technical management
 - Administrative management
3. Develop a general strategy for strengthening the Agency and describe each of the phases of the strategy.
4. Propose recommendations (short, medium, and long term) for the execution of the strengthening plan.
5. Participate in meetings with officials of the Government of Bogota and the Agency.
6. Participate in meetings with the project team of the IDB.

Deliverables and Payments timeline:

1. **Deliverable 1:** Workplan and methodology. This should include a schedule of activities to carry out throughout the consultancy and describe the methodology that will be used to fulfill the objectives of the project in the estimated time.
2. **Deliverable 2:** Diagnostics and assessments of existing processes. This should describe the analysis developed regarding the main processes, and highlight crucial challenges and opportunities for improvement.
3. **Deliverable 3:** Strengthening plan of the Agency. This should include recommendations at the strategic, administrative, and operational levels and a roadmap to deploy this plan.

All deliverables should be reviewed and approved by the technical team of the IDB before each payment. The payment schedule is as follows:

Payment Schedule	
<i>Deliverable</i>	%
1. Product 1: Workplan and schedule of activities	20%
2. Product 2: Diagnostics and assessments of existing processes	40%
3. Product 3: Institutional strengthening plan	40%
TOTAL	100%

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: Bachelor's degree in economics, public policy, social sciences, or related areas and master's degree in related areas.

Experience: The consultant must have at least 7 years of experience in matters of strengthening public institutions; in particular, the design and implementation of institutional strengthening programs and improvement of the management of Public Administrations.

Languages: Spanish and English (advanced level).

Core and Technical Competencies: Knowledge in advising management processes of ministries of labor in other countries will be a plus. It is preferable that the consultant has experience in these matters in Latin American countries and is familiar with the institutional

context of the public sector in Colombia. Excellent ability to communicate both orally and written.

Opportunity Summary:

- Type of contract and modality: Product and External Services Consultancy (PEC)
- Length of contract: 5 months
- Starting date: February 2023
- Location: External.
- Responsible person: Carolina González-Velosa, Specialist of the Labor Market and Social Security Division (SCL/LMK), cagonzalez@iadb.org.
- 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: 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.

Because we are committed to providing equal opportunities in employment, we embrace all diversity and encourage women, LGBTQ+, persons with disabilities, afro-descendants, and indigenous people to apply.

About us: At the IDB, we are committed to improving lives. Since 1959, we have 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 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.

TERMS OF REFERENCE

Consultancy for the design of employment specialized services provided by the District Employment Agency, particularly for women and migrants

Colombia

CO-T1683

Institutional strengthening and results-based financing for better jobs in Bogota

1. Background and Justification

- 1.1.** The Labor Markets and Social Security Division (SCL/LMK) promotes more and better employment in Latin America and the Caribbean. The IDB works to achieve regional goals in poverty reduction, equality of opportunities, and improvement of labor productivity, by strengthening employment and training services, improving the design and scope of social security, and the analysis of labor markets and labor information. To achieve these goals, LMK is currently focusing on analytical work and projects in the following four main areas: Labor Intermediation, Skills Developing, Workforce Migration, and Social Security.
- 1.2.** Unemployment and informality rates in Bogota, just like in the rest of Colombia, are large and access to quality jobs is uneven. Even before the pandemic, in 2019, unemployment rates in Bogota were high by regional standards, 10.6% for women and 8.9% for men. Unemployment levels increased dramatically during the pandemic, especially among women, and while in 2021 there was an important recovery, figures remain very high: at 13.4% and 11.3% for women and men, respectively. In the case of young adults, unemployment rates are even higher, reaching almost 20%. Labor informality is widespread: by the end of 2021 two out of every five workers in Bogota had informal jobs (Secretaría de Desarrollo Económico de Bogota, 2022).
- 1.3.** Bogota has the highest number of Venezuelan migrants, who face large barriers in access to quality jobs. Bogota is home to 495,236 Venezuelan migrants, representing 20% of all Venezuelan migrants residing in the country and surpassing the total number of Venezuelan migrants and refugees in other countries in the region (Chile 448,138; Brazil 351,958; Argentina 170,316, etc.). This has posed enormous challenges for the City in terms of guaranteeing basic public services for the population.
- 1.4.** Active labor market policies to promote employment. To promote employment recovery, the governments in the region have increased their investments in active labor market policies (ALMPs). In Colombia, pre-pandemic investments were already significant, amounting to at least 0.3% of GDP at the national level (Gonzalez-Velosa, 2022). Investments in these programs increased dramatically in the aftermath of the pandemic. For instance, the national government implemented an intervention (Programa de Apoyo

