

HRD Terms of Reference, Template 2024
For PEC consultancies

Consultancy to support the update of Barbados' Long-Term Climate Strategy – Fiscal Management Division (FMM/IFD)

Post of Duty: Consultant

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:

Long Term Strategies (LTS) are a central piece of countries' climate action planning towards net-zero emissions. These strategies can guide conventional planning instruments, such as National Development Plans, Multiannual Investment plans and sectoral plans (for instance, decennial energy plans) towards decarbonization and resilience building. Moreover, LTSs are also important given that the mitigation pledges in countries' Nationally Determined Contributions (NDC) fall short on keeping the temperature within the interval of 1.5°C to 2°C set by the Paris Agreement. In this context, LTSs can provide information on important climate risks arising from weather events and from decarbonization itself which could affect investments. Besides, LTSs can also identify opportunities and indicates pathways to achieve zero emissions and resilience by 2050, that can be useful for developing more ambitious NDCs.

The Fiscal Management Division (IFD/FMM) is looking for a consultant to support Barbados in designing its long-term climate strategy. Specifically, the consultant will (i) provide inputs for Barbados' Long-term climate strategy; (ii) identify opportunities for using fiscal instruments to support Barbados LTSs implementation; (iii) identify opportunities to increase climate ambitious of the country's NDC; (iv) identify avenues for integrating the LTSs with the traditional planning instruments mentioned above.

What you'll do:

- **First responsibility.** Evaluate the implications of the current climate commitments on the design of policy actions aimed at meeting these commitments. This should consider the country's current economic structure, socio-political context, exposure to climatic events and the current structure of the energy matrix.
- **Second responsibility.** Conduct focus group/interviews and surveys to government officials specially of the MoFP to identify strengths and weaknesses of the current institutional capacity to to carry out the actions contemplated in the strategy.
- **Third responsibility.** Draft a document to support Barbados' LTS containing: (i) climate change objectives and concrete policy actions to achieve them, including fiscal policy interventions, (ii) opportunities for improving Barbados' climate ambition, (iii) indicators to

measure the achievement of the objectives. The proposed actions should consider the inputs from the analyses conducted in responsibilities 1 and 2.

- **Fourth responsibility.** Participate and engage in meetings with the Project team and the GoS officials.
- **Fifth responsibility.** Deliver presentations to the GoS (MoFP) officials and incorporate feedback.
- **Sixth responsibility.** Perform tasks per request of the Team Leader.

Deliverables and Payments Timeline:

- **Product 1:** Delivery of a work plan.
- **Product 2:** A technical note containing the diagnostics/assessment under responsibilities 1 and 2.
- **Product 3:** Document of a draft of proposed climate change objectives and concrete policy actions (including fiscal ones) to achieve them.
- **Product 4:** A Powerpoint presentation of the assessment and recommendation. The presentation will be delivered to government officials in coordination with the Team Leader.

The payments will be processed according to the following:

- 10% upon delivery and approval of Product 1.
- 30% upon delivery and approval of Product 2.
- 40% upon delivery and approval of Product 3.
- 20% upon delivery and approval of Product 4.

What you'll need:

- **Education:** Master's degree in economics, Public Finance, Public Policy, or related areas with a relevant experience in conducting fiscal policy and management reform in developing countries.
- **Experience:** At least 10 years of combined experience in economic analysis, public finance, or fiscal policy and management.
- **Languages:** Fluency in English.

Core and Technical Competencies:

- Fiscal policy.
- Climate Change policy.
- Project management.
- Ability to work in a team given the high interaction with officials in the country expected for the job.

Requirements:

- **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 the second degree of affinity, including spouse) working for the IDB Group.

Type of contract and duration:

- **Type of contract and modality:** Product and External Services Contractual (PEC). Lump Sum Contract.
- **Length of contract:** 12 months.
- **Starting date:** May 2024.
- **Location:** remote.
- **Responsible person:** The consultancy will be coordinated by Rudy Loo-Kung (rudyl@iadb.org), Sector Lead Specialist, Fiscal Management Division (IFD/FMM).

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.

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.

