

Consulting for the assesment of current institutional capacities and inclusive education offer**Location**

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

Since 2011, the Japan Special Fund Poverty Reduction Program (JPO) has been collaborating with CTI to provide technology access to more than 500 children and young people with disability (PWD) in the Fe y Alegría (FyA) institutions of Quito, Guayaquil, Manta and Santo Domingo in Ecuador. Through a series of projects that applied ICT technology by a social innovation methodology, a growing number of PWD have managed to complete their secondary studies in poor neighborhoods marked by exclusion. To address the integral development of PWD, this new phase expects to use innovation and technology to cover the needs of higher education access and labor market insertion which are still massive areas of opportunity for PWD. Focused on careers in the Science, Technology, Engineering and Mathematics -STEM- sectors, school continuity and job placement for PWD can increase their opportunities for a formal employment, bettering their quality of life, personal growth, and independence.

We are looking for a professional, proactive, and passionate consultant, who will help us identify, analyze and evaluate current institutional capacities and inclusive education offer.

What you'll do:

1. Review of the study programs of the different educational levels
2. Assessment of the current capabilities of the teachers at the FyA centers
3. Identification of the pedagogical and technological needs of educational institution
4. Identify areas of opportunity for the educational inclusion in study programs, infrastructure and equipment
5. Generate lines of action or recommendations to improve institutional capacities

Deliverables and Payments Timeline:

- Product #1: Planning of activities and work program
- Product #2: Report and document delivery of activities 1 and 2 mentioned in the previous section.
- Product #3: Report and document delivery of activities 3 and 4 mentioned in the previous section.
- Product #4: Report and document delivery of activity 5 mentioned in the previous section.

What you'll need

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Product 1	10%	Maximum 15 days after signing the contract
Product 2	30%	Maximum 30 days after delivery of product 1
Product 3	30%	Maximum 30 days after delivery of product 2
Product 4	30%	Maximum 30 days after delivery of product 3

- **Education:** Bachelor's degree in pedagogy, special education, or other fields relevant to the responsibilities of the role.
- **Experience:** At least 3 years of progressive experience in teaching fields.
- **Languages:** Proficiency in English and one of the other Bank official languages (Spanish, French or Portuguese) is required.

Key skills:

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

Requirements:

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

Type of contract and duration:

- **Type of contract:** Products and External Services Consultant (PEC), Lump Sum
- **Length of contract:** 4 months



What we offer

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- 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.

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

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https://twitter.com/the_IDB

Consulting for the definition of technological, teaching and inclusion needs.**Location**

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We are looking for a professional, proactive, and passionate consultant, who will help us to identify technological, teaching and inclusion needs in educational centers.

What you'll do:

1. Visit educational centers to identify physical and infrastructure needs of study spaces.
2. Identify or design the tools, infrastructure, or adaptations necessary in education centers.
3. Identify software needs for PWDs.

Deliverables and Payments Timeline:

- Product #1: Planning of activities and work program
- Product #2: Report and document delivery of activity 1 mentioned in the previous section.
- Product #3: Report and document delivery of activity 2 mentioned in the previous section.
- Product #4: Report and document delivery of activity 3 mentioned in the previous section.

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Product 1	10%	Maximum 15 days after signing the contract
Product 2	30%	Maximum 20 days after delivery of product 1
Product 3	30%	Maximum 30 days after delivery of product 2
Product 4	30%	Maximum 20 days after delivery of product 3

What you'll need

- **Education:** Bachelor's degree in pedagogy, special education, or other fields relevant to the responsibilities of the role.
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Type of contract and duration:

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What we offer



HRD Terms of Reference

ANNEX A

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Terms of Reference

Country: Ecuador

Technical Cooperation Number: EC-T1534

Name of Technical Cooperation:

Consulting for the design, validation and implementation of an adapted higher education study plan and curricula offer for PWD

