

**EL SALVADOR****ES-T1407: SUPPORT THE DEVELOPMENT OF AN IDB CLIMA PILOT PROJECT IN EL SALVADOR****CONSULTANCY FOR THE DIAGNOSIS OF CLIMATE RISKS AND VULNERABILITIES FOR SELECTED SCHOOLS****TERMS OF REFERENCE****Post of Duty: El Salvador**

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 consultant with experience in the development of climate risk assessments for infrastructure systems, with a proven track record working in infrastructure projects involving climate-vulnerable countries, preferably in the education sector. As a consultant, you will have to lead the development of a risk assessment diagnosis exercise of schools in El Salvador. The objective of this analysis is to gather evidence and conduct analyses to uncover a more precise understanding of local hazards within the educational system and best practices for the development of location-specific designs. These will help the Ministry of Education, Science and Technology (MINEDUCYT) and the Municipality Works Entity (DOM) to determine the type of required interventions.

While the government of El Salvador aims to increase the quality and quantity of the supply of educational services in a climate-resilient manner, it faces challenges related to gaps in the education supply, low-quality teaching and inequity in access to the services; and government agencies' limited management capabilities.

To address these challenges, both MINEDUCYT and DOM aim to expand the educational supply and improve educational quality, by increasing their management capacity of climate change impacts and adapting educational infrastructure to reduce educational interruptions due to extreme climate events and render them resilient to climate change.

This consultancy is framed in the Technical Cooperation (TC) supporting the IDB operation ES-L1167: "IDB CLIMA – Program to consolidate complete educational trajectories and their climate change resilience." The general objective of the operation is to consolidate complete educational trajectories by improving the resilience of educational services to climate change.

The beneficiary of this consultancy is El Salvador's MINEDUCYT.

You will work for the Climate Change Division (CSD/CCS) which is part of the Climate Change and Sustainability Department (CSD). This team is responsible for advising the IDB management and developing policies, strategies, operational guidelines, and programs on relevant sector issues, as well as in related areas. Additionally, CSD carries out relevant sectoral research, analytical work, sectoral practices, and case studies on climate change and sustainability. As a division of CSD, CCD/CCS provides support in two areas: (i) mainstreaming climate change into the IDB Group's actions and operations, and (ii) mainstreaming climate change into the regional countries of the IDB Group by supporting the region's ministries of environment, planning, and economy and finance. Both areas share the goal of strengthening climate policy at the subnational, national, and regional levels.

**What you'll do:**

- Conduct a comprehensive analysis of data on the impacts of climate change within the

educational system in El Salvador, with particular focus on flooding and extreme heat hazard projection and mapping exercises, and other related climate risks.

- Develop a nation-wide diagnosis of schools that considers both climate vulnerability and climate risk analyses based on prioritized hazards according to each specific region of the country. This should include an assessment of exposure under different climate scenarios, including evidence on flood, extreme heat, and other hazards that could impact planned infrastructure investments. In addition to hazard exposure, the consultant will need to evaluate the physical vulnerability of current and planned educational infrastructure in El Salvador. This task might involve using risk matrices, an indicator-based risk approach, and/or other appropriate qualitative methods depending on the availability of data.
- Develop recommendations for MINEDUCYT and DOM on suggested measures for climate resilient schools.

#### **Deliverables and Payments Timeline:**

<b>Deliverable</b>	<b>Date</b>	<b>Payments</b>
<b>Product 1:</b> A detailed work plan outlining the approach, timeline, and milestones for all activities, including data collection and analysis.	1 month after signing the contract	10%
<b>Product 2:</b> Preliminary findings on the hazard exposure and physical vulnerability of a subset of schools in El Salvador.	3 months after signing the contract	30%
<b>Product 3:</b> Report mapping the location-specific climate risks that the education sector faces in El Salvador, focusing on the most impactful hazards.	9 months after signing the contract	30%
<b>Product 4:</b> Final report with a diagnosis of schools' climate risks and climate vulnerability, with prioritized impacts and actions and policy recommendations on how best to address said risks.	12 months after signing the contract	30%

#### **What you'll need**

**Education:** Master's degree or equivalent in Environmental Science, Engineering, Architecture, or a related field relevant to the responsibilities of the role is required.

