HRD Terms of Reference **ANNEX A**

Growth Strategy and Sustainable Development Consultant

PTI/CTI

Post of Duty: Jamaica

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 an experienced, analytical, and strategic Growth Strategy and Sustainable Development Consultant. As the consultant, you will lead the review and update of Jamaica's Growth-Inducement Strategy to identify priority interventions that promote sustainable, resilient, and inclusive economic growth by integrating economic, social, environmental, technological, and institutional considerations into the country's short- and medium-term development priorities.

You will work in the Competitiveness, Technology and Innovation (CTI) Division, part of the Productivity, Trade and Innovation (PTI) Department. This team is responsible for promoting innovation, productivity, and competitiveness through policies, programs, and projects that strengthen the enabling environment for private sector development across Latin America and the Caribbean.

What you'll do:

- Conduct a comprehensive review of Jamaica's existing Growth-Inducement Strategy and related national development policies, sector strategies, and implementation frameworks.
- Assess recent national, regional, and global trends affecting Jamaica's future growth trajectory, including digital transformation, artificial intelligence, climate change, resilience, demographic change, geopolitical developments, evolving global value chains, and other emerging drivers of competitiveness and sustainable development.
- Undertake horizon scanning, foresight analysis, and international benchmarking to identify emerging opportunities, risks, and strategic priorities relevant to Jamaica's long-term development.
- Design and facilitate consultations with public and private sector stakeholders, academia, civil society, and development partners to validate priorities and identify implementation challenges.
- Analyze structural constraints and opportunities affecting productivity, competitiveness, innovation, institutional effectiveness, environmental sustainability, infrastructure development, and social inclusion.
- Prepare a comprehensive updated Growth-Inducement Strategy that synthesizes analytical findings into a coherent strategic framework, including narrative chapters, policy recommendations, and an implementation roadmap to guide Jamaica's short- and medium-term development priorities.
- Develop an implementation roadmap identifying priority actions, sequencing, institutional responsibilities, financing considerations, and monitoring indicators.
- Prepare policy briefs, presentations, and dissemination materials to support communication and adoption of the updated Strategy.

- Work closely with the IDB and the Planning Institute of Jamaica throughout the assignment to ensure technical quality, stakeholder ownership, and knowledge transfer.

Deliverables and Payments Timeline:

Each of the key activities outlined will culminate in corresponding deliverables, which are structured as follows to ensure comprehensive coverage and accountability throughout the consultancy's execution:

- **Deliverable 1 – Inception Report**: The inception report must include an initial review of the existing Growth-Inducement Strategy and relevant national development policies, a refined work plan for implementation of the consultancy, including a detailed schedule of activities and deliverables, a stakeholder engagement and consultation plan, a data collection and analytical plan, an outline of the proposed approach to horizon scanning, foresight analysis, and international benchmarking, identification of key information sources, and any implementation risks together with proposed mitigation measures.
- **Deliverable 2 – Diagnostic Assessment and Stakeholder Consultation Report:** This deliverable must include a comprehensive diagnostic assessment of Jamaica's current growth context, including an analysis of recent national, regional, and global trends affecting the country's future growth trajectory; findings from horizon scanning, foresight analysis, and international benchmarking; a summary of stakeholder consultations and key validation findings; an assessment of the country's key growth opportunities and structural constraints; and a proposed framework and priority areas to guide the update of the Growth-Inducement Strategy.
- **Deliverable 3 – Draft Updated Growth-Inducement Strategy:** This deliverable must include a draft updated Growth-Inducement Strategy comprising a comprehensive narrative assessment of Jamaica's current and emerging growth opportunities and constraints, supported by analytical evidence, stakeholder consultations, horizon scanning, and international benchmarking. The draft Strategy should include revised strategic priorities, thematic policy recommendations, and a draft implementation framework to guide sustainable, resilient, and inclusive economic growth over the short and medium term. The deliverable shall also include presentation materials to facilitate review and validation by the IDB, the Planning Institute of Jamaica, and key stakeholders.
- **Deliverable 4 – Final Growth-Inducement Strategy and Implementation Roadmap:** This deliverable must include the final updated Growth-Inducement Strategy incorporating comments from the IDB, the Planning Institute of Jamaica, and key stakeholders. The final document should present a comprehensive and evidence-based strategic framework for promoting sustainable, resilient, and inclusive economic growth, including updated strategic priorities, thematic policy recommendations, an implementation roadmap, institutional arrangements, indicative financing considerations, monitoring indicators, and a policy brief and PowerPoint presentation summarizing the Strategy's key findings and recommendations.

