

PANAMA

PN-T1233

Blue Carbon Assessment Postdoctoral Fellowship

Terms of Reference

Background: The National Audubon Society's International Alliances Program is looking for an early career postdoc candidate with a background in quantifying carbon stocks in coastal ecosystems.

The team's mission: Audubon's mission is to protect birds and the places they need, today and tomorrow throughout the Americas using science, advocacy, education, and on-the-ground conservation. For more than a century, Audubon has built a legacy of conservation success across the hemisphere by mobilizing our network of 464 chapters, 41 centers, 22 state offices, international partners, one million members, hundreds of thousands of grassroots and online activists, and dedicated professional staff to connect people with nature. Audubon's 2016-2020 strategic plan focuses our work on conservation action critical for birds through five strategies: Putting Working Lands to Work for Birds & People; Promoting Conservation and Resiliency on Coasts; Securing Water for wildlife and People; Shaping a Healthy Climate and Clean Energy Future; and Creating Bird-friendly Communities. These strategies align along the four flyways of the Americas –Atlantic, Mississippi, Central, and Pacific –to support the full life cycles of our priority species.

Within this framework, Audubon is focusing deeply in five countries in Latin America and the Caribbean –Chile, Colombia, Panama, Mexico, and The Bahamas. To help carry out our hemispheric vision, Audubon's International Alliances Program (IAP) works closely with conservation partners in Latin America and the Caribbean—such as the Panama Audubon Society (PAS)-to conserve key habitats at Important Bird and Biodiversity Areas (IBAs) that support the full life-cycle stewardship of priority birds

What you'll do:

The overall objective of the project is to quantify the stocks and fluxes of organic and inorganic carbon in Panama's mangroves in the Bay of Panama and Bay of Parita, in order to establish a carbon baseline. The project also aims at studying the changes in those stocks and fluxes following habitat degradation and at exploring the paths towards the monetization of this natural coastal resource. This project is part of a larger, comprehensive approach to elevate the importance of mangroves at the national level in Panama.

What you'll need:

Citizenship:

- [for **national consultants**] You are either a citizen of [insert name of country] or a citizen of one of our 48-member countries with residency or legal permit to work in [insert name of same country].
- [for **international consultants**] You are a citizen of one of our 48-member countries. We may offer assistance with relocation and visa applications for you and your eligible dependents.

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: Applicants must have defended their PhD within the last 5 years in natural sciences (Ecology, Marine or Environmental Sciences, Environmental Engineering, or similar).

Experience: Applicant should have expertise, knowledge or interest in vegetation ecology, biogeochemistry, and coastal wetland systems. Experience designing and implementing a field-sampling mission, including management of field technicians.

Languages: English, Spanish

Core and Technical Competencies:

- Communicative and team-oriented personality but with a high ability to work independently.
- A successful candidate will have high problem solving skills and a willingness to do interdisciplinary research and travel for sampling missions, project meetings, and conferences.
- Experience publishing results in peer-reviewed international journals preferred.
- Software: R, ArcGIS, Image J, ERDAS, ENVI
- Data Collection: Sediment chlorophyll-a analysis (UA Fluorometer and Spectrophotometer); Porewater sampling and filtration; Sediment coring; Organic matter content (%); Sediment particle size; YSI meter; HOBO/iButton data loggers; RTK-GPS; UAV/Drone operation.

Opportunity Summary:

Type of contract:

Length of contract: 2 years

Starting date:

Location: Panama

Responsible person:

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.

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

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Blue Coastal Policy Analysis Consultant

Terms of Reference

Background: National Audubon Society's International Alliances Program is looking for a policy analysis professional with a background in Latin American coastal policy.

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What you'll do:

- Create a comprehensive report on Panama's policies related to coastal wetlands
- Identify gaps and/or loopholes in existing legislation and opportunities for policy changes
- Meet with local representatives as needed
- Produce a policy brief that can be circulated to coastal wetland stakeholders in Panama

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.

Education: Advanced degree in environmental policy, environmental science, international relations, sustainable development or related field.

Experience:

- Principles, practices, terms and concepts of urban, economic, resources, social, legal, and planning.
- Policy development.

- Administrative, land use and environmental law.

Languages: English, Spanish

Core and Technical Competencies:

- Strong writing, communication and organizational skills
- Ability to analyze and evaluate written, graphic and verbal data and prepare complete and comprehensive reports.
- Establish and maintain effective and cooperative relations with those contacted in the course of work.

Opportunity Summary:

Type of contract:

Length of contract:

Starting date:

Location: Panama

Responsible person: Liz Guinessey

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

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Eddy Flux Tower Consultancy

Terms of Reference

Background: National Audubon Society's International Alliances Program is looking for a technical professional with a background in installing and maintaining eddy flux towers in coastal areas.

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What you'll do:

- Siting, installation and implementation of eddy flux tower in a selected mangrove site in the Bay of Panama
- Deployment of measurement systems: processing, validation and analysis of carbon data collected
- Measure net ecosystem exchange between the atmosphere and the ecosystem
- Manage, interpret and process data collected by the tower in online database

What you'll need:

Citizenship:

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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.

