

## TERMS OF REFERENCE

### Consultancy for Designing and Implementing a Creative Tech Lab 2.0

RG-T397

Public Link : [TBD](#)

### Promoting Digital Technologies for the LAC Creative Industries

#### 1. Background and Justification

- 1.1. While the cultural and creative industries (CCIs) have been an important long-standing contributor to national and global economies, it is largely made up of micro, small and medium-sized companies and self-employed workers, many of which are informal. The pandemic, which heavily restricted the free movement of people,<sup>1</sup> increased the vulnerability of creative entrepreneurs, especially women whose burden of care and other responsibilities grew.<sup>2</sup> Furthermore, COVID-19 has accelerated the adoption of digital technology amongst consumers presenting creative entrepreneurs with a plethora of new digital tools and methods to increase their productivity and support the creativity and innovation process. Yet many are unable to effectively utilize digital technologies to innovate and compete in markets. There is a lack of knowledge on the available digital tools in the market and how to effectively adapt them for addressing challenges faced by CCIs (such as monetizing creative content) and for introducing innovation in processes, products, services, and marketing of CCI firms (for instance issuing non-fungible tokens for digital products such as art or music). These gaps require interventions that will sensitize and actively engage creatives in the development of digital innovations to not only recover from this unprecedented crisis but to take advantage of the new opportunities presented by digital technologies.
- 1.2. The IDB's Creative Tech Lab (CTL) seeks to close the aforementioned gaps and to support creative firms in realizing the full potential of digital technology for the creative industries. The CTL is a methodology for an open collaboration tool that brings together diverse individuals interested in designing the future of the creative industries. It exposes creative entrepreneurs to digital technologies available for generating and improving sustainable revenue flows. The CTL supports innovation and entrepreneurship ecosystems by: (i) getting the right people together (such as artists, technologists, entrepreneurs, investors, policymakers, influencers and civic leaders) in order to; (ii) collaborate, experiment, and prototype innovative solutions that; (iii) solve problems faced by the creative industries in order to; (iv) grow creative enterprises (i.e., creating new, innovative outputs and improving productivity and growth amongst creative entrepreneurs and creative firms). Participants engage in hands on training, exploration,

---

<sup>1</sup> COVID-19 restrictions varied across countries but many included reducing public movement through avenues such as no movement days, curfews, and limited number of people able to gather in a venue.

<sup>2</sup> Unpaid household and caring responsibilities greatly reduce women's economic empowerment. Females tend to perform majority of unpaid household duties devoting almost twice the number of hours than males thereby limiting their time dedicated to improving economic prospects or to investing in education. See <https://www.cepal.org/en/events/burden-unpaid-care-work-caribbean-women-time-covid-19>

and development of innovative digital technology such as web-based applications, blockchain technology, artificial intelligence, and virtual reality. Implementing the CTL exposes creative artists to new technologies that will enhance the competitiveness of their creative -business model through technological adoption. These shifts in perception can inspire the development of new creative outputs that drive revenue and growth opportunities.

- 1.3. The CTL has been piloted in Jamaica (2019), Haiti (2020), and Trinidad and Tobago (2021). The CTL has been an effective mechanism for the matchmaking of technologists (in the local ecosystem and in the diaspora) to creative entrepreneurs to address key challenges that affect their vulnerability. A key lesson learned from the pilot implementations is the need to support firms in moving from the ideation stage to the stage of getting their products in the market. Other needs that have been expressed include mentorship or financial support in testing and further developing prototypes and building a viable business model that can generate revenue.
- 1.4. Over the past few years, the region has seen an increasing number of initiatives to support and promote entrepreneurship in the creative industries. While some of them have been more extensive than others, the main lessons learned from these programs is that funding for entrepreneurs has a very limited impact unless: (i) beneficiaries are provided with a training and support program (capacity building and mentoring) to build human capital; (ii) they are connected with key actors of the ecosystems; and (iii) there is certain level of institutionalization of the entity providing support so as to avoid short term support. It is thus expected that this consultancy will incorporate these lessons learned.
- 1.5. This project aims to strengthen the regional entrepreneurial and innovation ecosystem for supporting the development of innovative digital technological solutions for the creative industries. As such, the proposed TC will support an update of the CTL methodology to address these lessons learned as well as build the capacity of Latin American and Caribbean public and private institutions in order to expand its reach and impact by supporting innovation and entrepreneurship in countries that have expressed a demand for utilizing and implementing this tool to foster the competitiveness of the local CCIIs. Ultimately, the CTL aims to expand the use and adoption of digital technology by the creative industries in LAC through the promotion of profitable business models that utilize innovations and technologies that result in added value and increased competitiveness of creative entrepreneurs operating in the creative economy.

