

Terms of Reference

Senior Program Manager for the Technical Cooperation Building the State Capability to support the scaling up of small rural entrepreneurs in Peru (PE-T1568)

About Imago

Imago Global Grassroots (Imago) is a non-profit organization that helps scale the social impact of grassroots organizations, social enterprises, and governments around the world with the goal of transforming the lives of people living in poverty. Together with their clients, they co-create the conditions they need to scale in a way that respects their values and identity.

Imago is the Executing Agency for the operation *Building the state capability to support the scaling up of small rural entrepreneurs in Peru (PE-T1568)* administered by the IDB and financed by the Japan Special Fund Poverty Reduction Program (JPO).

About this position

Imago will engage a Senior Program Manager to oversee and manage the implementation progress of the Technical Cooperation Building the State Capability to support the scaling up of small rural entrepreneurs in Peru. Through this TC, Imago will support The Fondo de Cooperación para el Desarrollo Social (FONCODES), part of Peru's Ministry of Social Development and Inclusion, in strengthening the Haku Wiñay entrepreneurial development program to improve the sustainability and scaling up of entrepreneurial projects in the poorest rural communities in Peru. The project as a whole would yield thirteen core products:

1. Diagnosis of Foncodes strengths and areas for improvement, with an emphasis on year 3 of Haku Wiñay, and development of work plan
2. Synthesis of international literature of the pathways from micro to small scale, and enterprise support systems for this category of enterprise.
3. Design and prototype a menu of improved support services
4. Pilot of improved year 3 of Haku Wiñay program.
5. Review of existing MLE strategy and data availability.
6. Data collection for ongoing review of process indicators and outcome indicators.
7. Capacity building workshops for the application of iterative learning tools.
8. Support for implementation of iterative learning tools, including protocols for structured experimentation and learning.
9. Diagnose existing link of Haku Wiñay and Avanzar Rural or similar government programs that support rural entrepreneurs.
10. Development of guidelines for Foncodes staff for the bridging process between Haku Wiñay and other government programs.
11. Co-design and pilot a bridge between Haku Wiñay and Avanzar Rural programs as part of an integrated Enterprise Support System.
12. Landscape analysis of government programs for rural entrepreneurs in Peru.
13. Training local government officials on developing partnerships between government programs and communities.

The Senior Program Manager, will be engaged in the thirteen core products of the project. The Senior Program Manager will work closely with the entire team engaged in the implementation,

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stakeholders, and senior advisors and leadership to ensure the successful delivery of the project on time, within scope, and within budget.

The Senior Program Manager will work in collaboration with the Innovation for Citizen Services Division (ICS), part of the IDB's Institutions for Development Sector (IFD). This team aims to improve government service delivery and is structured in four clusters: (i) Public Management; (ii) Digital Government; (iii) Transparency; and (iv) Citizen Security. This consultancy will support the work of the Public Management cluster, which leads the agenda for strengthening public institutions and cross-cutting government functions such as strategic planning, civil service management, evaluation of the results of public policies, programs and projects in the region, among others, to improve the management of public resources.

What you'll do:

- As Senior Program Manager, you will be engaged in the thirteen core products of the project.
- Lead the design and planning of the project, ensuring alignment with goals and objectives.
- Manage the contracting process for project personnel, including field coordinators and support personnel.
- Ensure that project deliverables are met on time and adhere to high-quality standards.
- Engage and coordinate Imago's global team and network of senior advisors as needed to leverage their expertise in project implementation.
- Build and maintain strong relationships with key stakeholders to facilitate the achievement of project objectives.
- Develop and implement strategies to monitor project implementation and progress, ensuring continuous improvement and learning.

Deliverables and Payments Timeline:

Deliverable 1: Co-production of Diagnostic Report of Haku Wiñay Program (product 1 – component 1) - Diagnosis of Foncodes strengths and areas for improvement, with an emphasis on year 3 of Haku Wiñay, and development of work plan. In collaboration with senior advisor and program manager.

Deliverable 2: Co-author Literature Review Technical Note (product 2 – component 1) - Synthesis of international literature of the pathways from micro to small scale, and enterprise support systems for this category of enterprise. In collaboration with program specialist.

Deliverable 3: Co-production of Menu of Services Technical Note (product 3 – component 1) - Design and prototype a menu of improved support services. In collaboration with senior advisor and director of programs.

Deliverable 4: Co-delivery of Pilot of Improved Haku Wiñay Program (product 4 – component 1) - Pilot of improved year 3 of Haku Wiñay program. In collaboration with senior advisor, program specialist, program manager and field coordinators.

Deliverable 5: Co-production of MLE Strategy Assessment (product 5 – component 2) - Review of existing MLE strategy and data availability. In collaboration with senior advisor and program manager.

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Deliverable 6: Co-lead Data Analysis Report (product 6 – component 2) - Data collection for ongoing review of process indicators and outcome indicators. In collaboration with program manager and field coordinators.

Deliverable 7: Co-delivery of Iterative Learning Workshops (product 7 – component 2) – Capacity building workshops for the application of iterative learning tools. In collaboration with director of programs, program manager and field coordinators.

