

**Consultancy for Analytical assessment of demographic impacts on fiscal sustainability (revenues, expenditures, debt) in selected countries.****Post of Duty: Hybrid**

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**

The IDB's Fiscal Management Division (IFD/FMM) is looking for an experienced, committed, and assertive consultant to support its actions in strengthening its institutional capacity to effectively implement fiscal measures that address the dynamic challenges posed by the demographic transition, fostering sustainable and resilient growth in ONE Caribbean Countries—The Bahamas, Barbados, Belize, Guyana, Jamaica, Suriname, and Trinidad and Tobago. Specifically, the consultancy will evaluate and prepare reports that will support the following objectives:

1. Compile, harmonize, and process demographic, fiscal, and macroeconomic data necessary to establish a baseline assessment of how ageing and migration affect public revenues, expenditures, and debt dynamics in the ONE Caribbean countries.
2. Quantify the impact of demographic trends on fiscal transfers and contingent liabilities related to SOEs, including potential pressures stemming from ageing workforces, pension obligations, or shifts in service demand.
3. Prepare country-level analytical notes describing the main demographic–fiscal linkages and identifying emerging fiscal vulnerabilities that Ministries of Finance should monitor in the medium and long term.

The consultant will work in the team of the Bank's Fiscal Management Division, which is part of the Institutions for Development Sector. This team is responsible for supporting the formulation and execution of sustainable and inclusive fiscal policies, to promote economic growth in the region.

**What you'll do:**

- **First Activity.** Design and deliver a detailed work plan that includes a full schedule for the deliverables, a clear description of the analytical approach, data requirements, harmonization procedures, and the demographic, fiscal, and SOE-related information sources to be used.
- **Second Activity.** For selected countries, compile, harmonize, and process demographic, fiscal, macroeconomic, and SOE-related data needed to establish a reliable baseline for assessing the impacts of ageing and migration. Identify data gaps and propose mitigation strategies to ensure comparability across countries.
- **Third Activity.** For selected countries, conduct a baseline assessment of how demographic trends—particularly ageing and migration—affect public revenues, public expenditures (including social security, health, and long-term care), and debt dynamics. Quantify the impact of demographic change on fiscal transfers and contingent liabilities associated with SOEs, including pressures related to ageing workforces, pension obligations, and shifts in service demand.

- **Fourth Activity.** Prepare a consolidated report presenting the quantified fiscal impacts of demographic change across the participating countries, including cross-country comparisons and identification of emerging fiscal risks for Ministries of Finance and for SOEs.
- **Fifth Activity.** Prepare a draft academic or policy-oriented article summarizing the main findings of the consultancy and outlining recommended actions for incorporating demographic risk into fiscal sustainability analysis.

#### **Deliverables and Payments Timeline:**

The consultant will deliver the following products:

- **Product 1.** A detailed work plan and methodological note describing the analytical approach, data requirements, harmonization procedures, timeline, and information sources.
- **Product 2.** A report summarizing the results of data compilation, harmonization, and processing for selected countries, accompanied by a fully documented dataset containing the collected and harmonized demographic, fiscal, macroeconomic, and SOE-related data.
- **Product 3.** A comprehensive report presenting the baseline assessment of demographic–fiscal impacts for selected countries, including effects on revenues, expenditures, debt, and SOE-related fiscal exposures, along with a cross-country comparative analysis.
- **Product 4.** A presentation summarizing the key results of the consultancy and a first draft of an academic or policy article outlining the main findings and recommended actions.

<b><u>Deliverable #</u></b>	<b><u>Percentage</u></b>	<b><u>Planned Date to Submit</u></b>
Product 1	10%	TBD
Product 2	30%	TBD
Product 3	30%	TBD
Product 4	30%	TBD

#### **What you'll need**

- **Education:** master's degree in economics, public finances or other fields relevant to the responsibilities of the role.
- **Experience:** At least ten (10) years of experience in technical positions within governments, international organizations, academia and/or private sector companies, conducting fiscal sustainability analysis, macro-fiscal modeling, or demographic economics, with a publishing record in academic or policy-oriented journals.
- **Languages:** Proficiency in English and one of the other Bank official languages (Spanish, French or Portuguese) is required.

**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:** TBD.
- **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:**

<https://www.linkedin.com/company/inter-american-development-bank/>

<https://www.facebook.com/IADB.org>

[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.

**Follow us:**

<https://www.linkedin.com/company/idblab/>

<https://www.facebook.com/IDBLab>

[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.