1. Background and Justification

- 1.1 Fe y Alegría Ecuador.** Since 2011, the Japan Special Fund Poverty Reduction Program (JPO) has been collaborating with CTI to provide technology access to more than 500 children and young people with disability (PWD) in the Fe y Alegría (FyA) institutions of Quito, Guayaquil, Manta and Santo Domingo in Ecuador, having a significant impact in their education.
- 1.2 Improving opportunities through technology.** Through a series of projects that applied ICT technology by a social innovation methodology, a growing number of PWD have managed to complete their secondary studies in poor neighborhoods marked by exclusion.
- 1.3 Higher education for people with disabilities.** To address the integral development of PWD, this new phase expects to use innovation and technology to cover the needs of higher education access and labor market insertion which are still massive areas of opportunity for PWD. Focused on careers in the Science, Technology, Engineering and Mathematics -STEM- sectors, school continuity and job placement for PWD can increase their opportunities for a formal employment, bettering their quality of life, personal growth, and independence.

2. Objectives

- 2.1 The objective of this consultancy is to develop a series of study plans and curricula that considers the beneficiaries' particular needs disaggregated by types of studies and career tracks. All assets will be implemented in a pilot program executed in the FyA educational centers in Guayaquil and Santo Domingo, given the high number of enrolled PWD in those two centers.

3 Key Activities

- 3.1 Meetings with stakeholders of the technological labor market
- 3.2 Workshops with teachers and education experts.
- 3.3 Design of study plans for PWD based on labor market needs
- 3.4 Identify software needs for PWDs.
- 3.5 Implement a pilot of an adapted higher education study plan and curricula offer for PWD.
- 3.6 Report findings and recommendations of the pilot.

4 Results and expected products:

- Product #1: Planning of activities and work program
- Product #2: Report and document delivery of activities 3.1 and 3.2 previously mentioned.
- Product #3: Report and document delivery of activity 3.3 and 3.4 previously mentioned.
- Product #4: Report and document delivery of activities 3.5 mentioned in the previous section.
- Product #5: Report and document delivery of activities 3.6 mentioned in the previous section.

Deliverable #	Percentage	Planned Date to Submit
Product 1	10%	Maximum 15 days after signing the contract
Product 2	20%	Maximum 20 days after delivery of product 1
Product 3	30%	Maximum 90 days after delivery of product 2
Product 4	30%	Maximum 40 days after delivery of product 3
Product 5	10%	Maximum 40 days after delivery of product 3

5. Acceptance Criteria:

5.1. The leader and coordinator of this consultancy will approve the acceptance of each of the products and deliverables mentioned above in order to make each disbursement to the consulting firm. The communication that will make official the acceptance of each deliverable will be by e-mail.

6. Supervision and Reporting

6.1. The leader and coordinator of this consultancy will be Carlos Guaipatin, Lead Specialist of the Competitiveness, Technology and Innovation Division (IFD/CTI) cguaipatin@iadb.org.

7. Deliverables and Payments Timeline

7.1 Payment terms will be based on project milestones or deliverables. The Bank does not expect to make advance payments under consulting contracts unless a significant amount of travel is required. The Bank desires to receive the most competitive cost proposal for the services described herein.

7.2 The IDB Official Exchange Rate indicated in the PDS will be applied for necessary conversions of payments in local currency.

7.3 Payments will be made in accordance with the following payment schedule:

Deliverable #	Percentage	Planned Date to Submit
Product 1	10%	Maximum 15 days after signing the contract
Product 2	20%	Maximum 40 days after delivery of product 1
Product 3	30%	Maximum 40 days after delivery of product 2
Product 4	30%	Maximum 40 days after delivery of product 3
Product 5	10%	Maximum 90 days after delivery of product 4

Terms of Reference

Country: Ecuador
 Technical Cooperation Number: EC-T1534
 Name of Technical Cooperation:

Consulting for the design, validation and implementation of workshops for training in general job skills.