**Experience:** A minimum of 10 years of relevant work experience in climate impact assessments or environmental risk assessment, infrastructure vulnerability to climate hazards, climate adaptation planning, or related areas, with a focus on infrastructure systems in developing nations.

**Languages:** Proficiency in Spanish and English, both oral and written is required. Knowledge of the Bank's other official languages (French, Portuguese) is preferred.

#### **Key Skills**

- Learn continuously.
- Collaborate and share knowledge.
- Focus on clients.
- Communicate and influence.
- Innovate and try new things.

- Proficiency in the use of tools and software for spatial analysis, hazard mapping, or statistical analysis is an asset.

#### **Requirements:**

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

#### **Type of contract and duration:**

- **Type of contract:** Products and External Services Consultant (PEC), Lump Sum.
- **Length of contract:** 12 months.
- **Work Location:** El Salvador.

#### **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.

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](mailto: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](https://twitter.com/the_IDB)

**About IDB Lab**

Is the innovation laboratory of the IDB Group. We mobilize financing, knowledge, and connections to drive innovation for inclusion in Latin America and the Caribbean. We believe innovation is a powerful tool that can transform our region, providing today unprecedented opportunities to populations that are vulnerable due to economic, social, or environmental factors. IDB Lab has a commitment to gender quality and diversity as part of its development mandate. The Strategy and Impact unit supports IDB Lab in the development of strategy, connections and knowledge, and impact measurement and reporting.

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[https://twitter.com/IDB\\_Lab](https://twitter.com/IDB_Lab)

**About IDB Invest**

IDB Invest, a member of the IDB Group, is a multilateral development bank committed to promoting the economic development of its member countries in Latin America and the Caribbean through the private sector. IDB Invest finances sustainable companies and projects to achieve financial results and maximize economic, social, and environmental development in the region. With a portfolio of \$14.1 billion in asset management and 325 clients in 25 countries, IDB Invest provides innovative financial solutions and advisory services that meet the needs of its clients in a variety of industries.

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## **EL SALVADOR**

### **ES-T1407: Support the development of an IDB CLIMA pilot project in El Salvador**

#### **CONSULTANCY FOR THE IDENTIFICATION OF INTERVENTION MEASURES TO ADDRESS CLIMATE RISKS AND INCREASE CLIMATE RESILIENCE**

#### **TERMS OF REFERENCE**

##### **Post of Duty: El Salvador**

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 consultant with experience in the development of climate risk assessments and climate change mitigation and adaptation measures design for infrastructure systems, with a proven track record working in infrastructure projects involving climate-vulnerable countries. As a consultant, you will have to lead the location-specific design of interventions measures for climate-resilient schools in El Salvador. The objective of this design is to consider local climate-related hazards within the educational infrastructure system in the country. These will guide both the Ministry of Education, Science and Technology (MINEDUCYT) and the Municipality Works Entity (DOM) in determining the type of required interventions.

While the government of El Salvador aims to have increase the quality and quantity of the supply of educational services in a climate-resilient manner, it faces challenges related to gaps in the education supply, low-quality teaching and inequity in access to the services; and government agencies' limited management capabilities.

To address these challenges, both MINEDUCYT and DOM aim to expand the educational supply and improve educational quality, by increasing their management capacity and adapting educational infrastructure to reduce educational interruptions due to extreme climate events and render them resilient to climate change.

This consultancy is framed in the Technical Cooperation (TC) supporting the IDB operation ES-L1167: "IDB CLIMA – Program to consolidate complete educational trajectories and their climate change resilience." The general objective of the operation is to consolidate complete educational trajectories by improving the resilience of educational services to climate change.

The main beneficiary of this consultancy is El Salvador's MINEDUCYT.

You will work for the Climate Change Division (CSD/CCS) which is part of the Climate Change and Sustainability Department (CSD). This team is responsible for advising the IDB management and developing policies, strategies, operational guidelines, and programs on relevant sector issues, as well as in related areas. Additionally, CSD carries out relevant sectoral research, analytical work, sectoral practices, and case studies on climate change and sustainability. As a division of CSD, CCD/CCS provides support in two areas: (i) mainstreaming climate change into the IDB Group's actions and operations, and (ii) mainstreaming climate change into the regional countries of the IDB Group by supporting the region's ministries of environment, planning, and economy and finance. Both areas share the goal of strengthening climate policy at the subnational, national, and regional levels.

