

## **TERMS OF REFERENCE**

### *Consulting Services for the Design and Delivery of a Technical Roadmap for the Prioritization and Specification of Enhancements to the Public Employment Service (PES) Information System.*

Colombia  
CO-T1844

*Institutional and Technological Strengthening for the Implementation of Employment Policies in Colombia*

#### **1. Background and Justification**

- 1.1. The Social Sector (SCL) of the Inter-American Development Bank (IDB) brings together a multidisciplinary team committed to the belief that investing in people is the most effective way to improve lives and overcome development challenges in Latin America and the Caribbean. In partnership with countries in the region, the Sector develops public policy solutions to reduce poverty and improve the delivery of education, labor, social protection, and health services to citizens, promoting a more productive region with equal opportunities for women and men and greater inclusion of vulnerable populations.
- 1.2. Within this framework, the Social Protection and Labor Markets Division (SPL) focuses on strengthening social protection systems and labor markets across Latin America and the Caribbean, with an emphasis on promoting inclusion, access to quality employment, well-being, and autonomy throughout the life cycle. SPL prepares and supervises operations aimed at advancing poverty reduction, equal opportunity, and economic growth by strengthening social protection systems, employment services, skills development programs, and social insurance mechanisms.
- 1.3. In Colombia, the labor market continues to face persistent structural challenges, including high levels of informality, territorial disparities, gender inequalities, and limited access to formal and quality employment opportunities. In this context, strengthening the institutional and technological capacity of the Public Employment Service (PES) is a key pillar to improve labor intermediation, expand access to formal employment opportunities, and strengthen labor market governance.
- 1.4. The Program to Strengthen Employment Policies (Loan 4934/OC-CO) supported the development of a new PES information system, incorporating improvements in technological architecture and an artificial intelligence engine designed to support job profiling and matching processes. While this represents a significant milestone in the modernization of the system, its long-term sustainability and evolution require the consolidation of institutional capacities, the definition of clear prioritization criteria for future developments, and the strengthening of the system's technological governance.

- 1.5. In this context, the Technical Cooperation CO-T1844 aims to strengthen the institutional capacities of the Ministry of Labor and the Special Administrative Unit of the Public Employment Service (UAESPE) for the adoption, consolidation, and effective use of technological tools. Within this framework, the need has been to design a technical roadmap to prioritize and specify enhancements to the PES information system, ensuring strategic alignment, operational sustainability, and technical coherence in the medium and long term.
- 1.6. Although the PES information system has been modernized under Loan 4934/OC-CO, the technological evolution of a platform of this nature requires structured planning that articulates functional needs, institutional capacities, budget constraints, and interoperability standards. The design of a comprehensive technical roadmap will help prevent fragmented developments, inadequate prioritization, functional duplications, technological sustainability risks, and limitations in the generation of public value.
- 1.7. Furthermore, strengthening the PES is a central component of improving the effectiveness of employment policies, expanding service coverage, reducing information asymmetries in the labor market, and supporting formalization processes. To achieve these objectives, it is essential to have a technical instrument that clearly defines which system enhancements should be developed, in what sequence, under which technical specifications, and according to what prioritization criteria.
- 1.8. This consultancy will enable the consolidation of an updated technical and functional diagnosis of the system, the definition of an objective prioritization methodology, the technical specification of required developments, and the structuring of a phased implementation plan with a multi-year horizon. This instrument will serve as a guide for future investment decisions, technology procurement processes, and institutional strengthening efforts, contributing to the sustainability of the system and the continuous improvement of employment services.
- 1.9. Consequently, the technical roadmap developed under this consultancy will constitute a strategic input for the technological governance of the PES and for achieving the institutional strengthening and labor market modernization objectives supported by the Bank.

## **2. Objectives**

### **2.1. General Objective**

Design and deliver a technical roadmap for the prioritization and specification of enhancements to the Public Employment Service (PES) information system in Colombia.

### **2.2. Specific Objectives**

- Conduct a technical and functional diagnosis of the current PES information system.

- Identify gaps, improvement opportunities, and priority functional needs.
- Define technical, functional, and strategic prioritization criteria.
- Develop technical specifications for prioritized system enhancements.
- Propose a phased implementation plan including preliminary estimates of resources, risks, and dependencies.
- Incorporate guidelines to ensure system sustainability, interoperability, and governance.