**Follow us:**

<https://www.linkedin.com/company/idbinvest/>

<https://www.facebook.com/IDBInvest>

<https://twitter.com/BIDInvest>

**Consultancy for Methodology and application for policy scenario modeling and fiscal risk analysis of selected countries.****Post of Duty: Hybrid**

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**

The IDB's Fiscal Management Division (IFD/FMM) is looking for an experienced, committed, and assertive consultant to support its actions in strengthening its institutional capacity to effectively implement fiscal measures that address the dynamic challenges posed by the demographic transition, fostering sustainable and resilient growth in ONE Caribbean Countries—The Bahamas, Barbados, Belize, Guyana, Jamaica, Suriname, and Trinidad and Tobago. Specifically, the consultancy will evaluate and prepare reports that will support the following objectives:

1. Develop a methodological framework to project and evaluate the effects of demographic change—particularly ageing and migration—on fiscal revenues, public expenditures, and debt sustainability.
2. Design and implement scenario models to simulate baseline and alternative demographic and policy paths, assessing their medium- and long-term fiscal implications and quantifying the fiscal space needed under different reform options.
3. Formulate fiscal policy adjustments, institutional measures, and analytical guidelines to support Ministries of Finance in integrating demographic risk assessments into macro-fiscal frameworks, medium-term fiscal planning, and budget processes.

The consultant will work in the team of the Bank's Fiscal Management Division, which is part of the Institutions for Development Sector. This team is responsible for supporting the formulation and execution of sustainable and inclusive fiscal policies, to promote economic growth in the region.

**What you'll do:**

- **First Activity.** Design and deliver a detailed work plan that includes a complete schedule for each deliverable, a clear description of the modeling approach, analytical framework, simulation techniques, and the demographic, fiscal, and macroeconomic information sources required to implement the scenario analysis.
- **Second Activity.** Develop a methodological framework to project and evaluate the effects of demographic change—particularly population ageing and migration—on fiscal revenues, public expenditures, and debt sustainability. This framework should define the structure of the model, key assumptions, parameters, functional relationships, and fiscal-risk indicators to be used.
- **Third Activity.** Apply the proposed methodology to quantify the expected fiscal impact of demographic change. This activity includes: (i) constructing baseline demographic–fiscal projections; (ii) developing alternative scenarios (e.g., accelerated ageing, slower migration, pension reforms, expenditure reforms, or revenue measures); (iii) estimating

the implications for fiscal transfers and contingent liabilities related to SOEs, and (iv) conducting sensitivity analyses to evaluate the robustness of results.

- **Fourth Activity.** Prepare a report that presents the scenario results, including projections under each demographic–fiscal scenario, policy trade-offs, fiscal-risk estimates, and expected fiscal space requirements. The report should also provide methodological documentation to support reproducibility.
- **Fifth Activity.** Prepare a draft academic or policy-oriented article summarizing the main findings, methodological innovations, and recommended fiscal policy adjustments and institutional measures arising from the scenario analysis.

#### **Deliverables and Payments Timeline:**

The consultant will deliver the following products:

- **Product 1.** A detailed work plan and methodological document describing the fiscal-scenario modeling framework, demographic and macro-fiscal assumptions, data requirements, simulation techniques, and the full timeline for deliverables.
- **Product 2.** A technical report presenting the demographic–fiscal modeling methodology, including the structure of the projections model, functional relationships, calibration parameters, fiscal-risk indicators, and documentation of all assumptions.
- **Product 3.** A comprehensive report containing the results of the baseline and alternative demographic–fiscal scenarios, sensitivity analysis, and quantification of the effects of demographic change on fiscal revenues, expenditures, debt dynamics, and SOE-related fiscal exposures.
- **Product 4.** A presentation summarizing the scenario results, policy trade-offs, and fiscal-risk implications, along with a first draft of an academic or policy article outlining the main findings and proposed fiscal and institutional measures.

<b><u>Deliverable #</u></b>	<b><u>Percentage</u></b>	<b><u>Planned Date to Submit</u></b>
Product 1	10%	TBD
Product 2	30%	TBD
Product 3	30%	TBD
Product 4	30%	TBD

#### **What you'll need**

- **Education:** master's degree in economics, public finances or other fields relevant to the responsibilities of the role.
- **Experience:** At least ten (10) years of experience in technical positions within governments, international organizations, academia and/or private sector companies, conducting fiscal sustainability analysis, macro-fiscal modeling, or demographic economics, with a publishing record on academic or policy-oriented journals.
- **Languages:** Proficiency in English and one of the other Bank official languages (Spanish, French or Portuguese) is required.