**What you'll do:**

- Conduct a comprehensive analysis of available data on climate vulnerability and climate risk of the educational infrastructure in El Salvador.
- Identify a group of measures of interventions - based on prioritized hazards according to each specific region of the country- needed to mitigate these risks and render the infrastructure more resilient to climate change.
- Develop recommendations for MINEDUCYT and DOM on suggested measures for climate resilient schools, including but not limited to: installation of rainwater collection and treatment systems; improvement of drainage systems on the land; installation of retaining walls to protect against floods or landslides; use of materials resilient to rain, floods and strong winds; architectural designs that guarantee natural cross ventilation for extreme heat scenarios, sun protection measures, use of thermal insulation in walls and roofs, among others.
- Design an action plan on how MINEDUCYT and DOM can integrate these measures for a more resilient infrastructure based on region-specific vulnerabilities and risks within their current and future infrastructure projects.

**Deliverables and Payments Timeline:**

<b>Deliverable</b>	<b>Date</b>	<b>Payments</b>
<b>Product 1:</b> A detailed work plan outlining the approach, timeline, and milestones for all activities.	1 month after signing the contract	10%
<b>Product 2:</b> Literature review on existing best practices for building climate change resilience in education services.	3 months after signing the contract	30%
<b>Product 3:</b> Report with region-specific measures of interventions for improving the climate resilience of schools in El Salvador.	9 months after signing the contract	40%
<b>Product 4:</b> Action plan presented to MINEDUCYT and DOM on how to integrate mitigation and resilience measures in their education project portfolios.	12 months after signing the contract	20%

**What you'll need**

**Education:** A graduate degree in Architecture, Environmental Science, Engineering, or a related field relevant to the responsibilities of the role is required.

**Experience:** A minimum of 7 years of relevant work experience in climate impact / environmental risk assessments, infrastructure vulnerability to climate hazards, design and planning of climate change mitigation and adaptation measures, or related areas, with a focus on infrastructure systems in developing nations.

**Languages:** Proficiency in Spanish and English, both oral and written is required. Knowledge of the Bank's other official languages (French, Portuguese) is preferred.

**Key Skills**

- Learn continuously.
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- Communicate and influence.
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## EL SALVADOR

### ES-T1407: Support the development of an IDB CLIMA pilot project in El Salvador

#### CONSULTANCY FOR THE DEVELOPMENT OF A STRATEGY TO INCORPORATE MITIGATION AND ADAPTATION INTO THE PLANNING OF EL SALVADOR'S EDUCATION SYSTEM

#### TERMS OF REFERENCE

##### 1. Background

- 1.1. El Salvador faces challenges specific to the development of human capital, particularly due to learning gaps and incomplete educational trajectories. In 2023, 25% of high school students did not meet the minimum mathematics learning standards following the AVANZO test, and, in language, 16% were at a basic level. Furthermore, the Salvadorian population has an average education span of 7,3 years, compared to 9 years, the average in Latin America, which limits access to high quality employment and limits the productive potential of the country.
- 1.2. Four main challenges have been identified leading to the interruption of educational trajectories. Firstly, there are significant gaps in the educational supply, partly due to the lack of climate resilience of existing school infrastructure, highly affected by climate hazards. Secondly, access to education is highly inequitable, and teaching standards are low. Only 21.76% of teaching staff have a five-year degree. Thirdly, there is a high proportion of children and teenagers who are returning migrants, who face difficulties in reinsertion to the education system. Finally, the Ministry of Education (MINEDUCYT) has limited institutional capacity to manage climate risks as well as plan and manage an efficient delivery of the service.
- 1.3. To address these challenges, this operation seeks to expand the education supply and improve its quality. The supply will be expanded by widening capacity and adapting education infrastructure to reduce educational interruption in the face of extreme climate events and rendering it resilient to climate change. Furthermore, executives and teaching staff will undergo capacity building activities to improve the quality of the education service, including actions for people with disabilities, young mothers, and the returning migrant population. Finally, MINEDUCYT will develop its information systems and policies, ensuring the delivery of an inclusive, equitable, and climate-resilient education system.
- 1.4. This consultancy is part of the IDB-supported operation ES-L1167: "IDB CLIMA – Program to consolidate complete educational trajectories and their resilience to climate change."

##### 2. Objective

- 2.1. The objective of this consultancy is to assess the current institutional capabilities in El Salvador's Educational System and design a strategy to incorporate mitigation and adaptation into its planning to strengthen said capabilities.