Follow us:

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

<https://www.facebook.com/IADB.org>

https://twitter.com/the_IDB

Green Procurement Consultant - Fiscal Management Division (FMM/IFD)

Post of Duty: Consultant

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:

On average, government purchases account for 15% of GDP in LAC. This significant share provides great potential for green public procurement policies (GPP). If well implemented, this policy can contribute to the adoption of best practices not only by direct government suppliers but also throughout the entire production chain of goods and services acquired by the government. Furthermore, evidence also points to the potential of green public procurement in generating innovations in products and processes to meet environmental specifications from the demand side. Moreover, the adoption of GPP can lead to significant fiscal savings. This is due to the acquisition of more durable and highly efficient devices, resulting in lower energy and water usage, as well as reduced maintenance and disposal costs. For these reasons, green procurement policies have been gaining ground on both national and subnational levels in the LAC lately.

The Fiscal Management Division (IFD/FMM) is seeking a consultant to help Barbados to implement an ambitious green procurement policy. Specifically, the consultant will support the Barbados Government in the development of comprehensive guidelines and strategies for adopting sustainable and environmentally friendly procurement practices across various sectors of the Barbadian economy.

What you'll do:

- **First responsibility.** Conduct a comprehensive review of existing procurement policies and practices in Barbados, focusing on their alignment with green procurement principles and international best practices. Identify strengths, weaknesses (for instance market and institutional bottlenecks).
- **Second responsibility.** Engage with relevant government agencies, including procurement departments, environmental authorities, and other stakeholders involved in procurement decision-making processes to discuss currently fragilities in the green procurement process and oportunities for improving it.
- **Third responsibility.** Drafts of green procurement policies, guidelines, procedures, and action plans tailored to the context of Barbados, considering the input from government officials and stakeholders.

- **Fourth responsibility.** Participate in training and knowledge dissemination workshops on GPP.

Deliverables and Payments Timeline:

- **Product 1:** Delivery of a work plan.
- **Product 2 (Assessment Report):** A comprehensive report detailing the findings of the assessment of current procurement practices in Barbados, including strengths, weaknesses, and areas for improvement under responsibilities 1 and 2.
- **Product 3:** Sector-specific procurement manuals outlining detailed guidelines and procedures for implementing green procurement practices in key sectors of Barbados' economy, including but not limited to construction, transportation, energy, and waste management.
- **Product 4:** A Powerpoint presentation of the assessment and recommendation. The presentation will be delivered to government officials in coordination with the Team Leader.

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- 30% upon delivery and approval of Product 2.
- 40% upon delivery and approval of Product 3.
- 20% upon delivery and approval of Product 4.

What you'll need:

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- **Experience:** At least 10 years of combined experience in economic analysis, public finance, or fiscal policy and management.
- **Languages:** Fluency in English.

Core and Technical Competencies:

- Fiscal policy.
- Climate Change policy.
- Project management.
- Ability to work in a team given the high interaction with officials in the country expected for the job.

Requirements:

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Type of contract and duration:

- **Type of contract and modality:** Product and External Services Contractual (PEC). Lump Sum Contract.
- **Length of contract:** 12 months.
- **Starting date:** May 2024.
- **Location:** remote.
- **Responsible person:** The consultancy will be coordinated by Rudy Loo-Kung (rudyl@iadb.org), Sector Lead Specialist, Fiscal Management Division (IFD/FMM).

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<https://www.facebook.com/IADB.org>

https://twitter.com/the_IDB

HRD Terms of Reference, Template 2024
For PEC consultancies

Consultancy to support the identification, quantification, and management of macro-fiscal risks of the transition to a decarbonized economy and natural disasters in Barbados – Fiscal Management Division (FMM/IFD)

Post of Duty: Consultant

About this position:

Climate change poses new challenges to fiscal management. Extreme weather events can lead to sizable and unpredictable declines in government revenues, while public expenditure rises to deal with damaged infrastructure and social emergencies linked to natural disasters. Similarly, transitioning to a decarbonized economy can result in decreased tax revenues due to the phasing out of carbon-intensive sectors and technologies. Therefore, fiscal management and policy should adapt themselves to respond to these new challenges.

The Fiscal Management Division (IFD/FMM) is looking for a consultant to support the identification, quantification, and management of macro-fiscal risks from transitioning to a decarbonized economy and natural disasters in Barbados. Specifically, the consultant will i) Identify and analyze the different sources of fiscal risk related to weather events and those arising from the country efforts to decarbonize its economy ii) Design a model to quantify the fiscal impacts of decarbonization.