## **2. Objectives**

- 2.1. The objective of this consultancy is to design, organize and implement Creative Tech Lab (CTL) 2.0 to support the entrepreneurship and innovation ecosystem in LAC.

## **3. Scope of Services**

- 3.1. The expected outcome of this consultancy is the creation of a virtual space for open innovation and collaboration to take place amongst designers, technologists, and creative persons in order to provide advisory support to participants to expand the use of existing innovative digital technologies. It is expected that the digital technologies utilized by the

creative industries will improve and develop new monetization avenues that add value and competitiveness to LAC's creative economy.

**3.2.** The consulting firm will develop a toolkit describing the CTL 2.0 methodology for strengthening the innovation and entrepreneurship ecosystem for CCI's with a specific focus on incubation and acceleration support to finalists in receiving further support to pilot/implement their solutions and connect with actors that can support their scale-up.

**3.3.** Specifically, it is expected that:

3.3.1. at least five technological prototypes for supporting monetization efforts will be developed and supported with incubation/acceleration services

3.3.2. at least three public and private entrepreneurship support institutions build their capacity to support CCI firms through the CTL 2.0 methodology.

#### **4. Key Activities**

**4.1. Work Plan and Coordination:** The Consulting Firm will carry out the activities described hereunder and any other activities necessary to accomplish the stated objectives of the consultancy assignment. The main tasks/activities are described below:

4.1.1. Review past project documents (including the Creative Technology Workshop toolkit, publications, etc.) to develop an understanding of the scope and objectives of the project.

4.1.2. Conduct an analytical review of global best practices of incubation and acceleration support mechanisms that support the development of cultural and creative start-ups, differentiated by sub-sectors of activity.

4.1.3. Hold discussions with the IDB project team to discuss project objectives, approach, expected outputs and outcome, and any other issues related to the execution of the consultancy.

4.1.4. Develop a work plan to guide the schedule of the consultancy activities.

4.1.5. Provide permanent status updates (at least twice a month) on the progress of implementation. Hold virtual meetings as necessary to discuss issues.

4.1.6. Meet and develop partnerships with key stakeholders to (i) develop an in-depth understanding of the existing innovation ecosystem, digital skills capacities, broadband provision and access, and the creative industry and (ii) to connect these key actors in the ecosystem to the participants of the CTL. This includes speaking with existing incubators, accelerators, business support organizations, universities, etc.

**4.2. Methodological Design of CTL 2.0:** Utilizing the proposed methodology contained within the 'Creative Technology Workshop Toolkit'<sup>3</sup>, design an updated methodological approach to the CTL which takes into consideration lessons learned, particularly that of incorporating an incubation and acceleration phase into the methodology.

4.2.1. Propose a participatory methodological approach which targets a sample of beneficiary communities (i.e., young persons) and relevant actors (such as

---

<sup>3</sup> This Toolkit will be provided to the consultant.

associations, NGOs, government agencies, private sector, etc.) to better understand the challenges of the carnival industry and to justify the proposed parameters (i.e., sectors related to the carnival industry) of focus for the CTL. Ensure to include a justification for the selected sample, proposed timelines, data collection methods (i.e. workshops, interviews, etc.), limitations, and expected results.

4.2.2. Meet with key actors (interviews and focus groups) and review existing research and data to identify a short-list of five challenges faced by the creative industries and which could be addressed through the CTL. Succinctly refine the objectives and expected outputs of the workshop based on local realities and in agreement with the IDB. Include sources and data visualizations.

