



Data Integrity and Privacy Consultant for Implementation of Experiment with Jobecam

Brazil

The IDB Group is a community of diverse, versatile, and passionate people who come together on a journey to improve lives in Latin America and the Caribbean. Our people find purpose and do what they love in an inclusive, collaborative, agile, and rewarding environment.

About this position

We are looking for a skilled programmer to update and develop the front-end of the Jobecam platform to be able to collect data necessary for an evaluation. As the data integrity and privacy consultant you will design, implement and maintain secure systems to collect socio-economic and labor data, and integrate these data with the recruiting and hiring profile.

You will work in the Gender and Diversity Division (GDI) part of the Social Sector (SCL). The team mission is to promote: (a) gender equality and empowerment, (b) development with identity of indigenous peoples, and (c) the inclusion of African descendants, persons with disabilities, and LGBTQ+ individuals. It supports Bank operations, provides policy and strategic guidance, and carries out technical assistance and training.

What you'll do:

The selected candidate will:

- Design, implement and maintain secure back-end systems to ensure accurate data handling and compliance with privacy regulations.
- Safeguard data privacy and use throughout the entire workflow.
- Work across Jobecam's team to optimize database performance, and implement best practices for secure storage and access control.
- Ensure GDPR-compliant data handling.
- Collaborate in dialogue with Jobecam and evaluation team with respect to implementing the evaluation methodology.
- Produce KPIs on data integrity and privacy, and continuously monitor and report on these.

Deliverables and Payments Timeline

The following products should be presented in order to process payment requests:

1. Production and approval of a brief workplan for the contract, focusing on data privacy milestones.
2. Quarterly back-end implementation report (QIR).

The payments will be disbursed as follows:

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
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Data development plan	10%	
QIR 1	15%	
QIR 2	15%	
QIR 3	15%	
QIR 4	15%	
QIR 5	15%	
QIR 6	15%	

What you'll need

- Education: BA in computer science, data science, or related field
- Experience: Minimum 2 years of experience in implementing back-end or similar data solutions.
- Languages: Portuguese.
- Key skills: Relevant with data security frameworks, encryption techniques, and compliance standards (e.g., GDPR).

Requirements:

- Citizenship: You are a citizen of one of our 48-member countries
- Consanguinity: You have no family members (up to the fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB, IDB Invest, or IDB Lab.
- COVID-19 considerations: the health and safety of our employees are our number one priority. As a condition of employment, IDB/IDB Invest requires all new hires to be fully vaccinated against COVID-19.

Type of contract and duration:

- **Type of contract:** Products and External Services Consultant (PEC), Lump Sum
- **Length of contract:** XXX days in a period of 18 months

What we offer

The IDB group provides benefits that respond to the different needs and moments of an employee's life. These benefits include:

- A **competitive compensation** package.
- A flexible way of working. You will be evaluated by deliverable.

Our culture

At the IDB Group we work so everyone brings their best and authentic selves to work, willing to try new approaches without fear, and where they are accountable and rewarded for their actions. Diversity, Equity, Inclusion and Belonging (DEIB) are at the center of our organization. We celebrate all dimensions of diversity and encourage women, LGBTQ+ people, persons with disabilities, Afro-descendants, and Indigenous people to apply.



HRD Terms of Reference

ANNEX A

We will ensure that individuals with disabilities are provided reasonable accommodation to participate in the job interview process. If you are a qualified candidate with a disability, please e-mail us at diversity@iadb.org to request reasonable accommodation to complete this application.

Our Human Resources Team reviews carefully every application.

About the IDB Group

The IDB Group, composed of the Inter-American Development Bank (IDB), IDB Invest, and the IDB Lab offers flexible financing solutions to its member countries to finance economic and social development through lending and grants to public and private entities in Latin America and the Caribbean.

About IDB

We work to improve lives in Latin America and the Caribbean. Through financial and technical support for countries working to reduce poverty and inequality, we help improve health and education and advance infrastructure. Our aim is to achieve development in a sustainable, climate-friendly way. With a history dating back to 1959, today we are the leading source of development financing for Latin America and the Caribbean. We provide loans, grants, and technical assistance; and we conduct extensive research. We maintain a strong commitment to achieving measurable results and the highest standards of integrity, transparency, and accountability.

