Human Resources Department

Selection process # BA-T1089

TERMS OF REFERENCE

Enhance the national electromobility framework.

BARBADOS
BA-T1089

1. Background and Justification

1.1 Barbados is an island of 431 km^2, with a population of approximately 288,000 inhabitants and ranks high among the LAC countries in terms of social and economic indicators. In terms of energy, Barbados depends on imported fossil fuels for over 90% of its total energy needs, leading to high economic vulnerability resulting from changes in fuel prices.

1.2 Because of that, in 2019, the Government of Barbados (GOB) prepared the Barbados National Energy Policy (BNEP) 2019-2030, that settled out an ambitious objective of transitioning the country to 100% Renewable Energy (RE) and carbon neutral state by 2030. The policy also includes an interim goal of 49% reduction in fossil fuel consumption by 2023, as well as an annual reduction of between US$200 million and US$400 million in fuel imports by 2030. Given that the Transportation Sector is responsible for approximately 33% of the energy consumption in the country, BNEP has outlined a mandate for the decarbonization of transportation in Barbados upon which the following principles need to be addressed: (i) energy consumption and efficiency within the transportation sector; (ii) conversion from fossil fuel use to electricity; (iii) transportation management; (iv) fuel switching within the transportation sector; and (v) clean energy use and emissions control within the transportation sector.

1.3 BNEP states that the expansion of the local fleet of Electric Vehicles (EV) will be key to achieve its targets, alongside the development of alternative fuels, the use of variable RE, the stability of the electricity grid and improvements in efficiency and decarbonization. As the transport sector in Barbados heavily relies on fossil fuels, the government has explicitly mentioned electrified transportation in 9 out of 16 transport sector objectives in the BNEP, and is currently finishing the electromobility strategy, showing a clear commitment on making the sector more sustainable.

1.4 Aligned to this, in 2021, the country submitted its Updated Nationally Determined Contribution (NDC) to the UNFCCC, committing to put policies in place to seek to be, by 2030, the first 100% green and fossil-fuel free island-state in the world. The NDC underlined the importance of the BNEP, for which progress has also been made in deploying electric passenger vehicles and public buses and included a target to achieve a 100% electric or alternatively fueled vehicles in the passenger fleet by 2030.

1.5 In addition, the GOB has recently advanced with the development of policies, and studies to boost electromobility. These include the Physical Development Plan, the Sustainable Urban Mobility Plan for the Greater Bridgetown Area and the Urban Corridor, which have been key strategies to set guidelines to foster further electromobility investments. Since 2012, the Ministry of Energy and Business Development has been executing activities financed through the PSSEP and more recently, with the approval of the Sustainable Energy Investment (Smart Fund II) program, in which public vehicles, charging infrastructure deployment and policy development has started to set favorable conditions for electromobility in the country. In addition, since 2021 public procurement policy prioritizes the purchase of electric or hybrid

vehicles, whenever it's possible. Currently, the government-owned vehicle fleet includes 11 electric cars and vans (or about 1% of the total government fleet) and 49 EV buses. And if all goes according to plan, the Transport Board will acquire 10 additional electric buses until the end of 2022, which will increase the share of electric vehicles in public transportation to about 85% of the fleet in service.

1.6 In term of financial incentives, the GOB has recently pronounced in the 2022/2023 Budget, further support for electric vehicle. These include: (i) an increase in the interest free loan limit, from BBD$50,000 to BBD$100,000, for eligible public officers, to increase accessibility of electric and hybrid vehicles; (ii) a reduction of import duties, from 45% to 10%, on used EVs, fuel cell electric and solar powered vehicles; and (iii) an excise tax of 20% and a VAT holiday on the purchase of electric vehicles for a period of 24 months commencing April 1, 2022.

1.7 However, there are still some major obstacles on the electromobility expansion, such as the lack of regulation. Nowadays the sector doesn't have a regulatory framework or tariff scheme that allows an increase in adoption rates of electric vehicles in the country. Thus, a roadmap for improving the existing legal and regulatory framework to foster the development of electromobility is needed. An overarching framework for electromobility that incorporate regulatory, financial, and behavioral changes is necessary to make the required transition to a low-carbon and resilient transportation system in the country.

1.8 Therefore, in this scenario where electromobility in a one of the main pillars of Barbados' energy transition and some barriers are still present, the Inter-American Development Bank has been committed to support the GOB in advancing the transition to electromobility by helping to create an enabling environment for the ample penetration of electric vehicles in the country.

2. Project objectives

The main objective this consultancy is to implement national EV strategies that will allow to increase the deployment of electric vehicles in Barbados. The consultancy will be responsible to develop a roadmap for improving the existing legal and regulatory framework for electromobility. The roadmap aims to boost electromobility by strengthening the implementation of electromobility programs with best practices, incentive schemes, tariff schemes, storage services, charging network, open market technical studies, and the necessary regulation to carry out the policies that governments have determined or are in process of implementation in this sector. The Consulting Firm will be responsible to establish, based on Ministry of Energy and Business (MEB) issued general rules or principles, a transparent roadmap able to enhance the necessary regulatory framework for electromobility in Barbados.

3. Scope of Services

The Consulting Firm will be responsible for:

1. An analysis of the existing legal and regulatory framework for electromobility, including the necessary regulation and incentives and fiscal measures to carry out the policies to increase the penetration of electromobility; SWOT analysis Strengths, Weaknesses, Opportunities and Threats of electromobility.

2. Identify main gaps within the existing legal and regulatory electromobility framework. Making suitable recommendations based on international experiences aiming to create an enabling environment for the ample penetration of electric vehicles in Barbados.