4.2.3. Identify the ideal conditions and criteria for successfully executing a workshop and achieving the aforementioned outcomes. This includes:

1. Identification and description of the carnival industry that the CTL will target
2. Design the application, application guidelines, evaluation criteria, and platform for collecting applications to address the identified challenges. Outline the rules (IP ownership, etc.), how to apply, FAQs, etc.
3. Preliminarily identify key participants to target (mentors, speakers, etc.)
4. Constructive mechanisms to motivate high application rates amongst target participants (technologists, designers, creative artists) and other key stakeholders
5. Define the ideal number of participants (the Toolkit suggests 15-25 individuals) and number of days for the workshop (the toolkit recommends 4-5 sessions)
6. Intimately involving key actors in the ecosystem

**4.3. Implement the CTL:** In collaboration with the IDB and other relevant local partners who may have existing and complementary support programs, design and implement the CTL

2.0. The workshop should include, but not be limited to the following:

- 4.3.1. Logistical coordination to secure the venue, ensure reservation for the event date, set up the venue to ensure the adequate technology and security is in place and catering is provided for. \* Please note logistical coordination may be limited to virtual mediums due to local COVID-19 measures.
- 4.3.2. Identification of and invitation to speakers, mentors, and partners/contributors (i.e. BSOs, incubators, university representatives, etc.). Develop speaker guidelines.
- 4.3.3. Develop a sponsorship package and search for local sponsorship to contribute to the workshop.
- 4.3.4. Design the workshop agenda including proposed speakers, mentors, and judges.
- 4.3.5. Coordinate with local and external trainers/mentors/speakers/coders to provide personalized services in the areas of developing strong business models, prototyping and pitching. Develop guidelines for mentors regarding their roles.
- 4.3.6. Design and manage the Call for Participants. This includes putting together a panel for the selection of candidates based on set selection criteria.
- 4.3.7. Develop a landing page with workshop details and ability to register online registration. Registration data is to be shared with the IDB.
- 4.3.8. Organize and execute a launching event to announce the Call for Participants

- 4.3.9. Issue a survey to participants that gathers feedback on the outcome of the workshop.
- 4.4. Progress Reports:** The contractual will be expected to periodically report on the progress of activities as per deliverables and to virtually meet with the IDB project team occasionally to provide updates on progress being made in organizing the event, including any potential scenarios where IDB support could be useful, such as securing identified speakers or mentors.
- 4.5. Capacity Building and Knowledge Transfer:** Design and deliver a gender sensitized training of trainers' program that will equip at least three public and/or private sector entrepreneur support institutions in implementing the CTL 2.0 methodology thus expanding the reach of the program. Provide hand holding sessions throughout the consultancy to these institutions in order to build their capacity for replicating and adapting the CTL methodology.
- 4.6. CTL 2.0 Toolkit:** The consultancy will capture the lessons learned from execution of the CTL 2.0 methodology to update an existing toolkit with an action plan and guidance for other institutions to replicate the CTL 2.0 to support creative firms to develop and implement digital technologies that lead to innovative business models that improve their revenue streams.
- 4.6.1. Finalize an online toolkit with resources and materials for replicating the methodology.
- 4.6.2. Provide recommendations on incubator programs and other technical assistance support that can be provided to selected finalists.

## **5. Expected Deliverables:**

- 5.1. Deliverable 1: Work Plan, Analysis of Best Practices and Proposed Methodology.** The work plan must detail the understanding of the assignment, the approach to the assignment, the benchmarking exercise, the proposed research questions, the methodology for undertaking the assignment, list of institutions and individuals to be interviewed, proposed interview and/or survey instrument(s), and the timeframe for completion of the activities.
- 5.2. Deliverable 2: CTL 2.0 Methodological Toolkit.** As described in previous section.
- 5.3. Deliverable 3:** As described in previous section.
- 5.4. Deliverable 4: CTL 2.0 Implemented and Final Report.** Successful delivery of the Creative Technology Workshop in LAC including submission of a Final Report. The final report should include the following:
- 5.4.1. Spreadsheet listing all participants of the workshop, including speakers and mentors.
- 5.4.2. Simple survey documenting participants' feedback of the event. Documentation of the experiences of the participants including their ability to network or promising connections that, with support, can result in support for their production
- 5.4.3. Summary of the prototypes developed and/or explored by each group.
- 5.4.4. Lessons learned from the implementation of the workshop including any risks mitigated.
- 5.4.5. Attachments of any media or press releases corresponding to the workshop

5.4.6. A short video summarizing the process and outcomes of the event

## **6. Project Schedule and Milestones**

6.1. It is expected that the Creative Tech Lab will be launched during the first quarter of 2023.

## **7. Reporting Requirements**

7.1. All deliverables will be reviewed by the project steering committee. Comments will be provided by written email. The consulting firm is expected to provide written feedback on how comments were addressed.