Education: Engineering degree (or related field) with experience in climate science

Experience: Significant experience in GHG instrumentation and strong skills in Computer Science and Engineering.

Languages: English, Spanish

Core and Technical Competencies:

- Knowledge on GHG measurement and sampling techniques with relevant experience in operating eddy flux towers (including data processing).
- Programming abilities (ideally in Python and R).
- Experience with data acquisition systems, especially in Near Real Time.
- Knowledge in atmospheric science especially in GHG emission estimate.
- Good writing skills

Opportunity Summary:

Type of contract:

Length of contract:

Starting date:

Location: Panama

Responsible person: Liz Guinessey

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Field Technician consultant

Terms of Reference

Background: National Audubon Society's International Alliances Program is looking for a field technician professional with a background in assessing carbon budgets in coastal wetlands.

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What you'll do:

- Perform plot establishment by locating plots with GPS navigation as well as measuring and marking plots.
- Assist the lead technician with planning, inventory, and prep.
- Follow established, standardized field protocols for assessing below and aboveground carbon; record and verify accuracy of data from assessment and sample collections.
- Perform other field sampling activities as assigned including: soil core collection.
- Monitor and sample sites for water quality, biological indicators and physical properties.

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.

Education: Bachelor's degree in ecology, environmental sciences or related scientific discipline.

Experience: One or more years of related experience to include: Field experience in a variety of terrain and weather conditions, technical skills using best practices in the field, scientific data entry and data management.

Languages: English, Spanish

Core and Technical Competencies:

- Willingness to perform field sampling outdoors in wetland sites. Hiking off trail and wading in water can be expected.
- Ability and willingness to work varied field work schedules (up to 12+ hours per day).
- Ability to hike on uneven terrain, at remote locations, in all types of weather, carrying equipment weighing up to 40lbs.
- Proficiency with MS Office Suite (e.g., Excel, Word).
- Ability to follow written and verbal instructions.
- High level of attention to detail and accuracy.
- Ability to work independently and as part of a team.
- Strong work ethic and enthusiasm.

Opportunity Summary:

Type of contract:

Length of contract:

Starting date:

Location: Panama

Responsible person: Liz Guinessey

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Mangrove Symposium Planning Consultancy

Terms of Reference

Background: National Audubon Society's International Alliances Program is looking for an event-planning professional with a background in hosting and preparing scientific symposiums.

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What you'll do:

- Lead the planning and facilitation of a symposium on mangrove conservation uniting relevant stakeholders from across Panama.
- Organize programs, documents for distribution, audio-visual needs, transportation, translation services and accommodations as required.
- Research and recommend symposium site.
- Develop website to include travel logistics, reimbursement policies and registration requirements in meeting platform
- Provide overall on-site meeting coordination
- Other duties may include special events such as local receptions or dinners

What you'll need:

Citizenship:

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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.

Education: Bachelor's degree preferred.

Experience: Previous experience of executing events in and around Panama City, preference for scientific or environmental events.

Languages: English, Spanish

Core and Technical Competencies:

- Excellent written and verbal communication skills to include use of Microsoft Office applications
- Knowledge of options within the Pentagon for catering, photography and conference space
- Strong problem solving and analytical skills.
- Must be self-directed and detail oriented.

Opportunity Summary:

Type of contract:

Length of contract:

Starting date:

Location: Panama

Responsible person: Liz Guinessey

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PN-T1233

Natural Capital Ecosystem Service Assessment

Terms of Reference

Background: The National Audubon Society's International Alliances Program is looking for a Natural Capital Assessment professional with a background in ecosystem service assessment and modeling.

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What you'll do:

- Valuation/benefit indicator analysis of three key ecosystem services (blue carbon, fisheries, coastal storm protection) provided by Panama's mangroves
- Spatial modeling of three services under different future scenarios
- Workshops with local community members and stakeholders for input and to socialize results
- Produce high quality maps and other visuals; translate results of analysis to reports and white papers

What you'll need:

Citizenship:

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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.

Education: Master's or PhD in environmental economics or related field.

Experience: Ecosystem service modelling, visualization of ecosystem service provision, and valuation of services.

Languages: English, Spanish

Core and Technical Competencies:

- Proven capability in research and quantitative analysis
- Outstanding written and oral communications skills
- Proficiency in statistical and GIS software systems and procedures.
- Demonstrated experience in assessment and/or spatial modeling of ecosystem services
Demonstrated skills in geographic information systems (GIS), remote sensing, or spatial analysis software.

Opportunity Summary:

Type of contract:

Length of contract: 12 months with possibility for extension

Starting date:

Location: Remote

Responsible person: Liz Guinessey

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

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Natural Capital Geospatial consultant

Terms of Reference

Background: The National Audubon Society's International Alliances Program is looking for a geospatial professional with a background in mapping and analyzing coastal wetland land cover and change.

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What you'll do:

- Assess current mangrove cover in Panama and change in cover over time, with emphasis on Bay of Panama and Bay of Parita.
- Create and update metadata on mangrove coverage.
- Groundtruth analysis with field visits to selected sites.
- Identify areas for mangrove restoration potential.
- Produce high quality maps and translate results of assessment to reports and communication tools.
- Provide mapping capacity for other geospatial needs that may come up.