Deliverable 8: Co-author Operational Manuals for Iterative Learning (product 8 – component 2) - Support for implementation of iterative learning tools, including protocols for structured experimentation and learning. In collaboration with senior advisor and program manager.

Deliverable 9: Co-production of Diagnostic Report of Current Bridges Across Programs (product 9 – component 3) - Diagnose existing link of Haku Wiñay and Avanzar Rural or similar government programs that support rural entrepreneurs. In collaboration with senior advisor, program manager and field coordinators.

Deliverable 10: Co-author Operational Manuals for Bridging Process (product 10 – component 3) - Development of guidelines for Foncodes staff for the bridging process between Haku Wiñay and other government programs. In collaboration with director of programs and program manager.

Deliverable 11: Co-delivery of Pilot of Bridge Across Programs (product 11 – component 3) - Co-design and pilot a bridge between Haku Wiñay and Avanzar Rural programs as part of an integrated Enterprise Support System. In collaboration with director of programs, program manager and field coordinators.

Deliverable 12: Co-author Landscape Analysis Technical Note (product 12 – component 4) - Landscape analysis of government programs for rural entrepreneurs in Peru. In collaboration with program specialist and program manager.

Deliverable 13: Co-delivery of Training Workshops (product 13 – component 4) – Training local government officials on developing partnerships between government programs and communities. In collaboration with senior advisor, program manager and field coordinators.

| <u>Deliverable #</u> | <u>Percentage</u> | <u>Planned Date to Submit</u> |
|----------------------|-------------------|-------------------------------|
| 1 | 5% | Dec 2025 |
| 2 | 4% | Dec 2025 |
| 3 | 8% | June 2027 |
| 4 | 15% | June 2027 |
| 5 | 4% | Dec 2025 |
| 6 | 5% | June 2027 |
| 7 | 6% | June 2027 |
| 8 | 12% | June 2027 |
| 9 | 5% | Dec 2025 |
| 10 | 5% | June 2027 |

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|----|-----|-----------|
| 11 | 8% | June 2027 |
| 12 | 10% | Dec 2025 |
| 13 | 13% | June 2027 |

What you'll need

- **Education:** Master's degree in Economics, Business, Public Policy, International Development, or other fields relevant to the responsibilities of the role.
- **Experience:** At least 8 years of experience in rural development programs or poverty graduation programs in rural areas in developing countries and experience working with the Peruvian Government and multilateral organizations.
- **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

Type of contract and duration:

- **Type of contract:** Consultant
- **Length of contract:** 312 days in a period of 3 years

What we offer

Imago Global Grassroots offers:

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

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Senior Advisor for Learning and Evaluation for the Technical Cooperation Building the State Capability to support the scaling up of small rural entrepreneurs in Peru (PE-T1568)

Location

Imago Global Grassroots (Imago) is a non-profit organization that helps scale the social impact of grassroots organizations, social enterprises, and governments around the world with the goal of transforming the lives of people living in poverty. Together with their clients, they co-create the conditions they need to scale in a way that respects their values and identity.

Imago is the Executing Agency for the operation *Building the state capability to support the scaling up of small rural entrepreneurs in Peru (PE-T1568)* administered by the IDB and financed by the Japan Special Fund Poverty Reduction Program (JPO).

About this position

Imago will engage a Senior Advisor for Learning and Evaluation to provide strategic technical guidance in the monitoring, learning and evaluation of the Technical Cooperation Building the State Capability to support the scaling up of small rural entrepreneurs in Peru. Through this TC, Imago will support The Fondo de Cooperación para el Desarrollo Social (FONCODES), part of Peru's Ministry of Social Development and Inclusion, in strengthening the Haku Wiñay entrepreneurial development program to improve the sustainability and scaling up of entrepreneurial projects in the poorest rural communities in Peru. The project as a whole would yield thirteen core products:

1. Diagnosis of Foncodes strengths and areas for improvement, with an emphasis on year 3 of Haku Wiñay, and development of work plan
2. Synthesis of international literature of the pathways from micro to small scale, and enterprise support systems for this category of enterprise.
3. Design and prototype a menu of improved support services
4. Pilot of improved year 3 of Haku Wiñay program.
5. Review of existing MLE strategy and data availability.
6. Data collection for ongoing review of process indicators and outcome indicators.
7. Capacity building workshops for the application of iterative learning tools.
8. Support for implementation of iterative learning tools, including protocols for structured experimentation and learning.
9. Diagnose existing link of Haku Wiñay and Avanzar Rural or similar government programs that support rural entrepreneurs.
10. Development of guidelines for Foncodes staff for the bridging process between Haku Wiñay and other government programs.
11. Co-design and pilot a bridge between Haku Wiñay and Avanzar Rural programs as part of an integrated Enterprise Support System.
12. Landscape analysis of government programs for rural entrepreneurs in Peru.
13. Training local government officials on developing partnerships between government programs and communities.

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The Senior Advisor for Learning and Evaluation will be engaged products 5 and 8 of the project. The Senior Advisor will work closely with the Director of Programs and Senior Program Manager.