3. An incentive scheme detailing potential benefits to be received by citizens willing to purchase electric vehicles

4. A tariff scheme able to incentivize the electromobility in the country

5. Deliver a detailed Roadmap that includes, among others:

    i. A charging infrastructure deployment plan, which takes into consideration current market structure and power grid conditions. Including a detailed plan that incorporates electromobility into the expansion of storage services in the island

    ii. A strategy to increase private sector investments in electromobility, including mechanisms to diversify EV types offered in the Barbados market, such as public transportation, trucks and commercial vehicles. Including an open market technical study describing how the GOB can develop its electromobility national market

    iii. Waste management plan, for the proper disposal and treatment of EV batteries.

    iv. A public vehicle replacement strategy, including a safety protocol for public buses.

    v. Describe the pathway to be considered in the case of Barbados, to strengthening the implementation of electromobility programs

6. An action plan that includes a 10-year implementation plan, based on the electromobility roadmap, detailing all necessary activities to be taken by the government, with its associated costs, in order to implement the roadmap.

7. Generate a report on lessons learned and recommendations to be handles directly by a government entity. This includes recommendation on the process, improvement to the rules and documentation.

8. Knowledge exchange workshop with the entities involved.

4. Reporting/Supervision

The consultancy activities will be supervised by the MEB and will directly liaise with all relevant energy stakeholders.

5. Expected Outcome and Deliverables

Deliverable	Description	Due Date
Deliverable 1	Work Plan: The work plan and methodology proposal to be developed during the consultancy	Two weeks after signing the contract.
Deliverable 2	An analysis of the existing legal and regulatory framework for electromobility	30 calendar days after the approval of Deliverable 1.
Detailed Roadmap: That includes findings and recommendations for each sub-component and the analysis carried out.		
Deliverable 3	Charging infrastructure deployment plan	75 calendar days after the approval of Deliverable 1.
Deliverable 4	Strategy to increase private sector investments in electromobility	100 calendar days after the approval of Deliverable 1
Deliverable 5	Waste management plan	130 calendar days after the approval of Deliverable 1.
Deliverable 6	A public vehicle replacement strategy	150 calendar days after the approval of Deliverable 1.
Deliverable 7	Report identifying the main gaps within the existing legal and regulatory electromobility framework, including the necessary regulation and incentives and fiscal measures to carry out the policies to increase the penetration of electromobility	170 calendar days after the approval of Deliverable 1.
Deliverable 8	Country implementation strategy and guideline based on the previous results from Deliverables 2,3,4,5,6 and 7; and including the activities to be executed in the short (2025), medium (2030) and long term (2040), as well as each of the institutions responsible for their execution.	190 calendar days after the approval of Deliverable 1
Deliverable 9	Knowledge Exchange workshop with the entities involved	20 calendar days after the approval of Deliverable 4, 5, 6, 7 and 8.
Deliverable 10	Final report: Including lessons learned and recommendations	30 calendar days after the approval of Deliverable 4, 5, 6, 7 and 8.

Final report with results. The consultant must hold a presentation workshop for each of the products, in addition to a final workshop to present the final results to the IDB.

6. Reporting Requirements

- All reports must be submitted in Word, in English, in an editable file, including annexes, spreadsheets, and other required material. The file must be in a publishable format and edition in accordance with IDB standards.
- All reports will be confidential.
- The final report must be in English.

7. Acceptance Criteria

- The products will be accepted for payment once they have the written approval of the IDB team.
- Partial products or products that are not accepted will not be paid

8. Other Requirements

8.1. **Work Team:** The consulting firm shall have vast experience in running successful electromobility projects, with preference in incipient markets. Experience in preparing electromobility roadmaps and deep understanding of electromobility best practices globally is also required. The consultancy must present a minimum work team in its proposal, considering the following specialties:

Project Manager. Degree in engineering, economics, or related areas, with specialization, master's or doctorate in related areas. At least 15 years of general experience, 10 years of experience in project management for the energy sector, fluent in English. Relevant experience in electromobility sector. Experience in Latin America and the Caribbean is desirable.

Specialist in the energy sector. Degree in engineering or related areas, with a master's or doctorate in energy planning, energy economics, or related subjects. With the specific experience of at least eight (8) years in structuring and evaluating projects in the energy sector, fluent in English, Experience in Latin America and the Caribbean is desirable.

Specialist in electromobility: Degree in engineering or related areas, with a master's or doctorate in energy, energy economics or related subjects. With the specific experience of at least eight (8) years in the energy sector with an emphasis on electromobility, fluent in English. Experience in Latin America and the Caribbean is desirable.

8.2. **Confidentiality:** All information shared with the consultancy will be considered confidential. The consultancy may not disclose to third parties any product of this consultancy, without the express consent of the IDB, in writing.

9. Payments Schedule And Consultancy Conditions

The contract will be for a period of eighteen (18) months. The contract's amount will be paid in accordance with the schedule below:

- 10% payment – After delivery and approval of deliverable 1.
- 10% payment – After delivery and approval of deliverable 2.
- 10% payment – After delivery and approval of deliverables 3 and 4.
- 10% payment – After delivery and approval of deliverables 5 and 6.
- 20% payment – After delivery and approval of deliverables 7.
- 20% payment – After delivery and approval of deliverable 8.
- 20% payment – After delivery and approval of deliverable 9.

10. **Supervision and Reporting:** The team leader will be Carlos Bladimir Echeverria (INE/ENE), Sector Senior Specialist.

Human Resources Department

Selection process # BA-T1089

TERMS OF REFERENCE

Foster electromobility project development.

