

Consultant – Research Assistant**Chile**

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.

[The Social Sector \(SCL\)](#) is a multidisciplinary team convinced that investing in people is the way to improve lives and overcome the development challenges in Latin America and the Caribbean. Jointly with the countries in the region, the Social Sector formulates public policy solutions to reduce poverty and improve the delivery of education, work, social protection, and health services. The objective is to advance a more productive region, with equal opportunities for men and women, and greater inclusion of the most vulnerable groups.

The IDB Group helps Latin American and Caribbean countries promote skills development and lifelong learning as a strategy to ensure that citizens can contribute productively to society, improve their well-being, and be good citizens. To this end, it works with the countries of the region in [five lines of action](#):

- i. ensure that people have equitable access to relevant, high-quality learning opportunities throughout their lives.
- ii. strengthen quality and relevance assurance mechanisms.
- iii. consolidate and develop better financing and co-financing mechanisms to improve efficiency, effectiveness, and coverage of skills development opportunities.
- iv. take advantage of the use of technology to increase equity and access to skills development opportunities and improve the efficiency of skills development systems; and
- v. actively promote the generation and use of evidence to inform decisions about skills development.

About this position

We are looking for a proactive, detail-oriented and meticulous research assistant consultant. As research assistant you will support the design, implementation and evaluation of the AI-powered "Profe Gabi" teacher induction and mentoring system in its 2025 deployment.

You will work in the Division of Education (SCL/EDU) part of the Social Sector Department. This team is responsible for supporting education systems of Latin America and the Caribbean countries to reach five dimensions that will contribute to making them successful in promoting effective teaching and learning among all children and youth

The objective of this consultancy is supporting the implementation of "Profe Gabi," an AI-powered chatbot focused on providing support to early-career teachers in Chile. Specifically, the consultant will support the IDB team in the design and implementation of the RCT evaluating "Profe Gabi" in its 2025 deployment, including by providing data analysis and general project management support.

What you’ll do:

- **Review feedback from the pilot and support the team in making adjustments:** Assist in analyzing feedback from the 2024 pilot phase of "Profe Gabi," identifying areas for improvement, and supporting the team in making necessary adjustments to enhance the chatbot's effectiveness and user experience.
- **Prepare databases to identify different treatment groups:** Help in organizing and preparing databases to categorize participants into different treatment groups (e.g., Treatment 1, Treatment 2, and Control). Ensure that the data is accurate, complete, and ready for analysis.
- **Support in preparations for 2025 launch:** Support all stakeholders in preparing technology for launch and ensuring that systems are set up to reach the totality of participants.
- **Data Collection and Analysis, and ongoing Database Management:** Assist in collecting and organizing data from the deployment of "Profe Gabi," including user engagement metrics, feedback from teachers, and performance outcomes. Analyze the data to identify trends and insights that can inform project improvements. Help manage and maintain project databases, ensuring that all data is accurate, up-to-date, and securely stored. This includes cleaning and organizing data according to guidelines provided by the IDB.
- **Report Preparation:** Support the preparation of progress reports, final reports, and other documentation required for the project. This includes drafting sections of reports, creating visual aids (charts, graphs), and ensuring that all information is accurate and well-organized. Support in drafting of report presenting results from the RCT.
- **Communication and Coordination:** Facilitate communication and coordination between project stakeholders, including the Ministry of Education (MINEDUC), the IDB team, and the consulting firm. This may involve scheduling meetings, preparing meeting agendas, and documenting meeting outcomes, or other additional tasks as required.

Deliverables and Payments Timeline:

<u>Deliverables</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Initial review and summary of feedback from the 2024 pilot phase of "Profe Gabi	20%	February 28, 2025
Prepared and organized databases categorizing participants into different treatment groups.		
Preparatory materials for "Profe Gabi" launch in the field.		
Monthly progress report detailing the reach of the intervention, user experience, and implementation challenges.	20%	April 30, 2025
Ongoing monthly support to monitor		

progress, identify challenges and resolve any emergent issues.		
Monthly progress report detailing the reach of the intervention, user experience, and implementation challenges. Ongoing monthly support to monitor progress, identify challenges and resolve any emergent issues.	20%	June 30, 2025
Monthly progress report detailing the reach of the intervention, user experience, and implementation challenges. Ongoing monthly support to monitor progress, identify challenges and resolve any emergent issues.	20%	August 30, 2025
Updated project databases, cleaned and organized according to IDB guidelines.	10%	October 31, 2025
Draft sections of the final report on the results of the 2025 implementation of "Profe Gabi." Finalized project brief with recommendations for sustainability and deployment of "Profe Gabi" through MINEDUC systems and infrastructure.	10%	December 15, 2025

What you'll need

- **Education:** Bachelor's degree (or equivalent advanced degree) in Economics, Mathematics, Education Policy or other fields pertinent to the responsibilities of the function.
- **Experience:** Minimum 2 years of progressive experience in quantitative analysis, advanced management of statistical and econometric techniques, and research in education.
- **Languages:** Proficiency in Spanish and English, oral and written, is required. Additional knowledge of French and Portuguese is preferred.

Key skills:

- Learn continuously
- Collaborate and share knowledge
- Focus on clients
- Communicate and influence



HRD Terms of Reference

ANNEX A

- Innovate and try new things

Requirements:

- **Citizenship:** You are either a citizen of Chile or a citizen of one of our 48-member countries with residency or legal permit to work in Chile.
- **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:** 12 months
- **Travel:** No

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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