The Senior Advisor for Learning and Evaluation will work in collaboration with the Innovation for Citizen Services Division (ICS), part of the IDB's Institutions for Development Sector (IFD). This team aims to improve government service delivery and is structured in four clusters: (i) Public Management; (ii) Digital Government; (iii) Transparency; and (iv) Citizen Security. This consultancy will support the work of the Public Management cluster, which leads the agenda for strengthening public institutions and cross-cutting government functions such as strategic planning, civil service management, evaluation of the results of public policies, programs and projects in the region, among others, to improve the management of public resources.

What you'll do:

- As Senior Advisor for Learning and Evaluation, you will review and provide technical assurance for the project's Products 5 and 8.
- Provide technical guidance on strategies for monitoring project implementation and progress, ensuring continuous improvement and learning.

Deliverables and Payments Timeline:

Deliverable 1: Technical Assurance for MLE Strategy Assessment (product 5 – component 2) - Review of existing MLE strategy and data availability. In collaboration with senior program manager and program manager.

Deliverable 2: Technical Assurance for Operational Manuals for Iterative Learning (product 8 – component 2) - Support for implementation of iterative learning tools, including protocols for structured experimentation and learning. In collaboration with senior program manager and program manager.

| <u>Deliverable #</u> | <u>Percentage</u> | <u>Planned Date to Submit</u> |
|-----------------------------|--------------------------|--------------------------------------|
| 1 | 25% | Dec 2025 |
| 2 | 75% | June 2027 |

What you'll need

- **Education:** Ph.D./ Master's degree in Economics, Business, Public Policy, International Development, or other fields relevant to the responsibilities of the role.
- **Experience:** At least 15 years of experience in rural development programs or poverty graduation programs in rural areas in developing countries, and proven experience in monitoring, learning and evaluation.
- **Languages:** Proficiency in English and one of the other Bank official languages (Spanish, French or Portuguese) is required.

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Key skills:

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

Type of contract and duration:

- **Type of contract:** Consultant
- **Length of contract:** 36 days in a period of 3 years

What we offer

Imago Global Grassroots offers:

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

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Senior Advisor for Implementation of the Technical Cooperation Building the State Capability to support the scaling up of small rural entrepreneurs in Peru (PE-T1568)

Location

Imago Global Grassroots (Imago) is a non-profit organization that helps scale the social impact of grassroots organizations, social enterprises, and governments around the world with the goal of transforming the lives of people living in poverty. Together with their clients, they co-create the conditions they need to scale in a way that respects their values and identity.

Imago is the Executing Agency for the operation *Building the state capability to support the scaling up of small rural entrepreneurs in Peru (PE-T1568)* administered by the IDB and financed by the Japan Special Fund Poverty Reduction Program (JPO).

About this position

Imago will engage a Senior Advisor for the implementation of the Technical Cooperation Building the State Capability to support the scaling up of small rural entrepreneurs in Peru. Through this TC, Imago will support The Fondo de Cooperación para el Desarrollo Social (FONCODES), part of Peru's Ministry of Social Development and Inclusion, in strengthening the Haku Wiñay entrepreneurial development program to improve the sustainability and scaling up of entrepreneurial projects in the poorest rural communities in Peru. The project as a whole would yield thirteen core products:

1. Diagnosis of Foncodes strengths and areas for improvement, with an emphasis on year 3 of Haku Wiñay, and development of work plan
2. Synthesis of international literature of the pathways from micro to small scale, and enterprise support systems for this category of enterprise.
3. Design and prototype a menu of improved support services
4. Pilot of improved year 3 of Haku Wiñay program.
5. Review of existing MLE strategy and data availability.
6. Data collection for ongoing review of process indicators and outcome indicators.
7. Capacity building workshops for the application of iterative learning tools.
8. Support for implementation of iterative learning tools, including protocols for structured experimentation and learning.
9. Diagnose existing link of Haku Wiñay and Avanzar Rural or similar government programs that support rural entrepreneurs.
10. Development of guidelines for Foncodes staff for the bridging process between Haku Wiñay and other government programs.
11. Co-design and pilot a bridge between Haku Wiñay and Avanzar Rural programs as part of an integrated Enterprise Support System.
12. Landscape analysis of government programs for rural entrepreneurs in Peru.
13. Training local government officials on developing partnerships between government programs and communities.

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The Senior Advisor for Implementation will be engaged products 1, 3, 4, 9 and 13 of the project. The Senior Advisor will work closely with the Director of Programs and Senior Program Manager.

The Senior Advisor for Implementation will work in collaboration with the Innovation for Citizen Services Division (ICS), part of the IDB's Institutions for Development Sector (IFD). This team aims to improve government service delivery and is structured in four clusters: (i) Public Management; (ii) Digital Government; (iii) Transparency; and (iv) Citizen Security. This consultancy will support the work of the Public Management cluster, which leads the agenda for strengthening public institutions and cross-cutting government functions such as strategic planning, civil service management, evaluation of the results of public policies, programs and projects in the region, among others, to improve the management of public resources.