BARBADOS
BA-T1089

1. Background and Justification

1.1 Barbados is an island of 431 km^2, with a population of approximately 288,000 inhabitants and ranks high among the LAC countries in terms of social and economic indicators. In terms of energy, Barbados depends on imported fossil fuels for over 90% of its total energy needs, leading to high economic vulnerability resulting from changes in fuel prices.

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1.4 The Transport Sector in Barbados is characterized by having over 136,400[1] registered private vehicles on the island in 2015, with a total population of 277,821. This is a ratio of approximately one vehicle for every two persons on the island, in general terms, or about 1.2 vehicles for every employed person in Barbados, aged 18 years and over, for the same period. Regarding the public transportation, approximately twenty-four (24) million passengers are transported annually via the Barbados Transport Board (BTB) fleet. These passengers are serviced by 130 matured diesel-powered buses and 49 electric buses, corresponding to 27% of the total fleet. The insertion of electric buses in the national fleet started in 2020 when the GOB had made investments totaling US$22.5 million for the acquisition of 49 electric buses, two of which were co-financed by the IDB and the European Union through the Public Sector Smart Energy Program (PSSEP). These investments have increased the reliability of bus

[1] Alleyne, A., Drakes, C., Henry, L. , Moore, W. (2021). Strategy for Electric Mobility in Barbados

service to the Barbadian public while reduced the maintenance and operational costs significantly. According to a recent report from BTB, the maintenance cost of the fleet fell from US$7.5 million in 2019 to US$3 million in 2021 and fuels bill dropped from US$4.1 million in 2020 to US$2.8 million in 2021, when considering diesel and electricity costs.

1.5 Electrification of the transport sector is an important route that supports countries to achieve their mitigation and climate change targets established in the Paris Agreement. EVs technologies, such as vehicle to everything (V2X) integration, also act as distributed energy sources, emergency power supply, and storage devices during natural disasters such as earthquakes and hurricanes. V2X allows external entities to draw power from electric vehicle batteries for use in loads (V2L), buildings (V2B), or the utility grid (V2G), where X represents any of, or any combination of these options. This technology can mitigate the risk of disruption of electricity services as it allows the two-ways exchange of power between buildings and utility grids with electric vehicles.

1.6 In term of financial incentives, the GOB has recently pronounced in the 2022/2023 Budget, further support for electric vehicle. These include: (i) an increase in the interest free loan limit, from BBD$50,000 to BBD$100,000, for eligible public officers, to increase accessibility of electric and hybrid vehicles; (ii) a reduction of import duties, from 45% to 10%, on used EVs, fuel cell electric and solar powered vehicles; and (iii) an excise tax of 20% and a VAT holiday on the purchase of electric vehicles for a period of 24 months commencing April 1, 2022.

1.7 Overall, seizing the opportunity from the proliferation of e-mobility and rebuilding smarter can help island states to reduce electricity costs and increase resilience, in order to boost their economies and improve the entire region's competitiveness.

2. Project objectives

The objective of this consultancy to support activities aimed at fast tracking electromobility projects in Barbados by designing a Vehicle to "X" (V2X) Scalability Plan, supervising V2X projects and developing the financial and technical feasibility studies, including the preparation of tender documents for the bidding of V2X projects.

3. Scope of Services

The Consulting Firm will be responsible for:

1. A V2X scalability program, for the identification of V2X projects suitable for Barbados, considering existing power grid condition and battery storage policies.

    - Provide a general electromobility country overview analysis.
    - Mapping of the main actors (public and private) and institutions currently linked, or with the potential to be linked, to electric mobility for the country.
    - Analyze electromobility infrastructure resilience to tackle climate change impacts and continuity of electricity system.
    - Verify the need for and benefits of integrated deployment, hardware, software, and grid integration of EV charging infrastructure. Customer behavior should be analyzed and the impact on greater adoption of EVs can be evaluated

- Prioritize interventions to improve grid resilience in specific climate-risk areas, including the specification of charging facilities, electric vehicles, adaptations to building installations and ports, and their integration to the grid.
- Opportunities for the development of value chains around sustainable mobility.

2. Development of financial and technical feasibility studies, including cost-benefit analysis, economic evaluation and tender documents for electromobility projects, including V2X. The studies should analyze the capacity of home EV charging stations, public charging infrastructure (third-party and utility-owned), and vehicle-to-grid (V2G) capable technological assets.

    - Development of how to deploy large-scale fleets of public transport e-buses that provide a reliable and sustainable service to the country.
    - Business models and financial structures define per project based on local circumstances. This can include separation of ownership and operations of buses, e-bus-leasing systems, or PPPs.
    - Mechanisms to increase the profitability of EV projects.
    - Analysis of high financial and technical risks of EV investments.
    - Country guideline for a tailor fit EV investments in the country based on business needs and financial models.
    - Recommendations and strategies that enables policy framework for EV deployment.

4. Reporting/Supervision

The consultancy activities will be supervised by the MEB and will directly liaise with all relevant energy stakeholders.

5. Expected Outcome and Deliverables

Deliverable	Description	Due Date
Deliverable 1	Work Plan: The work plan and methodology proposal to be developed during the consultancy	Two weeks after signing the contract.
Deliverable 2	Preliminary V2X scalability program, with general electromobility overview and mapping main actors	30 calendar days after the approval of Deliverable 1.
Development of financial and technical feasibility studies		
Deliverable 3	Cost-benefit analysis	60 calendar days after the approval of Deliverable 1.
Deliverable 4	Economic evaluation	90 calendar days after the approval of Deliverable 1.
Deliverable 5	Tender documents	120 calendar days after the approval of Deliverable 1.
Deliverable 6	Final V2X scalability program. Evaluating the integration, benefits, and costs of EV infrastructure.	150 calendar days after the approval of Deliverable 1
Deliverable 7	Knowledge Exchange workshop with the entities involved	20 calendar days after the approval of Deliverable 3,4,5 and 6.
Deliverable 8	Final report: lessons learned and recommendations	30 calendar days after the approval of Deliverable 3,4,5 and 6.