1. Background and Justification

- 1.1 Fe y Alegría Ecuador.** Since 2011, the Japan Special Fund Poverty Reduction Program (JPO) has been collaborating with CTI to provide technology access to more than 500 children and young people with disability (PWD) in the Fe y Alegría (FyA) institutions of Quito, Guayaquil, Manta and Santo Domingo in Ecuador, having a significant impact in their education.
- 1.2 Improving opportunities through technology.** Through a series of projects that applied ICT technology by a social innovation methodology, a growing number of PWD have managed to complete their secondary studies in poor neighborhoods marked by exclusion.
- 1.3 Higher education for people with disabilities.** To address the integral development of PWD, this new phase expects to use innovation and technology to cover the needs of higher education access and labor market insertion which are still massive areas of opportunity for PWD. Focused on careers in the Science, Technology, Engineering and Mathematics -STEM- sectors, school continuity and job placement for PWD can increase their opportunities for a formal employment, bettering their quality of life, personal growth, and independence.

2. Objectives

- 2.1 The objective of this consultancy is to develop a program for training in general job skills and in digital skills for emerging technology so the beneficiaries can be introduced into the labor market. All assets will be implemented in a pilot program executed in the FyA educational centers in Guayaquil and Santo Domingo, given the high number of enrolled PWD in those two centers.

3 Key Activities

- 3.1 Preparation of a work plan and schedule with the activities and execution times required to comply with the contractual object.
- 3.2 Design trainings that cover the knowledge demands for jobs in the technical fields.
- 3.3 Implementation of training workshops.

4 Results and expected products:

- Product #1: Report and delivery of work plan and schedule (activity 3.1).
- Product #2: Report and document delivery of activity 3.2 mentioned in the previous section.
- Product #3: Report and document delivery of activity 3.3 mentioned in the previous section.

Deliverable #	Percentage	Planned Date to Submit
Product 1	10%	Maximum 15 days after signing the contract
Product 2	50%	Maximum 40 days after delivery of product 1
Product 3	40%	Maximum 30 days after delivery of product 2

5. Acceptance Criteria:

5.1. The leader and coordinator of this consultancy will approve the acceptance of each of the products and deliverables mentioned above in order to make each disbursement to the consulting firm. The communication that will make official the acceptance of each deliverable will be by e-mail.

6. Supervision and Reporting

6.1. The leader and coordinator of this consultancy will be Carlos Guaipatin, Lead Specialist of the Competitiveness, Technology and Innovation Division (IFD/CTI) cguaipatin@iadb.org.

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7.3 Payments will be made in accordance with the following payment schedule:

Payment plan	
Deliberables	%
Product #1 approved by the IDB	20%
Product #2 approved by the IDB	40%
Producto #3 validado por el BID	40%
TOTAL	100%

Teachers' training in the pedagogical accompaniment of PWD in their career definition and selection

Location

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About this position

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What you'll do:

1. Training workshops for 40 teachers to carry out the pedagogical accompaniment of PWD in the definition of their careers.

Deliverables and Payments Timeline:

- Product #1: Report and document delivery of activity 1 mentioned in the previous section.

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Product 1	100%	Maximum 60 days after signing the contract

What you'll need

- **Education:** Bachelor's degree in pedagogy, communication or other fields relevant to the responsibilities of the role.
- **Experience:** At least 5 years of progressive experience in fields relevant to the responsibilities of the role.
- **Languages:** Proficiency in English and one of the other Bank official languages (Spanish, French or Portuguese) is required.



HRD Terms of Reference

ANNEX A

Key skills:

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

Requirements:

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

Type of contract and duration:

- **Type of contract:** Products and External Services Consultant (PEC), Lump Sum
- **Length of contract:** 3 months

What we offer

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Our culture

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Consulting for the design, validation and implementation of digital bootcamps**Location**

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What you'll do:

1. Generation of documents and guide manuals for careers in technological fields
2. Guidance workshops and individual accompaniment of PWD to prepare for job application: career definition, interview practice, CV drafting.
3. Accompaniment and support of students in the application process.

Deliverables and Payments Timeline:

- Product #1: Report and document delivery of activity 1 mentioned in the previous section.
- Product #2: Report and document delivery of activity 2 mentioned in the previous section.
- Product #3: Report and document delivery of activity 3 mentioned in the previous section.