What you'll do:

- As the Senior Advisor for Implementation, you will review and provide technical assurance for Products 1, 3, 4, 9, and 13 of the project.
- Provide technical guidance for the design and planning of the project, ensuring alignment with the goals and objectives.

Deliverables and Payments Timeline:

Deliverable 1: Technical Assurance for Diagnostic Report of Haku Wiñay Program (product 1 – component 1) - Diagnosis of Foncodes strengths and areas for improvement, with an emphasis on year 3 of Haku Wiñay, and development of work plan. In collaboration with senior program manager and program manager.

Deliverable 2: Technical Assurance for Menu of Services Technical Note (product 3 – component 1) - Design and prototype a menu of improved support services. In collaboration with senior program manager, director of programs and program manager.

Deliverable 3: Technical Assurance for Pilot of Improved Haku Wiñay Program (product 4 – component 1) - Pilot of improved year 3 of Haku Wiñay program. In collaboration with senior program manager, program specialist, program manager and field coordinators.

Deliverable 4: Technical Assurance for Diagnostic Report of Current Bridges Across Programs (product 9 – component 3) - Diagnose existing link of Haku Wiñay and Avanzar Rural or similar government programs that support rural entrepreneurs. In collaboration with program manager and field coordinators.

Deliverable 5: Technical Assurance for Training Workshops (product 13 – component 4) – Training local government officials on developing partnerships between government programs and communities. In collaboration with program manager and field coordinators.

| <u>Deliverable #</u> | <u>Percentage</u> | <u>Planned Date to Submit</u> |
|----------------------|-------------------|-------------------------------|
| 1 | 11% | Dec 2025 |
| 2 | 17% | June 2027 |
| 3 | 31% | June 2027 |
| 4 | 11% | Dec 2025 |

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|---|-----|-----------|
| 5 | 30% | June 2027 |
|---|-----|-----------|

What you'll need

- **Education:** Ph.D./ Master's degree in Economics, Business, Public Policy, International Development, or other fields relevant to the responsibilities of the role.
- **Experience:** At least 15 years of experience in rural development programs or poverty graduation programs in rural areas in developing countries.
- **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

Type of contract and duration:

- **Type of contract:** Consultant
- **Length of contract:** 24 days in a period of 3 years

What we offer

Imago Global Grassroots offers:

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

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Program Manager for the Technical Cooperation Building the State Capability to support the scaling up of small rural entrepreneurs in Peru (PE-T1568)

Location

Imago Global Grassroots (Imago) is a non-profit organization that helps scale the social impact of grassroots organizations, social enterprises, and governments around the world with the goal of transforming the lives of people living in poverty. Together with their clients, they co-create the conditions they need to scale in a way that respects their values and identity.

Imago is the Executing Agency for the operation *Building the state capability to support the scaling up of small rural entrepreneurs in Peru (PE-T1568)* administered by the IDB and financed by the Japan Special Fund Poverty Reduction Program (JPO).

About this position

Imago is looking for a Program Manager to manage the implementation of the Technical Cooperation Building the State Capability to support the scaling up of small rural entrepreneurs in Peru. Through this TC, Imago will support The Fondo de Cooperación para el Desarrollo Social (FONCODES), part of Peru's Ministry of Social Development and Inclusion, in strengthening the Haku Wiñay entrepreneurial development program to improve the sustainability and scaling up of entrepreneurial projects in the poorest rural communities in Peru. The project as a whole would yield thirteen core products:

1. Diagnosis of Foncodes strengths and areas for improvement, with an emphasis on year 3 of Haku Wiñay, and development of work plan
2. Synthesis of international literature of the pathways from micro to small scale, and enterprise support systems for this category of enterprise.
3. Design and prototype a menu of improved support services
4. Pilot of improved year 3 of Haku Wiñay program.
5. Review of existing MLE strategy and data availability.
6. Data collection for ongoing review of process indicators and outcome indicators.
7. Capacity building workshops for the application of iterative learning tools.
8. Support for implementation of iterative learning tools, including protocols for structured experimentation and learning.
9. Diagnose existing link of Haku Wiñay and Avanzar Rural or similar government programs that support rural entrepreneurs.
10. Development of guidelines for Foncodes staff for the bridging process between Haku Wiñay and other government programs.
11. Co-design and pilot a bridge between Haku Wiñay and Avanzar Rural programs as part of an integrated Enterprise Support System.
12. Landscape analysis of government programs for rural entrepreneurs in Peru.
13. Training local government officials on developing partnerships between government programs and communities.

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The Program Manager will be engaged products 1, 4, 5, 6, 7, 8, 9, 10, 11, 12 and 13 of the project. The Program Manager will coordinate and work with the entire team involved in the implementation of this project, under the supervision and with the support of the Senior Program Manager.

The Program Manager will work in collaboration with the Innovation for Citizen Services Division (ICS), part of the IDB's Institutions for Development Sector (IFD). This team aims to improve government service delivery and is structured in four clusters: (i) Public Management; (ii) Digital Government; (iii) Transparency; and (iv) Citizen Security. This consultancy will support the work of the Public Management cluster, which leads the agenda for strengthening public institutions and cross-cutting government functions such as strategic planning, civil service management, evaluation of the results of public policies, programs and projects in the region, among others, to improve the management of public resources.