Final report with results. The consultant must hold a presentation workshop for each of the products, in addition to a fourth workshop to present the final results to the IDB.

6. Reporting Requirements

- All reports must be submitted in Word, in English, in an editable file, including annexes, spreadsheets, and other required material. The file must be in a publishable format and edition in accordance with IDB standards.
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8. Other Requirements

8.1. **Work Team:** The consulting firm shall have vast experience in running successful electromobility projects, with preference in incipient markets. Experience in implementing V2X projects and deep understanding of electromobility best practices globally is also required. The consultancy must present a minimum work team in its proposal, considering the following specialties:

Project Manager. Degree in engineering, economics, or related areas, with specialization, master's or doctorate in related areas. At least 15 years of general experience, 10 years of experience in project management for the energy sector, fluent in English. Relevant experience in electromobility sector. Experience in Latin America and the Caribbean is desirable.

Specialist in the energy market. Degree in engineering or related areas, with a master's or doctorate in energy planning, energy economics, or related subjects. With the specific experience of at least eight (8) years in structuring and evaluating projects in the energy market, fluent in English, Experience in Latin America and the Caribbean is desirable.

Specialist in electromobility: Degree in engineering or related areas, with a master's or doctorate in energy, energy economics or related subjects. With the specific experience of at least eight (8) years in the energy sector with an emphasis on electromobility, fluent in English. Experience in Latin America and the Caribbean is desirable.

8.2. **Confidentiality:** All information shared with the consultancy will be considered confidential. The consultancy may not disclose to third parties any product of this consultancy, without the express consent of the IDB, in writing.

9. Payments Schedule and Consultancy Conditions

The contract will be for a period of twelve (12) months. The contract's amount will be paid in accordance with the schedule below:

- 10% payment – After delivery and approval of deliverable 1.
- 15% payment –. After delivery and approval of deliverable 2.
- 20% payment – After delivery and approval of deliverable 3 and 4.
- 15% payment – After delivery and approval of deliverable 5.
- 20% payment – After delivery and approval of deliverable 6.
- 20% payment – After delivery and approval of deliverable 7.

10. Supervision and Reporting: The team leader will be Carlos Bladimir Echeverria (INE/ENE), Sector Senior Specialist.

Knowledge Dissemination Activity – South Korea

The objective of this technical cooperation (TC) is to support the Government of Barbados in advancing the transition to electromobility on the island by creating an enabling environment for the ample penetration of electric vehicles. The TC will finance capacity building and knowledge sharing activities between South Korean and Barbados's national authorities, using Jeju's electromobility project as a benchmark for the cooperation.

The Republic of South Korea (RSK) is a high-tech industrialized nation with particular development of battery and cell manufacturing processes, which puts the country in a privileged position in terms of electromobility. The RSK shares interesting similarities with Barbados, specifically in terms of grid and electromobility development in isolated regions such as Jeju Island. As such, in 2012 the government of the RSK launched the Carbon Free Island 2030 project (CFI 2030), a project that aims to transform Jeju Island into a carbon free and 100% renewable energy island by 2030. To put this in practice, Jeju Island was selected to lead the EV industry development, for which in 2020 the island had close to 23,000 electric vehicles (6.4% of the total vehicles on the island) and Jeju's RE generation share was ranked the highest in the country at 16.2% (757MW). Therefore, given the described scenario, the Jeju Island experience could be used as benchmark for Barbados, especially in terms of knowledge dissemination. This will showcase the planning process and lessons learned during the creation of the enabling environment needed to overcome challenges to achieve carbon neutrality, 100% renewable energy and a fleet formed mainly by EVs.

Overall, this TC aims to enable effective knowledge sharing activities between Barbados and South Korea. Events will be coordinated and accomplished by national authorities to ensure complementarity of different endeavors. Jeju's electromobility project will be used as a benchmark for the cooperation and capacity building activities. The intention is to fund knowledge dissemination events that will provide training on: (i) adequate management of EV equipment; (ii) charging stations operations and maintenance; (iii) safety (including on public buses operation); (iv) optimal management of EV fleets; (v) performance monitoring of EV; (vi) development of electromobility planning and design methodologies; (vii) management of electromobility strategies; (viii) creation of regulations and norms for designing and operating the electromobility market.

Table 1 - Expected Cost of the Mission to South Korea

# of Persons		4
Flight Ticket		$ 3,000
Hotel	**Hotel Rate**	$ 200
	# of nights	6
	Hotel Cost	$ 1,200
Per diem	**Per diem**	$ 100
	# of days	7
	Total Per Diem	$ 700
Cost per person		$ 4,900
Overall Cost		$19,600