Deliverable #	Percentage	Planned Date to Submit
Deliverable 1.	20%	1.5 month after signing the contract
Deliverable 2.	30%	5 months after signing the contract

Deliverable 3.	30%	9 months after signing the contract
Deliverable 4.	20%	12 months after signing the contract

What you'll need

- **Education:** Master's degree (or equivalent advanced degree) in Economics, Development Economics, Public Policy, Development Studies, Economic Development, Planning, or another field relevant to the responsibilities of the role. A PhD in a relevant discipline is preferred.
- **Experience:** At least ten (10) years of progressively responsible experience in economic policy, national development planning, public policy, competitiveness, or sustainable development. Demonstrated experience leading the preparation or review of national or sectoral strategies, conducting economic and policy analysis, facilitating multi-stakeholder consultations, and translating analytical findings into actionable policy recommendations is required. Experience working with governments and/or international development organizations is highly desirable. Knowledge of Jamaica's economic and institutional context and experience in the Caribbean region are considered strong assets.
- **Languages:** Proficiency in English.

Key skills:

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

Requirements:

- **Citizenship:** choose one of the following:
  IDB: You are either a citizen of Jamaica or a citizen of one of our 48-member countries eligible to obtain a valid residency or legal permit to work in Jamaica 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:** 12 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 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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https://www.facebook.com/IADB.org

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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https://www.facebook.com/IDBLab

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.

Follow us:

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Industrial Policy and Competitiveness Consultant

PTI/CTI

Post of Duty: Jamaica

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About this position

We are looking for an experienced, analytical, and strategic Industrial Policy and Competitiveness Consultant. As the consultant, you will lead the review and update of Jamaica's National Five-Year Strategy to Grow the Manufacturing Sector in Jamaica (2020–2025) and develop an Industry Transformation Roadmap for one (1) priority manufacturing subsector to identify strategic interventions that enhance industrial competitiveness, accelerate productivity growth, promote innovation and technology adoption, and strengthen the resilience and sustainability of the manufacturing sector in response to emerging national and global opportunities and challenges.

You will work in the Competitiveness, Technology and Innovation (CTI) Division, part of the Productivity, Trade and Innovation (PTI) Department. This team is responsible for promoting innovation, productivity, and competitiveness through policies, programs, and projects that strengthen the enabling environment for private sector development across Latin America and the Caribbean.

What you'll do:

- Conduct a comprehensive review of Jamaica's National Five-Year Strategy to Grow the Manufacturing Sector in Jamaica (2020–2025) and other relevant national policies, strategies, and implementation frameworks.
- Analyze the current performance, structure, constraints, and opportunities of Jamaica's manufacturing sector and key subsectors.
- Assess current and emerging national, regional, and global trends affecting the competitiveness and transformation of Jamaica's manufacturing sector, undertaking horizon scanning, foresight analysis, and international benchmarking to identify emerging opportunities, risks, and strategic priorities, including technological advancements, Industry 4.0, evolving global value chains, changing trade and investment patterns, and sustainability and resilience considerations.
- Design and facilitate consultations with manufacturers, industry associations, government agencies, academia, business support organizations, and development partners to validate findings, identify implementation challenges, and build consensus around priority interventions for strengthening the manufacturing sector.
- Prepare a comprehensive updated National Five-Year Strategy to Grow the Manufacturing Sector in Jamaica, synthesizing analytical findings into a coherent strategic framework that includes narrative chapters, strategic priorities, policy recommendations, and an implementation framework.