7.2. Approval of quality deliverables will be provided in writing by email from the Team Leader of the project.

7.3. The consulting team is expected to meet with the project team every two weeks to provide project status updates.

## **8. Acceptance Criteria**

8.1. *All deliverables will be reviewed by the project steering committee. Comments will be provided by written email. The consulting firm is expected to provide written feedback on how comments were addressed.*

8.2. *Approval of quality deliverables will be provided in writing by email from the Team Leader of the project.*

## **9. Other Requirements**

### **9.1. Qualifications of the Consulting Firm:**

9.1.1. Consulting Firm Experience: The consulting firm should have a demonstrated track record of at least two years of executing successful hackathons, workshops and events in the Caribbean. The CF should also have expertise in connecting firms to incubators and accelerators, with specific experience working with firms and entrepreneurs operating in CCIIs.

9.1.2. Lead Team Member: At least five (5) years' experience in coordinating projects related to innovation, technology, competitiveness and the creative industries in the Caribbean. Prior experience working with international organizations such as the IDB is highly desired. Experience in leading and organizing teams towards a developing strong prototypes and business models.

9.1.3. Bachelor's degree in Economics, International Relations, or any other related field desired.

9.1.4. Other Key Members:

9.1.5. Team members should have highly developed communication and writing skills and strong social media expertise in order to reach entrepreneurs and participants in LAC. Strong inter-personal relations skills. Pro-active in seeking information, managing relationships with stakeholders, including building trust and promoting partnership.

9.1.6. At least one team member should have familiarity and previous work experience working with the creative industries.

## **10. Supervision and Reporting**

**10.1.** The technical and administrative responsibilities of this consultancy will be coordinated by Matteo Grazzi, Project Team Leader (IFD/CTI).

## **11. Schedule of Payments**

**11.1.** The Bank makes payment upon written acceptance of deliverables submitted. Payment terms will be based on project milestones or deliverables. The Bank does not expect to make advance payments under consulting contracts unless a significant amount of travel is required.

**11.2.** The IDB Official Exchange Rate indicated in the RFP will be applied for necessary conversions of local currency payments.

**11.3.**

<b>Payment Schedule</b>	
<b><i>Deliverable</i></b>	<b>%</b>
1. <i>Deliverable 1</i>	30%
2. <i>Deliverable 2</i>	40%
3. <i>Deliverable 3</i>	30%
<b>TOTAL</b>	100%

**Project Number:** RG-T3974

**Project Title:** Promoting Digital Technologies for the LAC Creative Industries

**Job Title:** Communications Consultant

**Background:** While the cultural and creative industries (CCIs) have been an important long-standing contributor to national and global economies, it is largely made up of micro, small and medium-sized companies and self-employed workers, many of which are informal. The pandemic, which heavily restricted the free movement of people, increased the vulnerability of creative entrepreneurs, especially women whose burden of care and other responsibilities grew. Furthermore, COVID-19 has accelerated the adoption of digital technology amongst consumers presenting creative entrepreneurs with a plethora of new digital tools and methods to increase their productivity and support the creativity and innovation process. Yet many are unable to effectively utilize digital technologies to innovate and compete in markets. There is a lack of knowledge on the available digital tools in the market and how to effectively adapt them for addressing challenges faced by CCIs (such as monetizing creative content) and for introducing innovation in processes, products, services, and marketing of CCI firms (for instance issuing non-fungible tokens for digital products such as art or music). These gaps require interventions that will sensitize and actively engage creatives in the development of digital innovations to not only recover from this unprecedented crisis but to take advantage of the new opportunities presented by digital technologies.

The IDB's Creative Tech Lab (CTL) seeks to close the aforementioned gaps and to support creative firms in realizing the full potential of digital technology for the creative industries. The CTL is a methodology for an open collaboration tool that brings together diverse individuals interested in designing the future of the creative industries. It exposes creative entrepreneurs to digital technologies available for generating and improving sustainable revenue flows. The CTL supports innovation and entrepreneurship ecosystems by (i) getting the right people together (such as artists, technologists, entrepreneurs, investors, policymakers, influencers and civic leaders) in order to (ii) collaborate, experiment, and prototype innovative solutions that (iii) solve problems faced by the creative industries in order to (iv) grow creative enterprises (i.e. creating new, innovative outputs and improving productivity and growth amongst creative entrepreneurs and creative firms). Participants engage in hands on training, exploration and development of innovative digital technology such as web-based applications, blockchain technology, artificial intelligence, and virtual reality. Implementing the CTL exposes creative artists to new technologies that will enhance the competitiveness of their creative -business model through technological adoption. These shifts in perception can inspire the development of new creative outputs that drive revenue and growth opportunities.