al Empleo Formal) that subsidized 40% of the minimum wage for new hires with expenditures amounting to at least 0.6% of GDP. In Bogota, the budget assigned to the implementation of ALMPs increased 27.5 times from 2019 to 2021. The city is currently spending at least USD 27 million in 2022 for training and employment services for the general population and hiring subsidies for youth. With these investments, the government is aiming to achieve considerably large employment goals: 200.000 individuals inserted into the labor market for the quadrennium 2020-2023, (80.000 in 2022) and 50.000 individuals trained.

- 1.5. To attain these employment goals, Bogota is revamping its employment agency and has launched active labor market programs like *Bogota Trabaja* and *Empleo Joven*. On the one hand, in 2019 the District Employment Agency turned into a critical institution to provide employment services to vulnerable populations in Bogota, such as migrants and women disconnected from the labor market. Due to a 2019 Constitutional Court ruling, the *Cajas de Compensación Familiar*, which operated as major employment agencies in the city providing universal services, are now greatly limited in their provision. To a large extent, the Cajas are now only able to provide services to unemployed individuals with formal labor history. Thus, the District Employment Agency is becoming the primary provider of employment services to those with no formal labor history, like migrants, vulnerable workers, women, and youth. To institutionalize this role, the District Employment Agency has set the target of supporting the insertion of at least 34.000 individuals by the end of 2022. Also, it seeks to improve both the specialized services offered to vulnerable populations and the strategic approach toward employers taking into account specific challenges and needs faced by women and migrants' vulnerable groups.
- 1.6. In this context, the IADB is financing a Technical Cooperation (CT) that seeks to support the Government of Bogota in the institutional strengthening of the District Employment Agency. In particular, revise and design employment specialized services for vulnerable populations, particularly Venezuelan refugees, migrants, and women.

2. **Objectives**

- 2.1. The general objective of this consultancy is to strengthen the District Employment Agency's capacity in delivering adequate services to companies for personnel recruitment and better meet the needs of target populations, such as women and migrants.

3. **Scope of Services**

The consultancy will require:

- 3.1. Exchange of best practices, lessons learned, information, and learning between the expert consultants and the officials of the Government of Bogota and the District Employment Agency, regarding specialized employment services for vulnerable populations. In particular, migrants and women.

4. Key Activities

To fulfill these objectives, the following activities must be developed:

- 4.1. Share technical knowledge on specialized employment services for marginalized populations, particularly migrant populations, and women.
- 4.2. Share governance structure and processes of international Public Employment Services that have contributed to effectively delivering these services.
- 4.3. Review institutional and operational characteristics of the Bogotá Employment Agency, to use them as input for it.
- 4.4. Prepare case studies that will serve as examples of practical application during the technical assistance.
- 4.5. Prepare course support materials
- 4.6. Lead the work sessions by the work plan designed by the firm and approved by the Bank.
- 4.7. Define the format of the virtual training/workshops in terms of the number of sessions required and the duration of each session, based on the experience of the firm, to meet the objective of the consultancy.
- 4.8. Participate in meetings with the IDB team to discuss and agree on technical and operational topics of the workshops.

5. Expected Outcome and Deliverables

The expected outcomes and deliverables of this consultancy are:

- 5.1. **Deliverable 1:** Work plan and methodology, the firm should define a work plan with a schedule of roles and activities and propose a methodology to achieve the objectives of the consultancy in the estimated time.
- 5.2. **Deliverable 2:** Package of PowerPoint presentations, with bibliographic references such as academic documents, publications, blogs, videos, and other tools used in the course.
- 5.3. **Deliverable 3:** Executive report that describes the main activities and conclusions of the consultancy, including a section with recommendations to improve employment services provided by the Agency.