IDB Human Resources Department

Tentative Agenda

<table>
<tr><th colspan="2">Classification</th><th>Day 1</th><th>Day 2</th><th>Day 3</th><th>Day 4</th><th>Day 5</th><th>Day 6</th><th>Day 7</th></tr>
<tr><td>1</td><td>09:00 - 10:00</td><td rowspan="2">Arrive at the Incheon Airport</td><td rowspan="3">[L] Lecture, [W] Workshop or [T] Technical site visit</td><td rowspan="2">Move to Jeju</td><td rowspan="3">[L] Lecture, [W] Workshop or [T] Technical site visit</td><td rowspan="3">[L] Lecture, [W] Workshop or [T] Technical site visit</td><td rowspan="3">[L] Lecture, [W] Workshop or [T] Technical site visit</td><td rowspan="3">[L] Lecture, [W] Workshop or [T] Technical site visit</td></tr>
<tr><td>2</td><td>10:00 - 11:00</td></tr>
<tr><td>3</td><td>11:00 - 12:00</td><td>Hotel check-in</td><td>Hotel check-in</td></tr>
<tr><td>-</td><td>12:00 - 13:00</td><td>Lunch Break</td><td>Lunch Break</td><td>Lunch Break</td><td>Lunch Break</td><td>Lunch Break</td><td>Lunch Break</td><td>Lunch Break</td></tr>
<tr><td>4</td><td>13:00 - 14:00</td><td rowspan="4">[L] Lecture, [W] Workshop or [T] Technical site visit</td><td rowspan="4">[L] Lecture, [W] Workshop or [T] Technical site visit</td><td rowspan="4">[L] Lecture, [W] Workshop or [T] Technical site visit</td><td rowspan="4">[L] Lecture, [W] Workshop or [T] Technical site visit</td><td rowspan="4">[L] Lecture, [W] Workshop or [T] Technical site visit</td><td rowspan="3">Move to Seoul</td><td rowspan="4">Move to Barbados</td></tr>
<tr><td>5</td><td>14:00 - 15:00</td></tr>
<tr><td>6</td><td>15:00 - 16:00</td><td rowspan="2">Hotel check-in</td></tr>
<tr><td>7</td><td>16:00 - 17:00</td></tr>
</table>

Activities: [L] Lecture, [W] Workshop, [T] Technical site visit

Human Resources Department

Selection process # BA-T1089

TERMS OF REFERENCE

Institutional strengthening for public and private sector involved in the planning, prioritization, contracting and implementation of EV projects

BARBADOS
BA-T1089

Background and Justification

1.1 Barbados is an island of 431 km^2, with a population of approximately 288,000 inhabitants and ranks high among the LAC countries in terms of social and economic indicators. In terms of energy, Barbados depends on imported fossil fuels for over 90% of its total energy needs, leading to high economic vulnerability resulting from changes in fuel prices.

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1.4 Aligned to this, in 2021, the country submitted its Updated Nationally Determined Contribution (NDC) to the UNFCCC, committing to put policies in place to seek to be, by 2030, the first 100% green and fossil-fuel free island-state in the world. The NDC underlined the importance of the BNEP, for which progress has also been made in deploying electric passenger vehicles and public buses and included a target to achieve a 100% electric or alternatively fueled vehicles in the passenger fleet by 2030.

1.5 In addition, the GOB has recently advanced with the development of policies, and studies to boost electromobility. These include the Physical Development Plan, the Sustainable Urban Mobility Plan for the Greater Bridgetown Area and the Urban Corridor, which have been key strategies to set guidelines to foster further electromobility investments. Since 2012, the Ministry of Energy and Business Development has been executing activities financed through

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1.7 However, there are still some major obstacles on the electromobility expansion, such as the lack of knowledge. As it's a completely new technology, there is a need for capacity building for automotive technicians, government authorities and a national awareness campaign to inform the general populace as to the benefits and uptake in the EVs. This way, the government and the civil society will be better trained on how to handle the expected surge of electric cars.

1.8 Therefore, in this scenario where electromobility in a one of the main pillars of Barbados' energy transition and some barriers are still present, the Inter-American Development Bank has been committed to support the GOB in advancing the transition to electromobility by developing knowledge sharing activities.

Main Activities

The main objective of the consultancy is to develop capacity building activities in coordination with the Ministry of Energy and Business (MEB) and/or the local distribution company in the selected areas.

Literature review base on international best practices. Review training issues for electromobility in specialized sectors, including: (i) Identification of the main gaps within the existing legal and regulatory electromobility framework. (ii) Making suitable recommendations aiming to create an enabling environment for the ample penetration of electric vehicles in Barbados; and (ii) a mapping of key organizations and actors to support the implementation of electromobility projects.

Capacity Building Activities: Provide training courses related to electromobility. Including but not limited to the following topics: charging operations and maintenance for EVs, adequate management of EV equipment fostering green jobs, mindful of gender empowerment, safety trainings (including one focused on public buses), optimal management of EV fleets, and performance monitoring of electric vehicles in technical (energy usage, emissions) and financial terms (operational expenditures, vehicle availability rates).

Assessment of the population of women eligible to participate in the program. This includes: (i) identifying, together with the IDB team, the beneficiaries and the population susceptible to participate in the training program.

Expected Outcome and Deliverables

- **Product 1:** The consultant must present a detailed work plan, including the work methodology based on the criteria and a timetable. It should also include the support expected from the institutions participating in the training program, which should be agreed with the Bank.

- **Product 2:** A report containing the literature review and best practices in the design of training programs for electromobility in the country, as well as the mapping of the population of women likely to participate in the program and the selection criteria.

- **Product 3:** A report containing the design of the training program for electromobility current overview, next steps and implementation; and recommendations.
  The consultant shall include the methodological design with modules and material developed, as well as the implementation scheme, follow-up and resulting indicators.

- **Product 4:** A report containing the training evaluation strategy, including the empirical design of the evaluation and the variables needed for the evaluation. Presentations and documents with the courses and main diagnostic findings based on given training courses should also be included.