##### 3. Scope of services

- 3.1. The consultancy involves establishing a baseline for the existing climate risks in the education sector and identifying strategies to address these hazards, both on a technical

level and a policy and administrative level. It also includes developing climate projections for likely future impacts and vulnerabilities for the education sector.

- 3.2. Additionally, it requires an analysis of institutional gaps to mainstream climate considerations faced by MINEDUCYT and other relevant entities (like the Municipal Public Works Department (DOM)).
- 3.3. The consultancy also includes an analysis of future opportunities to continue to develop the climate resilience of the education sector, considering local environmental factors, both in terms of implementation and in terms of an institutional strategy for MINEDUCYT.

#### 4. Key activities

- 4.1. **Baseline Assessment of the resilience of the educational infrastructure:** Conduct a detailed baseline assessment of the current vulnerability of educational infrastructure in El Salvador, including exposure and risks to flooding, extreme temperatures and other relevant climate hazards. This will involve:
  - Collecting data from a sample of schools in strategic locations which face different risks as primary research; and interviewing key technical staff and conducting secondary research to understand current priorities and develop trends and projections.
- 4.2. **Institutional Capacity Evaluation:** Identify the necessary technical and institutional capabilities to address these vulnerabilities, including specific recommendations for areas that require strengthening and an overview of roles and responsibilities of relevant stakeholders. This will involve:
  - A study on the best practices for the construction of climate resilient infrastructure.
  - An assessment of the institutional and technical gaps limiting capacity to deliver high quality, climate-resilient schools.
  - Developing a set of recommendations for key interventions to fulfill the requirements of the implementation of climate-resilient schools.
- 4.3. **Impact analysis of the proposed interventions:** Evaluate the anticipated benefits of the institutional and technical reforms, emphasizing:
  - Reductions in economic and social losses from climate impacts on educational infrastructure.
  - Improvements in educational trajectories due to uninterrupted schooling days.
  - Enhanced conditions for mainstreaming climate considerations at the institutional level, including planning, implementing and monitoring future education projects.
- 4.4. **Reporting and Documentation:** Prepare comprehensive reports to document methodologies, findings, and recommendations. This will include:
  - A baseline resilience status of educational infrastructure in El Salvador report.
  - An impact analysis report detailing the technical and institutional requirements for mainstreaming climate considerations in the educational sector in El Salvador.

- A final synthesis report summarizing key outcomes, including technical recommendations.

## 5. Expected outcomes and deliverables

### 5.1. The consultant(s) are expected to deliver the following products:

- Product 1: A detailed work plan outlining the approach, timeline, and milestones for all activities, including data collection, analysis, and stakeholder engagement.
- Product 2: A comprehensive report documenting the baseline conditions of the resilience of current education infrastructure including key hazards such as flooding, extreme temperatures, and other relevant impacts, including a projection of future trends.
- Product 3: An assessment of the necessary technical and institutional capabilities to address these vulnerabilities, including specific recommendations for areas that require strengthening and an overview of roles and responsibilities of relevant stakeholders.
- Product 4: A detailed action plan of the required prioritized interventions needed to i) develop the resilience of educational infrastructure; ii) ensure the long-term environmental sustainability of the sector; and iii) mainstream climate change considerations among the relevant key institutions in their project planning, implementation, and monitoring processes, particularly at MINEDUCYT.
- Product 5: A final report summarizing all findings, comparative analyses of pre- and post-intervention scenarios, and a developed strategy for enhancing the climate resilience of the education sector to scale similar interventions across El Salvador.

## 6. Project Schedule and Milestones

### 6.1. Schedule and Milestones:

Deliverable	Date	Payments
Product 1	1 month after signing the contract	10%
Product 2	5 months after signing the contract	30%
Product 3	8 months after signing the contract	30%
Product 4	10 months after signing the contract	20%
Product 5	12 months after signing the contract	10%

## 7. Reporting requirements

- 7.1. The consultant will present the deliverables following the schedule established in section 6 of these terms of reference. The deliverables must include reports in Word, PowerPoint presentation, and other documents used as the basis of the analysis (including other formats such as Excel spreadsheets, etc.) and a folder with the list of bibliographic references used to develop the analysis.
- 7.2. All materials must be delivered in English or Spanish and submitted to the project team leader Juan Ernesto Margall.

