

Terms of Reference 1

Job Title: Applied content collection from MDBs, UN and private sector entities consultant

Background of this search: Recent transnational population movements in LAC fit within global trends. Over the last ten years a number of protracted conflicts and socioeconomic crises as well as natural disasters have generated migration and displacement on a massive scale. While many of the afflicted have moved to neighboring countries, many have also sought to settle in nontraditional destination countries in their own regions, or in other regions, contributing to make South-South migration flows the most prominent. Migration and displacement are increasingly recognized as pressing humanitarian and development issues on the global agenda, as evidenced by the UN Global Compact for Safe, Orderly and Regular Migration adopted in 2018 and the recently established Platform on Economic Migration and Forced Displacement set up by the seven Multilateral Development Banks (MDBs) to share applied research finding and operational lessons learned. Global coordination on the topic could be strengthened by systematizing the exchange of information, knowledge and practical experiences between different regions, especially South-South through the MDB Platform and the United Nations specialized agencies such as IOM, UNHCR primarily but also ILO, UNDP, UN-Habitat, UNICEF. Additionally, private sector foundations at a global scale are engaging firms to hire refugees and develop products for migrants that are generating knowledge that need to be tapped. Connecting those knowledge production networks to the region and key national governments could improve the Bank support and benefit IDB client countries in LAC, since this policy and investment topic is relatively new and requires knowledge and operational lessons both public and private from elsewhere. At the end of 2020, the IDB will become the Junior Chair and in 2021 the Chair of the MDB Platform. This will be a good occasion to showcase the IDB work on migration, since it is the most recent Bank to join the MDB Platform.

Knowledge management (KM) is broadly defined as “the process of capturing, distributing and effectively using knowledge”. This practice has been touted as a key to innovation in the private sector, due to its ability to codify tacit knowledge (knowledge gained through the experiences, actions, and working procedures undertaken within an institution) and facilitate its transfer between a network of related actors, which creates a competitive advantage. Development cooperation on major issues such as global migration governance can evidently benefit from this: by using KM to exchange institutional information, the specific knowledge and insights gathered by different institutions at the global, regional, national and subnational levels are available to all partner institutions at relatively low cost. A critical pillar of KM is the Community of Practice (CoP) that provides the platform to share practical knowledge. Thus, KM and its CoP pillar can enhance the migration-related organizations’ capacity to implement evidence-based solutions that correspond to migrant and their host community needs. At the same time, organizations can leverage their informational assets to gain intellectual capital and create new institutions that can effectively address the new development realities posed by migration in LAC countries.

The Inter-American Development Bank (IDB) is financing the Technical Cooperation (CT) RG-T3842: “Strengthening Migration Policy Coordination through Applied Knowledge Management”, which aims to strengthen the coordination of migration policies and investments at the global, regional, national and local levels to benefit origin, transit, destination, return and mixed migration countries in LAC through the use of knowledge management.

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

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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 Migration Unit team supports migration receiving countries, countries of destination and migration in transit and the host communities through lending operations; regional, sub-regional and national dialogues; regional cooperation to generate public goods; capacity building and training; and applied research.

What you'll do: The objective of this consultancy is to improve efforts to identify, collect, organize data, papers, studies, and reports with relevance to migration, to be shared among relevant institutions for the benefit of the countries in the region.

- Identify and collect relevant data and studies on global migration.
- Explore, analyze and systematize appropriate and cutting-edge KM tools.
- Applied KM tools on the analysis of migration studies, reports and recent publications.
- Upload and update knowledge content in Community of practice.

Deliverables and Payments timeline: The following deliverables are expected as part of the consultancy:

Reports	Payment timeline
Report on the cutting-edge KM tools	30% of the total amount of the contract, after the approval of the first deliverable.
Database of relevant data, papers and studies published on the IDB community of practice	30% of the total amount of the contract, after the approval of the first deliverable.
Final report of the consultancy including a detailed description of the performed activities as well as the sources and channels used with other MDBs to share information about migration	40% of the total amount of the contract, after the approval of the final deliverable.

The schedule for the delivery of each report could be readjusted at the request of the IDB according to the project implementation schedule.

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 areas related to public policy, international affairs, migration, knowledge management or related areas.

Experience: Extensive experience (5 years) in (i) management of knowledge content; and (ii) analysis on migration issues.

Languages: Advanced, writing and speaking, command of English and Spanish is a plus.

