

## HRD Terms of Reference

### **Job Title:**

Inclusive education consultant

SU-T1154

### **Background of this search:**

The objective of the consultancy is to develop a strategy to introduce the concept of inclusive education to key stakeholders in Suriname's education sector. This is a new concept that is being introduced to the country.

The Government of Suriname has recently signed the loan contract for a new education project, "Consolidating Access to Quality and Inclusive Education in Suriname" (SU-L1059), financed by the Inter-American Development Bank (IDB). The main objective of the project is to provide inclusive access to all levels of education in Suriname, focusing on children in the interior, and improving the quality of lower secondary education. This project was designed in 2019 and approved by the IDB's Board of Directors in February 2020. It was not signed until February 2022 due to a change in Government and the decision to postpone the signing until after confirming an IMF agreement.

The Ministry of Education (MOESC) has asked the IDB to support the implementation of this project with the technical cooperation (TC) "Support for Implementation of Consolidating Access to Inclusive Quality Education in Suriname" (SU-T1154), especially in areas that are new to the education sector. Under the project, eight schools will be converted to offer inclusive education. However, there are no such programs at this time, and awareness will need to be raised across the education community to better understand how to implement this process and how to gauge training and materials needs. This TC will support the government in establishing the groundwork needed for the implementation of an inclusive education strategy.

### **The team's mission:**

[The Social Sector \(SCL\)](#) is a multidisciplinary team convinced that investing in people is the way to improve lives and overcome the development challenges in Latin America and the Caribbean. Jointly with the countries in the region, the Social Sector formulates public policy solutions to reduce poverty and improve the delivery of education, work, social protection, and health services. The objective is to advance a more productive region, with equal opportunities for men and women, and greater inclusion of the most vulnerable groups.

The IDB Group helps Latin American and Caribbean countries promote skills development and lifelong learning as a strategy to ensure that citizens can contribute productively to society, improve their well-being, and be good citizens. To this end, it works with the countries of the region in [five lines of action](#):

1. ensure that people have equitable access to relevant, high-quality learning opportunities throughout their lives;
2. strengthen quality and relevance assurance mechanisms;
3. consolidate and develop better financing and co-financing mechanisms to improve the efficiency, effectiveness, and coverage of skills development opportunities;
4. take advantage of the use of technology to increase equity and access to skills development opportunities and improve the efficiency of skills development systems; and
5. actively promote the generation and use of evidence to inform decisions about skills development.

## HRD Terms of Reference

### **What you'll do:**

The objective of this consultancy is to provide technical expertise to the MOESC and the IDB team to introduce the concept of inclusive education and develop a design and materials for an awareness campaign. The consultant will perform the following activities:

- Review international good practices for introducing inclusive education into schools, and present overall findings to the Minister and technical team.
- Organize and lead focus groups with key stakeholders to understand current attitudes towards inclusive education.
- Develop the strategy for the introduction of the concept of inclusive education to key stakeholders, including MOESC staff, school leaders and teachers, and parents and community leaders.
- Design a plan for an awareness campaign and organize and prepare corresponding materials, working together with the MOESC's communications department.
- Organize and lead workshops with key stakeholders to validate the materials and methods to be used during the campaign.
- Prepare a final report with the proposed materials, strategy and estimated costs for the awareness campaign.

### **DELIVERABLES AND PAYMENTS TIMELINE:**

#### **Deliverables/ Payment timeline:**

	<b>Deliverable Description</b>	<b>Est. Date of Delivery</b>	<b>% of Payment</b>
<b>#1</b>	Approved work plan	Two weeks after signature of contract	20
<b>#2</b>	Report with international good practices and results of the focus groups with key stakeholders to understand current attitudes towards inclusive education	3 months after signature of contract	20
<b>#3</b>	Draft strategy for the introduction of the concept of inclusive education	5 months after signature of contract	20
<b>#4</b>	Draft design and materials for an awareness campaign	7 months after signature of contract	20
<b>#5</b>	Final report with validated materials, strategy and estimated costs	12 months after signature of contract	20

## HRD Terms of Reference

### **What you'll need:**

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

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

**Education:** Master's Degree in Special Education

**Experience:** A minimum of ten (10) years of relevant professional experience or the equivalent combination of education and experience working in the special education field.