**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:** TBD.
- **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:**

<https://www.linkedin.com/company/inter-american-development-bank/>

<https://www.facebook.com/IADB.org>

[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.

**Follow us:**

<https://www.linkedin.com/company/idblab/>

<https://www.facebook.com/IDBLab>

[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.

**Follow us:**

<https://www.linkedin.com/company/idbinvest/>

<https://www.facebook.com/IDBInvest>

<https://twitter.com/BIDInvest>

**Consultancy for Institutional and Financial Diagnostics of SOEs in Selected Countries.****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**

The IDB's Fiscal Management Division (IFD/FMM) is looking for an experienced, committed, and assertive consultant to support its evaluation of the financial and governance readiness of selected State-Owned Enterprises (SOEs) in ONE Caribbean Countries—The Bahamas, Barbados, Belize, Guyana, Jamaica, Suriname, and Trinidad and Tobago—to respond to demographic and fiscal pressures. As such, the objective of the consultancy is to conduct institutional and financial diagnostics of selected State-Owned Enterprises (SOEs), assessing their governance frameworks, operational capacities, financial performance, and workforce demographics in light of the fiscal and operational challenges associated with population ageing and migration.

The consultant will work in the team of the Bank's Fiscal Management Division, which is part of the Institutions for Development Sector. This team is responsible for supporting the formulation and execution of sustainable and inclusive fiscal policies, to promote economic growth in the region.

**What you'll do:**

- **First Activity.** Design and deliver a detailed work plan that includes a complete schedule for each deliverable, as well as a clear and precise description of the diagnostic methodologies, data collection strategies, survey instruments, analytical tools, and coordination protocols.
- **Second Activity.** Collect and systematize quantitative and qualitative information on selected SOEs, covering: (i) operational characteristics, (ii) financial statements and cash flows, (iii) governance arrangements, and (iv) workforce demographics and ageing profiles. This includes the design, application, processing, and reporting of surveys or structured interviews.
- **Third Activity.** Assess the governance structures, fiscal exposures, operational practices, and financial performance of selected SOEs, benchmarking them against relevant international standards.
- **Fourth Activity.** Formulate evidence-based reform measures and propose coordination mechanisms between SOEs, Ministries of Finance, and line ministries to strengthen fiscal oversight, financial reporting, governance, and long-term sustainability.
- **Fifth Activity.** Prepare a comprehensive diagnostic report summarizing the institutional, operational, governance, and financial findings for each SOE, along with cross-cutting observations and priority areas for further analysis.
- **Sixth Activity.** Prepare a draft academic or policy article summarizing the main diagnostic findings and institutional challenges identified across SOEs.

**Deliverables and Payments Timeline:**

The consultant will deliver the following products:

- **Product 1.** A detailed work plan and methodological note describing the diagnostic approach, survey instruments, data collection strategy, analytical tools, and coordination protocols for conducting SOE assessments.
- **Product 2.** A report summarizing the data collected from selected SOEs—including operational, financial, and governance information—along with a fully documented database containing the systematized quantitative and qualitative information.
- **Product 3.** A comprehensive diagnostic report for each selected SOE presenting the assessment of governance structures, financial performance, operational capacities, fiscal exposures, and workforce demographics, benchmarked against international standards. The report should also present cross-cutting findings and identified institutional gaps.
- **Product 4.** A presentation summarizing the diagnostic findings and institutional implications for SOE governance and financial sustainability, along with a first draft of an academic or policy article outlining the main insights and recommended areas for further analysis.

<b><u>Deliverable #</u></b>	<b><u>Percentage</u></b>	<b><u>Planned Date to Submit</u></b>
Product 1	10%	TBD
Product 2	30%	TBD
Product 3	30%	TBD
Product 4	30%	TBD

**What you'll need**

- **Education:** master's degree in economics, public finances or other fields relevant to the responsibilities of the role.
- **Experience:** At least ten (10) years of experience (i) in SOE governance, fiscal-risk analysis, or corporate-finance assessment, (ii) in conducting institutional diagnostics and surveys, preferably in small or island economies, and (iii) with a publishing record on academic or policy-oriented journals. Familiarity with OECD (2015) SOE Governance Guidelines, IMF (2021) Fiscal Risk Assessment Framework, and IDB methodologies is desirable.
- **Languages:** Proficiency in English and one of the other Bank official languages (Spanish, French or Portuguese) is required.

**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:** TBD
- **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:**

<https://www.linkedin.com/company/inter-american-development-bank/>

<https://www.facebook.com/IADB.org>

[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.