Opportunity Summary:

- **Type of contract and modality:** Product and external services (PEC)

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- **Length of contract:** 6-12 months
- **Starting date:** June, 2021.
- **Location:** Place of residence of the consultant.
- **Responsible person:** Specialist of the Migration Unit.
- **Requirements:** You must be a citizen of one of the IDB's 48 member countries and have no family members currently working at the IDB Group.

Our culture: Our people are committed and passionate about improving lives in Latin-America and the Caribbean, and they get to do what they love in a diverse, collaborative and stimulating work environment. We are the first Latin American and Caribbean development institution to be awarded the EDGE certification, recognizing our strong commitment to gender equality. As an employee you can be part of internal resource groups that connect our diverse community around common interests.

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

About us: At the IDB, we'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.

Job Title: Identification of state-of the-art KM tools and techniques, including the enhancement of an MDB Community of Practice

Background of this search: Recent transnational population movements in LAC fit within global trends. Over the last ten years a number of protracted conflicts and socioeconomic crises as well as natural disasters have generated migration and displacement on a massive scale. While many of the afflicted have moved to neighboring countries, many have also sought to settle in nontraditional destination countries in their own regions, or in other regions, contributing to make South-South migration flows the most prominent. Migration and displacement are increasingly recognized as pressing humanitarian and development issues on the global agenda, as evidenced by the UN Global Compact for Safe, Orderly and Regular Migration adopted in 2018 and the recently established Platform on Economic Migration and Forced Displacement set up by the seven Multilateral Development Banks (MDBs) to share applied research finding and operational lessons learned. Global coordination on the topic could be strengthened by systematizing the exchange of information, knowledge and practical experiences between different regions, especially South-South through the MDB Platform and the United Nations specialized agencies such as IOM, UNHCR primarily but also ILO, UNDP, UN-Habitat, UNICEF. Additionally, private sector foundations at a global scale are engaging firms to hire refugees and develop products for migrants that are generating knowledge that need to be tapped. Connecting those knowledge production networks to the region and key national governments could improve the Bank support and benefit IDB client countries in LAC, since this policy and investment topic is relatively new and requires knowledge and operational lessons both public and private from elsewhere. At the end of 2020, the IDB will become the Junior Chair and in 2021 the Chair of the MDB Platform. This will be a good occasion to showcase the IDB work on migration, since it is the most recent Bank to join the MDB Platform.

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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

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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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What you'll do: The objective of this consultancy is to explore appropriate and cutting-edge KM tools to be deployed under this TC, enhancing the Community of Practice that the IDB will be piloting with the other MDBs.

- Identify cutting-edge KM tools
- Define a working plan for the community of Practice.
- Support the research of specific migration topics.

Deliverables and Payments timeline: The following deliverables are expected as part of the consultancy:

Reports	Payment timeline
Report on the cutting-edge KM tools	30% of the total amount of the contract, after the approval of the first deliverable.
Database of relevant data, papers and studies published on the IDB community of practice	30% of the total amount of the contract, after the approval of the first deliverable.
Final report of the consultancy including a detailed description of the performed activities as well as the sources and channels used with other MDBs to share information about migration	40% of the total amount of the contract, after the approval of the final deliverable.

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Education: Master's degree in areas related to public policy, international affairs, migration, knowledge management or related areas.

Experience: Extensive experience (5 years) in (i) management of knowledge content; and (ii) analysis on migration issues.

Languages: Advanced, writing and speaking, command of English and Spanish is a plus.

Opportunity Summary:

- **Type of contract and modality:** Product and external services (PEC)
- **Length of contract:** 6-12 months
- **Starting date:** June, 2021.
- **Location:** Place of residence of the consultant.
- **Responsible person:** Specialist of the Migration Unit.

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Terms of Reference 3

Job Title: Identify good regional practices and South-South Cooperation experience consultant

