

TERMS OF REFERENCE

Development of an Integrated Master Plan for Walkers Reserve

Barbados

BA-T1159

Walkers Reserve Integrated Master Plan and Restoration Pilot

1. Background:

- 1.1 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 countries.
- 1.2 Climate change has been described by G20 leaders as the greatest challenge of our time and the Small Island Developing States (SIDS) of the Caribbean are on the front-lines of this climatic onslaught. The effects of these climate impacts have altered our modern understanding of climatic patterns, restructured economies and transformed lives. Latin America and the Caribbean (LAC) are comparatively negligible contributors to global greenhouse gas (GHG) emissions at an average of 12% of total global emissions but this percentage is expected to increase under the existing regional development trends.
- 1.3 Five years after the Paris Agreement, scientists and major UN studies, indicate that the target of 2 degrees is well off-track, leaving LAC particularly vulnerable to temperature increases, rising sea levels, changes in rainfall patterns and increasingly catastrophic adverse weather events. It is averaged that the impacts of climate change will lead to an annual loss of 2-4% of LAC’s GDP. Additionally, the deforestation of large areas for degenerative agriculture and livestock management, as well as, extractive industries have added to mounting climate change issues in LAC. Therefore, the identification and implementation of climate smart and sustainable business models is critical to LAC’s development. Thus, developing strategies for creating self-sustaining communities is increasingly urgent given global climate change, under which environmental fluctuations are predicted to intensify. Understanding determinants of resistance, environmental stressors and valuing natural capital, may thus be crucial to restoring stable ecosystems and create sustainable development.
- 1.4 It is within the context of maintaining natural capital and to make a case for the restoration of natural areas that have been degraded by economic development that the Bank is supporting innovative efforts to develop new financial and business models to conserve, value, price, and trade natural capital that enhance and protect the underlying natural assets. The main objective of this program is to develop an integrated master plan for the rehabilitation and end of use plan of Walkers sand quarry and pilot sustainable interventions on natural capital restoration. The program will be designed to take a comprehensive approach to environmental sustainability, climate change adaptation and mitigation, disaster risk management and

conservation. Given the strategically important location of Walkers Reserve, the master plan will include components that value the potential of recreational and cultural activities, sustainable agriculture, food markets, tourism and commercial opportunities for community development and resilience.

1.5 The IDB Group seeks to support investments in islands in the Caribbean basin that are aligned to the Sustainable Development Goals (SDGs) and the outcomes of the Paris Agreement, while facilitating access to climate finance to leverage private sector investment through: (i) improving institutional capacities (governance, policy, legislation, regulations, and organizational); (ii) supporting upstream planning and preparation of investment proposals to attract sustainable finance; (iii) creation of an operational funding facility to mobilize private and public investment for island territories in LAC.

1.6 The team's mission: The Department of Climate Change and Sustainability (CSD) advises the Administration on climate change and sustainable development. Similarly, it develops general policies, strategies, operational guidelines and programs for the Bank on these issues. In addition, it is responsible for carrying out relevant studies, analytical work, good practices and case studies on climate change and sustainability. On the other hand, it supports the delivery of technical inputs to operations and activities that have some component related to climate change and sustainability.

2. Objectives:

The objective of the consultancy is to develop an Integrated Master Plan for the Walkers Reserve in Barbados that will provide guidance on the most appropriate and sustainable land usage and will inform the high-level strategic planning work to be undertaken in accordance with the principles of restoration of ecological landscapes.

3. Scope of services:

The Integrated Master Plan (IMP) consultancy firm will develop a plan that will comprise of:

- a. Site investigation of the Walkers facility including inventory of existing conditions, current uses, existing ecology and natural capital assets and a mapping of key stakeholders;
- b. Analysis and diagnostic of potential restorative interventions including baseline assessments (BAUs), market and financial analysis; and
- c. Prioritization and action plan as part of the development of an implementation plan. The analysis and assessments on each of the stages will inform the identification of a broad list of potential uses and their economic values. The firm will work closely with the project team at Walkers Reserve, the IDB team and will be expected to interact with stakeholders including the Government of Barbados.