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https://twitter.com/the_IDB



Back-end Developer Consultant for Implementation of Experiment with Jobecam

Brazil

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About this position

We are looking for a skilled programmer to update and develop the back-end of the Jobecam platform to be able to collect data necessary for an evaluation. As the back-end developer consultant you will design the data model to collect and properly store the data for the experiment and monitor the quality of the data collected.

What you'll do:

The selected candidate will:

- Design the data model for the experiment.
- Implement secure data storage solutions.
- Ensure full data integration with Jobecam's existing systems
- Ensure GDPR-compliant data handling.
- Collaborate in dialogue with Jobecam and evaluation team with respect to implementing the evaluation methodology.
- Monitor and assess the integrity and quality of data being collected and generated.

Reports / Deliverables

The following products should be presented in order to process payment requests:

Deliverables and Payments Timeline

The following products should be presented in order to process payment requests:

1. Preparation and approval of data collection and back-end development plan;
2. Quarterly back-end implementation report (QIR).

The payments will be disbursed as follows:

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
data development plan	10%	
QIR 1	15%	
QIR 2	15%	
QIR 3	15%	
QIR 4	15%	
QIR 5	15%	
QIR 6	15%	

What you'll need

- Education: BA in computer science, data science, or related field
- Experience: Minimum 2 years of experience in implementing back-end or similar data solutions.
- Languages: Portuguese.
- Key skills: Relevant experience with backend development, database management, and API integration.

Requirements:

- Citizenship: You are a citizen of one of our 48-member countries
- Consanguinity: You have no family members (up to the fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB, IDB Invest, or IDB Lab.
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Type of contract and duration:

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TERMS OF REFERENCE*Data Acquisition Consultancy for Implementation of Experiment with Quipu*

Colombia

RG-T4601

<https://www.iadb.org/en/project/RG-T4601>*Evaluating AI interventions to reduce bias***1. Background and Justification**

1.1 Evidence shows that women and Afro-descendants are less likely to obtain credit, and less likely to be hired for jobs than white males with otherwise similar characteristics. Addressing these gender and racial biases is important to build a more equitable region. However, there are still important questions about what tools can be effective to reduce gender- and racial-biases in credit and labor markets, and particularly, whether Artificial Intelligence (AI) can be used to address these challenges. Through a technical cooperation, the IDB aims to evaluate the effectiveness of two highly innovative and scalable AI interventions aimed at reducing discrimination in credit scoring and hiring decisions by removing information, such as gender and race, considered to be irrelevant to the decision at hand. The two distinct but related applications are inspired by the groundbreaking research of Goldin and Rouse (2000) that found that "blinding" or anonymizing auditions for orchestras decreased the gender gap in the selection of musicians. AI technologies to remove bias are sweeping private industry and being adopted in the public sector as well. The results of Goldin and Rouse have since been found in a number of settings across different geographies (see Riach and Rich, 2002 and Neumark, 2016 for reviews). At the same time, few studies exist on the impact of these technologies across gender and race with the existing literature finding some unintended consequences of the first generation of these technologies that removed personal information on gender and race (Fuster et. al 2022, Kirgios et al. 2022, Behaghel et al. 2015).

1.2 To conduct this experiment in Colombia, in partnership with the company Quipu, The IDB needs to acquire data from entrepreneurs in both the treated and control groups. The experiment will randomly assign entrepreneurs who apply for Quipu credit, on their platform, to either control or treatment groups. However, to ensure that those who are not offered credit (the Controls) provide the data required to estimate treatment effects, data on credit history will need to be purchased. Likewise, incentives will need to be deployed to increase the response rate of controls.

2. Objectives

These TORs detail what is expected from a firm that will both acquire data that is commercially available, as well as provide incentives for higher response rates among controls.

3. Scope of services

The consulting firm will have expertise in credit market data in Colombia as well as in data collection.

4. Key activities

Main consultancy objectives:

1. Ensure that commercially available data on credit, indebtedness and payment behavior, expenditure behavior, as well as other financial variables are matched to experiment participants.
2. Ensure that experiment participant response rates are sufficiently high, to estimate treatment effects on credit behavior, business performance, and other variables of interest.
3. Safeguard data privacy and ethical use of any procured data.