**Languages:** Fluent in English (Dutch language skills are an asset)

### **Core and Technical Competencies:**

Experience working in the special education sector, especially in a school setting.

Experience in participating in the establishment of policies for special education at the local and national levels.

Strong interpersonal, communication, and organizational skills.

Experience leading focus groups is a plus.

### **Opportunity Summary:**

Type of contract: Product External Consultancy, Lump Sum

Length of contract: 40 days over a period of 9 months

Starting date: March 2023

Location: External

Responsible person: Hobbs, Cynthia Marie, SECTOR LEAD SPEC – EDUCATION SCL/EDU

Requirements: You must be a citizen of one of the [IDB's 48 member countries](#) and have no family members currently working at the IDB Group.

Travel: Yes

#	Origin (City, Country)	Destination (City, Country)	# of Days
1	TBD	Paramaribo, Suriname	6 days
2	TBD	Paramaribo, Suriname	6 days

**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.

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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're committed 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.

**Our team in Human Resources carefully reviews all applications.**

## HRD Terms of Reference

### **Job Title:**

Early childhood development consultant

SU-T1154

### **Background of this search:**

The objective of the consultancy is to identify international good practice assessment tools for early identification of disabilities.

The Government of Suriname has recently signed the loan contract for a new education project, “Consolidating Access to Quality and Inclusive Education in Suriname” (SU-L1059), financed by the Inter-American Development Bank (IDB). The main objective of the project is to provide inclusive access to all levels of education in Suriname, focusing on children in the interior, and improving the quality of lower secondary education. This project was designed in 2019 and approved by the IDB's Board of Directors in February 2020. It was not signed until February 2022 due to a change in Government and the decision to postpone the signing until after confirming an IMF agreement.

The Ministry of Education (MOESC) has asked the IDB to support the implementation of this project with the technical cooperation (TC) “Support for Implementation of Consolidating Access to Inclusive Quality Education in Suriname” (SU-T1154), especially in areas that are new to the education sector. This TC will support the government in identifying tools appropriate to Suriname for the early identification of disabilities in young children.

### **The team’s mission:**

[The Social Sector \(SCL\)](#) is a multidisciplinary team convinced that investing in people is the way to improve lives and overcome the development challenges in Latin America and the Caribbean. Jointly with the countries in the region, the Social Sector formulates public policy solutions to reduce poverty and improve the delivery of education, work, social protection, and health services. The objective is to advance a more productive region, with equal opportunities for men and women, and greater inclusion of the most vulnerable groups.

The IDB Group helps Latin American and Caribbean countries promote skills development and lifelong learning as a strategy to ensure that citizens can contribute productively to society, improve their well-being, and be good citizens. To this end, it works with the countries of the region in [five lines of action](#):

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2. strengthen quality and relevance assurance mechanisms;
3. consolidate and develop better financing and co-financing mechanisms to improve the efficiency, effectiveness, and coverage of skills development opportunities;
4. take advantage of the use of technology to increase equity and access to skills development opportunities and improve the efficiency of skills development systems; and
5. actively promote the generation and use of evidence to inform decisions about skills development.

## HRD Terms of Reference

### **What you'll do:**

The consultant will perform the following activities:

- Explore international good practice approaches to identifying disabilities and special needs at an early age and addressing those needs in an inclusive education environment, and select viable alternatives for Suriname.
- Organize and lead visits to EC schools and focus groups with key stakeholders to understand what methods and tools are currently being used and share international good practice alternatives.
- Draft guidelines/other documentation related to general use of screening and assessment tools by different relevant stakeholders.
- Contribute to awareness and communication campaigns for parents and other key stakeholders related to early childhood intervention for children with disabilities and developmental difficulties, working with the consultant for Special Education.
- Present options to the Minister and her team.