4. Key Activities:

The consulting firm will carry out the following key activities that will facilitate the achievement of the objective:

- a. Undertake a review of international best practices, case studies; as well as national policy and regulatory requirements related to the development and implementation of integrated master plans for landscape restoration and present the best available methodology for the development of Walkers Reserve Masterplan.
- b. Undertake a gap analysis of the technical information available for the site including available background studies, existing technical assessments (topography, geology, risk assessment including climate risk and hydrology), available engineering information and previous studies in order to determine data gaps and assess best use of natural assets.
- c. Undertake an on-site investigation to characterize existing conditions, current land uses, identify ecology, natural capital account, geographical and vegetation mapping using the latest technology.
- d. Undertake an assessment and identification of additional restorative interventions.
- e. Identify priority areas of investment for potential recreational, commercial, and eco-tourism activities to expand and achieve economies of scale.
- f. Develop the integrated Walkers Reserve Masterplan including business as usual, market and financial analyses to provide direction for the planning, acquisition, development and renovation of the site for the next 10 years 2020-2030.
- g. Develop an implementation plan with at least three concept investment alternatives for Walkers Reserve including project phasing, investment plan and other programming elements.
- h. Conduct at least two consultation workshops including SWOT analysis and consultation with local community people and relevant stakeholders to gather input and get buy-in from local authorities.

5. Expected Outcome and Deliverables

Guided by the scope of this consultancy, the consultancy firm will produce an indeterminate number of documents as far as appropriate and in line with the completion of the defined activities. All reports are subject to approval by the project team which will involve consultation with Walkers Reserve. Nevertheless, the following reports and deliverables are expected:

- A detailed work plan and schedule, three (3) weeks after the start of the consultancy;
- Report on site investigation and review of best practices etc.
- Report on data gap analysis and characterization of site conditions
- Assessment and identification of restorative interventions and prioritization of areas of investment
- Draft Integrated Master Plan inclusive of stakeholder consultation
- Final Integrated Master Plan and implementation plan inclusive of key stakeholder engagement

6. Project Schedule and Milestones

6.1. The project is expected to begin November 2019 and to be completed twelve (12) months thereafter. Traveling and workshop costs are included in the consulting firm's budget. The

schedule and milestones will be defined by the firm in agreement with the IDB and captured by the first deliverable (the workplan).

7. Reporting Requirements

- 7.1. Every report must be submitted to the Bank in an electronic file. The report should include cover, main document, and all annexes. Zip files will not be accepted as final reports, due to Records Management Section regulations.
- 7.2. In addition to the deliverables outlined in Section 5, the consulting firm will also provide the IDB with brief monthly progress updates via email in relation to the approved workplan.

8. Acceptance Criteria

- 8.1. Reports will be reviewed by the Team Leader and project team at Walkers Reserve. Acceptance of deliverables are contingent on addressing any comments provided by these parties within revised versions of the submissions.
- 8.2. Additionally, the consulting firm is required to participate in technical meetings (by video/teleconferencing) as necessary to discuss any matter considered important for the timely implementation of the project. The timing of the meeting will be determined as needed.

9. Other Requirements

- 9.1. Candidates will be provided with data and documentation to assist in the achievement of the objectives outlined in Section 2.

10. Supervision and Reporting

- 10.1. The consultancy will be supervised by Gerard Alleng, Climate Change Senior Specialist, of the Climate Change and Sustainable Development Division, Inter-American Development Bank, in collaboration with Walkers Reserve project team.