The selected firm will:

Identify and procure data from digital wallets, as well as credit bureaus in Colombia, on applicants for Quipu credit who are included in the experiment. The total number of data points procured should be of sufficient size to conduct the experiment.

Deploy incentives, either in terms of cellular data, prizes, or other marketing or lottery incentive that has demonstrated efficacy in increasing response rates in the local market.

5. Expected Outcome and Deliverables

The following products should be presented in order to process payment requests:

1. A report identifying the full list of baseline data purchased for program participants, including the frequency of data and the extent, discriminated by source of data (e.g. digital wallets, credit bureaus).
2. A report detailing the number and types of incentives that were deployed during the first 9 months of the experiment.
3. A final report identifying the full list of endline data purchased for program participants, including the frequency of data and the extent, broken down by source of data (e.g. digital wallets, credit bureaus), as well as a summary of all incentives deployed.

6. Project Schedule and Milestones

The deliverables are to be delivered by month 12 of the 14 month contract to allow for review and revisions to the deliverables. The schedule is as follows:

- first report on baseline data : 6 months after the signing of the contract
- incentives report: 8 months after the signing of the contract
- final report: 12 months after the signing of the contract

7. Reporting Requirements

The reports can be delivered in Spanish or English.

8. Acceptance Criteria



HRD Terms of Reference

ANNEX A

Payments will be made upon the approval of the deliverables by Suzanne Duryea (SCL/GDI) and Yuri Soares (LAB/STI).

9. Supervision and Reporting

The coordination of the above mentioned products' submission, as well as the consultancy itself is responsibility of Suzanne Duryea (SuzanneD@IADB.ORG).

10. Schedule of Payments

- 30% on submission of first report on baseline data
- 30% on submission of incentives report
- 40% on submission of final report

Field Coordinator Consultant for Implementation of Experiment with Jobecam**Brazil**

The IDB Group is a community of diverse, versatile, and passionate people who come together on a journey to improve lives in Latin America and the Caribbean. Our people find purpose and do what they love in an inclusive, collaborative, agile, and rewarding environment.

About this position

We are looking for a field coordinator to support the implementation of the randomized experiment with the fintech platform Jobecam in Brazil. As the field coordinator consultant, you will prepare the evaluation materials for the ethics review and collaborate with the research team with respect to implementing the randomized experiment.

You will work in the Gender and Diversity Division (GDI) part of the Social Sector (SCL). The team mission is to promote: (a) gender equality and empowerment, (b) development with identity of indigenous peoples, and (c) the inclusion of African descendants, persons with disabilities, and LGBTQ+ individuals. It supports Bank operations, provides policy and strategic guidance, and carries out technical assistance and training.

What you'll do:

The selected candidate will:

- Review the data collection plan and evaluation design in collaboration with Jobecam and the evaluation team.
- Prepare and the evaluation materials for an IRB.
- Collaborate in dialogue with Jobecam and evaluation team with respect to implementing the evaluation methodology.
- Support the process of contracting of the firm that will upgrade the data collection module on the Jobecam platform. This will include writing the terms of reference and active support in negotiations with the selected firm.
- Act as an interlocutor between the Jobecam, the consulting firm, and the evaluation team with respect to arranging meetings and securing administrative data.
- Oversee impact evaluation preparation and implementation activities with the objective of ensuring that data quality assurance mechanisms are in place for data collection, entry and management.
- Assess the quality of data collected, including missing values, reporting to evaluation team any problems and recommending solutions in a timely manner.
- Track program implementation and consult on evaluation related changes to program design. Prepare regular progress reports to the IDB project team and Jobecam, and participate in meetings with the IDB and its partners when necessary.

- Prepare an assessment of the data collected by gender and race if possible, including interviews, job offers, employment status, job tenure, and compensation.

Deliverables and Payments Timeline:

The following products should be presented in order to process payment requests:

1. Review of data collection plan.
2. IRB submission prepared
3. Data assessment

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Review of data collection plan	30%	
IRB submission prepared	30%	
Data assessment	40%	

What you'll need

- Education: Masters in Economics
- Experience: Minimum 2 years of experience in implementing quantitative impact evaluations using randomized or otherwise controlled designs
- Areas of Expertise: Relevant experience in coordinating implementation of impact evaluation field work
- Languages: Portuguese and English.

