

## **TERMS OF REFERENCE**

### **Climate Change Strategy for the Water Sector Consultant**

#### **Post of Duty:**

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 and competent consultant to develop a comprehensive Climate Change Strategy for the Barbados Water Authority (BWA). The aim of the Strategy is to ensure resilient water supply infrastructure and management in the face of climate change impacts.

You will work in the Climate Change Division part of CSD department. This team is responsible for advising the Bank's Management on climate change mitigation and adaptation issues and develops overall Bank's policies, strategies, operational guidelines, and programs in these areas. It is also responsible for conducting relevant sector research, analytical work, best sector practices, and case studies on climate change and sustainability. The Climate Change Division (CCS) provides support to the operations of the IDB group in renewable energy and energy efficiency, biofuels, climate change mitigation and adaptation in IDB beneficiary countries.

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

The consultancy supports the Barbados Water Authority (BWA) through the development of a Climate Change Strategy for the utilities company. This will bolster the resilience of the BWA to manage risks posed by shifting weather patterns, extreme weather events, and changing water availability to ensure a safe and continuous water supply to the population of Barbados.

The consultant will undertake the following activities:

- Review existing policies, regulations, and guidelines related to climate change and water management.
- Conduct a thorough assessment of climate change impacts and risks specific to the water utilities sector.
- Analyze historical climate data and future projections to identify potential vulnerabilities.
- Develop a comprehensive climate change strategy, including vision, goals, and strategic objectives and define key performance indicators (KPIs) to measure progress and success.
- Create detailed action plans outlining specific measures and interventions to mitigate climate risks, including short-term and long-term actions, resource requirements, and timelines.
- Ensure the strategy aligns with national and international climate policies and standards.
- Collaborate with the BWA to gather input and ensure alignment with institutional frameworks.

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

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<b><u>Deliverable #</u></b>	<b><u>Percentage</u></b>	<b><u>Planned Date to Submit</u></b>
<b><u>A detailed Work Plan and Schedule</u></b> (1 month after the start of the consultancy)	<b><u>20%</u></b>	
<b><u>Draft Climate Change Strategy</u></b>	<b><u>30%</u></b>	
<b><u>Final Climate Change Strategy</u></b>	<b><u>50%</u></b>	

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

- **Education:** Master's degree related to water resource management, environmental science or other fields relevant to the responsibilities of the role.
- **Experience:** At least 10 years' experience in water resource management and experience working with water utilities. The consultant must have technical experience in water management projects in small island developing states (SIDS) such as Barbados.
- **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:** You are either a citizen of Barbados or a citizen of one of our 48-member countries with residency or legal permit to work in Barbados.
- **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:** 9 months.
- **Work Location:** Remote.

### **What we offer**

The IDB group provides benefits that respond to the different needs and moments of an employee's life. These benefits include:

- A **competitive compensation** package.
- A flexible way of working. You will be evaluated by deliverable.

### **Our culture**

At the IDB Group we work so everyone brings their best and authentic selves to work, willing to try new approaches without fear, and where they are accountable and rewarded for their actions.

Diversity, Equity, Inclusion and Belonging (DEIB) are at the center of our organization. We celebrate all dimensions of diversity and encourage women, LGBTQ+ people, persons with disabilities, Afro-descendants, and Indigenous people to apply.

We will ensure that individuals with disabilities are provided reasonable accommodation to participate in the job interview process. If you are a qualified candidate with a disability, please e-mail us at [diversity@iadb.org](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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**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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