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	%
1. Workplan	5%
2. Site investigation report	10%
3. Data gap analysis	10%
4. Assessment of restorative interventions	30%
5. Draft IMP	35%
6. Final IMP and implementation plan	10%

12. Qualifications of Team Members

12.1 The selected firm and the members of the team assigned must the following qualifications:

- a. Academic Degree / Level & Years of Professional Work Experience: the team will include individuals with Master's degree in the areas of interest; at least 10 years of relevant experience in landscape restoration, sustainable infrastructure, natural resource management, eco-tourism, business development and previous experience working in the Caribbean.
- b. Languages: Fluency in English is required.
- c. Skills valued in the team: strong and effective communication assets, ability to convene and manage networks of institutions
- d. The team should include specialists covering the following areas of Expertise: (i) landscape restoration, (ii) Public Private Partnerships frameworks and structures; (iii) resiliency, vulnerability and adaptation to climate change; (iv) eco-tourism development; heritage tourism; (v) permaculture development; (vi) excellent drafting ability and communication skills, both written and oral; (vii) proven ability to communicate complex concepts and prepare reports that are clear, concise and meaningful; (viii) ability to convene stakeholders and policymakers

12.2 The consulting team should be comprised of a set of minimum seven multidisciplinary experts on the following areas of interest:

Permaculture/ Regenerative Agriculture Expert

- Postgraduate degree (Masters or Doctorate) related to Regenerative Agriculture or related discipline (desirable).
- At least 10 years' experience in the Permaculture/Regenerative Agriculture Industry.

- Technical experience in the field of Permaculture including track record of performance in designing permaculture systems and in the regeneration of a silica sand mine.
- Track record including completion of similar Permaculture/ Regenerative Agriculture work in multiple locations globally and/or in the Caribbean region.
- Demonstrable substantive experience of defining the scope of work for the regeneration of degraded habitat in arid tropical regions.
- Experience in completing tender documents related to development of permaculture/ regenerative agriculture projects.
- Multiple permaculture/regenerative agriculture status recognitions or other professional recognitions considered to be desirable.

Coastal/Marine Conservation Expert.

- Postgraduate degree (Masters or Doctorate) related to Biology, Wildlife Management, Zoology, Ecology or related discipline mandatory.
- At least 10 years' experience in vegetation conservation, use of GPS and Remote sensing, mapping, delivering conservation education programs and published in the field.
- Technical experience in coastal conservation in small island developing states (SIDS) such as Barbados.

Conservation Expert with a Specialization in Regenerative Agroecology.

- Postgraduate degree (Masters or Doctorate) related to Biology, Wildlife Management, Zoology, Ecology, Entomology, Agroforestry or related discipline mandatory.
- At least 10 years' experience in conservation, mapping migration, ecosystem services and habitat trends, as well as delivering conservation education programs and published in the field.
- Technical experience in agroforestry, regenerative system design and conservation in small island developing states (SIDS) such as Barbados.
- Track record including completion of education and conservation programs rolled out to the public.

Natural Heritage Expert

- Postgraduate degree (Masters or Doctorate) in Environmental Natural Resources Management or other relevant discipline.
- At least 10 years' experience in the natural and cultural history, island and coastal communities.
- Track record including completion of natural heritage projects in multiple locations globally and in Barbados.
- Experience designing Natural Heritage Tourism strategies and associated attractions.

Protected Area Planning Expert with a Specialization in Environmental & Spatial Planning.

- Postgraduate degree (Masters or Doctorate) related to Protected Areas Planning & Management, Environmental Planning or related discipline mandatory.
- At least 10 years' experience in participatory protected area planning, sustainable co-management in ecotourism with specific emphasis on Coordination with local communities in the Caribbean.
- Demonstrable substantive experience defining the scope of work for Protected Area or Nature Reserve planning & management.
- Experience completing projects associated with spatial planning and multi-use mapping for protected areas and nature reserves.
- Experience designing multi-use water management systems or sustainable drainage systems for agroforestry projects & ecotourism projects.

Eco-tourism Development Expert.