6. Project Schedule and Milestones

The consultancy will have a duration of six months:

Milestones and deliverables	Jul. 2023	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023	Dic. 2023
-----------------------------	--------------	--------------	---------------	--------------	--------------	--------------

Milestone 1. Workplan and schedule (Deliverable 1 completed)						
Milestone 2. workshops (Deliverable 2)						
Definition of content, agenda, and participants						
Completion of workshops						
Deliverable 2 completed						
Milestone 3. Final report						
Draft Report						
IADB Revision						
Deliverable 3 completed						

7. Reporting Requirements

7.1. The reports must be submitted in Microsoft Word and the presentations in PowerPoint format, following the specifications detailed in sections 4 and 5.

7.2. All materials produced during and for this consultancy will be delivered electronically.

8. Acceptance Criteria

8.1. The approval of the products will be determined by the IADB. Carolina González-Velosa specialist of the Labor Markets and Social Security Division is the authorized person to accept the work.

9. Other Requirements

9.1. Not applicable.

10. Supervision and Reporting

10.1. Carolina González-Velosa will be supervising the products of this consultancy. She will approve, give feedback, or instructions for modifications. For this, she will collect the comments and requirements from the project team, from the beneficiary entity of this TC, and in some cases, from the main stakeholders of the initiative.

11. Schedule of Payments

11.1. Payment terms will be based on project milestones or deliverables. The Bank does not expect to make advance payments under consulting contracts unless a significant amount of travel is required. The Bank wishes to receive the most competitive cost proposal for the services described herein.

11.2. The IDB Official Exchange Rate indicated in the RFP will be applied for necessary conversions of local currency payments.

Payment Schedule	
Deliverable	%

Product 1: Work plan and schedule of activities	20%
Product 2: Workshops	40%
Product 3: Final report	40%
TOTAL	100%

TERMS OF REFERENCE

Consultancy for the development of process and results evaluations of Bogota's Payment by Results Mechanism on employment

Colombia

CO-T1683

Institutional strengthening and results-based financing for better jobs in Bogota

1. Background and Justification

- 1.1.** The Labor Markets and Social Security Division (SCL/LMK) promotes more and better employment in Latin America and the Caribbean. The IDB works to achieve regional goals in poverty reduction, equality of opportunities, and improvement of labor productivity, by strengthening employment and training services, improving the design and scope of social security, and the analysis of labor markets and labor information. To achieve these goals, LMK is currently focusing on analytical work and projects in the following four main areas: Labor Intermediation, Skills Developing, Workforce Migration, and Social Security.
- 1.2.** Unemployment and informality rates in Bogota, just like in the rest of Colombia, are large and access to quality jobs is uneven. Even before the pandemic, in 2019, unemployment rates in Bogota were high by regional standards, 10.6% for women and 8.9% for men. Unemployment levels increased dramatically during the pandemic, especially among women, and while in 2021 there was an important recovery, figures remain very high: at 13.4% and 11.3% for women and men, respectively. In the case of young adults, unemployment rates are even higher, reaching almost 20%. Labor informality is widespread: by the end of 2021 two out of every five workers in Bogota had informal jobs (Secretaría de Desarrollo Económico de Bogota, 2022).
- 1.3.** Bogota has the highest number of Venezuelan migrants, who face large barriers in access to quality jobs. Bogota is home to 495,236 Venezuelan migrants, representing 20% of all Venezuelan migrants residing in the country and surpassing the total number of Venezuelan migrants and refugees in other countries in the region (Chile 448,138; Brazil 351,958; Argentina 170,316, etc.). This has posed enormous challenges for the City in terms of guaranteeing basic public services for the population.
- 1.4.** Active labor market policies to promote employment. To promote employment recovery, the governments in the region have increased their investments in active labor market policies (ALMPs). In Colombia, pre-pandemic investments were already significant, amounting to at least 0.3% of GDP at the national level (Gonzalez-Velosa, 2022). Investments in these programs increased dramatically in the aftermath of the pandemic. For instance, the national government implemented an intervention (Programa de Apoyo al Empleo Formal) that subsidized 40% of the minimum wage for new hires with