Project Schedule and Milestones

Project Schedule	
Deliverable	**Deadline**
1. Work Plan (Product 1)	10 days after signing the contract
2. Delivery and approval of Product 2	40 days after signing the contract
3. Delivery and approval of Product 3	65 days after signing the contract
4. Delivery and approval of Product 4	90 days after signing the contract

The following procedure will be used to approve project deliverables:

1. All work will be managed in the cloud for easy access. Products can also be sent by email.
2. Products will be presented in Portuguese.
3. The IDB will submit a written approval (email) after receiving each deliverable with the specifications set forth in this item.

Payment Schedule

Payment Schedule	
Deliverables	**%**
Product 1	20%
Product 2	20%
Product 3	30%
Product 4	30%
TOTAL	**100%**

Payments will be made upon delivery of each of the corresponding products, which must be validated by the NSDI and the Bank's Team Leader.

What you'll need

- **Citizenship:** You are a citizen of one of our 48-member countries.
- **Consanguinity:** You have no family members (up to fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB Group.
- **Education:** Bachelor's degree or equivalent in Engineering or related fields.
- **Experience:** At least 10 years of general professional experience. At least 5 years of work experience in conducting training courses and in the electromobility sector (desirable).

Core and Technical Competencies

A professional with relevant experience in planning and development of training or curriculum development activities in the country's educational system, particularly with a gender perspective, is preferred. Preferably the consultant should have experience in developing outstanding actions related to electromobility development programs to improve the quality of life of its inhabitants. As well as:

- Problem Solving: Willingness and ability to face and respond to a given situation through the organization and/or application of a strategy or operational sequence.
- Teamwork: Willingness and ability to collaborate in a coordinated manner in the task performed jointly by a team of people to achieve a proposed objective.
- Autonomy: Ability to perform a task independently, executing it from start to finish, without the need to receive any guidance or direction.
- Project Management: Excellent command of process management tools, project management and monitoring and evaluation.

Human Resources Department

Opportunity Summary

- **Type of contract:** Product and External Services (PEC), Lump Sum .
- **Length of contract:** six (6) months.
- **Location**: Barbados
- **Responsible person**: Senior Energy Sector Specialist
- **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, the LGBTQ+ community, 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 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.

Human Resources Department

Selection process # BA-T1089

TERMS OF REFERENCE

Development of an EV training to tackle Automotive Technicians' Needs

BARBADOS
BA-T1089

Background and Justification

1.1 Barbados is an island of 431 km^2, with a population of approximately 288,000 inhabitants and ranks high among the LAC countries in terms of social and economic indicators. In terms of energy, Barbados depends on imported fossil fuels for over 90% of its total energy needs, leading to high economic vulnerability resulting from changes in fuel prices.

1.2 Because of that, in 2019, the Government of Barbados (GOB) prepared the Barbados National Energy Policy (BNEP) 2019-2030, that settled out an ambitious objective of transitioning the country to 100% Renewable Energy (RE) and carbon neutral state by 2030. The policy also includes an interim goal of 49% reduction in fossil fuel consumption by 2023, as well as an annual reduction of between US$200 million and US$400 million in fuel imports by 2030. Given that the Transportation Sector is responsible for approximately 33% of the energy consumption in the country, BNEP has outlined a mandate for the decarbonization of transportation in Barbados upon which the following principles need to be addressed: (i) energy consumption and efficiency within the transportation sector; (ii) conversion from fossil fuel use to electricity; (iii) transportation management; (iv) fuel switching within the transportation sector; and (v) clean energy use and emissions control within the transportation sector.

1.3 BNEP states that the expansion of the local fleet of Electric Vehicles (EV) will be key to achieve its targets, alongside the development of alternative fuels, the use of variable RE, the stability of the electricity grid and improvements in efficiency and decarbonization. As the transport sector in Barbados heavily relies on fossil fuels, the government has explicitly mentioned electrified transportation in 9 out of 16 transport sector objectives in the BNEP, and is currently finishing the electromobility strategy, showing a clear commitment on making the sector more sustainable.

1.4 Aligned to this, in 2021, the country submitted its Updated Nationally Determined Contribution (NDC) to the UNFCCC, committing to put policies in place to seek to be, by 2030, the first 100% green and fossil-fuel free island-state in the world. The NDC underlined the importance of the BNEP, for which progress has also been made in deploying electric passenger vehicles and public buses and included a target to achieve a 100% electric or alternatively fueled vehicles in the passenger fleet by 2030.

1.5 In addition, the GOB has recently advanced with the development of policies, and studies to boost electromobility. These include the Physical Development Plan, the Sustainable Urban Mobility Plan for the Greater Bridgetown Area and the Urban Corridor, which have been key strategies to set guidelines to foster further electromobility investments. Since 2012, the Ministry of Energy and Business Development has been executing activities financed through the PSSEP and more recently, with the approval of the Sustainable Energy Investment (Smart Fund II) program, in which public vehicles, charging infrastructure deployment and policy development has started to set favorable conditions for electromobility in the country. In

addition, since 2021 public procurement policy prioritizes the purchase of electric or hybrid vehicles, whenever it's possible. Currently, the government-owned vehicle fleet includes 11 electric cars and vans (or about 1% of the total government fleet) and 49 EV buses. And if all goes according to plan, the Transport Board will acquire 10 additional electric buses until the end of 2022, which will increase the share of electric vehicles in public transportation to about 85% of the fleet in service.

1.6 In term of financial incentives, the GOB has recently pronounced in the 2022/2023 Budget, further support for electric vehicle. These include: (i) an increase in the interest free loan limit, from BBD$50,000 to BBD$100,000, for eligible public officers, to increase accessibility of electric and hybrid vehicles; (ii) a reduction of import duties, from 45% to 10%, on used EVs, fuel cell electric and solar powered vehicles; and (iii) an excise tax of 20% and a VAT holiday on the purchase of electric vehicles for a period of 24 months commencing April 1, 2022.