- Postgraduate degree (Masters or Doctorate) related to Destination Planning Management, International Business, Hospitality & Tourism Management or related discipline mandatory.
- At least 10 years' experience in the tourism industry with specific emphasis on tourism product development for the ecotourism, agritourism, volunteer tourism and educational tourism sectors.
- Demonstrable substantive experience of defining the scope of work for ecotourism product development projects.
- Experience completing projects associated with protected areas tourism development, investment planning for ecotourism opportunities.

- Experience with eco-tourism Promotion and Development for Protected Areas, eco-tourism product development and implementation, tourism marketing and related disciplines considered to be desirable.

Economics & Business Development Expert with Specific emphasis on environmental sustainability.

- Postgraduate degree (Masters or Doctorate) in Economics, Sustainable Finance, Sustainable Development, Economics or related disciplines.
- At least 10 years' experience conducting research & designing resilience strategies in tourism, climate and related.
- Experience designing fiscally sound business models and investment strategies for Ecotourism and/or regenerative agriculture tourism products.
- Experience with micro-enterprise development, economic analysis of development projects and developing sector strategies based on economic projections.
- Experience with incorporating climate change concerns into economic analysis for project & business development.
- Demonstrable substantive experience working in SIDS on climate resilience planning and risk reduction strategies in coastal areas.

TERMS OF REFERENCE

Implementation of sustainability pilot project

Barbados

BA-T1159

Walkers Reserve Integrated Master Plan and Restoration Pilot

2. Background:

- 1.7 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 countries.
- 1.8 Climate change has been described by G20 leaders as the greatest challenge of our time and the Small Island Developing States (SIDS) of the Caribbean are on the front-lines of this climatic onslaught. The effects of these climate impacts have altered our modern understanding of climatic patterns, restructured economies and transformed lives. Latin America and the Caribbean (LAC) are comparatively negligible contributors to global greenhouse gas (GHG) emissions at an average of 12% of total global emissions but this percentage is expected to increase under the existing regional development trends.
- 1.9 Five years after the Paris Agreement, scientists and major UN studies, indicate that the target of 2 degrees is well off-track, leaving LAC particularly vulnerable to temperature increases, rising sea levels, changes in rainfall patterns and increasingly catastrophic adverse weather events. It is averaged that the impacts of climate change will lead to an annual loss of 2-4% of LAC’s GDP. Additionally, the deforestation of large areas for degenerative agriculture and livestock management, as well as, extractive industries have added to mounting climate change issues in LAC. Therefore, the identification and implementation of climate smart and sustainable business models is critical to LAC’s development. Thus, developing strategies for creating self-sustaining communities is increasingly urgent given global climate change, under which environmental fluctuations are predicted to intensify. Understanding determinants of resistance, environmental stressors and valuing natural capital, may thus be crucial to restoring stable ecosystems and create sustainable development.
- 1.10 It is within the context of maintaining natural capital and to make a case for the restoration of natural areas that have been degraded by economic development that the Bank is supporting innovative efforts to develop new financial and business models to conserve, value, price, and trade natural capital that enhance and protect the underlying natural assets. The main objective of this program is to develop an integrated master plan for the rehabilitation and end of use plan of Walkers sand quarry and pilot sustainable interventions on natural capital restoration. The program will be designed to take a comprehensive approach to environmental sustainability, climate change adaptation and mitigation, disaster risk management and conservation. Given the strategically important location of Walkers

Reserve, the master plan will include components that value the potential of recreational and cultural activities, sustainable agriculture, food markets, tourism and commercial opportunities for community development and resilience.