What you'll do:

- **First responsibility.** Identify and analyze sources of fiscal risk from transitioning to a decarbonizing economy and climate events in Barbados.
- **Second responsibility.** Design a model to quantify the risks associated with decarbonization and extreme weather events and validate it with the counterparts.
- **Third responsibility:** Draft a document describing the identified risks and simulation results to serve as an input to be incorporated in the planning and fiscal management of the MoF.
- **Fourth responsibility:** Develop guidelines for integrating physical and transition risks into macrofiscal planning. This includes specifying: (i) the sources of information and methodological aspects; (ii) a protocol for updating risks estimates (including the coding); (iii) the necessary governance mechanisms for mainstreaming these risks into macrofiscal planning.
- **Fifth responsibility:** Prepare training material and participate in training sessions to be used in training sessions with staff assigned by the Bank and the Barbados MoF.
- **Sixth responsibility.** Participate in follow-up meetings and report on activities with the team leader and other team members assigned by the team leader

Deliverables and Payments Timeline:

- **Product 1:** Delivery of a work plan.
- **Product 2:** Methodological document and model code as described in the responsibility 3.
- **Product 3:** Document as described in responsibility four.
- **Product 4:** Training material as described in responsibility five.

The payments will be processed according to the following:

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- 40% upon delivery and approval of Product 2.
- 20% upon delivery and approval of Product 3.
- 20% upon delivery and approval of Product 4.

What you'll need:

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- **Education:** Master's Degree in Public Administration, Business Administration, Economics, or related areas with a relevant experience in conducting fiscal policy and management reform in developing countries.
- **Experience:** At least 10 years of combined experience in public finance and management, or fiscal policy and management.
- **Languages:** Fluency in English.

Core and Technical Competencies:

- Fiscal policy and management.
- Experience in economic modeling and econometrics.
- Quantitative methods.
- Ability to work in a team given the high interaction with officials in the country expected for the job.

Opportunity Summary:

- **Type of contract and modality:** Product and External Services Contractual (PEC). Lump Sum Contract.
- **Length of contract:** 9 months.
- **Starting date:** May 2024.
- **Location:** consultant's country of residence.
- **Responsible person:** The consultancy will be coordinated by Rudy Loo-Kung (rudyl@iadb.org), Sector Lead Specialist, Fiscal Management Division (IFD/FMM).

- **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 diversity and encourage women, LGBTQ+, persons with disabilities, afro-descendants, and indigenous people to apply.

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

Our team in Human Resources carefully reviews all applications.

Climate Budget Tagging Consultant – Fiscal Management Division (FMM/IFD)

Post of Duty: Consultant

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

Recent evidence reveals that climate events have already increased in frequency and intensity due to climate change, pointing to the need for governments to strengthen climate action in the areas of adaptation, mitigation, and risk management.

One of the key elements to bring transparency to governments' climate action is the adoption of methodologies for tracking climate spending. This practice helps countries prioritize resources, identify financing gaps, and develop financial strategies to mobilize resources for climate action.

The Fiscal Management Division (IFD/FMM) is looking for a consultant with expertise on green budgeting and climate change to support the Government of Barbados in the elaboration of a Climate Budget Tagging methodology.

What you'll do:

- **First responsibility.** Identify and analyze best international practices regarding the designing and adoption of climate budget tagging.
- **Second responsibility.** Draft a methodology for tagging Barbados' climate expenditure and validate the methodology with local authorities.
- **Third responsibility:** Participate in knowledge dissemination and training workshops to foster the understanding of the proposed methodology.

Deliverables and Payments Timeline:

- **Product 1:** Delivery of a work plan.
- **Product 2:** Report with the best international practices regarding the designing and implementation of climate budget tagging. The document should address the following topics: (i) the difficulties encountered by the in the implementation of their climate budget tagging, (ii) how they addressed these difficulties; (iii) what are the stakeholders involved in the implementation of these tagging methodologies; (iv) what are the lessons learned from the implementation of these methodologies and successful aspects that could be replicated in Barbados' context.