Background of this search: Recent transnational population movements in LAC fit within global trends. Over the last ten years a number of protracted conflicts and socioeconomic crises as well as natural disasters have generated migration and displacement on a massive scale. While many of the afflicted have moved to neighboring countries, many have also sought to settle in nontraditional destination countries in their own regions, or in other regions, contributing to make South-South migration flows the most prominent. Migration and displacement are increasingly recognized as pressing humanitarian and development issues on the global agenda, as evidenced by the UN Global Compact for Safe, Orderly and Regular Migration adopted in 2018 and the recently established Platform on Economic Migration and Forced Displacement set up by the seven Multilateral Development Banks (MDBs) to share applied research finding and operational lessons learned. Global coordination on the topic could be strengthened by systematizing the exchange of information, knowledge and practical experiences between different regions, especially South-South through the MDB Platform and the United Nations specialized agencies such as IOM, UNHCR primarily but also ILO, UNDP, UN-Habitat, UNICEF. Additionally, private sector foundations at a global scale are engaging firms to hire refugees and develop products for migrants that are generating knowledge that need to be tapped. Connecting those knowledge production networks to the region and key national governments could improve the Bank support and benefit IDB client countries in LAC, since this policy and investment topic is relatively new and requires knowledge and operational lessons both public and private from elsewhere. At the end of 2020, the IDB will become the Junior Chair and in 2021 the Chair of the MDB Platform. This will be a good occasion to showcase the IDB work on migration, since it is the most recent Bank to join the MDB Platform.

Regional efforts such as the Puebla Process (Central America and Mexico) and the emerging Quito Process and Action Plan and the Caribbean Migration Consultations seek to promote dialogue, reduce coordination costs and foster partnerships among organization and countries on migration action plans and projects, by convening high level, technical public officials. Given the scale of the development challenges posed by migration compounded by COVID-19 and the ensuing border closures, regional integration platforms such as Foro PROSUR (eight South American countries) have included migration in their priorities for regional coordination. Other South-South actions taken in this direction include the use of the IDB's Regional Public Goods Initiative to develop cooperation projects on migration in a minimum of three countries. Finding ways to share the knowledge generated through these processes and projects could further enhance regional coordination, generation of regional standards and common policies and regulations that could contribute to more efficiency, effectiveness and security for countries of origin, transit, destination and return.

The Inter-American Development Bank (IDB) is financing the Technical Cooperation (CT) RG-T3842: "Strengthening Migration Policy Coordination through Applied Knowledge Management", which aims to strengthen the coordination of migration policies and investments at the global, regional, national and local levels to benefit origin, transit, destination, return and mixed migration countries in LAC through the use of knowledge management.

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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What you'll do: The objective of this consultancy is to identify good regional practices and south-south cooperation experiences seeking to include migration in the emerging regional agendas and platforms.

- Analyze and identify the current initiatives supporting by the the Andean Community (CAN), the Caribbean Common Market, the Central American Integration System (SICA), the Southern Common Market (MERCOSUR), where migration issues are being discussed
- Define indicators and parameters to identify and evaluate good regional practices.
- Develop guidances on how cooperation and regional agreements are being promoted and how the IDB could support those dialogues.

Deliverables and Payments timeline: The following deliverables are expected as part of the consultancy:

Reports	Payment timeline
Report on the activities and initiatives promoted by different stakeholders	30% of the total amount of the contract, after the approval of the first deliverable.
Diagnostics on good regional practices	30% of the total amount of the contract, after the approval of the first deliverable.
Strategy and framework to promote and south-south cooperation	40% of the total amount of the contract, after the approval of the first deliverable.

The schedule for the delivery of each report could be readjusted at the request of the IDB according to the project implementation schedule.

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 areas related to public policy, international affairs, migration, knowledge management or related areas.

Experience: Extensive experience (10 years) in (i) public policy; (ii) international negotiation; and (iii) international development.

Languages: Advanced, writing and speaking, command of English and Spanish is a plus.

Opportunity Summary:

- **Type of contract and modality:** Product and external services (PEC)
- **Length of contract:** 12 months
- **Starting date:** June, 2021.
- **Location:** Place of residence of the consultant.
- **Responsible person:** Specialist of the Migration Unit.

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- **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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Terms of Reference 4