The CTL has been piloted in Jamaica (2019), Haiti (2020), and Trinidad and Tobago (2021). The CTL has been an effective mechanism for the matchmaking of technologists (in the local ecosystem and in the diaspora) to creative entrepreneurs to address key challenges that affect their vulnerability. A key lesson learned from the pilot implementations is the need to support firms in moving from the ideation stage to the stage of getting their products in the market. Other needs



that have been expressed include mentorship or financial support in testing and further developing prototypes and building a viable business model that can generate revenue.

Over the past few years, the country has seen an increasing number of initiatives to support and promote entrepreneurship in the creative industries. While some of them have been more extensive than others, the main lessons learned from these programs is that funding for entrepreneurs has a very limited impact unless (i) beneficiaries are provided with a training and support program (capacity building and mentoring) to build human capital, (ii) they are connected with key actors of the ecosystems and (iii) there is certain level of institutionalization of the entity providing support so as to avoid short term support. It is thus expected that this consultancy will incorporate these lessons learned.

This project aims to strengthen the regional entrepreneurial and innovation ecosystem for supporting the development of innovative digital technological solutions for the creative industries. As such, the proposed TC will support an update of the CTL methodology to address these lessons learned as well as build the capacity of Latin American and Caribbean public and private institutions in order to expand its reach and impact by supporting innovation and entrepreneurship in countries that have expressed a demand for utilizing and implementing this tool to foster the competitiveness of the local CCIs. Ultimately, the CTL aims to expand the use and adoption of digital technology by the creative industries in LAC through the promotion of profitable business models that utilize innovations and technologies that result in added value and increased competitiveness of creative entrepreneurs operating in the creative economy.

### **The Team's Mission:**

Established in 1959, the Inter-American Development Bank ("IDB" or "Bank") is the main source of financing for economic, social, and institutional development in Latin America and the Caribbean. It provides loans, grants, guarantees, policy advice and technical assistance to the public and private sectors of its borrowing countries.

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

- Design and implement a communications campaign to:
  - ☐ Promote the CTL amongst key stakeholders
  - ☐ Encourage participating in the CTL and submission of proposals.
  - ☐ Engage in active promotion of the event in LAC including the generation of digital content for digital platforms that can be used in its multimedia channels (social media, local newspaper, local radio and TV). Ensure the inclusion of the IDB logo in all online and printed materials (materials include short audiovisuals, graphic design, infographics, blogs, press releases, etc.). The language used should be very careful.
  - ☐ Facilitate the Livestreaming of the event through Facebook and/or YouTube.
  - ☐ Photography and video coverage of the workshop and pitch events.
  - ☐ Other communications related graphic designs as required to ensure the successful delivery and promotion of the CTL.
- Implement a communication strategy which includes:

- ☐ Periodic blogs/articles on project activities to be disseminated in Compete Caribbean's newsletter as well as the communication of project results and progress to key stakeholders through social media channels and other local mediums.
  - ☐ The contractual will draft and distribute news releases, brochures, case studies and other written materials; support the promotion of call for proposals; assist in the public relations' aspect of events, manage media and social media, and promote the projects' activities such as training workshops and pilot.
  - ☐ Develop of a short video which explains what CTL 2.0 is
- Other related Communications support activities which include
  - ☐ Graphic design work, including formatting and design of outputs of other consultancies, such as infographics, operations manual, toolkit, etc.
  - ☐ Formatting of PPT presentations with graphics and design inputs.
  - ☐ Preparing, coordinating, and disseminating both routine and complex outreach products (e.g., backgrounders, media packets, news releases, op-eds/articles, radio/TV broadcasts, power point presentations, brochures, Q&As, info for website, speeches, briefing notes, etc.) related to projects and updates on the CCPF.
  - ☐ Developing and maintaining a PR (editorial/advertisement) calendar and communications protocols for the distribution of information.
  - ☐ Conducting media relations and outreach as and when necessary.
  - ☐ Assisting in planning/coordinating all communications related logistics, across multiple teams for events such as workshops, press briefings, seminars, and conferences as well as managing the development of media products and distribution to the media in these events
  - ☐ Support in managing social media and use social networking analysis tools – to track and monitor the effectiveness and success of online activities, and calculate a return for investment;
  - ☐ Provide feedback and insights gained from social media monitoring to guide the communications' strategy.