### **DELIVERABLES AND PAYMENTS TIMELINE:**

#### **Deliverables/ Payment timeline:**

	<b>Deliverable Description</b>	<b>Est. Date of Delivery</b>	<b>% of Payment</b>
<b>#1</b>	Approved work plan	Two weeks after signature of contract	20
<b>#2</b>	Draft document with recommended diagnostic and assessment tools, based on desk review and focus group outcomes	4 months after signature of contract	30
<b>#3</b>	Draft documents and guidelines related to general use of screening and assessment tools	5 months after signature of contract	30
<b>#4</b>	Final report and presentation for the Minister on recommended diagnostic and assessment tools	6 months after signature of contract	20

### **What you'll need:**

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

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

**Education:** Master's Degree or Equivalent in Early Childhood Education or similar field

## HRD Terms of Reference

**Experience:** A minimum of ten (10) years of relevant professional experience or the equivalent combination of education and experience.

**Languages:** Fluent in English (Dutch language skills are an asset)

### **Core and Technical Competencies:**

Experience working in the early child development sector, especially in the area of early assessment of cognitive and physical disabilities and challenges. Work in a school setting or in a child psychology setting would be an asset.

Experience in participating in the establishment of policies for inclusive education at the local and national levels would be an asset.

Strong interpersonal, communication, and organizational skills.

Experience leading focus groups is a plus.

### **Opportunity Summary:**

Type of contract: Product External Consultancy, Lump Sum

Length of contract: 25 days over a period of 6 months

Starting date: March 2023

Location: External

Responsible person: Hobbs, Cynthia Marie, SECTOR LEAD SPEC – EDUCATION SCL/EDU

Requirements: You must be a citizen of one of the [IDB's 48 member countries](#) and have no family members currently working at the IDB Group.

Travel: Yes

#	Origin (City, Country)	Destination (City, Country)	# of Days
1	TBD	Paramaribo, Suriname	6

**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.

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**Our team in Human Resources carefully reviews all applications.**

## HRD Terms of Reference

### **Job Title:**

Consultant to design parameters for a School Quality Improvement Fund

SU-T1154

### **Background of this search:**

The objective of the consultancy is to develop a manual that includes all operational aspects for the implementation of a new School Quality Improvement Fund.

The Government of Suriname has recently signed the loan contract for a new education project, “Consolidating Access to Quality and Inclusive Education in Suriname” (SU-L1059), financed by the Inter-American Development Bank (IDB). The main objective of the project is to provide inclusive access to all levels of education in Suriname, focusing on children in the interior, and improving the quality of lower secondary education. This project was designed in 2019 and approved by the IDB's Board of Directors in February 2020. It was not signed until February 2022 due to a change in Government and the decision to postpone the signing until after confirming an IMF agreement.

The Ministry of Education (MOESC) has asked the IDB to support the implementation of this project with the technical cooperation (TC) “Support for Implementation of Consolidating Access to Inclusive Quality Education in Suriname” (SU-T1154), especially in areas that are new to the education sector. This TC will support the government in developing a fund to improve school quality.

### **The team's mission:**

[The Social Sector \(SCL\)](#) is a multidisciplinary team convinced that investing in people is the way to improve lives and overcome the development challenges in Latin America and the Caribbean. Jointly with the countries in the region, the Social Sector formulates public policy solutions to reduce poverty and improve the delivery of education, work, social protection, and health services. The objective is to advance a more productive region, with equal opportunities for men and women, and greater inclusion of the most vulnerable groups.

The IDB Group helps Latin American and Caribbean countries promote skills development and lifelong learning as a strategy to ensure that citizens can contribute productively to society, improve their well-being, and be good citizens. To this end, it works with the countries of the region in [five lines of action](#):

- (i) ensure that people have equitable access to relevant, high-quality learning opportunities throughout their lives;
- (ii) strengthen quality and relevance assurance mechanisms;
- (iii) consolidate and develop better financing and co-financing mechanisms to improve the efficiency, effectiveness, and coverage of skills development opportunities;
- (iv) take advantage of the use of technology to increase equity and access to skills development opportunities and improve the efficiency of skills development systems; and
- (v) actively promote the generation and use of evidence to inform decisions about skills development.