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Product 1	25%	Maximum 60 days after signing the contract
Product 2	25%	Maximum 60 days after signing the contract
Product 3	50%	Maximum 60 days after signing the contract

What you'll need

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Consulting for follow up action plan.

Location

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What you'll do:

1. Definition of an action plan that details how FyA will follow-up on graduates and continue to support the development of PWD after securing employment. The plan must contain at least the following:
 - Follow-up dates
 - Responsible for the activities
 - Monitoring
 - Periodic results indicators
 - Recommendations
 - Conclusions

Deliverables and Payments Timeline:

- Product #1: Preliminary report of activity 1 mentioned in the previous section.
- Product #2: Report and document delivery of activity 1 mentioned in the previous section.

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Product 1	50%	Maximum 30 days after signing the contract
Product 2	50%	Maximum 30 days after delivery of product 1

What you'll need

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Career Prosper Consultancy: Empowering PWD in Job Readiness

Location

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

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What you'll do:

1. Identify the abilities of the students with disabilities.
2. Accompany and mentor students in choosing their career.
3. Support students in gathering application requirements and monitor the process.
4. Hold meetings with students and their families.

Deliverables and Payments Timeline:

- Product #1: Preliminary report of activity 1 mentioned in the previous section.
- Product #2: Report and document delivery of activity 1 mentioned in the previous section.

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Product 1	50%	Maximum 60 days after signing the contract
Product 2	50%	Maximum 60 days after delivery of product 1

What you'll need

- **Education:** Bachelor's degree fields relevant to the responsibilities of the role.
- **Experience:** At least 3 years of progressive experience in fields relevant to the responsibilities of the role.

- **Languages:** Proficiency in English and one of the other Bank official languages (Spanish, French or Portuguese) is required.

Key skills:

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

Requirements:

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

Type of contract and duration:

- **Type of contract:** Products and External Services Consultant (PEC), Lump Sum
- **Length of contract:** 6 months

What we offer

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

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

Our culture

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HRD Terms of Reference

ANNEX A

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Liaison Partnership Advocate Consultancy: Strengthening Opportunities for Employing PWD**Location**

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About this position

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What you'll do:

1. Identify potential employers for partnerships.
2. Action plan for partnership creation.
3. Support partners in hiring conditions for PWD.
4. Reports and status of on-going meetings with potential partners.
5. Signed agreements with new partners.

Deliverables and Payments Timeline:

- Product #1: Report and document delivery of activity 1 mentioned in the previous section.
- Product #2: Report and document delivery of activity 2 mentioned in the previous section.
- Product #3: Report and document delivery of activity 3 mentioned in the previous section.
- Product #4: Report and document delivery of activity 4 mentioned in the previous section.
- Product #5: Report and document delivery of activity 5 mentioned in the previous section.

What you'll need

- **Education:** Bachelor's degree fields relevant to the responsibilities of the role.
- **Experience:** At least 3 years of progressive experience in fields relevant to the responsibilities of the role.
- **Languages:** Proficiency in English and one of the other Bank official languages (Spanish, French or Portuguese) is required.

Key skills:

- Learn continuously
- Collaborate and share knowledge
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- Communicate and influence
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Requirements:

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Type of contract and duration:

- **Type of contract:** Products and External Services Consultant (PEC), Lump Sum
- **Length of contract:** 6 months

What

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<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Product 1	20%	Maximum 30 days after signing the contract
Product 2	25%	Maximum 30 days after delivery of product 1
Product 3	25%	Maximum 20 days after delivery of product 2
Product 4	30%	Maximum 60 days after delivery of product 3

we offer

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- A **competitive compensation** package.



- A flexible way of working. You will be evaluated by deliverable.

Our culture

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Scholar Fund Consultancy: Managing volunteering, training activities and internships with partner companies.**Location**

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What you'll do:

1. Manage volunteering, training and activities and internships of PWD.

Deliverables and Payments Timeline:

- Product #1: Preliminary report of activity 1 mentioned in the previous section.
- Product #2: Report and document delivery of activity 1 mentioned in the previous section.