### **3. Scope of Services**

3.1. The consulting firm will be required to:

- Conduct a technical assessment of the current PES system, including architecture, integrations, functional modules, AI engine, information flows, and technological governance.
- Collect requirements through interviews, technical workshops, and document review with the Ministry of Labor, UAESPE, and key stakeholders.
- Define a clear and validated methodology for prioritizing system enhancements (impact, estimated cost, technical complexity, risks, strategic alignment).
- Develop detailed technical profiles for prioritized enhancements, including functional description, technical requirements, interoperability requirements, security and data protection considerations, preliminary effort estimates, and technical dependencies.
- Design a short-, medium-, and long-term implementation roadmap.
- Provide recommendations to strengthen governance, change management, and system sustainability.

### **4. Key Activities**

- Review and technical analysis of the current system.
- Conduct interviews and workshops with technical teams and decision-makers.
- Map system gaps and opportunities for improvement.
- Define and validate prioritization criteria.
- Develop a prioritization matrix for system enhancements.
- Develop technical and functional specifications.
- Design the phased implementation plan.
- Present and validate results with the Ministry of Labor, UAESPE, and the IDB.

### **5. Expected Outcome and Deliverables**

5.1. **Deliverable 1:** Technical and Functional Diagnostic Report.

Includes analysis of the current system, identified gaps, and the proposed prioritization methodology.

5.2. **Deliverable 2:** Prioritization Matrix and Technical Specifications.

Includes a prioritized list of system enhancements and detailed technical profiles.

5.3. **Deliverable 3:** Final Technical Roadmap Includes:

- Phased implementation plan
- Preliminary effort estimates
- Identification of risks and dependencies
- Governance and sustainability recommendations
- Executive presentation for decision-makers

## **6. Project Schedule and Milestones**

### **6.1. Estimated duration: 8 months**

- Milestone 1 (Month 2): Delivery of Deliverable 1
- Milestone 2 (Month 5): Delivery of Deliverable 2
- Milestone 3 (Month 8): Delivery of Deliverable 3

## **7. Reporting Requirements**

7.1. All deliverables must be submitted in Spanish in editable format and PDF. The consulting firm must conduct at least three technical presentations to the Ministry of Labor, UAESPE, and the IDB.

## **8. Acceptance Criteria**

8.1. Deliverables will be reviewed and approved by the IDB in coordination with the Ministry of Labor and UAESPE. The authorized person to approve deliverables will be Carolina González-Velosa, Lead Specialist, Social Protection and Labor Markets Division (SCL/SPL). Acceptance will be based on technical validation, quality of specifications, and practical applicability.

## **9. Consulting Firm and Team Requirements**

9.1. The consulting firm must demonstrate:

- Proven experience (minimum of 8 years) in designing and modernizing information systems, preferably in the public sector.
- Specific experience with Public Employment Services.
- Experience in enterprise architecture, interoperability, data governance, and systems with AI components.

## **10. Requirements:**

- The consulting firm must be from one of the Banks 48 member states.

## **11. Other Requirements**

10.1. The consulting firm must comply with confidentiality and data protection standards in accordance with Colombian regulations.

## **12. Supervision and Reporting**

11.1. Supervision will be carried out by Carolina González-Velosa (SCL/SPL).

### 13. Schedule of Payments

- 13.1. 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 wishes to receive the most competitive cost proposal for the services described herein.
- 13.2. The IDB Official Exchange Rate indicated in the RFP will be applied for necessary conversions of local currency payments.

<b>Payment Schedule</b>	
<b><i>Deliverable</i></b>	<b>%</b>
1. <i>Deliverable 1</i>	30%
2. <i>Deliverable 2</i>	35%
3. <i>Deliverable 3</i>	35%
<b>TOTAL</b>	<b>100%</b>

Payments will be subject to formal acceptance of each deliverable.

## Artificial Intelligence Systems 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.

### About this position

We are looking for a technical, analytical, and collaborative Artificial Intelligence Consultant to support the Social Protection and Labor Markets Division (SCL/SPL) in the development of technical guidelines and operational protocols for the retraining and monitoring of the artificial-intelligence matching engine embedded in Colombia's Public Employment Service (PES) information system.

The consultant will work with the Social Protection and Labor Markets Division (SCL/SPL) of the Inter-American Development Bank, which supports governments in strengthening labor market institutions and employment services. The work will contribute to Technical Cooperation CO-T1844, which aims to strengthen institutional capacities of the Ministry of Labor and the Public Employment Service (UAESPE). The consultant will support the development of technical guidelines and operational protocols for the retraining and monitoring of the artificial intelligence matching engine embedded in the PES information system in Colombia.