## HRD Terms of Reference

### What you'll do:

The consultant will perform the following activities:

- Review the study carried out by the IDB in preparation for this project related to “Support to Increase Access to Inclusive Quality Education in Suriname through Private-Public Partnership” to become familiar with the issues related to the establishment of the fund.
- Meet with the Minister and her team to determine the purpose for the funds, the areas to be financed including infrastructure improvements, equipment and teacher training, and criteria to be used to select eligible schools. This will include a discussion of the possibility of supporting primary and lower secondary schools in meeting the quality requirements established under the ongoing curriculum reform.
- Determine and design the framework for the fund.
- Develop guidelines with the criteria for selection of schools to be financed, and all operational aspects of the fund, including objectives, goals, scope, types of intervention, grant amounts, application process, and identification of actors and their roles and responsibilities.

### DELIVERABLES AND PAYMENTS TIMELINE:

**Deliverables/ Payment timeline:**

	<b>Deliverable Description</b>	<b>Est. Date of Delivery</b>	<b>% of Payment</b>
<b>#1</b>	Approved work plan	One week after signature of contract	20
<b>#2</b>	Draft proposal of areas to include in infrastructure improvements, equipment and teacher training, based on discussions with MOESC	2 months after signature of contract	30
<b>#3</b>	Draft guidelines with criteria for selection of schools and operational aspects of the fund as described above	4 months after signature of contract	30
<b>#4</b>	Final guidelines vetted with MOESC	6 months after signature of contract	20

### What you'll need:

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

## HRD Terms of Reference

**Education:** Master's Degree or Equivalent in Public Policy, Finance, Economics or related field.

**Experience:** A minimum of five (5) years of relevant professional experience or the equivalent combination of education and experience.

**Languages:** Fluent in English (Dutch language skills are an asset)

### **Core and Technical Competencies:**

Experience with education-related funds.

Strong interpersonal, communication, and organizational skills.

### **Opportunity Summary:**

Type of contract: Product External Consultancy, Lump Sum

Length of contract: 25 days over a period of 6 months

Starting date: May 2023

Location: External

Responsible person: Hobbs, Cynthia Marie, SECTOR LEAD SPEC – EDUCATION SCL/EDU

Requirements: You must be a citizen of one of the IDB's 48 member countries and have no family members currently working at the IDB Group.

Travel: Yes

#	Origin (City, Country)	Destination (City, Country)	# of Days
1	TBD	Paramaribo, Suriname	6

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**Our team in Human Resources carefully reviews all applications.**

## HRD Terms of Reference

**Job Title:** Technical Support for School Infrastructure Consultant

SU-T1154

### **Background of this search:**

The objective of this consultancy is to provide international expertise and support for the infrastructure-related activities during the implementation of the Project *Consolidating Access to Inclusive Quality Education in Suriname* (SU-L1059).

### **The team's mission:**

[The Social Sector \(SCL\)](#) is a multidisciplinary team convinced that investing in people is the way to improve lives and overcome the development challenges in Latin America and the Caribbean. Jointly with the countries in the region, the Social Sector formulates public policy solutions to reduce poverty and improve the delivery of education, work, social protection, and health services. The objective is to advance a more productive region, with equal opportunities for men and women, and greater inclusion of the most vulnerable groups.

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- (vi) ensure that people have equitable access to relevant, high-quality learning opportunities throughout their lives;
- (vii) strengthen quality and relevance assurance mechanisms;
- (viii) consolidate and develop better financing and co-financing mechanisms to improve the efficiency, effectiveness, and coverage of skills development opportunities;
- (ix) take advantage of the use of technology to increase equity and access to skills development opportunities and improve the efficiency of skills development systems; and
- (x) actively promote the generation and use of evidence to inform decisions about skills development.

A new loan operation, Consolidating Access to Inclusive Quality Education in Suriname (SU-L1059), was approved in February 2020 and was signed by the Government of Suriname (GoS) in February 2022. This project includes new construction, renovation of schools in the interior and infrastructure maintenance. The Ministry of Education, Science and Culture (MOESC) and the Inter-American Development Bank (IDB) carried out a pre-launch mission in July 2022 to introduce the project to the new Minister of Education and her team, update the diagnostic and base line situation, confirm the relevance of project activities, and gain the buy-in of the Project Management Unit (PMU) and MOESC staff. The project launch will take place in October 2022. In order to ensure smooth implementation of the project, MOESC technical teams have been set up to work on the project activities. This should lead to ongoing involvement of MOESC technical staff, adoption of the activities into the daily routine of the MOESC and schools, and sustainability of those activities.