Job Title: Development of regional standards consultancy

Background of this search: Recent transnational population movements in LAC fit within global trends. Over the last ten years a number of protracted conflicts and socioeconomic crises as well as natural disasters have generated migration and displacement on a massive scale. While many of the afflicted have moved to neighboring countries, many have also sought to settle in nontraditional destination countries in their own regions, or in other regions, contributing to make South-South migration flows the most prominent. Migration and displacement are increasingly recognized as pressing humanitarian and development issues on the global agenda, as evidenced by the UN Global Compact for Safe, Orderly and Regular Migration adopted in 2018 and the recently established Platform on Economic Migration and Forced Displacement set up by the seven Multilateral Development Banks (MDBs) to share applied research finding and operational lessons learned. Global coordination on the topic could be strengthened by systematizing the exchange of information, knowledge and practical experiences between different regions, especially South-South through the MDB Platform and the United Nations specialized agencies such as IOM, UNHCR primarily but also ILO, UNDP, UN-Habitat, UNICEF. Additionally, private sector foundations at a global scale are engaging firms to hire refugees and develop products for migrants that are generating knowledge that need to be tapped. Connecting those knowledge production networks to the region and key national governments could improve the Bank support and benefit IDB client countries in LAC, since this policy and investment topic is relatively new and requires knowledge and operational lessons both public and private from elsewhere. At the end of 2020, the IDB will become the Junior Chair and in 2021 the Chair of the MDB Platform. This will be a good occasion to showcase the IDB work on migration, since it is the most recent Bank to join the MDB Platform.

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The Inter-American Development Bank (IDB) is financing the Technical Cooperation (CT) RG-T3842: "Strengthening Migration Policy Coordination through Applied Knowledge Management", which aims to strengthen the coordination of migration policies and investments at the global, regional, national and local levels to benefit origin, transit, destination, return and mixed migration countries in LAC through the use of knowledge management.

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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What you'll do: The objective of this consultancy is to develop regional standards by considering the increasing challenges posed by migration.

- Review of migration initiatives that are being implemented in the region.
- Work with stakeholders in mapping and drafting required policy recommendations on migration and regional integration.
- Identify priority areas and strategize methodology that will be supported the development of standards until they are harmonized across the region.

Deliverables and Payments timeline: The following deliverables are expected as part of the consultancy:

Reports	Payment timeline
Report on the activities promoted during the consultancy with the stakeholders	30% of the total amount of the contract, after the approval of the first deliverable.
Report on the methodology used for the definition of the regional standards	30% of the total amount of the contract, after the approval of the first deliverable.
Final draft of the regional standards	40% of the total amount of the contract, after the approval of the first deliverable.

The schedule for the delivery of each report could be readjusted at the request of the IDB according to the project implementation schedule.

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 areas related to public policy, international affairs, migration or related areas.

Experience: Extensive experience (5 years) in: (i) public policy; (ii) international negotiation; and (iii) legal analysis.

Languages: Advanced, writing and speaking, command of English and Spanish is a plus.

Opportunity Summary:

- **Type of contract and modality:** Product and external services (PEC)
- **Length of contract:** 6 months
- **Starting date:** December, 2021.
- **Location:** Place of residence of the consultant.
- **Responsible person:** Specialist of the Migration Unit.
- **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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Terms of Reference 5

Job Title: Coordination of the National Migration Platform

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What you'll do: The objective of this consultancy is to support the creation and enhancement of the National Migration Coordination Committees focus on gathering, managing, and then disseminating knowledge, good practices and lessons learned, addressing migration in a comprehensive manner, but also promoting vertical, horizontal and donor coordination on migration in three countries.

Deliverables and Payments timeline: The following deliverables are expected as part of the consultancy:

Reports	Payment timeline
Report on the activities promoted during the consultancy with the stakeholders	30% of the total amount of the contract, after the approval of the first deliverable.
Report on the documents, papers and content disseminated during the consultancy	30% of the total amount of the contract, after the approval of the first deliverable.
Minutes of the meetings and workshops organized with the stakeholders.	40% of the total amount of the contract, after the approval of the first deliverable.

The schedule for the delivery of each report could be readjusted at the request of the IDB according to the project implementation schedule.

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 areas related to public policy, international affairs, migration or related areas.

Experience: Extensive experience (5 years) in: (i) public policy; (ii) international negotiation; and (iii) legal analysis.

Languages: Advanced, writing and speaking, command of English and Spanish is a plus.

Opportunity Summary:

- **Type of contract and modality:** Product and external services (PEC)
- **Length of contract:** 6 months
- **Starting date:** December, 2021.
- **Location:** Place of residence of the consultant.
- **Responsible person:** Specialist of the Migration Unit.
- **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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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.