- Develop a results-based monitoring and evaluation framework comprising performance indicators, baselines, targets, and reporting arrangements to measure progress towards the Strategy's intended outputs, outcomes, and long-term impacts.
- Develop a detailed Industry Transformation Roadmap for one priority manufacturing subsector, translating the strategic priorities identified in the updated Manufacturing Strategy into a sequenced implementation framework. The roadmap should identify strategic interventions across the areas of Productivity; Innovation and Technology; Trade and Internationalisation; Jobs and Skills; and Resilience and Sustainability, together with implementation actions, institutional responsibilities, financing considerations, and measurable outputs and outcomes to support monitoring of implementation and results.
- Prepare policy briefs, presentations, and dissemination materials to support communication, validation, and adoption of the updated Manufacturing Strategy and Industry Transformation Roadmap.
- Work closely with the IDB, the Ministry of Industry, Investment and Commerce (MIIC), the Jamaica Manufacturers and Exporters Association (JMEA), and other key stakeholders throughout the assignment to ensure technical quality, stakeholder ownership, and knowledge transfer.

Deliverables and Payments Timeline:

Each of the key activities outlined will culminate in corresponding deliverables, which are structured as follows to ensure comprehensive coverage and accountability throughout the consultancy's execution:

- **Deliverable 1 – Inception Report**: The inception report must include an initial review of the National Five-Year Strategy to Grow the Manufacturing Sector in Jamaica (2020–2025) and other relevant national policies, strategies, and implementation frameworks; a refined work plan and implementation schedule; a stakeholder consultation and engagement plan; a data collection and analytical framework; the proposed approach to horizon scanning, foresight analysis, and international benchmarking; identification of priority information sources and stakeholders; and any implementation risks together with corresponding mitigation measures.
- **Deliverable 2 – Diagnostic Assessment and Stakeholder Consultation Report:** This deliverable must include a comprehensive assessment of the current performance, structure, opportunities, and constraints of Jamaica's manufacturing sector and key subsectors; an analysis of current and emerging national, regional, and global trends affecting sector competitiveness; findings from horizon scanning, foresight analysis, and international benchmarking; a summary of stakeholder consultations and key validation findings; and recommendations to guide the update of the Manufacturing Strategy and selection of the priority subsector for the Industry Transformation Roadmap.
- **Deliverable 3 – Draft Updated Manufacturing Strategy and Industry Transformation Roadmap:** This deliverable must include a draft updated National Five-Year Strategy to Grow the Manufacturing Sector in Jamaica, including narrative chapters, strategic priorities, policy recommendations, a draft implementation framework, and a draft results-based monitoring and evaluation framework. It must also include a draft Industry Transformation Roadmap for the selected priority manufacturing subsector, identifying strategic interventions across the areas of Productivity; Innovation and Technology; Trade

and Internationalisation; Jobs and Skills; and Resilience and Sustainability, together with draft implementation actions, institutional responsibilities, financing considerations, and monitoring arrangements. Presentation materials shall also be prepared to facilitate review and validation by the IDB, MIIC, and key stakeholders.

- **Deliverable 4 – Final Updated Manufacturing Strategy and Industry Transformation Roadmap:** This deliverable must include the final updated National Five-Year Strategy to Grow the Manufacturing Sector in Jamaica, incorporating comments from the IDB, MIIC, and key stakeholders, together with the finalized implementation framework and finalized results-based monitoring and evaluation framework. It must also include the finalized Industry Transformation Roadmap for the selected priority manufacturing subsector. The final deliverables shall include a policy brief and PowerPoint presentation summarizing the key findings, recommendations, and priority actions.

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- **Experience:** At least ten (10) years of progressively responsible experience in industrial development, industrial policy, manufacturing competitiveness, economic development, productivity, trade, innovation, or private sector development. Demonstrated experience leading the preparation or review of industrial, manufacturing, or sectoral strategies; conducting economic and policy analysis; facilitating multi-stakeholder consultations; and translating analytical findings into actionable policy recommendations is required. Experience working with governments and/or international development organizations is highly desirable. Experience supporting manufacturing sector development, industrial transformation, industrial upgrading, value chain development, or competitiveness initiatives, particularly in developing countries or small island developing states, would be considered a strong asset.
- **Languages:** Proficiency in English.

Key skills:

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