The new loan includes the construction of two new schools and renovation of 10 public schools in priority districts (Sipaliwini, Marowijne, Coronie). This will involve activities that are new to the MOESC, such as introduction of a school maintenance policy and plan, and green principles for construction. The Government of Suriname has requested international expertise and support in these areas for the technical and operational execution of the new loan.

## HRD Terms of Reference

### **What you'll do:**

The consultant will perform the following activities:

- Introduce draft guidelines and planning tools for infrastructure maintenance to key stakeholders identified by MOESC in order to ensure sustainability of improvements to schools and teacher housing. Based on feedback received, propose strategies to implement guidelines including possible incentives.
- Prepare and lead workshops/meetings with different stakeholders at MOESC. It may start with an overall presentation to the Minister and include working meetings to reach an agreement on guidelines that are acceptable to the MOESC. This may be followed by training of MOESC technical staff, the infrastructure technical department, and other key stakeholders such as school principals, etc.
- Prepare a basic infrastructure maintenance approach to be used as the basis for general guidelines to be shared more widely across the LAC region.
- Participate in regular meetings (virtual and in-person) to discuss the design of new and renovated infrastructure for SU-L1059 and assist in preparation of bidding documents. Introduce green infrastructure principles through MOESC/PMU meetings and/or in a workshop.
- Work with the MOESC to develop a national infrastructure policy for the education system that will define standards for school construction, integrating considerations for student centered learning and climate resilient infrastructure.
- Review the Environmental and Social Management Plan (ESMP) developed for the project, make any necessary adjustments for it to be added to the Project Operations Manual, and ensure that environmental, social, health and safety impacts and risks of the proposed infrastructure-related activities are managed in line with the ESMP.
- Participate in regular meetings to provide support as needed to finalize infrastructure activities under all IDB-financed education projects.

### **DELIVERABLES AND PAYMENTS TIMELINE:**

#### **Deliverables/ Payment timeline:**

	<b>Deliverable Description</b>	<b>Est. Date of Delivery</b>	<b>% of Payment</b>
<b>#1</b>	Approved work plan	Two weeks after signature of contract	20
<b>#2</b>	Report with general updates, review and dissemination of Maintenance Guidelines for schools and teacher housing (2 workshops in Paramaribo with MOESC stakeholders and 3 workshops with school communities in selected locations)	Three months after signature	20
<b>#3</b>	Report with draft of basic infrastructure maintenance guidelines template  Revised ESMP	Six months after signature	10

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#4	Report with general updates and draft national infrastructure policy that includes standards for school construction  Report on introduction of green principles.	Twelve months after signature of contract	20
#5	Report with general updates on procurement activities for new and renovated school construction, ensuring adherence to the ESMP, infrastructure policy and standards, and green principles	18 months after signature of contract	20
#6	Final report on all activities	24 months after signature of contract	10

### **What you'll need:**

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

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

**Education:** Master's Degree in Architecture, Civil Engineering or related field

**Experience:** A minimum of ten (10) years of relevant professional experience or the equivalent combination of education and experience

**Languages:** Fluent in English

### **Core and Technical Competencies:**

Experience managing and conducting the construction and renovation of school infrastructure.  
Experience working with the Suriname education sector would be an asset.

### **Opportunity Summary:**

Type of contract: Product External Consultancy, Lump Sum

Length of contract: 120 days over a period of 24 months

Starting date: February 2023

Location: External

Responsible person: Hobbs, Cynthia Marie, SECTOR LEAD SPEC – EDUCATION SCL/EDU

Requirements: You must be a citizen of one of the IDB's 48 member countries and have no family members currently working at the IDB Group.

Travel: Yes

#	Origin (City, Country)	Destination (City, Country)	# of Days
1	TBD	Paramaribo, Suriname	7 days
2	TBD	Paramaribo, Suriname	7 days
3	TBD	Paramaribo, Suriname	7 days
4	TBD	Paramaribo, Suriname	7 days

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5	TBD	Paramaribo, Suriname	7 days
6	TBD	Paramaribo, Suriname	7 days

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