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Product 1	50%	Maximum 60 days after signing the contract
Product 2	50%	Maximum 90 days after delivery of product 1

What you'll need

- **Education:** Bachelor's degree fields relevant to the responsibilities of the role.
- **Experience:** At least 3 years of progressive experience in fields relevant to the responsibilities of the role.
- **Languages:** Proficiency in English and one of the other Bank official languages (Spanish, French or Portuguese) is required.

Key skills:

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Type of contract and duration:

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- **Length of contract:** 6 months

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Evaluation study

Location

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What you'll do:

1. Impact assessment containing at least the following:
 - Define the Methodology to use.
 - Identify the data source.
 - Produce and disseminate the results.

Deliverables and Payments Timeline:

- Product #1: Preliminary report of activity 1 mentioned in the previous section.
- Product #2: Report and document delivery of activity 1 mentioned in the previous section.

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Product 1	50%	Maximum 60 days after signing the contract
Product 2	50%	Maximum 90 days after delivery of product 1

What you'll need

- **Education:** Bachelor's degree fields relevant to the responsibilities of the role.
- **Experience:** At least 3 years of progressive experience in fields relevant to the responsibilities of the role.



HRD Terms of Reference

ANNEX A

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Type of contract and duration:

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- **Length of contract:** 6 months

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Proposal for national strategy

Location

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About this position

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What you'll do:

1. Generate an inclusive education proposal replicable in other institutions, which must contain at least the following:
 - Pilot experience
 - recommendations
 - Work plans
 - Study plans
 - Training
 - Profiles
 - Necessary equipment and infrastructure

Deliverables and Payments Timeline:

- Product #1: Preliminary report of activity 1 mentioned in the previous
- Product #2: Report and document delivery of activity 1 mentioned in the previous

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Product 1	50%	Maximum 60 days after signing the contract
Product 2	50%	Maximum 90 days after delivery of product 1

What you'll need

- **Education:** Bachelor's degree fields relevant to the responsibilities of the role.
- **Experience:** At least 3 years of progressive experience in fields relevant to the responsibilities of the role.
- **Languages:** Proficiency in English and one of the other Bank official languages (Spanish, French or Portuguese) is required.

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Type of contract and duration:

- **Type of contract:** Products and External Services Consultant (PEC), Lump Sum
- **Length of contract:** 6 months

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https://twitter.com/the_IDB

Financial Audit**Location**

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About this position

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What you'll do:

1. The Auditor is required to issue the following reports:
 - Report of the independent auditors on the financial statements.
 - Internal Control Report.

In the case of the audit of projects financed by the Bank, it requires that said report points out aspects, as well as make recommendations, on topics such as:

- a) Comments and observations on the accounting records, and the processes that were examined during the audit.
- b) Specific deficiencies and areas of weakness in systems and controls.
- c) Deviations from the applied accounting policies and practices.
- d) Cases of non-compliance with the terms of the Loan Contract/the relevant Financing Agreement/Cooperation Letter.
- e) Expenses that are considered ineligible and that have been paid from the designated account or claimed by the Bank through a refund.
- f) Expenses that do not comply with tax or other laws applicable in the country.
- g) Matters that have come to attention during the audit that could have a significant impact on the execution of the Project.
- h) Status of compliance with audit recommendations from previous periods, as a result of the identified findings, including only those recommendations that have not been implemented, that are partially fulfilled or that have been implemented in the period to which it refers.

Deliverables and Payments Timeline:

- Product #1: Report of the independent auditors on the financial statements
- Product #2: Internal Control Report.

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Product 1	50%	Maximum 60 days after signing the contract
Product 2	50%	Maximum 60 days after delivery of product 1

What you'll need

- **Education:** Bachelor's degree fields relevant to the responsibilities of the role.
- **Experience:** At least 5 years of progressive experience in fields relevant to the responsibilities of the role.
- **Languages:** Proficiency in English and one of the other Bank official languages (Spanish, French or Portuguese) is required.

Key skills:

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

Requirements:

- **Citizenship:** You are a citizen of one of our 48-member countries.
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- **COVID-19 considerations:** the health and safety of our employees are our number one priority. As a condition of employment, IDB/IDB Invest requires all new hires to be fully vaccinated against COVID-19.