Job Title: Applied content collection from international organizations, academia, private sector and donors at national level consultancy

Background of this search: Recent transnational population movements in LAC fit within global trends. Over the last ten years a number of protracted conflicts and socioeconomic crises as well as natural disasters have generated migration and displacement on a massive scale. While many of the afflicted have moved to neighboring countries, many have also sought to settle in nontraditional destination countries in their own regions, or in other regions, contributing to make South-South migration flows the most prominent. Migration and displacement are increasingly recognized as pressing humanitarian and development issues on the global agenda, as evidenced by the UN Global Compact for Safe, Orderly and Regular Migration adopted in 2018 and the recently established Platform on Economic Migration and Forced Displacement set up by the seven Multilateral Development Banks (MDBs) to share applied research finding and operational lessons learned. Global coordination on the topic could be strengthened by systematizing the exchange of information, knowledge and practical experiences between different regions, especially South-South through the MDB Platform and the United Nations specialized agencies such as IOM, UNHCR primarily but also ILO, UNDP, UN-Habitat, UNICEF. Additionally, private sector foundations at a global scale are engaging firms to hire refugees and develop products for migrants that are generating knowledge that need to be tapped. Connecting those knowledge production networks to the region and key national governments could improve the Bank support and benefit IDB client countries in LAC, since this policy and investment topic is relatively new and requires knowledge and operational lessons both public and private from elsewhere. At the end of 2020, the IDB will become the Junior Chair and in 2021 the Chair of the MDB Platform. This will be a good occasion to showcase the IDB work on migration, since it is the most recent Bank to join the MDB Platform.

Knowledge management (KM) is broadly defined as “the process of capturing, distributing and effectively using knowledge”. This practice has been touted as a key to innovation in the private sector, due to its ability to codify tacit knowledge (knowledge gained through the experiences, actions, and working procedures undertaken within an institution) and facilitate its transfer between a network of related actors, which creates a competitive advantage. Development cooperation on major issues such as global migration governance can evidently benefit from this: by using KM to exchange institutional information, the specific knowledge and insights gathered by different institutions at the global, regional, national and subnational levels are available to all partner institutions at relatively low cost. A critical pillar of KM is the Community of Practice (CoP) that provides the platform to share practical knowledge. Thus, KM and its CoP pillar can enhance the migration-related organizations’ capacity to implement evidence-based solutions that correspond to migrant and their host community needs. At the same time, organizations can leverage their informational assets to gain intellectual capital and create new institutions that can effectively address the new development realities posed by migration in LAC countries.

The Inter-American Development Bank (IDB) is financing the Technical Cooperation (CT) RG-T3842: “Strengthening Migration Policy Coordination through Applied Knowledge Management”, which aims to strengthen the coordination of migration policies and investments at the global, regional, national and local levels to benefit origin, transit, destination, return and mixed migration countries in LAC through the use of knowledge management.

The team’s mission: The migration unit improves the live of migrants and their host communities to contribute to inclusive development in Latin America and the Caribbean.

HRD Terms of Reference, New Template 2018 For PEC consultancies

What you'll do: The objective of this consultancy is to support the implementation of the KM tools and techniques to support migration authorities' leadership in addressing horizontal (with other national departments) and vertical (with other levels of governments, subnational and local) coordination failures.

- Gather, manage and disseminate knowledge, good practices and lessons learned on migration issues.
- Work with stakeholders coordinating the different dialogues and technical discussions about the content that will be disseminated.
- Elaborate reports on the meetings, seminars or workshop organized for the dissemination of migration documents.
- Support the dissemination of the applied content collected during the implementation of the project.

Deliverables and Payments timeline: The following deliverables are expected as part of the consultancy:

Reports	Payment timeline
Report on the activities promoted during the consultancy with the stakeholders	30% of the total amount of the contract, after the approval of the first deliverable.
Report on the documents, papers and content disseminated during the consultancy	30% of the total amount of the contract, after the approval of the first deliverable.
Minutes of the meetings and workshops organized with the stakeholders.	40% of the total amount of the contract, after the approval of the first deliverable.

The schedule for the delivery of each report could be readjusted at the request of the IDB according to the project implementation schedule.

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 areas related to public policy, international affairs, migration or related areas.

Experience: Extensive experience (5 years) in: (i) public policy; (ii) international negotiation; and (iii) legal analysis.

Languages: Advanced, writing and speaking, command of English and Spanish is a plus.

Opportunity Summary:

- **Type of contract and modality:** Product and external services (PEC)
- **Length of contract:** 6 months
- **Starting date:** December, 2021.
- **Location:** Place of residence of the consultant.
- **Responsible person:** Specialist of the Migration Unit.
- **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.

HRD Terms of Reference, New Template 2018 For PEC consultancies

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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