Requirements:

- Citizenship: You are a citizen of one of our 48-member countries
- Consanguinity: You have no family members (up to the fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB, IDB Invest, or IDB Lab.
- COVID-19 considerations: the health and safety of our employees are our number one priority. As a condition of employment, IDB/IDB Invest requires all new hires to be fully vaccinated against COVID-19.

Type of contract and duration:

- **Type of contract:** Products and External Services Consultant (PEC), Lump Sum
- **Length of contract:** XXX days in a period of XX months

What we offer



HRD Terms of Reference

ANNEX A

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Field Coordinator Consultant for Implementation of Experiment with Quipu**Colombia**

The IDB Group is a community of diverse, versatile, and passionate people who come together on a journey to improve lives in Latin America and the Caribbean. Our people find purpose and do what they love in an inclusive, collaborative, agile, and rewarding environment.

About this position

We are looking for a field coordinator to support the implementation of the randomized experiment with the fintech platform Quipu in Colombia. As the field coordinator consultant, you will prepare the evaluation materials for the ethics review and collaborate with the research team with respect to implementing the randomized experiment.

You will work in the Gender and Diversity Division (GDI) part of the Social Sector (SCL). The team mission is to promote: (a) gender equality and empowerment, (b) development with identity of indigenous peoples, and (c) the inclusion of African descendants, persons with disabilities, and LGBTQ+ individuals. It supports Bank operations, provides policy and strategic guidance, and carries out technical assistance and training.

What you'll do:

The selected candidate will:

- Review the data collection plan and evaluation design in collaboration with Quipu and the evaluation team.
- Prepare and submit the materials for the evaluation for an IRB.
- Collaborate in dialogue with Quipu and evaluation team with respect to implementing the evaluation methodology
- Support the process of contracting of the firm that will upgrade the data collection module on the Quipu platform. This will include writing the terms of reference and active support in negotiations with the selected firm.
- Act as an interlocutor between the Quipu, the consulting firm, and the evaluation team with respect to arranging meetings and securing administrative data.
- Support the process of purchasing data on access to credit, repayment rates, and other key metrics from credit bureaus and wallets to report on results for Quipu treated and non-treated.
- Oversee impact evaluation preparation and implementation activities with the objective of ensuring that data quality assurance mechanisms are in place for data collection, entry and management.
- Assess the quality of data collected, including missings, reporting to evaluation team any problems and recommending solutions in a timely manner.

- Track program implementation and consult on evaluation related changes to program design. Prepare regular progress reports to the IDB project team and Quipu and participate in meetings with the IDB and its partners when necessary.
- Prepare an assessment of the data collected by gender and race if possible, including access to credit, repayment rates, and income.

Deliverables and Payments Timeline:

The following products should be presented in order to process payment requests:

1. Review of data collection plan.
2. IRB submission prepared
3. Data assessment

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Review of data collection plan	30%	
IRB submission prepared	30%	
Data assessment	40%	

What you'll need

- Education: Masters in Economics or similar degree
- Experience: Minimum 2 years of experience in implementing quantitative impact evaluations using randomized or otherwise controlled designs
- Areas of Expertise: Relevant experience in coordinating implementation of impact evaluation field work
- Languages: Spanish and English.

Requirements:

- Citizenship: You are a citizen of one of our 48-member countries
- Consanguinity: You have no family members (up to the fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB, IDB Invest, or IDB Lab.



HRD Terms of Reference

ANNEX A

- COVID-19 considerations: the health and safety of our employees are our number one priority. As a condition of employment, IDB/IDB Invest requires all new hires to be fully vaccinated against COVID-19.

Type of contract and duration:

- **Type of contract:** Products and External Services Consultant (PEC), Lump Sum
- **Length of contract:** XXX days in a period of 18 months

What we offer

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Our culture

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We will ensure that individuals with disabilities are provided reasonable accommodation to participate in the job interview process. If you are a qualified candidate with a disability, please e-mail us at diversity@iadb.org to request reasonable accommodation to complete this application.

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ANNEX A

Principal Researcher Consultancy**Colombia or Brazil**

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About this position

We are looking for a Principal Researcher to prepare the final evaluation study. As the principal researcher consultant, you will work with the research team of the project team to strengthen the quality of the research design and final evaluation paper.