The PES information system incorporates an artificial intelligence–based matching engine designed to improve labor intermediation by analyzing jobseeker profiles and vacancies and identifying potential matches between them. The system leverages advanced technologies such as natural language processing, machine learning, and generative artificial intelligence to analyze large volumes of labor market information and identify patterns associated with successful job placements. By processing and analyzing jobseeker profiles and job vacancies, the AI engine generates recommendations and potential matches to support employment service providers and improve the efficiency of job placement processes.

As the system continues to evolve, it is necessary to establish technical guidelines and operational protocols to ensure the continuous retraining, monitoring, and improvement of the AI engine, including processes related to data management, model performance evaluation, and system governance.

### What you'll do:

The consultant will support the development of technical and operational guidelines to ensure the sustainability and performance of the AI-based job matching engine integrated into the PES information system.

Main activities include:

- Review the architecture, training approach, and operational logic of the artificial intelligence matching engine embedded in the PES information system.
- Analyze how the AI engine processes jobseeker profiles and vacancies using natural language processing, machine learning, and other advanced analytics techniques to support job matching and recommendation processes.

- Assess current processes for data inputs, model training, performance monitoring, and system governance related to the AI matching engine.
- Develop technical guidelines for the periodic retraining of the AI model to ensure continuous learning and adaptation to labor market dynamics.
- Design operational protocols for monitoring model performance, including procedures to evaluate accuracy, reliability, and potential bias in automated matching processes.
- Provide recommendations to strengthen data governance, model supervision, and continuous improvement mechanisms for the AI matching engine.
- Prepare technical documentation and present recommendations to the Ministry of Labor, UAESPE, and the IDB project team.

**Deliverables and Payments Timeline:**

Click or tap here to enter text.

<b><u>Deliverable #</u></b>	<b><u>Percentage</u></b>	<b><u>Planned Date to Submit</u></b>
Diagnostic note on the architecture, training processes, and operational performance of the AI matching engine	40%	Month 2
Technical guidelines and operational protocol for the retraining, monitoring, and governance of the AI matching engine	60%	Month 4

**What you'll need**

- **Education:** Master’s degree (or equivalent advanced degree) in Data Science, Artificial Intelligence, Computer Science, Information Systems, Engineering, or related fields.
- **Experience:** At least **5 years of professional experience** in artificial intelligence, machine learning systems, or data science applications.
- **Languages:** Proficiency in Spanish and English, spoken and written, is required. Additional knowledge of French and Portuguese is preferable.

**Key skills:**

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

**Requirements:**

- **Citizenship:** IDB: You are either a citizen of Colombia or a citizen of one of our 48-member countries eligible to obtain a valid residency or legal permit to work in Colombia without the need for sponsorship by the IDB.
- **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:** 4 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.

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### **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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## **TERMS OF REFERENCE**

### *Consulting Services to Conduct a Diagnostic Assessment of Functional and Technical Requirements for Strengthening Information Systems Supporting Labor Inspection and the Pension Information Platform*

Colombia  
CO-T1844

*Institutional and Technological Strengthening for the Implementation of Employment Policies in Colombia*

#### **1. Background and Justification**

- 1.1 The Social Sector (SCL) of the Inter-American Development Bank (IDB) brings together a multidisciplinary team committed to the belief that investing in people is the most effective way to improve lives and overcome development challenges in Latin America and the Caribbean. In partnership with countries in the region, the Sector develops public policy solutions to reduce poverty and improve the delivery of education, labor, social protection, and health services to citizens, promoting a more productive region with equal opportunities for women and men and greater inclusion of vulnerable populations.
- 1.2 Within this framework, the Social Protection and Labor Markets Division (SPL) focuses on strengthening social protection systems and labor markets across Latin America and the Caribbean, with an emphasis on promoting inclusion, access to quality employment, well-being, and autonomy throughout the life cycle. SPL prepares and supervises operations aimed at advancing poverty reduction, equal opportunity, and economic growth by strengthening social protection systems, employment services, skills development programs, and social insurance mechanisms.
- 1.3 In Colombia, the labor market continues to face persistent structural challenges, including high levels of informality, territorial disparities, gender inequalities, and limited access to formal and quality employment opportunities. Institutional capacity constraints and fragmented information systems also limit the effectiveness of employment services, labor inspection processes, and pension oversight mechanisms.
- 1.4 In response to these challenges, the Program to Strengthen Employment Policies (Loan 4934/OC-CO) supported the modernization of the Public Employment Service (PES) information system, including the development of new digital tools to support employment intermediation. However, information systems supporting labor inspection and pension monitoring remain fragmented and under development, limiting the capacity of the Ministry of Labor to effectively coordinate enforcement actions, analyze administrative data, and strengthen compliance mechanisms.
- 1.5 To address these challenges, the Technical Cooperation CO-T1844 aims to strengthen