expenditures amounting to at least 0.6% of GDP. In Bogota, the budget assigned to the implementation of ALMPs increased 27.5 times from 2019 to 2021. The city is currently spending at least USD 27 million in 2022 for training and employment services for the general population and hiring subsidies for youth. With these investments, the government is aiming to achieve considerably large employment goals: 200.000 individuals inserted into the labor market for the quadrennium 2020-2023, (80.000 in 2022) and 50.000 individuals trained.

1.5. To attain these employment goals, Bogota is revamping its employment agency and has launched active labor market programs like *Bogota Trabaja* and *Empleo Joven*. On the one hand, in 2019 the District Employment Agency turned into a critical institution to provide employment services to vulnerable populations in Bogota, such as migrants and women disconnected from the labor market. Due to a 2019 Constitutional Court ruling, the *Cajas de Compensación Familiar*, which operated as major employment agencies in the city providing universal services, are now greatly limited in their provision. To a large extent, the Cajas are now only able to provide services to unemployed individuals with formal labor history. Thus, the District Employment Agency is becoming the primary provider of employment services to those with no formal labor history, like migrants, vulnerable workers, women, and youth. To institutionalize this role, the District Employment Agency has set the target of supporting the insertion of at least 34.000 individuals by the end of 2022. Also, it seeks to improve both the specialized services offered to vulnerable populations and the strategic approach toward employers taking into account specific challenges and needs faced by women and migrants' vulnerable groups. Moreover, Bogota is also investing in Bogota Trabaja, an intervention that will be financed through results-based financing models and will emphasize access to women and immigrants and was designed using lessons learned from recent innovations in results-based financing made in Colombia.

1.6. In this context, the IADB is financing a Technical Cooperation (CT): *Institutional strengthening and results-based financing for better jobs in Bogota*, that seeks to support the Government of Bogota in the institutional strengthening of the District Employment Agency and through the implementation and evaluation of *Bogota Trabaja*, a large-scale employment program that will operate through results-based financing.

1.7. The Bank is searching for a firm to develop an independent evaluation of processes and results that will inform the design of future results-based financing interventions. In particular, those mechanisms that seek to incentivize the insertion of women into the labor market.

2. Objectives

2.1. The objective of this consultancy is to collect and systematize learnings during the implementation of the results-based scheme in Bogotá to inform the design of future results-based financing interventions, with a strong focus on identifying the strategies that

work better to insert women into the labor market.

3. Scope of Services

The consultancy will require to:

- 3.1.** Design of the evaluation of processes: generate the design of the evaluation of processes to identify if the benefits associated with this mechanism did materialize during its development and identify what are the factors that they contributed to it. From this documentation, future evidence will be generated to share with the authorities of the country and the region.
- 3.2.** Implementation of the evaluation of processes: develop the analysis and final report of the evaluation, present the key findings and lessons learned from the questions defined in the evaluation design.

4. Key Activities

To fulfill these objectives, the following activities must be developed:

- 4.1.** Define the hypotheses to be tested and develop an analytical framework to test the selected hypotheses.
- 4.2.** Develop a high-level methodological framework.
Identify and develop the tools for data collection for the development of the evaluation. These methodologies may include documentary review, review of the databases that the monitoring program has, and structured or semi-structured interviews with stakeholders, among others.
- 4.3.** Develop a roadmap and timeline for the implementation of the assessment.
- 4.4.** Develop the evaluation implementation plan and implement the tools for data collection with their specific use.
- 4.5.** Collection of data and information.
- 4.6.** Data analysis and report development. The data analyzed will be quantitative and qualitative, which will test the hypotheses and research questions raised in the design of the evaluation.
- 4.7.** Present the results and final findings of the fieldwork.
- 4.8.** Development of the final report.