You will work in the Gender and Diversity Division (GDI) part of the Social Sector (SCL). The team mission is to promote: (a) gender equality and empowerment, (b) development with identity of indigenous peoples, and (c) the inclusion of African descendants, persons with disabilities, and LGBTQ+ individuals. It supports Bank operations, provides policy and strategic guidance, and carries out technical assistance and training.

What you'll do:

The scope of work can be summarized in various activities to be done in close collaboration and agreement with the technical team from the IDB and the clients implementing the experiments. This list is not exhaustive as there may be additional tasks that are required to ensure the viability and quality of the impact evaluation.

1. **Support key aspects of the experiments:** The consultant should participate in key stages of the experiments. The role of the consultant will be to strengthen the quality of the experiments and data collection. The consultant should review and provide recommendations for key tasks of the experimental design and implementation, such as the following:
 - a. Sampling strategy and questionnaire design;
 - b. Data collection strategy, fieldwork, and data quality assessment and assurance;
 - c. Descriptive statistics of the baseline and follow-up survey data.
 - d. Methodological proposal, such as the details about the randomization strategy (i.e., use of clusters) as well as the data analysis strategy. The methodology should describe replacement protocols in case some producers assigned to the treatment choose not to participate in the training and/or the survey, etc.
 - e. Support the selection of the treatment and control groups for the impact evaluation and inform the firm implementing the training;
 - f. Carry out the pre-registration of the study.
 - g. Collection of administrative data from the implementing agencies;
 - h. Etc.

2. **Carry out the data analysis:** Carry out the data analysis for the impact evaluation.

3. **Write a working paper:** Prepare a working paper with the results of the impact evaluation. The working paper should address an important question in the relevant literature. The specific question will be selected with the guidance of the technical team. Potential questions that may be possible to answer with the experiments that will be carried out include:

An initial set of questions, such as access to credit by race and gender, can be addressed by simulating outcomes for applicants to the Quipu platform according to a standard algorithm versus the AI-enabled algorithm. A critical question being addressed is the broader impact of the AI algorithms. To assess the effectiveness of the alternative algorithm in producing development results, a randomized experiment will be applied in which microentrepreneurs applying for credit are randomized using the AI-enabled scoring algorithm and the mid-term outcomes beyond access to credit are measured, including repayment rates and income growth.

To evaluate the AI technologies applied by Jobecam, an experiment will be implemented in which the fully anonymous hiring model (anonymous screening and anonymous interviewing) is applied to a randomly selected set of candidates in the treatment group, while the partially anonymous (anonymous screening) hiring model is applied to the remaining candidates in the control group. The evaluation will assess if fully anonymous interviewing practices are effective at reducing gender and diversity biases in interviews and job offers, and, if once hired, the candidates hired through Jobecam are able to match or surpass traditional employee selection mechanisms in key employment metrics, such as: (i) job tenure, and (iii) compensation.

4. **Presentation and diffusion:** Present the final results of the evaluation to the implementing agencies.
5. **Coordination of activities:** The consultant will be responsible to coordinate activities with the Technical Team. The schedule and work plan will be defined in detail between the selected consultant and the Technical Team at the inception of the work. Following a project kick-off meeting, the Consultant and the Technical Team shall define a more detailed work-plan.

Deliverables and Payments Timeline:

The consultant is expected to carry out all the necessary activities to be able to produce the following deliverables:

- **Product 1: Draft working paper.** This draft should include at least the following sections: (i) Introduction, (ii) Background and literature review, (iii) Sample and Descriptive Statistics, (iv), Main Results, (v) Conclusion, and (vi) References. A software for organizing references should be used.
- **Product 2: Final working paper.** Final version of the working paper to be published internally as an IDB working paper. The report should incorporate the comments received from the Technical Team. This report should be written with the highest academic standards and formatted following publication standards. It is expected that this report will be published externally and broadly disseminated; thus, the quality of the report should be adequate for publication in academic journals.

- **Product 3: Databases and replication files.** Databases and data analysis files such as STATA do files (or equivalent if other software is used), which allow to replicate the results of the paper starting from the raw databases. The use of STATA is preferred.
- **Product 4: Power point presentation.** This power point will be used to present the results of the paper.