- 7.3. All reports, studies, plans, drawings, source code, technical data, specifications, and any other material prepared by or worked upon by the consultant exclusively for the IDB under this Agreement are the sole and exclusive property of the IDB and as such the IDB has exclusive title, rights, and interest in all such material including the right of dissemination, reproduction, and publication.

#### 8. Acceptance Criteria

- 8.1. Payments will be authorized once the IDB accepts the products specified by the TOR. The IDB will have up to two weeks to provide written comments/ recommendations on the consultants' reports. Unless previously determined, the IDB will generally accept the deliverables once the consulting firm confirms the following: (i) receipt and additional inclusion of comments/recommendations in a revised version and (ii) provision of date for presentation of the revised versions of the submitted deliverables. The consultants are expected to include these comments two weeks after receipt.
- 8.2. The IDB Official Exchange Rate indicated in the Request for Proposals (RFP) will be applied for necessary conversions of local currency payments.

#### 9. Selection Criteria

- 9.1. The consulting firm should ensure that the proposed team of experts includes personnel with advanced knowledge and practical experience in areas relevant to this assignment. The selection criteria are as follows:
- 9.2. **Education:**
- A member of the team with a graduate degree in environmental science, infrastructure, public policy, environmental engineering, or related disciplines is highly desirable.
- 9.3. **Experience:**
- A minimum of 10 years of relevant work experience in environmental impact assessment, public policy, infrastructure, environmental engineering, or related areas, with a focus on climate adaptation and resilience.
  - At least 5 years of demonstrated experience in analyzing infrastructure climate vulnerability, including risks, implementation measures and best practices in the field. Knowledge of institutional development and policy implementation is highly desirable.
  - Prior work experience in the Latin American and Caribbean region, particularly in El Salvador, is highly desirable.
  - Proven experience in designing and implementing projects that evaluate environmental impacts of infrastructure development, with specific expertise in climate resilience management is highly desirable.
- 9.4. **Core and Technical Competencies:**
- Excellent analytical skills, including the ability to synthesize large datasets and deliver clear, actionable recommendations.
  - Exceptional communication skills, including technical report writing and public presentation abilities.
  - Proven leadership and project management skills, with experience managing multidisciplinary teams and delivering complex projects on time and within budget.
  - A demonstrated ability to work collaboratively with senior government officials and other stakeholders in high-level discussions and decision-making processes.

- Creative and practical problem-solving skills, with the capacity to address challenges in resource-constrained settings.
- Proficiency in the use of tools and software for spatial analysis, ecosystem modeling, or statistical analysis is an asset.

9.5. **Language:**

- Excellent command of oral and written Spanish and English is required.

## **EL SALVADOR**

### **ES-T1407: Support the development of an IDB CLIMA pilot project in El Salvador**

#### **CONSULTANCY TO ENHANCE INFORMATION SYSTEMS TO DEVELOP METRICS AND MONITOR CLIMATE RISKS AND HAZARDS IN EL SALVADOR'S EDUCATION SYSTEM**

#### **TERMS OF REFERENCE**

##### **Post of Duty: El Salvador**

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 consultant with experience in developing monitoring methods for project implementation and also experience in assessing and evaluating their progress. As a consultant, you will have to lead the design process and the development of a diagnosis and assessment, in coordination with the government (mainly the Ministry of Education, Science and Technology (MINEDUCYT) and the Municipality Works Entity (DOM)) and relevant actors.

While the government of El Salvador aims to have increase the quality and quantity of the supply of educational services in a climate-resilient manner, it faces challenges related to gaps in the education supply, low-quality teaching and inequity in access to the services; and government agencies' limited management capabilities.

To address these challenges, both MINEDUCYT and DOM aim to expand the educational supply and improve educational quality, by improving their management capacity and adapting educational infrastructure to reduce educational interruptions due to extreme climate events and render them resilient to climate change.

This consultancy is framed in the Technical Cooperation (TC) supporting the IDB operation ES-L1167: "IDB CLIMA – Program to consolidate complete educational trajectories and their climate change resilience." The general objective of the operation is to consolidate complete educational trajectories by improving the resilience of educational services to climate change. Particularly, this consultancy focuses on supporting the analyses needed to introduce climate resilience management into government agencies to strengthen their institutional capacity.