## **Deliverables:**

The expected outcomes and products under this assignment are the following:

- i. Work plan which contains the communication and outreach strategy for the project, guided by the scope of this consultancy and the general requirements of the Compete Caribbean Partnership Facility, the contractual will produce an indeterminate number of PR products and other documents as they become necessary for the successful implementation. The contractual will also manage the dissemination of these PR products.
- ii. Progress Report 1 verifying progress made with respect to the work plan. Include annexes such as data collection efforts and results.
- iii. Progress Report 2 verifying progress made with respect to the work plan. Include annexes such as data collection efforts and results.
- iv. Progress Report 3 verifying progress made with respect to the work plan. Include annexes such as data collection efforts and results.
- v. Progress Report 4 verifying progress made with respect to the work plan. Include annexes such as data collection efforts and results.

\*Every report must be submitted to the Bank and JIPO in an electronic file. The report should include cover, main document, and all annexes. Zip files will not be accepted as final reports, due to Records Management Section regulations.

**Payment timeline:**

Payment terms will be based on the Bank's and JIPO's acceptance of project deliverables submitted. The Bank does not expect to make advance payments under consulting contracts unless a significant amount of travel is required.

<b>Payment Schedule</b>	
<b><i>Deliverable</i></b>	<b>%</b>
1. Bank approval of Deliverable 1	20%
2. Bank approval of Deliverable 2	20%
3. Bank approval of Deliverable 3	20%
4. Bank approval of Deliverable 4	20%
5. Bank approval of Deliverable 5	20%
<b>TOTAL</b>	<b>100%</b>

**What you'll need:**

**Citizenship:** You are either a citizen of Jamaica or a citizen of one of our 48-member countries with residency or legal permit to work in Jamaica.

**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:**

- Minimum of a Bachelor's Degree (Master's degree desirable) in Communications, Public Relations or a related discipline plus 5 years' of relevant experience in the field. Master's degree

**Experience:**

- At least five (5) years' experience.

**Languages:**

- Fluency in oral and written English.

**Core and Technical Competencies:**

- Experience Knowledge and understanding of private sector development issues in the Caribbean, knowledge of the political landscape of the Caribbean would be an asset. Previous experience working on similar regional or international operations is desirable.
- Specific experience in the following areas:
- Social media management
- Media relations
- Event management
- Graphic Design

**Skills:**

- Proficiency with social media sites (Twitter, Facebook, LinkedIn, Pinterest, YouTube)
- Proficiency with video/media editing tools to develop high quality communication materials
- Demonstrated proficiency at using data to drive communications' (google analytics, constant contact opens, etc.)
- Excellent interpersonal, written, and verbal communication skills (must submit a written sample)
- Ability to work concurrently on a number of projects
- The ability to work independently and manage multiple tasks effectively. Excellent written and oral communication skills are required, including the ability to synthesize key issues and draw lessons learned.

**Opportunity Summary:**

- **Type of contract and modality:** Products and External Services Contractual, Lump Sum
- **Length of contract:** Six (6) months
- **Starting date:** ASAP
- **Location:** Consultant's place of work
- **Responsible person:** The technical and administrative responsibilities of this consultancy will be coordinated by Matteo Grazzi, Project Team Leader (IFD/CTI).
- **Requirements:** You must be a citizen of one of the IDB's 48 member countries and have no family members currently working at the IDB Group.

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

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

**About us:** At the IDB, we're committed to improving lives. Since 1959, we've been a leading source of long-term financing for economic, social, and institutional development in Latin America and the Caribbean. We do more than lending though. We partner with our 48-member countries to provide Latin America and the Caribbean with cutting-edge research about relevant development issues, policy advice to inform their decisions, and technical assistance to improve on the planning and execution of projects. For this, we need people who not only have the right skills, but also are passionate about improving lives.