What you'll do:

- As Program Manager, you will be engaged products 1, 4, 5, 6, 7, 8, 9, 10, 11, 12 and 13 of the project.
- Lead the implementation of core project activities in the field and coordinate directly with field coordinators.
- Support the design and planning of the project in the field, ensuring alignment with goals and objectives.
- In coordination with Senior Program Manager, ensure that project deliverables are met on time and adhere to high-quality standards.
- Coordinate with Imago's global team and network of senior advisors as needed.
- Build and maintain relationships with stakeholders in the field stakeholders to facilitate the achievement of project objectives, especially with government stakeholders and direct users of the program, such as rural entrepreneurs.
- In coordination with Senior Program Manager, monitor project implementation and progress, ensuring continuous improvement and learning.

Deliverables and Payments Timeline:

Deliverable 1: Desk Review, Interviews to Key Stakeholders and Co-production of Diagnostic Report of Haku Wiñay Program (product 1 – component 1) - Diagnosis of Foncodes strengths and areas for improvement, with an emphasis on year 3 of Haku Wiñay, and development of work plan. In collaboration with senior advisor and senior program manager.

Deliverable 2: Co-delivery of Pilot of Improved Haku Wiñay Program, focused on field work (product 4 – component 1) - Pilot of improved year 3 of Haku Wiñay program. In collaboration with senior advisor, program specialist, senior program manager and field coordinators.

Deliverable 3: Co-production of MLE Strategy Assessment, including application of agile methods for structured learning in the field (product 5 – component 2) - Review of existing MLE strategy and data availability. In collaboration with senior advisor and senior program manager.

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Deliverable 4: Design Data Collection Instruments and Co-lead Data Analysis Report (product 6 – component 2) - Data collection for ongoing review of process indicators and outcome indicators. In collaboration with senior program manager and field coordinators.

Deliverable 5: Co-delivery of Iterative Learning Workshops, focused on inputs from the field and (product 7 – component 2) – Capacity building workshops for the application of iterative learning tools. In collaboration with with director of programs, senior program manager and field coordinators.

Deliverable 6: Co-author Operational Manuals for Iterative Learning (product 8 – component 2) - Support for implementation of iterative learning tools, including protocols for structured experimentation and learning. In collaboration with senior advisor and senior program manager.

Deliverable 7: Working sessions with Entrepreneurs and Foncodes Staff and Co-production of Diagnostic Report of Current Bridges Across Programs (product 9 – component 3) - Diagnose existing link of Haku Wiñay and Avanzar Rural or similar government programs that support rural entrepreneurs. In collaboration with senior advisor, senior program manager and field coordinators.

Deliverable 8: Co-author Operational Manuals for Bridging Process (product 10 – component 3) - Development of guidelines for Foncodes staff for the bridging process between Haku Wiñay and other government programs. In collaboration with director of programs and senior program manager.

Deliverable 9: Co-delivery of Pilot of Bridge Across Programs, focused on field work (product 11 – component 3) - Co-design and pilot a bridge between Haku Wiñay and Avanzar Rural programs as part of an integrated Enterprise Support System. In collaboration with director of programs, senior program manager and field coordinators.

Deliverable 10: Co-author Landscape Analysis Technical Note leveradging knowledge from the field (product 12 – component 4) - Landscape analysis of government programs for rural entrepreneurs in Peru. In collaboration with program specialist and senior program manager.

Deliverable 11: Inputs from the field and Co-delivery of Training Workshops (product 13 – component 4) – Training local government officials on developing partnerships between government programs and communities. In collaboration with senior advisor, senior program manager and field coordinators.

| <u>Deliverable #</u> | <u>Percentage</u> | <u>Planned Date to Submit</u> |
|----------------------|-------------------|-------------------------------|
| 1 | 6% | Dec 2025 |
| 2 | 17% | June 2027 |
| 3 | 4% | Dec 2025 |
| 4 | 6% | June 2027 |
| 5 | 7% | June 2027 |
| 6 | 13% | June 2027 |
| 7 | 6% | Dec 2025 |

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| 8 | 6% | June 2027 |
| 9 | 9% | June 2027 |
| 10 | 11% | Dec 2025 |
| 11 | 15% | June 2027 |

What you'll need

- **Education:** Master's degree in Economics, Business, Public Policy, International Development, or other fields relevant to the responsibilities of the role.
- **Experience:** At least 6 years of experience in rural development programs or poverty graduation programs in rural areas in developing countries and experience working with Peruvian Government.
- **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

Type of contract and duration:

- **Type of contract:** Consultant
- **Length of contract:** 616 days in a period of 3 years

What we offer

Imago Global Grassroots offers:

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

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Field Coordinator for the Technical Cooperation Building the State Capability to support the scaling up of small rural entrepreneurs in Peru (PE-T1568)

Location

Imago Global Grassroots (Imago) is a non-profit organization that helps scale the social impact of grassroots organizations, social enterprises, and governments around the world with the goal of transforming the lives of people living in poverty. Together with their clients, they co-create the conditions they need to scale in a way that respects their values and identity.