What you'll need:

Citizenship:

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Education: Advanced degree in Geography, GIS, Environmental/Natural Sciences or related field.

Experience: 2+ years of experience performing spatial analysis (coastal environments preferred), proficiency in GIS analysis and data modeling, proficiency with current and developing technologies and software related to geographic analysis.

Languages: English, Spanish

Core and Technical Competencies:

- ESRI ArcGIS Suite, Spatial Analyst Extension; Familiarity with MODIS, Landsat, other satellite imagery products
- Metadata creation, data management of geodatabases
- Experience classifying satellite imagery
- Knowledge of LULC data and classifications
- Experience with NDVI, weather, soils data
- USGS EarthExplorer

Opportunity Summary:

Type of contract:

Length of contract: 12 months with possibility for extension

Starting date:

Location: Remote

Responsible person: Liz Guinessey

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Panama Audubon Society

Terms of Reference

Background: The National Audubon Society's International Alliances Program is looking for an experienced conservation organization with a background in coastal wetland work in Panama.

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What you'll do:

- Conservation plan development for Bay of Parita
- Aulas Verdes:
 - Expand environmental education for schools in Bay of Panama and Bay of Parita
 - 6 environmental educators contracts
 - Materials
 - Workshops
 - School field visits
 - Local travel
- National Communication strategy developed/implemented
- Annual mural competition
- Environmental impact study for Bay of Panama protected area
- Local capacity development
- Shorebird monitoring logistics
- Birds as indicators of carbon and ecosystem health fieldwork
- Government engagement and education
- Symposium on plastics

What you'll need:

Citizenship:

- [for **national consultants**] You are either a citizen of [insert name of country] or a citizen of one of our 48-member countries with residency or legal permit to work in [insert name of same country].

- [for **international consultants**] You are a citizen of one of our 48-member countries. We may offer assistance with relocation and visa applications for you and your eligible dependents.

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 ecology, environmental science, or related field.

Experience: Organization with experience promoting the conservation of the Bay of Panama and other conservation efforts in Panama.

Languages: English, Spanish

Core and Technical Competencies:

- Program development and execution, budget and logistics.
- Experience in providing environmental education to youths and adults related to conservation
- Experience creating conservation strategies, management plans and related documents.

Opportunity Summary:

Type of contract:

Length of contract: 36 months

Starting date:

Location: Panama

Responsible person: Liz Guinessey

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.

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

PANAMA

PN-T1233

Plastics Research Consultant

Terms of Reference

Background: National Audubon Society's International Alliances Program is looking for a research professional with a background in identifying plastic reduction strategies and solutions.

The team's mission: Audubon's mission is to protect birds and the places they need, today and tomorrow throughout the Americas using science, advocacy, education, and on-the-ground conservation. For more than a century, Audubon has built a legacy of conservation success across the hemisphere by mobilizing our network of 464 chapters, 41 centers, 22 state offices, international partners, one million members, hundreds of thousands of grassroots and online activists, and dedicated professional staff to connect people with nature. Audubon's 2016-2020 strategic plan focuses our work on conservation action critical for birds through five strategies: Putting Working Lands to Work for Birds & People; Promoting Conservation and Resiliency on Coasts; Securing Water for wildlife and People; Shaping a Healthy Climate and Clean Energy Future; and Creating Bird-friendly Communities. These strategies align along the four flyways of the Americas –Atlantic, Mississippi, Central, and Pacific –to support the full life cycles of our priority species. Within this framework, Audubon is focusing deeply in five countries in Latin America and the Caribbean –Chile, Colombia, Panama, Mexico, and The Bahamas.

To help carry out our hemispheric vision, Audubon's International Alliances Program (IAP) works closely with conservation partners in Latin America and the Caribbean—such as the Panama Audubon Society (PAS)-to conserve key habitats at Important Bird and Biodiversity Areas (IBAs) that support the full life-cycle stewardship of priority birds

What you'll do:

- Identify strategies and policies to reduce the prevalence of single-use plastic across Panama
- Meet with industry, private sector and others to understand and find ways to improve the value chain for recycling plastic
- Explore the necessary steps needed to create infrastructure and processes for a national/municipal recycling program
- Create a detailed report on findings and produce a white paper brief for stakeholders

What you'll need:

Citizenship:

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- [for ***international consultants***] You are a citizen of one of our 48-member countries. We may offer assistance with relocation and visa applications for you and your eligible dependents.

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: Advanced degree in environmental engineering, environmental science, economics, or related field.

Experience: 2 to 4 years of experience in technology development and/or research projects, relating to plastic pollution, solid waste management and/or recycling, preferably in a developing country context.

Languages: English, Spanish

Core and Technical Competencies:

- Strong understanding of policy on plastics pollution, plastic supply chains, and recycling.
- Demonstrated skills in research, writing and presenting findings.
- Experience writing high-level products for policy makers.

Opportunity Summary:

Type of contract:

Length of contract:

Starting date:

Location:

Responsible person: Liz Guinessey

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

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