Type of contract and duration:

- **Type of contract:** Products and External Services Consultant (PEC), Lump Sum
- **Length of contract:** 4 months



What we offer

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Our culture

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Project Management and Coordination Consultant**Location**

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About this position

The project “Applying innovation to secure higher education and employment for young people with disabilities (EC-T1534) seeks to foster higher education access and labor market insertion of young people with disabilities (PWD) in the technical and technological fields with the support of Fe y Alegria Ecuador (FyA). By developing the offer and accessibility of inclusive higher education programs (especially in the STEM sector) followed by job training and an accompaniment program of labor intermediation, PWD can increase their opportunities for formal employment, 51bettering their quality of life, personal growth, and independence. This, bolstered by alliances with technical higher education institutions and local businesses in the technological sector.

In Ecuador there are 264,098 PWD of working age (18 to 64 years old) registered in the Information System of the Single Registry of Persons with Disabilities; the National Agenda for Equality in Disabilities (2017) indicates that 19% have accessed secondary education and only 8% has reached a level of higher education, compared to the 32% of people without disabilities. Despite government efforts to implement specialized teacher training, there isn't a defined learning program and school continuity is threatened by higher institution's common lack of adapted study programs, technology or accompaniment or guidance. Insufficient opportunities for higher education affect access to formal jobs, as most employers demand a third level degree.

FyA has taken initial steps in PWD's admission into higher education and labor market integration, concluding in the importance of creating alliances with business and the private sector to guarantee feasibility of employment, ensure that school training responds to the demanded skills and that employers have the conditions to work with PWD.

Since 2011, the CTI Division of the IDB and FyA, with the support of the IDB Japanese Trust Fund, have supported the educational inclusion of more than 900 PWD in some of the poorest neighborhoods in Ecuador marked by exclusion, violence and lack of education. Through projects that applied ICT by a social innovation methodology, a growing number of PWD have completed their secondary studies. This project seeks to capitalize the lessons learnt by FyA in the past decade to address the integral development of PWD with the pursue higher education supported by ICT and employment placement.

The project will benefit around 300 people and its sustainability and success is based on FyA's expertise in working with PWD, their track record of influencing public policies and transferring best practices to public educational centers; their alliance with the Ministry of Education to promote inclusion; a network of 6 educational centers in Ecuador, allowing knowledge exchange;

defined improvement mechanisms to adapt to emerging needs; and FyA's ability to generate their own resources through the private sector, ensuring financial stability.

For the successful implementation and management of the project, the Fe y Alegria Association will need support in the management of the project. It will be necessary to contract a consultant in agreement with these Terms of Reference to fulfill that role.

What you'll do: The general objective of this consulting service is to provide management and coordination of the project from the project's beginning to its completion. Specifically, the program manager will:

1. Plan, coordinate, supervise the execution of the activities established in the project components.
2. Prepare annual work plans.
3. Prepare terms of reference for, and identify, select, contract, and evaluate the performance of external consultants.
4. Produce the semi-annual progress reports; and
5. Coordinate the contracting of the external audit of the project.

Deliverables and Payments Timeline:

- Payments will be made biweekly.

What you'll need

- **Education:** Master's degree in Economics, International Relations or other fields relevant to the responsibilities of the role.
- **Experience:** Extensive project management and development experience, with knowledge of ICT as applied to social inclusion and social innovation. Experience working with children and youth with disabilities is required.
- **Languages:** Proficiency in English and one of the other Bank official languages (Spanish, French or Portuguese) is required. Knowledge of Ecuadorian Sign Language.

Key skills:

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

Requirements:

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

Type of contract and duration:

- **Type of contract:** Products and External Services Consultant (PEC), Lump Sum
- **Length of contract:** 36 months
- **Responsible person:** Carlos Guaipatin, Sector Lead Specialist - Science & Technology IFD/CTI cguaipatin@iadb.org

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 to request reasonable accommodation to complete this application.

Our Human Resources Team reviews carefully every application.

About the IDB Group

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



About IDB

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

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