- 1.11 The IDB Group seeks to support investments in islands in the Caribbean basin that are aligned to the Sustainable Development Goals (SDGs) and the outcomes of the Paris Agreement, while facilitating access to climate finance to leverage private sector investment through: (i) improving institutional capacities (governance, policy, legislation, regulations, and organizational); (ii) supporting upstream planning and preparation of investment proposals to attract sustainable finance; (iii) creation of an operational funding facility to mobilize private and public investment for island territories in LAC.
- 1.12 The team's mission: The Department of Climate Change and Sustainability (CSD) advises the Administration on climate change and sustainable development. Similarly, it develops general policies, strategies, operational guidelines and programs for the Bank on these issues. In addition, it is responsible for carrying out relevant studies, analytical work, good practices and case studies on climate change and sustainability. On the other hand, it supports the delivery of technical inputs to operations and activities that have some component related to climate change and sustainability.

2. Objectives:

The objective of the consultancy is to develop a sustainability pilot project for the Walkers Reserve in Barbados that will focus on the efficient management of water resources at the site in order to build a resilient water management program.

3. Scope of services:

The Sustainability Pilot Project consultancy firm will develop a pilot that will comprise of:

- (a) hydrogeological study of the Walkers Reserve landscape including current and future climate trends.
- (b) a comprehensive water audit of the current operations of Walkers Reserve and a forecast of future water resource demands for all proposed future activities;
- (c) sustainable water resource management plan, tools and strategies inclusive of water budgets and best practices for water quality and quantity for the Reserve.

4. Key Activities:

The consulting firm will carry out the following key activities that will facilitate the achievement of the objective:

- a. Review of reference material related to water resources at Walkers Reserve and associated watershed area.
- b. Conduct a hydrogeological assessment of the Walkers Reserve landscape that considers current climatic trends and forecasted variabilities in weather patterns as well as the

multiple proposed uses of the reserve. The IDB Hydro-Bid water management tool can be utilized where possible in the simulation of basin hydrology under different climate scenarios;

- c. Conduct a comprehensive water audit and forecast future water resource demands for all proposed activities at Walkers Reserve.
- d. Develop a sustainable water resource management plan inclusive of water budgets and best practices for water quality, which will include considerations on surface water features as ecological habitats; surface water features as a resource for irrigation; sustainable drainage and habitat health within the reserve and connected habitats; and a monitoring program.

5. Expected Outcome and Deliverables

Guided by the scope of this consultancy, the consultancy firm will produce an indeterminate number of documents as far as appropriate and in line with the completion of the defined activities. All reports are subject to approval by the project team which will involve consultation with Walkers Reserve. Nevertheless, the following reports and deliverables are expected:

- A detailed work plan and schedule, three (3) weeks after the start of the consultancy;
- Hydrogeological study incorporating climate trends analysis.
- Report on water audit for Walkers Reserve
- Draft sustainable water resource management plan inclusive of monitoring plan
- Final report on sustainable water resource management plan

6. Project Schedule and Milestones

- 6.1. The project is expected to begin April 2020 and to be completed twelve (12) months thereafter. Traveling and workshop costs are included in the consulting firm's budget. The schedule and milestones will be defined by the firm in agreement with the IDB and captured by the first deliverable (the workplan).

7. Reporting Requirements

- 7.1. Every report must be submitted to the Bank in an electronic file. The report should include cover, main document, and all annexes. Zip files will not be accepted as final reports, due to Records Management Section regulations.
- 7.2. In addition to the deliverables outlined in Section 5, the consulting firm will also provide the IDB with brief monthly progress updates via email in relation to the approved workplan.

8. Acceptance Criteria

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8.2. Additionally, the consulting firm is required to participate in technical meetings (by video/teleconferencing) as necessary to discuss any matter considered important for the timely implementation of the project. The timing of the meeting will be determined as needed.

9. Other Requirements

9.1. Candidates will be provided with data and documentation to assist in the achievement of the objectives outlined in Section 2.

10. Supervision and Reporting

10.1. The consultancy will be supervised by Gerard Alleng, Climate Change Senior Specialist, of the Climate Change and Sustainable Development Division, Inter-American Development Bank, in collaboration with Walkers Reserve project team.