1.7 However, there are still some major obstacles on the electromobility expansion, such as the lack of knowledge. As it's a completely new technology, there is a need for capacity building for automotive technicians, government authorities and a national awareness campaign to inform the general populace as to the benefits and uptake in the EVs. This way, the government and the civil society will be better trained on how to handle the expected surge of electric cars.

1.8 Therefore, in this scenario where electromobility in a one of the main pillars of Barbados' energy transition and some barriers are still present, the Inter-American Development Bank has been committed to support the GOB in advancing the transition to electromobility by developing capacity building activities to this new technology.

Main Activities

The main objective of the consultancy is to develop a training plan, that will identify automotive technicians needs, in coordination with the Ministry of Energy and Business (MEB) and/or the local institutions, to ensure they receive appropriate trainings and are exposed to different features of the EV technology.

Literature review base on international best practices. Review training issues for electromobility in response to automotive technicians needs, including: (i) Identification of the main technical issues, (ii) charging station maintenance, (iii) Waste disposal of EV; and, (iv) Safety recommendations.

Knowledge Sharing Activities. Develop a electromobility training plan to meet automotive technicians needs. Including but not limited to the following topics: charging station maintenance, waste disposal, battery upkeep, safety trainings, engine operation and others.

Assessment of the population of women eligible to participate in the program. This includes: (i) identifying, together with the IDB team, the beneficiaries, and the population susceptible to participate in the training program.

Expected Outcome and Deliverables

- **Product 1:** The consultant must present a detailed work plan, including the work methodology based on the criteria and a timetable. It should also include the support expected from the institutions participating in the training program, which should be agreed with the Bank.

- **Product 2:** A report containing the literature review, best practices in the design of training programs for automotive technicians in the country. It should include an analysis of the main topics requested by the automotive technicians.

- **Product 3:** A report containing the design of the training programs for electromobility, next steps, implementation; and recommendations.
  The consultant shall include the methodological design with modules and material developed, as well as the implementation scheme, follow-up and resulting indicators.

- **Product 4:** A report containing the training evaluation strategy including the empirical design of the evaluation and the variables needed for the evaluation. Presentations and documents with the courses and main diagnostic findings should also be included.

Project Schedule and Milestones

Project Schedule	
Deliverable	**Deadline**
1. Work Plan (Product 1)	10 days after signing the contract
2. Delivery and approval of Product 2	40 days after signing the contract
3. Delivery and approval of Product 3	65 days after signing the contract
4. Delivery and approval of Product 4	90 days after signing the contract

The following procedure will be used to approve project deliverables:

4. All work will be managed in the cloud for easy access. Products can also be sent by email.
5. Products will be presented in Portuguese.
6. The IDB will submit a written approval (email) after receiving each deliverable with the specifications set forth in this item.

Payment Schedule

Payment Schedule	
Deliverables	**%**
Product 1	20%
Product 2	20%
Product 3	30%
Product 4	30%
TOTAL	**100%**

Payments will be made upon delivery of each of the corresponding products, which must be validated by the NSDI and the Bank's Team Leader.

What you'll need

- **Citizenship:** You are a citizen of one of our 48-member countries.
- **Consanguinity:** You have no family members (up to fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB Group.
- **Education:** Bachelor's degree or equivalent in Engineering or related fields.
- **Experience:** At least 10 years of general professional experience. At least 5 years of work experience in conducting training courses and in the electromobility sector (desirable).

Core and Technical Competencies

A professional with relevant experience in electromobility sector and development of training or curriculum development activities in the country's educational system. Preferably the consultant should have experience in developing outstanding actions related to reaching technicians. As well as:

- Problem Solving: Willingness and ability to face and respond to a given situation through the organization and/or application of a strategy or operational sequence.
- Teamwork: Willingness and ability to collaborate in a coordinated manner in the task performed jointly by a team of people to achieve a proposed objective.
- Autonomy: Ability to perform a task independently, executing it from start to finish, without the need to receive any guidance or direction.
- Project Management: Excellent command of process management tools, project management and monitoring and evaluation.

Opportunity Summary

- **Type of contract** Product and External Services (PEC), Lump Sum.
- **Length of contract:** seven (7) months.
- **Location**: Barbados
- **Responsible person**: Senior Energy Sector Specialist

- **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

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Our team in Human Resources carefully reviews all applications.

Human Resources Department

Selection process # BA-T1089

TERMS OF REFERENCE

Consultancy to provide technical support to advance with the electromobility agenda in Barbados

BARBADOS
BA-T1089

Background and Justification

1.1 Barbados is an island of 431 km^2, with a population of approximately 288,000 inhabitants and ranks high among the LAC countries in terms of social and economic indicators. In terms of energy, Barbados depends on imported fossil fuels for over 90% of its total energy needs, leading to high economic vulnerability resulting from changes in fuel prices.

1.2 Because of that, in 2019, the Government of Barbados (GOB) prepared the Barbados National Energy Policy (BNEP) 2019-2030, that settled out an ambitious objective of transitioning the country to 100% Renewable Energy (RE) and carbon neutral state by 2030. The policy also includes an interim goal of 49% reduction in fossil fuel consumption by 2023, as well as an annual reduction of between US$200 million and US$400 million in fuel imports by 2030. Given that the Transportation Sector is responsible for approximately 33% of the energy consumption in the country, BNEP has outlined a mandate for the decarbonization of transportation in Barbados upon which the following principles need to be addressed: (i) energy consumption and efficiency within the transportation sector; (ii) conversion from fossil fuel use to electricity; (iii) transportation management; (iv) fuel switching within the transportation sector; and (v) clean energy use and emissions control within the transportation sector.