the institutional capacities of the Ministry of Labor and the Special Administrative Unit of the Public Employment Service (UAESPE) to effectively adopt, manage, and sustain information systems supporting employment services, labor inspection, and pension oversight.

- 1.6 The modernization of labor market institutions increasingly depends on the effective use of integrated information systems capable of supporting data-driven decision-making, monitoring compliance with labor regulations, and improving coordination across public institutions.
- 1.7 Currently, the Ministry of Labor faces challenges in consolidating and analyzing information related to labor inspection activities and pension contributions. Existing information systems are fragmented and lack interoperability, limiting the ability of institutions to generate timely insights and implement coordinated enforcement strategies.
- 1.8 International experience shows that modern labor inspection systems increasingly rely on digital tools such as electronic case-management systems, integrated administrative databases, dashboards, and risk-based monitoring models. These tools allow authorities to improve planning, coordination, and oversight processes while strengthening transparency and efficiency.
- 1.9 In this context, it is necessary to develop a diagnostic assessment to identify the functional and technical requirements needed to strengthen the information systems supporting labor inspection and the pension information platform. The results of this assessment will inform future system design and institutional strengthening efforts supported under the Technical Cooperation.

## **2. Objectives**

### **2.1. General Objective**

Conduct a diagnostic assessment of functional and technical requirements for strengthening information systems supporting labor inspection and the pension information platform in Colombia.

### **2.2. Specific Objectives**

- Assess the current institutional and technological framework supporting labor inspection information systems.
- Identify gaps and opportunities to strengthen data management and interoperability across relevant institutions.
- Assess functional and technical requirements for strengthening systems supporting pension contribution monitoring.
- Identify information and data requirements needed to support effective enforcement and monitoring processes.

- Provide recommendations to inform the design and development of strengthened information systems.

### **3. Scope of Services**

3.1. The consulting firm will be required to:

- Review the current institutional and technological framework supporting labor inspection and pension monitoring information systems.
- Analyze data sources, data flows, and interoperability between systems used by the Ministry of Labor and other relevant institutions.
- Identify functional gaps affecting the effectiveness of labor inspection and pension monitoring processes.
- Assess technical requirements needed to strengthen information systems and improve data management.
- Identify opportunities to enhance data integration and interoperability between labor market institutions.
- Provide recommendations for strengthening the design and development of information systems supporting labor inspection and pension oversight.

### **4. Key Activities**

- Review documentation and existing systems related to labor inspection and pension monitoring.
- Conduct interviews and consultations with relevant technical teams and institutional stakeholders.
- Map current data flows and information management processes.
- Identify gaps in functionality, data integration, and system interoperability.
- Define functional and technical requirements for improved systems.
- Develop recommendations to inform future system design and institutional strengthening efforts.
- Present findings and recommendations to the Ministry of Labor and the IDB project team.

### **5. Expected Outcome and Deliverables**

5.1. **Deliverable 1:** Diagnostic Assessment Report.

Includes the analysis of current labor inspection and pension monitoring information systems, the identification of functional and technical gaps and the mapping of data sources and information flows.

5.2. **Deliverable 2:** Technical Requirements and Recommendations Report.

Includes the technical requirements for strengthening systems, the recommendations to improve interoperability and data management and the guidance for future development of labor inspection and pension information systems.

## **6. Project Schedule and Milestones**

### 6.1. Estimated duration: 3 months.

- Milestone 1 (Month 1): Diagnostic assessment report.
- Milestone 2 (Month 3): Technical requirements and recommendations report.

## **7. Reporting Requirements**

7.1. All deliverables must be submitted in Spanish in editable format and PDF. The consulting firm will present the results of the assessment to the Ministry of Labor and the IDB project team.