The beneficiary of this consultancy is El Salvador's MINEDUCYT.

You will work for the Climate Change Division (CSD/CCS) which is part of the Climate Change and Sustainability Department (CSD). This team is responsible for advising the IDB management and developing policies, strategies, operational guidelines, and programs on relevant sector issues, as well as in related areas. Additionally, CSD carries out relevant sectoral research, analytical work, sectoral practices, and case studies on climate change and sustainability. As a division of CSD, CCD/CCS provides support in two areas: (i) mainstreaming climate change into the IDB Group's actions and operations, and (ii) mainstreaming climate change into the regional countries of the IDB Group by supporting the region's ministries of environment, planning, and economy and finance. Both areas share the goal of strengthening climate policy at the subnational, national, and regional levels.

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

- Conduct a diagnosis of existing information systems to develop metrics and monitor climate risks and hazards in El Salvador's education system.

- Identify possible improvements opportunities in existing information systems, including an estimate of associated expected costs of these proposed improvements.
- Develop metrics and monitor climate risks and hazards in El Salvador's education system. This includes the establishment of a plan with metrics and methods for continuous monitoring and evaluation of the impact and progress of the operation.
- Provide recommendations based on the analysis to make adjustments to the information systems of MINEDUCYT and DOM and support informed decision-making while strengthening their institutional capacity.

**Deliverables and Payments Timeline:**

<b>Deliverable</b>	<b>Date</b>	<b>Payments</b>
<b>Product 1:</b> A detailed work plan outlining the approach, timeline, and milestones for all activities.	1 month after signing the contract	10%
<b>Product 2:</b> Report diagnosing the status of the monitoring and evaluation information systems of MINEDUCYT and DOM in El Salvador.	5 months after signing the contract	15%
<b>Product 3:</b> Preliminary monitoring plan (including metrics and indicators) for the operation to enhance schools' climate resilience.	9 months after signing the contract	25%
<b>Product 4:</b> Final metrics and methods development plan for the monitoring of implementation of the operation as a blueprint for future operations	13 months after signing the contract	25%
<b>Product 5:</b> Report detailing a set of location-specific climate metrics and indicators to monitor all education sector projects.	20 months after signing the contract	15%
<b>Product 6:</b> Action plan presented to MINEDUCYT and relevant actors on the implementation strategy of metrics and indicators for the appropriation of climate monitoring in their projects.	24 months after signing the contract	10%

**What you'll need**

**Education:** Master's degree or equivalent in Environmental Science, Engineering, Public Policy, or other fields relevant to the responsibilities of the role.

**Experience:** More than 10 years of relevant work experience in Project Management, MRV system design and implementation or related areas. Highly desirable knowledge in project implementation and monitoring progress.

**Languages:** Proficiency in Spanish and English, both oral and written is required. Knowledge of the Bank's other official languages (French, Portuguese) is preferred.

### **Key Skills**

- Learn continuously.
- Collaborate and share knowledge.
- Focus on clients.
- Communicate and influence.
- Innovate and try new things.
- Proficiency in the use of tools and software for spatial analysis, hazard mapping, or statistical analysis is an asset.

### **Requirements:**

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- **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.

### **Type of contract and duration:**

- **Type of contract:** Products and External Services Consultant (PEC), Lump Sum.
- **Length of contract:** 24 months.
- **Work Location:** El Salvador.

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Is the innovation laboratory of the IDB Group. We mobilize financing, knowledge, and connections to drive innovation for inclusion in Latin America and the Caribbean. We believe innovation is a powerful tool that can transform our region, providing today unprecedented opportunities to populations that are vulnerable due to economic, social, or environmental factors. IDB Lab has a commitment to gender quality and diversity as part of its development mandate. The Strategy and Impact unit supports IDB Lab in the development of strategy, connections and knowledge, and impact measurement and reporting.

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IDB Invest, a member of the IDB Group, is a multilateral development bank committed to promoting the economic development of its member countries in Latin America and the Caribbean through the private sector. IDB Invest finances sustainable companies and projects to achieve financial results and maximize economic, social, and environmental development in the region. With a portfolio of \$14.1 billion in asset management and 325 clients in 25 countries, IDB Invest provides innovative financial solutions and advisory services that meet the needs of its clients in a variety of industries.