5. Expected Outcome and Deliverables

The expected outcomes and deliverables of this consultancy are:

5.1. Workplan and methodology

The firm should define a work plan with a schedule of roles and activities and propose a methodology to achieve the objectives of the consultancy in the estimated time.

5.2. Final report with the main findings and policy recommendations. This should include at least the following:

- i) Introduction and general objectives of process evaluation
- ii) Scope and structure of process evaluation
- iii) Analytical framework
- iv) Feasibility analysis of the design to collect information to answer the hypotheses and the guiding questions
- v) Methodological framework
- vi) Roadmap and the timeline for implementation
- vii) Quantitative and qualitative analyzes derived from the information collected to date.
- viii) Findings and recommendations.
- ix) Bibliographic references
- x) Annex with practical guide/manual on how to develop an evaluation of processes that can be replicated.

6. Project Schedule and Milestones

The consultancy will have a duration of twelve months:

Milestones and deliverables	Q1			Q2			Q3			Q4		
Milestone 1. Workplan and schedule (Deliverable 1 completed)												
Milestone 2. Design of the evaluation (Deliverable 2)												
Deliverable 2 completed												
Milestone 3. Development of the evaluation and final report												
Collection of data and draft report												
IADB Revision												
Deliverable 3 completed												

7. Reporting Requirements

7.1. The reports must be submitted in Microsoft Word and the presentations in PowerPoint format, following the specifications detailed in sections 4 and 5

7.2. All materials produced during and for this consultancy will be delivered electronically.

8. Acceptance Criteria

8.1. The approval of the products will be determined by the IADB. Carolina González-Velosa specialist of the Labor Markets and Social Security Division is the authorized person to accept the work.

9. Other Requirements

9.1. Not applicable.

10. Supervision and Reporting

10.1. Carolina González-Velosa will be supervising the products of this consultancy. She will approve, give feedback, or instructions for modifications. For this, she will collect the comments and requirements from the project team, from the beneficiary entity of this TC, and in some cases, from the main stakeholders of the initiative.

11. Schedule of Payments

11.1. Payment terms will be based on project milestones or deliverables. The Bank does not expect to make advance payments under consulting contracts unless a significant amount of travel is required. The Bank wishes to receive the most competitive cost proposal for the services described herein.

11.2. The IDB Official Exchange Rate indicated in the RFP will be applied for necessary conversions of local currency payments.

Payment Schedule	
<i>Deliverable</i>	%
1. <i>Product 1: Work plan and schedule of activities</i>	20%
2. <i>Product 2: Draft Report</i>	30%
3. <i>Product 3: Final Report</i>	50%
TOTAL	100%

Consultancy for the development of a diagnosis regarding the challenges women and migrants encounter to access the labor market and policy recommendations to mitigate these barriers

Background of this search:

In the context of the Technical Cooperation: *Institutional strengthening and results-based financing for better jobs in Bogota*, the Labor Markets Division at the Inter-American Development Bank (IDB) seeks to support the Government of Bogota in the institutional strengthening of the District Employment Agency and through the evaluation of *Bogota Trabaja*, a large-scale employment program that will operate through results-based financing. The District Employment Agency is in charge of Active Labor Market Policies (ALMPs) with interventions such as training, intermediation, job search assistance, or hiring subsidies that aim at connecting job seekers to formal jobs. The District Employment Agency directs its services mainly to the vulnerable population. With *Bogota Trabaja*, the Government of Bogota aims at placing at least 21,000 beneficiaries in formal jobs and will contract out the operation to service providers that will receive payments contingent on the achievement of pre-defined and verified results in formal job placement. This financial model is an innovation in service delivery, uncommon in Colombia and Latin America and the Caribbean, that seeks to promote an incentive alignment among beneficiaries, social providers, and the government thereby increasing the effectiveness of the intervention. The payment structure and coverage goals of the intervention will incentivize the provision of services for populations that have limited access to the labor market, especially migrants and women. For both strategies, the employment services provided by the Agency and the private providers responsible for the implementation of payment by results mechanisms, a professional is required to develop an assessment regarding the challenges women and migrants encounter to access the labor market and policy recommendations to mitigate these barriers.