## **8. Acceptance Criteria**

8.1. Deliverables will be reviewed and approved by the IDB in coordination with the Ministry of Labor.

8.2. The authorized person to approve deliverables will be Carolina González-Velosa, Lead Specialist, Social Protection and Labor Markets Division (SCL/SPL). Acceptance will be based on technical validation, quality of specifications, and practical applicability.

## **9. Consulting Firm Requirements**

9.1. The consulting firm must demonstrate:

- Experience in the design or assessment of public sector information systems.
- Experience in labor market institutions, social protection systems, or government digital systems.
- Experience conducting institutional or technological diagnostic assessments.

## **10. Requirements:**

The consulting firm must be from one of the Banks 48 member states.

## **11. Other Requirements**

10.1. The consulting firm must comply with confidentiality and data protection standards in accordance with Colombian regulations.

## **12. Supervision and Reporting**

11.1. Supervision will be carried out by Carolina González-Velosa (SCL/SPL).

## **13. Schedule of Payments**

13.1. 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 wishes to receive the most competitive cost proposal for the services described herein.

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

<b>Payment Schedule</b>	
<b><i>Deliverable</i></b>	<b>%</b>
1. <i>Deliverable 1</i>	40%
2. <i>Deliverable 2</i>	60%
<b>TOTAL</b>	<b>100%</b>

Payments will be subject to formal acceptance of each deliverable.

## **Institutional Strengthening 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.

### **About this position**

We are looking for a strategic and experienced institutional governance and organizational development consultant to support the preparation of an institutional strengthening action plan aimed at the governance, coordination, and sustainable operation of information systems supporting employment services and labor market institutions in Colombia.

The consultant will contribute to the implementation of Technical Cooperation CO-T1844, which supports the Ministry of Labor and the Special Administrative Unit of the Public Employment Service (UAESPE) in strengthening their institutional capacities for the adoption, consolidation, and effective use of information systems associated with employment services, labor inspection, and pension oversight.

This assignment will focus on analyzing institutional arrangements, coordination mechanisms, and organizational capacities required to govern and sustain the operation of these systems. The consultant will work closely with the Ministry of Labor, UAESPE, and the IDB project team to identify institutional gaps and design an institutional strengthening action plan.

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

In coordination with the Ministry of Labor, UAESPE, and the IDB project team, the consultant will support the design of an institutional strengthening action plan to improve governance, coordination, and operational sustainability of information systems supporting employment policies.

Main activities include:

- Review relevant documentation related to employment services, labor inspection, and pension oversight information systems, including technical reports, institutional diagnostics, and operational frameworks.
- Analyze the institutional framework governing the management and operation of employment-related information systems within the Ministry of Labor and UAESPE.
- Assess current coordination mechanisms among institutions involved in employment services, labor inspection, and pension system oversight.
- Identify institutional gaps affecting governance, sustainability, and operational management of these information systems.
- Map institutional roles and responsibilities related to the operation, maintenance, and governance of the systems.
- Propose governance arrangements that clarify institutional roles, decision-making processes, and coordination mechanisms among relevant institutions.
- Develop recommendations for strengthening institutional processes, including protocols for information sharing, coordination, and escalation mechanisms.

- Identify institutional capacity-building needs for technical and managerial staff responsible for the operation of the systems.
- Prepare an institutional strengthening action plan that defines governance arrangements, coordination mechanisms, organizational adjustments, and capacity-building measures required to ensure the sustainable operation of these systems.
- Present and validate the proposed action plan with the Ministry of Labor, UAESPE, and the IDB project team.

**Deliverables and Payments Timeline:**

Click or tap here to enter text.

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Diagnostic report on institutional governance and coordination mechanisms supporting employment information systems	40%	Month 1
Institutional strengthening action plan defining governance arrangements, coordination protocols, and capacity-building measures	60%	Month 3

**What you'll need**

- **Education:** Master’s degree in Public Policy, Public Administration, Economics, Political Science, Institutional Development, Digital Governance, or related fields.
- **Experience:** At least **7 years of experience** in institutional strengthening, governance of public sector systems, or public administration reforms.
- **Languages:** Proficiency in Spanish and English, spoken and written, is required. Additional knowledge of French and Portuguese is preferable.

**Key skills:**

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

**Requirements:**

- **Citizenship:**  
**IDB:** You are either a citizen of Colombia or a citizen of one of our 48-member countries eligible to obtain a valid residency or legal permit to work in Colombia without the need for sponsorship by the IDB.

- **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:** 3 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.

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[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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**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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