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## **EL SALVADOR**

### **ES-T1407: Support the development of an IDB CLIMA pilot project in El Salvador**

#### **CONSULTANCY TO DELIVER CAPACITY BUILDING SESSIONS, WORKSHOPS AND SEMINARS TO IMPROVE TECHNICAL KNOWLEDGE AND PRACTICAL SKILLS RELATED TO THE MINEDUCYT ROADMAP**

#### **TERMS OF REFERENCE**

##### **Post of Duty: El Salvador**

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 consultant with experience to impart capacity building sessions, workshops, and seminars to improve technical knowledge and practical skills amongst El Salvador's government staff related to the roadmap of the educational trajectories and climate change resilience operation. As a consultant, you will have to lead the process of designing and developing the capacity building sessions, coordinating with the government and relevant actors.

While the government of El Salvador aims to have increase the quality and quantity of the supply of educational services in a climate-resilient manner, it faces challenges related to gaps in the education supply, low-quality teaching and inequity in access to the services; and government agencies' limited management capabilities.

To address these challenges, both MINEDUCYT and DOM aim to expand the educational supply and improve educational quality, by improving their management capacity and adapting educational infrastructure to reduce educational interruptions due to extreme climate events and render them resilient to climate change.

This consultancy is framed in the Technical Cooperation (TC) supporting the IDB operation ES-L1167: "IDB CLIMA – Program to consolidate complete educational trajectories and their climate change resilience." The general objective of the operation is to consolidate complete educational trajectories by improving the resilience of educational services to climate change. Particularly, this consultancy focuses on supporting the analysis needed to introduce climate resilience management into the government agencies to strengthen their institutional capacity.

The beneficiary of this consultancy is El Salvador's MINEDUCYT.

You will work for the Climate Change Division (CSD/CCS) which is part of the Climate Change and Sustainability Department (CSD). This team is responsible for advising the IDB management and developing policies, strategies, operational guidelines, and programs on relevant sector issues, as well as in related areas. Additionally, CSD carries out relevant sectoral research, analytical work, sectoral practices, and case studies on climate change and sustainability. As a division of CSD, CCD/CCS provides support in two areas: (i) mainstreaming climate change into the IDB Group's actions and operations, and (ii) mainstreaming climate change into the regional countries of the IDB Group by supporting the region's ministries of environment, planning, and economy and finance. Both areas share the goal of strengthening climate policy at the subnational, national, and regional levels.

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

- Design an integral capacity building program based on MINEDUCYT's Roadmap related to operation ES-L1167, focusing on educational trajectories fulfillment and climate resilience in El Salvador.

- Identify and develop capacity building materials and teaching resources adequate to the relevant themes.
- Organize and impart capacity building and comprehensive training sessions, workshops and seminars amongst government agencies staff and other interested key parties. Ensure that the sessions cover both theoretical knowledge and practical skills necessary to implement the roadmap.
- Develop assessments of the capacity building sessions to evaluate the effectiveness and impact on the staff's knowledge and skills.
- Develop detailed reports about the capacity building activities undertaken, including participation, covered topics, results of the assessments and recommendations for future capacity-building activities.

#### **Deliverables and Payments Timeline:**

<b>Deliverable</b>	<b>Date</b>	<b>Payments</b>
<b>Product 1:</b> A detailed work plan outlining the approach, timeline, and milestones for all activities.	1 month after signing the contract	10%
<b>Product 2:</b> Report containing the capacity building Program (designed for the implementation of the MINEDUCYT Roadmap), including objectives, contents, methodologies, timeline, and capacity building materials.	3 months after signing the contract	30%
<b>Product 3:</b> Report on the capacity building activities undertaken (list of participants, covered topics, assessments of participant ownership and recommendations).	6 months after signing the contract	20%
<b>Product 4:</b> Report with reference guidelines and methodologies that include summaries of the contents of the capacity building sessions, lessons learned, and practical tools for the implementation of the roadmap.	12 months after signing the contract	40%

#### **What you'll need**

**Education:** A graduate degree in Environmental Science, Public Policy, or a related field relevant to the responsibilities of the role is required.

**Experience:** A minimum of 7 years of relevant professional experience, or the equivalent combination of education and experience, in economics, public policy and/or climate change, particularly in developing nations.

**Languages:** Proficiency in Spanish and English, both oral and written is required. Knowledge of the Bank's other official languages (French, Portuguese) is preferred.