- **Product 3:** A draft of the climate budget tagging methodology validated by the Barbados authorities. This report must contain a strategy for implementing the methodology, clearly stating the roles and responsibilities of each ministry and administrative body.
- **Product 4:** Conduct knowledge dissemination and Training workshops and provide supporting materials to the authorities, such as PPT presentations and an executive summary for the reports developed in product 2 and 3.

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- 20% upon delivery and approval of Product 3.
- 20% upon delivery and approval of Product 4.

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- **Education:** Master's degree in public administration, Business Administration, Economics, or related areas with a relevant experience in conducting fiscal policy and management reform in developing countries.
- **Experience:** At least 10 years of combined experience in public finance and management, or fiscal policy and management.
- **Languages:** Fluency in English.

Core and Technical Competencies:

- Fiscal policy and management.
- Experience in economic modeling and econometrics.
- Quantitative methods.
- Ability to work in a team given the high interaction with officials in the country expected for the job.

Opportunity Summary:

- **Type of contract and modality:** Product and External Services Contractual (PEC). Lump Sum Contract.
- **Length of contract:** 9 months.
- **Starting date:** May 2024.
- **Location:** consultant's country of residence.
- **Responsible person:** The consultancy will be coordinated by Rudy Loo-Kung (rudyl@iadb.org), Sector Lead Specialist, Fiscal Management Division (IFD/FMM).
- **Requirements:** You must be a citizen of one of the IDB's 48 member countries and have no family members currently working at the IDB Group.

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Fiscal incentives for decarbonization and resilience - Fiscal Management Division (FMM/IFD)

Post of Duty: Consultant

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About this position:

The revision of fiscal incentives based on sustainability criteria can deliver a double benefit to LAC countries in their attempt to leverage climate action. The first benefit relates to the fiscal space that opens by eliminating incentives for environmentally harmful economic activities. This space allows for increased spending on projects with higher social benefits, such as climate-oriented investments. The second benefit comes from reducing the distortion in favor of these activities. The fiscal incentives are perceived as a cost reduction for harmful activities, which increases their optimal production level, profitability, and competitiveness compared to green sectors. Such distortion can impair the adoption of already available green technologies and disincentivize green innovation.

This consultancy aims at supporting Barbados in the reviewing of its fiscal incentive policy. The assignment focuses on: (i) analysis of international best practices on the use of fiscal incentives to pursue climate change goals; (ii) develop methodologies to assess and compare alternative fiscal incentive schemes and their potential impacts; (iii) develop guidelines and regulatory instrument for the design and implementation of fiscal incentives that can effectively drive climate action; and (iv) articulate methodologies to evaluate impact and, if needed, modify incentive design or related processes.

What you will do:

- Review international and regional best practices on the use of fiscal incentives for decarbonization and climate resiliency (including tax credits, import tariffs differentiation, asset depreciation and subsidies).
- Develop a methodology to identify and assess the climate impacts of different fiscal incentive schemes. The methodology should be:
 - Adaptable to different institutional capabilities and economic context of Barbados.
 - Able to differentiate between different types of incentives e.g. based on their direct vs. indirect climate impact.
- Develop guidelines (or tools) to assist Barbados' MoF in the designing and implementation of effective fiscal incentives for decarbonization or climate change resiliency.

Deliverables and payment schedule

- **Deliverable 1:** Work program
- **Deliverable 2:** Report on international and regional best practices on the use of fiscal incentives for decarbonization and climate resiliency.
- **Deliverable 3:** Report with a reform proposal to incorporate climate consideration in the Barbados' criteria to grant fiscal incentives. This report should be validated by Barbados' authorities and include guidelines to assist the MoF in the implementation of the new criteria.
- **Deliverable 4:** Knowledge dissemination and Training workshops and supporting materials, such as PPT presentations and an executive summary for the reports developed in product 2 and 3.

The payments will be processed according to the following:

- 10% upon delivery and approval of Product 1.
- 40% upon delivery and approval of Product 2.
- 20% upon delivery and approval of Product 3.
- 20% upon delivery and approval of Product 4.

What you'll need:

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- **Education:** Master's degree in public administration, Business Administration, Economics, or related areas with a relevant experience in conducting fiscal policy and management reform in developing countries.
- **Experience:** At least 10 years of combined experience in public finance and management, or fiscal policy and management.
- **Languages:** Fluency in English.