Imago is the Executing Agency for the operation *Building the state capability to support the scaling up of small rural entrepreneurs in Peru (PE-T1568)* administered by the IDB and financed by the Japan Special Fund Poverty Reduction Program (JPO).

About this position

Imago is looking for two Field Coordinators to support the implementation of the Technical Cooperation Building the State Capability to support the scaling up of small rural entrepreneurs in Peru. Through this TC, Imago will support The Fondo de Cooperación para el Desarrollo Social (FONCODES), part of Peru's Ministry of Social Development and Inclusion, in strengthening the Haku Wiñay entrepreneurial development program to improve the sustainability and scaling up of entrepreneurial projects in the poorest rural communities in Peru. The project as a whole would yield thirteen core products:

1. Diagnosis of Foncodes strengths and areas for improvement, with an emphasis on year 3 of Haku Wiñay, and development of work plan
2. Synthesis of international literature of the pathways from micro to small scale, and enterprise support systems for this category of enterprise.
3. Design and prototype a menu of improved support services
4. Pilot of improved year 3 of Haku Wiñay program.
5. Review of existing MLE strategy and data availability.
6. Data collection for ongoing review of process indicators and outcome indicators.
7. Capacity building workshops for the application of iterative learning tools.
8. Support for implementation of iterative learning tools, including protocols for structured experimentation and learning.
9. Diagnose existing link of Haku Wiñay and Avanzar Rural or similar government programs that support rural entrepreneurs.
10. Development of guidelines for Foncodes staff for the bridging process between Haku Wiñay and other government programs.
11. Co-design and pilot a bridge between Haku Wiñay and Avanzar Rural programs as part of an integrated Enterprise Support System.
12. Landscape analysis of government programs for rural entrepreneurs in Peru.
13. Training local government officials on developing partnerships between government programs and communities.

The Field Coordinator will be engaged in products 4, 6, 7, 11 and 13 of the project. The Field Coordinator will coordinate directly with the Senior Program Manager and the Program Manager.

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The Field Coordinator will work in collaboration with the Innovation for Citizen Services Division (ICS), part of the IDB's Institutions for Development Sector (IFD). This team aims to improve government service delivery and is structured in four clusters: (i) Public Management; (ii) Digital Government; (iii) Transparency; and (iv) Citizen Security. This consultancy will support the work of the Public Management cluster, which leads the agenda for strengthening public institutions and cross-cutting government functions such as strategic planning, civil service management, evaluation of the results of public policies, programs and projects in the region, among others, to improve the management of public resources.

What you'll do:

- As Field Coordinator, you will be engaged in products 4, 6, 7, 11 and 13 of the project.
- In coordination with the Program Manager, support the implementation of core project activities in the field.
- Engage with Imago's global team and network of senior advisors as needed.
- Build and maintain relationships with stakeholders in the field stakeholders to facilitate the achievement of project objectives, especially with government stakeholders and direct users of the program, such as rural entrepreneurs.
- In coordination with the Program Manager, monitor project implementation and progress, ensuring continuous improvement and learning.

Deliverables and Payments Timeline:

Deliverable 1: Agile Tests of Improvements for the Pilot of Improved Haku Wiñay Program (product 4 – component 1) - Pilot of improved year 3 of Haku Wiñay program. In collaboration with senior advisor, senior program manager and program manager.

Deliverable 2: Quantitative and Qualitative Data Collection and Analysis Report (product 6 – component 2) - Data collection for ongoing review of process indicators and outcome indicators. In collaboration with senior program manager and program manager.

Deliverable 3: Inputs for Iterative Learning Workshops (product 7 – component 2) – Capacity building workshops for the application of iterative learning tools. In collaboration with with director of programs, senior program manager and program manager.

Deliverable 4: Working Sessions with Key Stakeholders for the Pilot of Bridge Across Programs (product 11 – component 3) - Co-design and pilot a bridge between Haku Wiñay and Avanzar Rural programs as part of an integrated Enterprise Support System. In collaboration with director of programs, senior program manager and program manager.

Deliverable 5: Inputs for Training Workshops (product 13 – component 4) – Training local government officials on developing partnerships between government programs and communities. In collaboration with senior advisor, senior program manager and program manager.

| <u>Deliverable #</u> | <u>Percentage</u> | <u>Planned Date to Submit</u> |
|----------------------|-------------------|-------------------------------|
| 1 | 31% | June 2027 |

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|---|-----|-----------|
| 2 | 10% | June 2027 |
| 3 | 14% | June 2027 |
| 4 | 16% | June 2027 |
| 5 | 29% | June 2027 |

What you'll need

- **Education:** Bachelor's degree (or higher) in Economics, Business, Public Policy, International Development, or other fields relevant to the responsibilities of the role.
- **Experience:** At least 4 years of experience in rural development programs or poverty graduation programs in rural areas in developing countries and experience working with Peruvian Government. Proven experience in agricultural businesses and experience in monitoring, learning and evaluation is an asset.
- **Languages:** Proficiency in Spanish is required.