#### **Key Skills**

- Learn continuously.
- Collaborate and share knowledge.
- Focus on clients.
- Communicate and influence.
- Innovate and try new things.
- Proficiency in the use of tools and software for spatial analysis, hazard mapping, or statistical analysis is an asset.

### **Requirements:**

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- **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.

### **Type of contract and duration:**

- **Type of contract:** Products and External Services Consultant (PEC), Lump Sum.
- **Length of contract:** 12 months.
- **Work Location:** El Salvador.

### **What we offer**

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## **EL SALVADOR**

### **ES-T1407: Support the development of an IDB CLIMA pilot project in El Salvador**

#### **CONSULTANCY FOR THE IMPLEMENTATION OF DISSEMINATION WORKSHOPS AND CAPACITY BUILDING TO ESTABLISH OBJECTIVES AND INDICATORS FOR THE IDB CLIMA PROJECT IN EL SALVADOR AND CONDUCT MONITORING OF THESE INDICATORS**

#### **TERMS OF REFERENCE**

##### **Post of Duty: El Salvador**

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 consultant with experience in developing dissemination workshops and capacity building to establish objectives and indicators for the IDB CLIMA project in El Salvador, and improve the capacity to develop MINEDUCYT's staff reports as well as other interested parties. As a consultant, you will lead the design and development process of the capacity building sessions, coordinating with the government and relevant actors. Furthermore, you will be in charge of monitoring the indicators related to the project during the length of the contract.

While the government of El Salvador aims to have increase the quality and quantity of the supply of educational services in a climate-resilient manner, it faces challenges related to gaps in the education supply, low-quality teaching and inequity in access to the services; and government agencies' limited management capabilities.

To address these challenges, both MINEDUCYT and DOM aim to expand the educational supply and improve educational quality, by improving their management capacity and adapting educational infrastructure to reduce educational interruptions due to extreme climate events and render them resilient to climate change.

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**What you'll do:**

- Design and develop the content of the dissemination workshops and capacity building to establish objectives and indicators for the IDB CLIMA project in El Salvador, and the development of reports. Create teaching materials and reference guides for participants in the workshops.
- Organize and impart dissemination workshops and capacity building to MINEDUCYT's staff and other interested parties.
- Ensure that the workshops effectively cover the use of the Assessment Questionnaire, the methodologies to establish objectives and indicators, and the best practices for the development of reports.
- Develop assessments of the workshops to measure the effectiveness of the capacity building and the impact on the participants' knowledge and skills.
- Monitor the achievement of said objectives and indicators throughout the duration of the contract.
- Give recommendations about the continuous monitoring of the project's objectives and indicators

**Deliverables and Payments Timeline**

<b><u>Deliverables:</u></b>	<b><u>Percentage</u></b>	<b><u>Planned Date to Submit</u></b>
<u>Deliverable 1:</u> Work plan that includes the key milestones for the accomplishment of the consultancies' objectives	15%	15 days after signing the contract
<u>Deliverable 2:</u> Report with the Capacity Building Program, describing the integral, capacity building program, including objectives, contents, methodologies, timeline and capacity building materials.	15%	2 months after signing the contract
<u>Deliverable 3:</u> Capacity building report, with detail on the capacity building activities undertaken, including participants, covered topics, results of the evaluations and participant feedback	15%	6 months after signing the contract
<u>Deliverable 4:</u> Report with reference guidelines and materials, developed for MINEDUCYT's staff, that include summaries of the capacity building contents and practical tools for the implementation of the roadmap.	20%	12 months after signing the contract
<u>Deliverable 5:</u> Monitoring report of the selected indicators and objectives	15%	18 months after signing the contract

summarizing milestones, obstacles and recommendations.		
<b>Deliverable 6:</b> Report detailing the state of accomplishment of the selected indicators and objectives, with a monitoring plan for the subsequent years of the project and lessons learned	20%	24 months after signing the contract

### **What you'll need**

- **Education:** Master's degree or equivalent in economics, environmental science, public policy, or other fields relevant to the responsibilities of the role.
- **Experience:** At least 10 years of relevant professional experience, or the equivalent combination of education and experience in economics, public policy and/or climate change.
- **Languages:** Proficiency in Spanish and English, both oral and written is required. Knowledge of the Bank's other official languages (French, Portuguese) is preferred.

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