Core and Technical Competencies:

- Fiscal policy and management.
- Experience in economic modeling and econometrics.
- Quantitative methods.
- Ability to work in a team given the high interaction with officials in the country expected for the job.

Opportunity Summary:

- **Type of contract and modality:** Product and External Services Contractual (PEC). Lump Sum Contract.
- **Length of contract:** 9 months.
- **Starting date:** May 2024.
- **Location:** remote.

- **Responsible person:** The consultancy will be coordinated by Rudy Loo-Kung (rudyl@iadb.org), Sector Lead Specialist, Fiscal Management Division (IFD/FMM).
- **Requirements:** You must be a citizen of one of the IDB's 48 member countries and have no family members currently working at the IDB Group.

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Comprehensive Review of the integration of climate change aspects into Barbados' fiscal policy

Post of Duty: Consultant

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About this Position

We are seeking a consultant with expertise in fiscal policies and climate change (CC) to prepare an evaluation report on the implementation of Technical Cooperation BA-T1102 – Strengthening Fiscal Policy for Climate Change Actions in Barbados. The report should identify gaps in the integration of climate action into Barbados' fiscal policy prior to the Technical Cooperation and analyze how its implementation has helped address those gaps.

What you will do:

- Interview MoF authorities responsible for various areas of work (macro-fiscal risks, medium-term frameworks, budgets, public procurement, public investments, among others) to assess progress in the mainstreaming of climate action into Barbados' fiscal policy.
- Identify opportunities for further integrating climate action into Barbados' fiscal policy.
- Assess the contribution of this Technical Cooperation in addressing the gaps identified in earlier stages of the consultancy.

Delivery Schedule and Payments

Deliverable 1: Working plan.

Deliverable 2: A baseline report identifying (i) the current degree of integration of climate action into Barbados' fiscal policy, and (ii) opportunities to expand the mainstreaming of climate action in different areas of fiscal policy and management.

Deliverable 3: Report analyzing the outcomes of this Technical Cooperation and how it contributed to advancing the mainstreaming of climate action into Barbados' fiscal policy.

Deliverable 4: Dissemination workshops.

The payments will be processed according to the following:

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- 40% upon delivery and approval of Product 2.
- 20% upon delivery and approval of Product 3.
- 20% upon delivery and approval of Product 4.

Core and Technical Competencies:

- Fiscal policy and management.
- Experience in economic modeling and econometrics.
- Quantitative methods.
- Ability to work in a team given the high interaction with officials in the country expected for the job.

Opportunity Summary:

- **Type of contract and modality:** Product and External Services Contractual (PEC). Lump Sum Contract.
- **Length of contract:** 5 months.
- **Starting date:** May 2026.
- **Location:** remote.
- **Responsible person:** The consultancy will be coordinated by Rudy Loo-Kung (rudyl@iadb.org), Sector Lead Specialist, Fiscal Management Division (IFD/FMM).
- **Requirements:** You must be a citizen of one of the IDB's 48 member countries and have no family members currently working at the IDB Group.

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Technical support for the implementation of the Fiscal Policy for Climate Change – Fiscal Management Division (FMM/IFD)

Post of Duty: Consultant

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About this Position

This consultancy aims to provide technical support to the Barbados' MoF to implement the action plan for integrating climate action into the ministry. As part of these activities, the consultant should provide support for reviewing documents, providing inputs when requested on the products and results of other consultancies under this TC, as well as making suggestions for mechanisms of intersectoral coordination and with other multilateral/bilateral entities to implement the action plan.

This consultancy is part of the technical cooperation project " Strengthening Fiscal Policy for Climate Change Actions in Barbados" (BA-T1102), that aims at supporting the country MoF in the the integration of climate action into its fiscal policy and management.

What you will do:

- Interview MoF authorities responsible for various areas of work (macro-fiscal risks, medium-term frameworks, budgets, public procurement, public investments, among others) to assess progress in the mainstreaming of climate action into Barbados' fiscal policy.
- Providing inputs when requested on the products and results of other consultancies under this TC.
- Assist in the intersectoral coordination for the effective mainstreaming of climate action into Barbados' fiscal policy.

Delivery Schedule and Payments:

Deliverable 1: Work Plan.