Key skills:

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

Type of contract and duration:

- **Type of contract:** Consultant
- **Length of contract:** 528 days in a period of 3 years

What we offer

Imago Global Grassroots offers:

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

Terms of Reference

Director of Programs for the Technical Cooperation Building the State Capability to support the scaling up of small rural entrepreneurs in Peru (PE-T1568)

Location

Imago Global Grassroots (Imago) is a non-profit organization that helps scale the social impact of grassroots organizations, social enterprises, and governments around the world with the goal of transforming the lives of people living in poverty. Together with their clients, they co-create the conditions they need to scale in a way that respects their values and identity.

Imago is the Executing Agency for the operation *Building the state capability to support the scaling up of small rural entrepreneurs in Peru (PE-T1568)* administered by the IDB and financed by the Japan Special Fund Poverty Reduction Program (JPO).

About this position

Imago will engage the Director of Programs to oversee the overall progress of the Technical Cooperation Building the State Capability to support the scaling up of small rural entrepreneurs in Peru. Through this TC, Imago will support The Fondo de Cooperación para el Desarrollo Social (FONCODES), part of Peru's Ministry of Social Development and Inclusion, in strengthening the Haku Wiñay entrepreneurial development program to improve the sustainability and scaling up of entrepreneurial projects in the poorest rural communities in Peru. The project as a whole would yield thirteen core products:

1. Diagnosis of Foncodes strengths and areas for improvement, with an emphasis on year 3 of Haku Wiñay, and development of work plan
2. Synthesis of international literature of the pathways from micro to small scale, and enterprise support systems for this category of enterprise.
3. Design and prototype a menu of improved support services
4. Pilot of improved year 3 of Haku Wiñay program.
5. Review of existing MLE strategy and data availability.
6. Data collection for ongoing review of process indicators and outcome indicators.
7. Capacity building workshops for the application of iterative learning tools.
8. Support for implementation of iterative learning tools, including protocols for structured experimentation and learning.
9. Diagnose existing link of Haku Wiñay and Avanzar Rural or similar government programs that support rural entrepreneurs.
10. Development of guidelines for Foncodes staff for the bridging process between Haku Wiñay and other government programs.
11. Co-design and pilot a bridge between Haku Wiñay and Avanzar Rural programs as part of an integrated Enterprise Support System.
12. Landscape analysis of government programs for rural entrepreneurs in Peru.
13. Training local government officials on developing partnerships between government programs and communities.

The Director of programs will be engaged specifically in products 3, 7, 10 and 11 of the projects. The Director of Programs will work closely with the Senior Program Manager and senior advisors

Terms of Reference

and leadership to ensure the successful delivery of the project on time, within scope, and within budget.

The Director of Programs will work in collaboration with the Innovation for Citizen Services Division (ICS), part of the IDB's Institutions for Development Sector (IFD). This team aims to improve government service delivery and is structured in four clusters: (i) Public Management; (ii) Digital Government; (iii) Transparency; and (iv) Citizen Security. This consultancy will support the work of the Public Management cluster, which leads the agenda for strengthening public institutions and cross-cutting government functions such as strategic planning, civil service management, evaluation of the results of public policies, programs and projects in the region, among others, to improve the management of public resources.

What you'll do:

- As Director of Programs, you will be engaged in the overall supervision of the project, with special emphasis on a series of products which include: 3, 7, 10 and 11.
- Refine the overall project plan, with clear activities, timelines, roles and responsibilities of the team.
- Identify training and development opportunities to enhance the skills and capabilities of the team delivering the project consider Imago's approach and methodologies.
- Manage the contracting process for project personnel, including field coordinators and support personnel.
- Oversee the execution of project deliverables are met on time and adhere to high-quality standards.
- Engage Imago's global team and network of senior advisors as needed to leverage their expertise in project implementation.
- Foster a culture of continuous improvement by regularly reviewing project processes and outcomes, and implementing lessons learned.
- Develop and implement strategies to monitor project implementation and progress, ensuring continuous improvement and learning.

Deliverables and Payments Timeline:

Deliverable 1: Co-production of Menu of Services Technical Note (product 3 – component 1) - Design and prototype a menu of improved support services. In collaboration with senior advisor and senior program manager.

Deliverable 2: Co-delivery of Iterative Learning Workshops (product 7 – component 2) – Capacity building workshops for the application of iterative learning tools. In collaboration with senior program manager, program manager and field coordinators.

Deliverable 3: Co-author Operational Manuals for Bridging Process (product 10 – component 3) - Development of guidelines for Foncodes staff for the bridging process between Haku Wiñay and other government programs. In collaboration with senior program manager and program manager.