The team's mission:

The Labor Markets and Social Security Division (SCL/LMK) promotes more and better employment in Latin America and the Caribbean. The IDB works to achieve regional goals in poverty reduction, equality of opportunities, and improvement of labor productivity, by strengthening employment and training services, improving the design and scope of social security, and the analysis of labor markets and labor information. To achieve these goals, LMK is currently focusing on analytical work and projects in the following four main areas: Labor Intermediation, Skills Developing, Workforce Migration, and Social Security.

The mission of the Gender and Diversity Division (GDI) is to promote (a) gender equality and empowerment (b) development with identity for indigenous peoples, and (c) inclusion of Afro-descendants, people with disabilities and LGBTIQ+ people. It supports Bank operations, provides policy and strategic guidance, and carries out technical assistance and training activities.

What you'll do:

The general objective of this consultancy is to develop an assessment of challenges women encounter to access the labor market in Bogota, as perceived by public and private providers and employers, and provide policy recommendations for strengthening the strategies operators deploy to support women's insertion into the labor market. To achieve this, the consultant should carry out the following activities:

1. Develop a diagnosis of the challenges women and migrants encounter to enter the labor market in Bogota, as perceived by public and private providers and employers.
2. Develop a diagnosis and a systematization of strategies and good practices used by public and private providers such as the District Employment Agency, *Corporación Minuto de Dios*, *Fundación Colombia Incluyente* and *Compensar* to adapt or better include women and migrants in their programs.
2. Generate a diagnosis of challenges and a systematization of effective strategies used by providers and employers for facilitating labor market insertion of women and migrants in Bogotá (the consultant will define the sample with the IDB team).
3. Propose specific recommendations and co/design materials with public and private officials for strengthening the services these entities provide for women and migrants.

Deliverables and Payments timeline:

- **Deliverable 1:** Workplan and methodology. This should include a schedule of activities to carry out throughout the consultancy and describe the methodology that will be used to fulfill the objectives of the project promptly.
- **Deliverable 2:** Diagnosis of the challenges women and migrants encounter to enter the labor market in Bogota, as perceived by public and private providers and employers.
- **Deliverable 3:** Diagnosis and systematization of strategies and good practices used by public and private providers, and employers.
- **Deliverable 4:** Document that includes recommendations and materials co/designed with public and private officials for better strengthening the services they provide for women and migrants.

All deliverables should be reviewed and approved by the technical team of the IDB before each payment. The payment schedule is as follows:

Payment Schedule	
<i>Deliverable</i>	%
1. Deliverable 1	10%
2. Deliverable 2	30%
3. Deliverable 3	30%
4. Deliverable 4	30%
TOTAL	100%

What you'll need:

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

Consanguinity: You have no family members (up to the fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB Group.

Education: Bachelor's degree in economics, public policy, social sciences, or related area.

Experience: A minimum of five years of experience in matters regarding strengthening public institutions.

Languages: Spanish and English (advanced level).

Core and Technical Competencies: Knowledge in diagnosis and co/design of tools and strategies for public policy implementation. It is preferable that the consultant has experience in these matters in Latin American countries and is familiar with the institutional context of the public sector in Colombia. Excellent ability to communicate both orally and written.

Opportunity Summary:

- Type of contract and modality: Product and External Services Consultancy (PEC)
- Length of contract: 7 months
- Starting date: January 2023
- Location: External.
- Responsible person: Carolina González-Velosa, Specialist of the Labor Market and Social Security Division (SCL/LMK), cagonzalez@iadb.org.
- 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: 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.

Because we are committed to providing equal opportunities in employment, we embrace all diversity and encourage women, LGBTQ+, persons with disabilities, afro-descendants, and indigenous people to apply.

About us: At the IDB, we are committed to improving lives. Since 1959, we have 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 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.