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	%
1. Workplan	5%
2. Hydrogeological study	20%
3. Water Audit	30%
4. Draft water management plan	30%
5. Final Report	15%

12. Qualifications of Team Members

12.1 The selected firm and the members of the team assigned must the following qualifications:

- a. Academic Degree / Level & Years of Professional Work Experience: the team will include individuals with Master's degree in the areas of interest; at least 10 years of

relevant experience in water resource management, landscape restoration, climate change and previous experience working in the Caribbean.

b. Languages: Fluency in English is required.

c. Skills valued in the team: strong and effective communication assets, ability to convene and manage networks of institutions

d. The team should include specialists covering the following areas of Expertise: (i) hydrology; (ii) water resource management; (iii) resiliency, vulnerability and adaptation to climate change; (iv) excellent drafting ability and communication skills, both written and oral; (v) proven ability to communicate complex concepts and prepare reports that are clear, concise and meaningful; (vi) ability to effectively convene stakeholders.

12.2 The consulting team should be comprised of a set of minimum three multidisciplinary experts on the following areas of interest:

Hydrology Expert

- Postgraduate degree (Masters or Doctorate) related to hydrology or related discipline (desirable).
- At least 10 years' experience in the hydrological management.
- Technical experience in the field of hydrologic engineering including track record of performance in designing hydrological systems
- Track record including completion of similar hydrological work in multiple locations globally and/or in the Caribbean region.

Water Resource Management Expert.

- Postgraduate degree (Masters or Doctorate) related to water resource management, environmental science or related discipline.
- At least 10 years' experience in water resource management or conservation.
- Technical experience in water resources in small island developing states (SIDS) such as Barbados.
- Experience in climate change adaptation programs related to water management.

Climate Change Adaptation Expert.

- Postgraduate degree (Masters or Doctorate) related to Climate Change, Environmental Science, Ecology or related discipline mandatory.

- At least 10 years' experience in climate change adaptation programming with particularly interest in water conservation and management.
- Technical experience in climate change adaptation projects related to water management and conservation in small island developing states (SIDS) such as Barbados.

TERMS OF REFERENCE

Development and Implementation of a Global Communications Strategy for Walkers Reserve

Barbados

BA-T1159

Walkers Reserve Integrated Master Plan and Restoration Pilot

1. Background:

- 1.1. 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 countries.
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integrated master plan for the rehabilitation and end of use plan of Walkers sand quarry and pilot sustainable interventions on natural capital restoration. The program will be designed to take a comprehensive approach to environmental sustainability, climate change adaptation and mitigation, disaster risk management and conservation. Given the strategically important location of Walkers Reserve, the master plan will include components that value the potential of recreational and cultural activities, sustainable agriculture, food markets, tourism and commercial opportunities for community development and resilience.

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- 1.6. The team's mission: The Department of Climate Change and Sustainability (CSD) advises the Administration on climate change and sustainable development. Similarly, it develops general policies, strategies, operational guidelines and programs for the Bank on these issues. In addition, it is responsible for carrying out relevant studies, analytical work, good practices and case studies on climate change and sustainability. On the other hand, it supports the delivery of technical inputs to operations and activities that have some component related to climate change and sustainability.

2. Scope of Work:

The objective of the consultancy is to develop and implement a Global Communications Strategy with a special focus on promoting Walkers Reserve as a Regional HUB for landscape restoration.

The consultant will be responsible for effective stakeholder engagement, increasing the awareness of Walkers Reserve throughout the region and improving the knowledge of multiple stakeholders on the project, its goals and objectives, as well as, climate change adaptation and mitigation, disaster risk reduction, restoration and quarry rehabilitation, natural capital, etc. across the region. This should be achieved through the following five Technical Competencies:

- I. Storytelling: Communicates key messages and content in powerful narratives and stories to influence audience understanding.
- II. Outreach: Applies expertise in targeted communications to different audiences at the local and international level.
- III. Writing and Editing: Demonstrates ability to write clearly, concisely and with impact in multiple languages, as well as, edit the writing of others.
- IV. Media Design and Development: Creates audience impact and enthusiasm by employing appropriate media types (e.g., electronic, print, audiovisual,

multimedia). The consultant should be able to use multiple technologies to prepare and deliver media content.

