

## HRD Terms of Reference

### Stakeholder Consultations, Data Collection, and Export Sector Prioritization Consultant

#### Post of Duty: Remote

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.

#### Background

The Government of The Bahamas is elaborating a National Export Strategy (NES) to guide public spending, programs, and incentives aimed at increasing export competitiveness and diversification. The strategy emphasizes near term, realistic export sectors grounded in existing skills, production capacity, and market readiness. The IDB, through Technical Cooperation (TC) BH-T1138, is supporting the initiative by identifying, validating, and prioritizing realistic export sectors with strong potential for development. Under Component 1 of the TC, this consultancy will lead the national stakeholder consultation process and the initial analytical screening required to identify three to five priority export sectors for deeper value chain assessment.

#### About this position

We are looking for a consultant with demonstrated expertise in international trade and export strategies to support the prioritization exercise.

You will work with the Trade and Investment Division part of the Productivity, Trade and Innovation Sector. This team is responsible for providing support to the countries in Latin America and the Caribbean by implementing innovative solutions to move towards a more productive, open and connected region with the world. Said support is carried out through intervention in issues of trade facilitation, export promotion and investment attraction, support for the negotiation and implementation of trade agreements, and technical support for regional integration initiatives and blocks.

#### What you'll do:

The primary objective of this activity is to identify, validate, and prioritize realistic export sectors with short term development potential through structured stakeholder consultations and data triangulation.

The consultant will report to the IDB Team Leader, working in close coordination with the Bahamas Trade Commission and the Ministry of Economic Affairs. The consultant will carry out the following activities:

#### **1. Design and Planning**

- a. Prepare a consultation methodology and work plan.
- b. Develop sector screening criteria reflecting:
  - i. existing production capacity,
  - ii. skills availability,
  - iii. technology readiness,
  - iv. standards/compliance feasibility,
  - v. export market demand.

#### **2. Stakeholder Consultations**

- a. Conduct consultations with:
  - i. MSMEs and producer groups (agriculture, light manufacturing, other private sector industries),
  - ii. relevant industry associations,
  - iii. logistics and trade facilitation stakeholders,

## HRD Terms of Reference

- iv. key public entities (MOEA, BTC, Agriculture, Finance, ports/free zones).
  - b. Use a mix of group consultations and targeted interviews, coordinated with Component 2 events.

### 3. Data Collection and Analysis

- a. Collect and triangulate qualitative and quantitative information on:
  - i. production volumes and inputs,
  - ii. labor and skills availability,
  - iii. infrastructure and technology gaps,
  - iv. trade facilitation constraints.
- b. Conduct SWOT analyses for candidate sectors and products (e.g., niche agricultural and light manufacturing goods).

### 4. Sector Screening and Prioritization

- a. Apply screening criteria to identify a shortlist of three to five priority sectors.
- b. Clearly document assumptions, constraints, and short term feasibility.

### 5. Reporting and Validation

- a. Present preliminary findings for validation with Government counterparts.
- b. Revise and finalize outputs based on feedback.

## Deliverables and Payments Timeline:

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned date to submit</u>
#1: Consultation plan and stakeholder map	10%	Week 2 since the contract was signed
#2: Summary report of consultation findings (national and sector specific)	25%	Week 12 since the contract was signed
#3: Screening matrix and justification for shortlisted sectors	40%	Week 18 since the contract was signed
#4: Prioritization Report feeding into the NES	25%	Week 22 since the contract was signed

## What you will need:

**Education:** Advanced degree (Master's or higher) in economics, international trade, public policy, or related field.

## **Experience:**

- Minimum 7 years of experience in trade policy, export development, or private sector diagnostics.
- Demonstrated experience conducting stakeholder consultations and sector prioritization exercises, preferably in small open economies.
- Strong analytical and drafting skills.

**Languages:** Proficiency in English

## HRD Terms of Reference

### 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.

### Type of contract and duration:

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

### 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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### Value Chain and Competitiveness Assessments of Priority Export Sectors Consultant

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#### **Background**

The Government of The Bahamas is elaborating a National Export Strategy (NES) to guide public spending, programs, and incentives aimed at increasing export competitiveness and diversification. The strategy emphasizes near term, realistic export sectors grounded in existing skills, production capacity, and market readiness. The IDB, through Technical Cooperation (TC) BH-T1138, is supporting the initiative by identifying, validating, and prioritizing realistic export sectors with strong potential for development. Following the identification of priority sectors under another consultancy, the Government of The Bahamas requires deeper analytical work to determine how selected sectors can scale exports in the short term. This consultancy will perform value chain and competitiveness assessments to support evidence-based policy and program design under the NES.

#### **About this position**

We are looking for a consultant with demonstrated expertise in international trade and export strategies to support the value chain mapping and competitiveness assessment exercise.

You will work with the Trade and Investment Division part of the Productivity, Trade and Innovation Sector. This team is responsible for providing support to the countries in Latin America and the Caribbean by implementing innovative solutions to move towards a more productive, open and connected region with the world. Said support is carried out through intervention in issues of trade facilitation, export promotion and investment attraction, support for the negotiation and implementation of trade agreements, and technical support for regional integration initiatives and blocks (main tasks of the department).

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

The primary objective of this consultancy is to assess constraints, opportunities, and readiness for export expansion in the prioritized sectors, and to develop actionable export roadmaps aligned with national capacity, logistics realities, and standards requirements.

The scope of work will include the following tasks:

#### **1. Value Chain Mapping**

- a. Map end-to-end value chains for each shortlisted sector, covering:
  - i. inputs and production,
  - ii. processing and value addition,
  - iii. packaging and branding,
  - iv. transportation, logistics, and export channels.

#### **2. Competitiveness Assessment**

- a. Identify cost drivers, bottlenecks, and productivity constraints.
- b. Benchmark Bahamian production against regional or comparable competitors.

#### **3. Standards and Compliance Review**

- a. Assess international market requirements (e.g., SPS, TBT, labeling, certification).
- b. Identify feasible compliance upgrades and institutional gaps.

## HRD Terms of Reference

### 4. Trade Facilitation and Enabling Environment

- a. Identify border management, port/airport, and logistics issues affecting export costs.
- b. Highlight opportunities for improvements that support prioritized sectors.

### 5. Export Roadmaps

- a. Develop actionable sector roadmaps including:
  - i. short-term (12 months),
  - ii. medium-term (24–36 months) actions.
- b. Propose targeted public and private interventions (policy, incentives, facilities, skills).

### 6. Integration and Validation

- a. Coordinate with Consultancy 1 to ensure coherence with sector selection.
- b. Present findings at a validation workshop

### Deliverables and Payments Timeline:

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned date to submit</u>
#1: Value chain assessments for each prioritized sector	30%	Week 12 since the contract was signed
#2: Competitiveness and bottleneck analysis	20%	Week 16 since the contract was signed
#3: Export standards compliance checklist per sector	20%	Week 20 since the contract was signed
#4: Sector-specific export roadmaps	30%	Week 26 since the contract was signed

### What you will need:

**Education:** Advanced degree in economics, agribusiness, industrial development, or related fields.

### **Experience:**

- Minimum 7 years of experience in value chain analysis, competitiveness diagnostics, or export development.
- Experience working on agriculture, light manufacturing, or MSME export sectors preferred.
- Proven ability to translate analysis into actionable policy recommendations.

**Languages:** Proficiency in English

### Key skills:

- Learn continuously.
- Collaborate and share knowledge.
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### Requirements:

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- **Length of contract:** 7 months
- **Work Location:** Remote.

### **Our culture**

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