Deliverable 2: preparation of an action plan to assist in the implementation of this TC with Barbados' MoF. This document should also suggest an intersectoral coordination framework and collaboration with other multilateral/bilateral entities to implement the action plan and specify the actions that need to be carried out.

Deliverable 3: Propose a framework for monitoring the implementation of the actions outlined in deliverable 2 and deliver midterm presentations on the degree of TC implementation.

The payments will be processed according to the following:

- 20% upon delivery and approval of Product 1.
- 40% upon delivery and approval of Product 2.
- 40% upon delivery and approval of Product 3.

Core and Technical Competencies:

- Fiscal policy and management.
- Experience in economic modeling and econometrics.
- Quantitative methods.
- Ability to work in a team given the high interaction with officials in the country expected for the job.

Opportunity Summary:

- **Type of contract and modality:** Product and External Services Contractual (PEC). Lump Sum Contract.
- **Length of contract:** 3 years.
- **Starting date:** May 2024.
- **Location:** remote.
- **Responsible person:** The consultancy will be coordinated by Rudy Loo-Kung (rudyl@iadb.org), Sector Lead Specialist, Fiscal Management Division (IFD/FMM).
- **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 diversity and encourage women, LGBTQ+, persons with disabilities, afro-descendants, and indigenous people to apply.

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

Our team in Human Resources carefully reviews all applications.

Capacity Building Consultant - Fiscal Management Division (FMM/IFD)

Post of Duty: Consultant

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:

The adoption of the 2030 Agenda for Sustainable Development and the Paris Agreement (PA) established an unprecedented commitment to shift current economic and social models towards sustainable, resilient, and zero-carbon development. The adoption of the PA establishes that countries must submit their commitments to limit global temperature increase to a level below 2°C, in accordance with their national circumstances and priorities. These commitments are included in the Nationally Determined Contributions (NDCs), which set out adaptation and mitigation actions to address climate change. The implementation of the NDCs and the establishment of national decarbonization strategies require the participation of the Ministries of Finance of Latin America and the Caribbean (LAC). In this context, the IDB supports the Ministry of Finance, Economic Affairs, and Investment (MFEI) of Barbados through a technical cooperation project, "Strengthening Fiscal Policy for Climate Change Actions in Barbados" (BA-T1102), that aims at supporting the country MFEI in the integration of climate action into its fiscal policy and management.

The Fiscal Management Division (IFD/FMM) is seeking a consultant to support the Barbados Government in developing and implementing a comprehensive training strategy on fiscal tools and methodologies to address climate change, developed with the technical cooperation BA-T1102. This initiative targets public officials of the Ministry of Finance, Economic Affairs, and Investment (MFEI), along with pertinent institutions, to ensure an effective implementation of such tools and methodologies.

What you'll do:

- **First responsibility.** Develop a series of specific training activities related to the knowledge products to be developed for MFEI officials and other relevant institutions.
- **Second responsibility.** Support the development of knowledge and communication materials related to technical documents and training, including summaries, key messages, presentations, and infographics.
- **Third responsibility.** Support the identification of knowledge gaps related to climate change fiscal policies in participating institutions to ensure that interventions are targeted and tailored to specific needs.

Deliverables and Payments Timeline:

- **Product 1:** Delivery of a work plan.
- **Product 2:** Identification of knowledge gaps in participating institutions.
- **Product 3:** Develop a training and capacity-building strategy.
- **Product 4:** A PowerPoint presentation on the assessment of the effectiveness of the training and capacity-building strategy and recommendations for future activities. The presentation will be delivered to government officials in coordination with the Team Leader.

The payments will be processed according to the following:

- 10% upon delivery and approval of Product 1.
- 30% upon delivery and approval of Product 2.
- 30% upon delivery and approval of Product 3.
- 30% upon delivery and approval of Product 4.

What you'll need:

- **Education:** Master's degree in economics, Public Finance, Public Policy, or related areas.
- **Experience:** A minimum of 10 years of relevant professional experience in research, knowledge management, workshop and training facilitation, and communications, preferably related to climate change policy and fiscal policy and management. In addition, experience in stakeholder knowledge and outreach and event planning, storytelling, media design and development, and communications and messaging is desirable.
- **Languages:** Fluency in English.