- V. Stakeholder Insight and Outreach: Establishes relationships and applies a deep the mantra of Walkers Reserve and opportunities for replicability.

Key Activities:

Specifically, the consultant will undertake the following activities:

- a) Design and implement a comprehensive and effective global communications strategy and action plan which should include web page/site content, social media presence, national and international relevant materials and resources, and the use of innovative means as appropriate, focusing on climate change resilience and landscape restoration.
- b) Develop a Work Plan and Budget for the implementation of the communication tasks, events, publications, among others.
- c) Identify suppliers for the provision of goods and services in support of communication activities.
- d) Coordinate and/or provide support for the planning and logistics for communication events to include training seminars, outreach meetings, workshops, media events and related activities.
- e) Conduct an assessment of the communication needs of each key investment activity at Walkers Reserve.
- f) Assist in the creation of knowledge products and actions to highlight and disseminate information related to Walkers Reserve including the development and production of audio-visual kits and other educational material.
- g) Consult with Walkers Reserve team on issues relating to public awareness that should be addressed.
- h) Be familiar with the media landscape and maintain strong professional relationships with key media figures in the Caribbean.
- i) Work with communication firms and consultants in the Caribbean.
- j) Assist with the identification and formulation of lessons learned and the documentation of best practices to be integrated into program reports.
- k) Liaise with the IDB as required to ensure optimum coordination to maximize impact.
- l) Any other activity that promotes the achievement of communication and awareness raising objectives of the program.

Deliverables:

The consultant is expected to produce the following deliverables:

- a) **Product 1:** Global communications strategy for Walkers Reserve
- b) **Product 2:** Implementation/Action Plan/ Work Plan
- c) **Product 3:** Implementation Budget
- d) **Product 4:** A programmes for climate resilience education and an awareness campaign
- e) **Product 5:** At least 2 brochures, posters, audio-visual kits and other publications.

The consultant is 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.

All products must be submitted in English.

Payment timeline:

- a) 20% upon submission and approval of product 1.
- b) 30% upon submission and approval of product 2.
- c) 10% upon submission and approval of product 3.
- d) 20% upon submission and approval of product 4.
- e) 20% upon submission and approval of product 5

Skills you'll need: Candidate should possess a minimum of a Bachelor's degree or equivalent in Mass Communication, Journalism, Public Relations, Marketing or Business Administration (concentration in marketing), specializing in Development Communications and/or Social Marketing.) Level & Years of Professional Work Experience:

Experience: At least five (5) years relevant experience in: a) formulating and implementing communication plans; b) communication efforts of not-for-profit or multilateral organizations; c) organizing campaigns and events; d) developing and disseminating communication materials; e) use of Microsoft Office including Word, PowerPoint, Publisher; f) design and maintenance of webpages and/or social media profiles. Working with Caribbean media is a plus.

- **Languages:** Fluent in English. Another IDB official language is a plus.
- **Core and Technical Competencies: Excellent writing and editing skills. Good understanding of** climate change or related environmental issues. Knowledge of the operations of international organizations. Proven ability to communicate complex concepts and prepare clear, concise and meaningful reports; ability to apply theory to the specific policy context to identify creative, practical approaches to overcome challenging situations; analytic capacity and ability to synthesize project outputs and relevant findings for the preparation of quality project reports; good team player, self-starter, with the ability to work under minimum supervision and maintain good relationships.

Opportunity Summary:

- **Type of contract and modality:** Products and External Services (PEC) Consultant.
- **Length of contract:** One (1) year
- **Location:** The consultant will be based in Barbados.
- **Responsible person:** Gerard Alleng, Climate Change Senior Specialist, will be responsible for the supervision of this contract.
- **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.