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Signing of contract	10%	
Draft working paper	30%	
Final working paper	40%	
Power point, database and replication files	20%	

What you'll need

- Education: PhD degree in economics, applied economics, public policy, development, or other areas related to the subject of the study.
- Experience: Proven track record of 10 years or more of previous relevant professional experience in development economics, impact evaluation, survey data collection.
- Key skills: Knowledge of applied econometrics such as causal inference and impact evaluation methods; demonstrated experience with research and studies in areas related to the role of the private sector and its impact on local development; excellent analytical and problem-solving skills; ability to synthesize information clearly for a variety of internal and external stakeholder audiences; ability to work independently; knowledge and experience in Latin America and the Caribbean.
- Languages: Proficiency in Spanish and English.

Requirements:

- Citizenship: You are a citizen of one of our 48-member countries
- Consanguinity: You have no family members (up to the fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB, IDB Invest, or IDB Lab.



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Our Human Resources Team reviews carefully every application.

About the IDB Group

The IDB Group, composed of the Inter-American Development Bank (IDB), IDB Invest, and the IDB Lab offers flexible financing solutions to its member countries to finance economic and social development through lending and grants to public and private entities in Latin America and the Caribbean.

About IDB

We work to improve lives in Latin America and the Caribbean. Through financial and technical support for countries working to reduce poverty and inequality, we help improve health and education and advance infrastructure. Our aim is to achieve development in a sustainable, climate-friendly way. With a history dating back to 1959, today we are the leading source of development financing for Latin America and the Caribbean. We provide loans, grants, and technical assistance; and we conduct extensive research. We maintain a strong commitment to achieving measurable results and the highest standards of integrity, transparency, and accountability.

Follow us:

<https://www.linkedin.com/company/inter-american-development-bank/>

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HRD Terms of Reference

ANNEX A

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The consultant is expected to carry out all the necessary activities to be able to produce the following deliverables:

- **Product 1: Draft working paper.** This draft should include at least the following sections: (i) Introduction, (ii) Background and literature review, (iii) Sample and Descriptive Statistics, (iv), Main Results, (v) Conclusion, and (vi) References. A software for organizing references should be used.
- **Product 2: Final working paper.** Final version of the working paper to be published internally as an IDB working paper. The report should incorporate the comments received from the Technical Team. This report should be written with the highest academic standards and formatted following publication standards. It is expected that this report will be published externally and broadly disseminated; thus, the quality of the report should be adequate for publication in academic journals.
- **Product 3: Databases and replication files.** Databases and data analysis files such as STATA do files (or equivalent if other software is used), which allow to replicate the results of the paper starting from the raw databases. The use of STATA is preferred.
- **Product 4: Power point presentation.** This power point will be used to present the results of the paper.

V. PAYMENT SCHEDULE

The selected consultant will be paid according to the following indicative schedule.

- 10% upon signing the contract.
- 30% upon delivery of Product 1 (Draft Working Paper)
- 40% upon delivery and approval of Product 2 (Final Working Paper)
- 20% upon delivery of Product 3 (Database and Replication Files) and Product 4 (Power Point Presentation).

VII. QUALIFICATIONS

The consultant(s) selected for this work should demonstrate the following qualifications and experience:

- PhD degree in economics, applied economics, public policy, development, or other areas related to the subject of the study.
- Proved track record of 10 years or more of previous relevant professional experience in development economics, impact evaluation, survey data collection.
- Knowledge of applied econometrics such as causal inference and impact evaluation methods; demonstrated experience with research and studies in areas related to the role of the private sector and its impact on local development.
- Excellent analytical and problem-solving skills; ability to synthesize information clearly for a variety of internal and external stakeholder audiences.

- Ability to work independently; knowledge and experience in Latin America and the Caribbean.
- Proficiency in Spanish and English is a must.

VIII. CHARACTERISTICS OF THE CONSULTANCY

- **Consultancy category and modality:** Products and External Services Contractual, Lump Sum
- **Contract duration:** The duration of the contract will be for a period of **12 months**, which may be extended based on needs. This period is expected to be sufficient for the provision of the training (which has not started yet), as well as the time that needs to elapse for the expected outcome to materialize.
- **Place(s) of work:** External consultancy (remote) – International.
- **Coordinators:** Suzanne Duryea (GDI) and Yuri Soares (IDBLab).