Deliverable 4: Co-delivery of Pilot of Bridge Across Programs (product 11 – component 3) - Co-design and pilot a bridge between Haku Wiñay and Avanzar Rural programs as part of an

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integrated Enterprise Support System. In collaboration with senior program manager, program manager and field coordinators.

| <u>Deliverable #</u> | <u>Percentage</u> | <u>Planned Date to Submit</u> |
|----------------------|-------------------|-------------------------------|
| 1 | 29% | June 2027 |
| 2 | 24% | June 2027 |
| 3 | 18% | June 2027 |
| 4 | 29% | June 2027 |

What you'll need

- **Education:** Master's degree in Economics, Business, Public Policy, International Development, or other fields relevant to the responsibilities of the role.
- **Experience:** At least 10 years of experience in management and direction of programs of similar size with emphasis in poverty alleviation in developing countries.
- **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

Type of contract and duration:

- **Type of contract:** Consultant
- **Length of contract:** 78 days in a period of 3 years

What we offer

Imago Global Grassroots offers:

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

Terms of Reference

Program Specialist for the Technical Cooperation Building the State Capability to support the scaling up of small rural entrepreneurs in Peru (PE-T1568)

Location

Imago Global Grassroots (Imago) is a non-profit organization that helps scale the social impact of grassroots organizations, social enterprises, and governments around the world with the goal of transforming the lives of people living in poverty. Together with their clients, they co-create the conditions they need to scale in a way that respects their values and identity.

Imago is the Executing Agency for the operation *Building the state capability to support the scaling up of small rural entrepreneurs in Peru (PE-T1568)* administered by the IDB and financed by the Japan Special Fund Poverty Reduction Program (JPO).

About this position

Imago is looking for a Program Specialist to provide expert support for the implementation of the Technical Cooperation Building the State Capability to support the scaling up of small rural entrepreneurs in Peru. Through this TC, Imago will support The Fondo de Cooperación para el Desarrollo Social (FONCODES), part of Peru's Ministry of Social Development and Inclusion, in strengthening the Haku Wiñay entrepreneurial development program to improve the sustainability and scaling up of entrepreneurial projects in the poorest rural communities in Peru. The project as a whole would yield thirteen core products:

1. Diagnosis of Foncodes strengths and areas for improvement, with an emphasis on year 3 of Haku Wiñay, and development of work plan
2. Synthesis of international literature of the pathways from micro to small scale, and enterprise support systems for this category of enterprise.
3. Design and prototype a menu of improved support services
4. Pilot of improved year 3 of Haku Wiñay program.
5. Review of existing MLE strategy and data availability.
6. Data collection for ongoing review of process indicators and outcome indicators.
7. Capacity building workshops for the application of iterative learning tools.
8. Support for implementation of iterative learning tools, including protocols for structured experimentation and learning.
9. Diagnose existing link of Haku Wiñay and Avanzar Rural or similar government programs that support rural entrepreneurs.
10. Development of guidelines for Foncodes staff for the bridging process between Haku Wiñay and other government programs.
11. Co-design and pilot a bridge between Haku Wiñay and Avanzar Rural programs as part of an integrated Enterprise Support System.
12. Landscape analysis of government programs for rural entrepreneurs in Peru.
13. Training local government officials on developing partnerships between government programs and communities.

Terms of Reference

The Program Specialist will be engaged products 2, 4 and 12 of the project. The Program Specialist will work closely with the Senior Program Manager.

The Program Specialist will work in collaboration with the Innovation for Citizen Services Division (ICS), part of the IDB's Institutions for Development Sector (IFD). This team aims to improve government service delivery and is structured in four clusters: (i) Public Management; (ii) Digital Government; (iii) Transparency; and (iv) Citizen Security. This consultancy will support the work of the Public Management cluster, which leads the agenda for strengthening public institutions and cross-cutting government functions such as strategic planning, civil service management, evaluation of the results of public policies, programs and projects in the region, among others, to improve the management of public resources.

What you'll do:

- As Program Specialist, you will be engaged in products 2, 4 and 12 of the project.
- Provide expert support for the implementation of the project.
- Provide guidance in development of rural development programs and agribusiness.

Deliverables and Payments Timeline:

Deliverable 1: Co-author Literature Review Technical Note (product 2 – component 1) - Synthesis of international literature of the pathways from micro to small scale, and enterprise support systems for this category of enterprise. In collaboration with senior program manager and program manager.

Deliverable 2: Technical Assurance for Pilot of Improved Haku Wiñay Program (product 4 – component 1) - Pilot of improved year 3 of Haku Wiñay program. In collaboration with senior advisor, senior program manager, program manager and field coordinators.

Deliverable 3: Co-author Landscape Analysis Technical Note (product 12 – component 4) - Landscape analysis of government programs for rural entrepreneurs in Peru. In collaboration with senior program manager and program manager.

| <u>Deliverable #</u> | <u>Percentage</u> | <u>Planned Date to Submit</u> |
|----------------------|-------------------|-------------------------------|
| 1 | 14% | Dec 2025 |
| 2 | 52% | June 2027 |
| 3 | 34% | Dec 2025 |

What you'll need

- **Education:** Ph.D./ Master's degree in Economics, Business, Public Policy, International Development, or other fields relevant to the responsibilities of the role.
- **Experience:** At least 10 years of experience in rural development programs or poverty graduation programs in rural areas in developing countries. Proven experience in agricultural businesses is an asset.

Terms of Reference

- **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

Type of contract and duration:

- **Type of contract:** Consultant
- **Length of contract:** 30 days in a period of 3 years

What we offer

Imago Global Grassroots offers:

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