

TERMS OF REFERENCE

RG-T3243 - Saint Lucia Competitiveness Agenda & Action Plan

Capacity Building of the National Competitiveness and Productivity Council

1. Background and Justification

- 2.1 Saint Lucia is an upper-middle income small island developing state and currently the largest economy in the Eastern Caribbean Currency Union (ECCU) with gross domestic product (GDP) of US\$1.4 billion in 2016.¹ Nevertheless, the economic performance of the country has been severely impacted by the global financial crisis of 2007/2008 and the significant damage caused by hurricane Tomas in 2010, the Christmas Trough of 2013 and Hurricane Matthew in 2015². These shocks to the economy have highlighted some structural weaknesses that present great challenges for sustainable development in the near to medium term. In particular, the economy is highly concentrated with the services sector accounting for over 80% of GDP, low productivity stagnates the country's development prospect and innovation is limited and fractured. Despite several attempts at analyzing the economy, Saint Lucia does not have a clear roadmap to enhance its competitiveness.
- 2.2 In this regard, the Compete Caribbean Partnership Facility is supporting the implementation of a project titled Saint Lucia Competitiveness Agenda & Action Plan. The ultimate goal of this project is to enhance innovation, productivity and competitiveness and foster sustainable economic growth in Saint Lucia. The specific objectives are to: (i) define a Competitiveness Agenda for the country that reflects public sector, private sector and civil society consensus and focuses on strategic interventions that promote private sector development; (ii) strengthen key institutions that facilitate innovation, productivity and competitiveness and, which will have lead roles in developing and implementing the agenda, in particular the National Competitiveness and Productivity Council (NCPC) and the Department of Innovation (DOI)³; (iii) increase awareness and understanding of innovation, productivity and competitiveness among key stakeholders to increase ownership of and capacity to participate in the development and implementation of the Agenda; and (iv) support the implementation of priority vertical reforms detailed in the Agenda.

2. Objectives

- 2.1 In keeping with institutional strengthening recommendations outlined in Saint Lucia's Competitiveness Agenda, the objective of this consultancy is to provide training and technical support to assist NCPC with the installation of systems and tools for monitoring innovation, productivity and competitiveness, and coordinating the implementation of the Agenda.

3. Scope of Services

¹ Data from the World Bank's World Development Indicators.

² GDP growth is estimated to have reached 0.8% in 2016, down from 1.8% in 2015. GDP is estimated to grow at 0.5% in 2017 and 1.5% in 2018, driven mostly by continued strong performance in construction and agriculture.

³ In 2013, with the assistance of the Compete Caribbean Program, the Government established the National Competitiveness and Productivity Council (NCPC) and an accompanying Technical Unit. The mandate of the NCPC is to raise awareness on issues of productivity and competitiveness and to undertake and recommend key reforms for the improvement of the business environment and the country's competitiveness. In 2017, the Government established a Department of Innovation (DOI), which has a critical role to play in furthering innovation, productivity and competitiveness in Saint Lucia.

NCPC is responsible for coordinating the implementation of Saint Lucia's Competitiveness Agenda. As such, the Agenda makes specific recommendations for strengthening NCPC to perform this coordination function as well as its wider mandate of raising awareness on issues of productivity and competitiveness and undertaking and recommending key reforms for the improvement of the business environment and the country's competitiveness. The consultants are required to review the institutional strengthening recommendations detailed in the Agenda; liaise with NCPC; prepare and execute a very results-focused Work Plan; and prepare a Final Report that assesses the effectiveness of the capacity building.

4. Key Activities

The contractual will carry out the following key activities that will facilitate the achievement of the objective:

- 4.1 Liaise with Compete Caribbean and the NCPC and other local stakeholders to develop a more in-depth understanding of the assignment.
- 4.2 Prepare a draft very results-focused Work Plan for implementing the capacity building recommendations detailed in the Agenda as well as any additional institutional strengthening recommended by the consultant.
- 4.3 Prepare concise Monthly Progress Reports detailing the progress made with executing the Work Plan, evidence of the effectiveness of the ongoing capacity building process, and any modifications to the schedule for capacity building for the remaining period.
- 4.4 Prepare a Final Report that analyses the extent to which the capacity building objectives, detailed in the Work Plan, have been achieved and makes recommendations for any additional institutional strengthening of the NCPC.

5. Expected Outcome and Deliverables

The expected deliverables from this project are;

- 5.1 Work Plan within 3 weeks of contract signing.
- 5.2 Concise Monthly Progress Reports submitted on the last working day of each month.
- 5.3 Final Report within 1 month of the completion of planned capacity building activities.

6. Supervision and Reporting

- 6.1 The technical and administrative responsibilities of this consultancy will be coordinated by Stevenson, Claudia (IFD/CTI), Team Leader.

7. Schedule of Payments & Qualifications

- 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.

Payment Schedule	
<i>Deliverable</i>	%
1. Work Plan	20%
2. Concise Monthly Reports (5)	60% (5 reports, 12% each)
3. Final Report	20%
TOTAL	100%

Qualifications

Academic Degree / Level & Years of Professional Work Experience:

- Advanced university degree in Competitiveness and Innovation, Innovation Policy, Economic Development, Public Policy, Science and Technology or other related field.

Experience

- A minimum of 15 years of experience, at a senior level, coordinating the implementation and/or evaluation of economic growth policies and strategies, specifically national competitiveness strategies and action plans. Specific hands-on experience in the design of systems for monitoring and reporting on productivity and competitiveness; and in generating data for evidence-based public-private dialogue and policy formulation.

Other Skills

- Institutional Assessment and Capacity Building
- Strong inter-personal and stakeholder engagement skills
- Training/facilitation/coaching
- A sound understanding of the current body of work on innovation, productivity and competitiveness including the General Competitiveness Principles of the Americas, and the World Economic Forum's 12 pillars of competitiveness.

Characteristics of the Consultancy

Consultancy category and modality: Individual, Product and External Services Contractual (PEC)

Contract duration: 6 months from the start date.

Place(s) of work: St. Lucia and place of residence of the contractual.

8. **Payment and Conditions of Employment:** Remuneration will be determined in accordance with Bank regulations and criteria.
9. **Consanguinity:** Individuals with relatives working for the IDB within, and including the fourth degree of consanguinity and the second degree of affinity are not eligible for employment as staff or contractual. Candidates must be individuals from any IDB member country and non-IDB member countries recognized by the Donors of the Compete Caribbean Partnership Facility as eligible.
10. **Diversity:** The IDB is committed to diversity and inclusion and to providing equal opportunities in employment. We embrace diversity on the basis of gender, age, education, national origin, ethnic origin, race, disability, sexual orientation, religion,

and HIV/AIDS status. We encourage women, Afro descendants and persons of indigenous origins to apply.