Core and Technical Competencies:

- Fiscal policy.
- Climate Change policy.
- Project management.
- Ability to work in a team given the high interaction with officials in the country expected for the job.

Requirements:

- **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 the second degree of affinity, including spouse) working for the IDB Group.

Type of contract and duration:

- **Type of contract and modality:** Product and External Services Contractual (PEC). Lump Sum Contract.
- **Length of contract:** 12 months.

- **Starting date:** May 2026.
- **Location:** remote.
- **Responsible person:** The consultancy will be coordinated by Rudy Loo-Kung (rudy@iadb.org), Sector Lead Specialist, Fiscal Management Division (IFD/FMM) in coordination with Raul Delgado (rdelgado@iadb.org), Sector Lead Specialist of the Climate Change Division (CSD/CSS).

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.

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.

Follow us:

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<https://www.facebook.com/IADB.org>

https://twitter.com/the_IDB

Knowledge Dissemination Consultant - Fiscal Management Division (FMM/IFD)

Post of Duty: Consultant

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:

The adoption of the 2030 Agenda for Sustainable Development and the Paris Agreement (PA) established an unprecedented commitment to shift current economic and social models towards sustainable, resilient, and zero-carbon development. The adoption of the PA establishes that countries must submit their commitments to limit global temperature increase to a level below 2°C, in accordance with their national circumstances and priorities. These commitments are included in the Nationally Determined Contributions (NDCs), which set out adaptation and mitigation actions to address climate change. The implementation of the NDCs and the establishment of national decarbonization strategies require the participation of the Ministries of Finance of Latin America and the Caribbean (LAC). In this context, the IDB supports the Ministry of Finance, Economic Affairs, and Investment (MFEI) of Barbados through a technical cooperation project, "Strengthening Fiscal Policy for Climate Change Actions in Barbados" (BA-T1102), that aims at supporting the country MFEI in the integration of climate action into its fiscal policy and management.

The Fiscal Management Division (IFD/FMM) is seeking a consultant to support the Barbados Government in developing and implementing a comprehensive dissemination strategy on fiscal tools and methodologies to address climate change, developed with the technical cooperation BA-T1102.

What you'll do:

- **First responsibility.** Support the preparation of technical documents including guidelines, methodologies and other related knowledge products.
- **Second responsibility.** Develop a knowledge dissemination strategy and plan and a series of activities for the technical documents in conjunction with the MFEI/IDB team.
- **Third responsibility.** Work with MFEI beneficiary units to ensure that the knowledge dissemination strategy and plan for technical products complements the Bank's existing communication and knowledge strategy and plan on fiscal policy and climate change.

Deliverables and Payments Timeline:

- **Product 1:** Delivery of a work plan.
- **Product 2:** Develop a profile and narrative to highlight MFEI's role in supporting effective climate action.
- **Product 3:** Identification of key target audiences and the corresponding vehicles for dissemination.
- **Product 4:** Develop a strategy and plan for knowledge dissemination.

The payments will be processed according to the following:

- 10% upon delivery and approval of Product 1.
- 30% upon delivery and approval of Product 2.
- 30% upon delivery and approval of Product 3.
- 30% upon delivery and approval of Product 4.

What you'll need:

- **Education:** Master's degree in economics, Public Finance, Public Policy, Communications, or related areas.
- **Experience:** A minimum of 10 years of relevant professional experience in research, knowledge management, and communications, preferably related to climate change policy and fiscal policy and management. In addition, experience in stakeholder knowledge and outreach and event planning, storytelling, media design and development, and communications and messaging is desirable.
- **Languages:** Fluency in English.

Core and Technical Competencies:

- Fiscal policy.
- Climate Change policy.
- Project management.
- Ability to work in a team given the high interaction with officials in the country expected for the job.

Requirements:

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Type of contract and duration:

- **Type of contract and modality:** Product and External Services Contractual (PEC). Lump Sum Contract.
- **Length of contract:** 12 months.
- **Starting date:** December 2026.
- **Location:** remote.

- **Responsible person:** The consultancy will be coordinated by Rudy Loo-Kung (rudyl@iadb.org), Sector Lead Specialist, Fiscal Management Division (IFD/FMM) in coordination with Raul Delgado (rdelgado@iadb.org), Sector Lead Specialist of the Climate Change Division (CSD/CSS).

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