1.3 BNEP states that the expansion of the local fleet of Electric Vehicles (EV) will be key to achieve its targets, alongside the development of alternative fuels, the use of variable RE, the stability of the electricity grid and improvements in efficiency and decarbonization. As the transport sector in Barbados heavily relies on fossil fuels, the government has explicitly mentioned electrified transportation in 9 out of 16 transport sector objectives in the BNEP, and is currently finishing the electromobility strategy, showing a clear commitment on making the sector more sustainable.

1.4 The Transport Sector in Barbados is characterized by having over 136,400[2] registered private vehicles on the island in 2015, with a total population of 277,821. This is a ratio of approximately one vehicle for every two persons on the island, in general terms, or about 1.2 vehicles for every employed person in Barbados, aged 18 years and over, for the same period. Regarding the public transportation, approximately twenty-four (24) million passengers are transported annually via the Barbados Transport Board (BTB) fleet. These passengers are serviced by 130 matured diesel-powered buses and 49 electric buses, corresponding to 27% of the total fleet. The insertion of electric buses in the national fleet started in 2020 when the GOB had made investments totaling US$22.5 million for the acquisition of 49 electric buses, two of which were co-financed by the IDB and the European Union through the Public Sector Smart Energy Program (PSSEP). These investments have increased the reliability of bus service to the Barbadian public while reduced the maintenance and operational costs

[2] Alleyne, A., Drakes, C., Henry, L. , Moore, W. (2021). Strategy for Electric Mobility in Barbados

significantly. According to a recent report from BTB, the maintenance cost of the fleet fell from US$7.5 million in 2019 to US$3 million in 2021 and fuels bill dropped from US$4.1 million in 2020 to US$2.8 million in 2021, when considering diesel and electricity costs.

1.5 Overall, seizing the opportunity from the proliferation of e-mobility and rebuilding smarter can help island states to reduce electricity costs and increase resilience, in order to boost their economies and improve the entire region's competitiveness.

Main Activities

The main objective of the consultancy is to support the IDB and the Government of Barbados in increasing the deployment of electric vehicles in Barbados. The consultant will be responsible for the following:

- Provide technical support to capacity building and knowledge sharing activities on electromobility.
- Review and analyze existing relevant documents in topics related to electromobility and any other subject relevant to Barbados' electromobility expansion.
- Provide technical assistance on the implementation of national strategies, such as the National Electromobility Strategy.
- Collaborate in planning activities, meetings, and events with the Ministry of Energy and Business (MEB) or any other relevant stakeholder.
- Collaborate in project design activities such as the drafting key document, databases, and providing preliminary research for key documents, preparing electromobility briefings, presentations, or any other related documents related to the energy sector in Barbados. Delivering documents, concepts notes, briefings, technical reviews, technical notes, and presentations focused on the execution of electromobility related projects in Barbados.

Expected Outcome and Deliverables

- **Product 1:** The consultant must present a detailed work plan for the structure of support expected to be provided during the consultancy, including the work methodology and a timetable. It should also include the support expected from the institutions participating in the training programs, after agreement with the Bank.
- **Product 2:** A report containing the literature review and best practices in the design of electromobility programs, with an analysis of activities financed by the IDB and the status of pending activities from the GOB to comply with the National Electromobility Strategy.
- **Product 3:** A report containing a description of all technical assistance provided to implement national strategies, including the support to the training programs, the electromobility current overview, possible next steps and recommendations.

- **Product 4:** A report containing all the planning and project management activities for the Barbados' electromobility expansion. This includes the preparation and implementation of procurement activities, considering feedbacks and scenario changes.

Project Schedule and Milestones

Project Schedule	
Deliverable	**Deadline**
1. Work Plan (Product 1)	20 days after signing the contract
2. Delivery and approval of Product 2	50 days after signing the contract
3. Delivery and approval of Product 3	70 days after signing the contract
4. Delivery and approval of Product 4	90 days after signing the contract

The following procedure will be used to approve project deliverables:

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Payment Schedule

Payment Schedule	
Deliverables	**%**
Product 1	20%
Product 2	30%
Product 3	30%
Product 4	20%
TOTAL	**100%**

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What you'll need

- **Citizenship:** You are a citizen of one of our 48-member countries.
- **Consanguinity:** You have no family members (up to fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB Group.
- **Education:** Bachelor's or advance degree in engineering, economics, renewable energy, or related areas
- **Experience:** At least 5 years of relevant professional experience in renewable energy, energy efficiency, sustainable infrastructure, and in the electromobility sector (desirable).

Core and Technical Competencies

A professional with relevant experience in renewable energy and/or electromobility sector. Preferably the consultant should have experience with Small Island Developing States (SIDS) , as well as

- Problem Solving: Willingness and ability to face and respond to a given situation through the organization and/or application of a strategy or operational sequence.
- Teamwork: Willingness and ability to collaborate in a coordinated manner in the task performed jointly by a team of people to achieve a proposed objective.
- Autonomy: Ability to perform a task independently, executing it from start to finish, without the need to receive any guidance or direction.
- Project Management: Excellent command of process management tools, project management and monitoring and evaluation.

Opportunity Summary

- **Type of contract:** Product and External Services (PEC), Lump Sum.
- **Length of contract:** 6 months.
- **Location**: The work will be done at the consult´s place of work
- **Responsible person**: Senior Energy Sector Specialist
- **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

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