**Follow us:**

<https://www.linkedin.com/company/idblab/>

<https://www.facebook.com/IDBLab>

[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.

**Follow us:**

<https://www.linkedin.com/company/idbinvest/>

<https://www.facebook.com/IDBInvest>

<https://twitter.com/BIDInvest>

**Consultancy for the Assessment of the medium-term fiscal impact of SOE performance under various demographic scenarios.****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**

The IDB's Fiscal Management Division (IFD/FMM) is looking for an experienced, committed, and assertive consultant to support its evaluation of the financial and governance readiness of selected State-Owned Enterprises (SOEs) in ONE Caribbean Countries—The Bahamas, Barbados, Belize, Guyana, Jamaica, Suriname, and Trinidad and Tobago—to respond to demographic and fiscal pressures. As such, the objective of the consultancy is to assess the medium-term fiscal impact of demographic change—particularly population ageing and migration—on selected SOEs and to develop actionable institutional roadmaps that strengthen their financial resilience, operational efficiency, and transparency.

The consultant will work in the team of the Bank's Fiscal Management Division, which is part of the Institutions for Development Sector. This team is responsible for supporting the formulation and execution of sustainable and inclusive fiscal policies, to promote economic growth in the region.

**What you'll do:**

- **First Activity.** Design and deliver a detailed work plan including: (i) a complete timeline for each deliverable, (ii) modeling and analytical approaches for estimating the fiscal impact of demographic change on SOEs, (iii) information requirements, and (iv) coordination protocols with SOEs and Ministries of Finance.
- **Second Activity.** Quantify the medium-term fiscal impact of population ageing and migration on selected SOEs. This includes: (i) projecting the effects of demographic change on SOE revenues, operating costs, capital expenditures, and financial sustainability; (ii) estimating implications for fiscal transfers, subsidies, guarantees, and contingent liabilities; and (iii) identifying demographic–operational risks (e.g., ageing workforce, service-demand shifts).
- **Third Activity.** Develop actionable institutional strengthening roadmaps for each selected SOE, outlining: (i) governance and financial management improvements, (ii) measures to strengthen fiscal oversight and risk reporting, (iii) steps to improve service delivery efficiency under demographic change, and (iv) potential areas for private-sector participation.
- **Fourth Activity.** Prepare a report that integrates the medium-term fiscal impact analysis and the institutional roadmap for SOEs. Prepare and deliver a presentation of the key findings for the IDB and national counterparts.

- **Fifth Activity.** Prepare a first draft of an academic or policy article summarizing the analytical approach, main findings, and policy implications regarding the fiscal impact of demographic change on SOEs.

### Deliverables and Payments Timeline:

The consultant will deliver the following products:

- **Product 1.** A detailed work plan and methodological note describing the modeling approach, assumptions, required data, fiscal-impact indicators, and the plan for constructing the SOE roadmap.
- **Product 2.** A report quantifying the medium-term fiscal impacts of demographic change on selected SOEs, including projections of revenues, costs, transfers, contingent liabilities, and demographic-operational risks.
- **Product 3.** A SOE institutional strengthening roadmap presenting recommended governance reforms, financial measures, oversight mechanisms, and strategies to enhance resilience to demographic pressures.
- **Product 4.** A presentation summarizing the fiscal-impact results and institutional roadmaps, together with a first draft of an academic or policy article outlining the main findings and policy implications.

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Product 1	10%	TBD
Product 2	30%	TBD
Product 3	30%	TBD
Product 4	30%	TBD

### What you'll need

- **Education:** master's degree in economics, public finances or other fields relevant to the responsibilities of the role.
- **Experience:** At least ten (10) years of experience (i) in SOE governance, fiscal-risk analysis, or corporate-finance assessment, (ii) in conducting institutional diagnostics and surveys, preferably in small or island economies, and (iii) with a publishing record on academic or policy-oriented journals. Familiarity with OECD (2015) SOE Governance Guidelines, IMF (2021) Fiscal Risk Assessment Framework, and IDB methodologies is desirable.
- **Languages:** Proficiency in English and one of the other Bank official languages (Spanish, French or Portuguese) is required.

### 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:** TBD
- **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:**

<https://www.linkedin.com/company/inter-american-development-bank/>

<https://www.facebook.com/IADB.org>

[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.

#### **Follow us:**

<https://www.linkedin.com/company/idblab/>

<https://www.facebook.com/IDBLab>

[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.

#### **Follow us:**

<https://www.linkedin.com/company/idbinvest/>

<https://www.facebook.com/IDBInvest>

<https://twitter.com/BIDInvest>