

Consultant – Social Protection & Fiscal Sustainability

Post of Duty: Remote

The IDB Group is a diverse, versatile, and passionate community of 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 seeking a motivated and experienced consultant to provide technical support for the estimation of the project “Subsidies, Labor Costs, and Operational Effectiveness of SPL: Evidence for Fiscal Sustainability.” The consultant will lead the design of a regional analytical framework to estimate and compare social protection expenditures, labor costs, and their fiscal sustainability implications across Latin America and the Caribbean, working in close coordination with the SCL/SPL team to ensure methodological rigor and regional comparability.

What you will do

- Design and document the regional analytical framework for measuring social protection expenditures, labor-related subsidies, payroll taxes, social security contributions, and non-wage labor costs.
- Lead the development of harmonized estimates of social protection expenditures and labor costs across countries in Latin America and the Caribbean.
- Develop analytical tools to assess medium- and long-term fiscal sustainability, incorporating demographic trends and macroeconomic scenarios.
- Prepare the regional analytical report synthesizing findings on social protection expenditures, labor costs, and fiscal sustainability.
- Prepare country diagnostic notes for at least two countries, integrating Labor Market Observatory data and other administrative sources.
- Ensure methodological consistency between the analytical framework and the harmonized database.
- Present findings to SPL management and country teams as required.

Expected deliverables

1. **Deliverable 1:** Inception report: work plan and detailed methodology for the regional analytical framework
2. **Deliverable 2:** Harmonized analytical framework document
3. **Deliverable 3:** Draft regional report on social protection expenditures, labor costs, and fiscal sustainability
4. **Deliverable 4:** Country diagnostic notes (2 countries)
5. **Deliverable 5:** Final regional report (incorporating peer review comments)

Deliverables and payment schedule

Deliverable	Description	% of Payment	Expected deadline
Deliverable 1	Inception report: work plan and detailed methodology for the regional analytical framework	10%	Month 2
Deliverable 2	Harmonized analytical framework document	20%	Month 5

Deliverable 3	Draft regional report on social protection expenditures, labor costs, and fiscal sustainability	25%	Month 9
Deliverable 4	Country diagnostic notes (2 countries)	25%	Month 11
	Final regional report (incorporating peer review comments)	20%	Month 14
Total		100%	

What you need

Education: Advanced degree (Master's or PhD) in Economics, Public Policy, Social Policy, or a related field.

Experience:

- At least five years of professional experience in analytical work related to public policies, social programs, monitoring systems, or administrative data analysis.
- Proven experience producing analytical diagnostics or technical notes for governments or international organizations.
- Strong knowledge of social protection systems, pension schemes, non-contributory transfers, and labor cost structures.
- Experience working with household surveys, administrative records, and fiscal statistics.
- Familiarity with the IDB Labor Market Observatory or similar regional data platforms is an asset.

Languages: Proficiency in Portuguese. Knowledge of English is an asset.

Key skills:

- Analytical capacity and synthesis
- Technical report writing
- Collaborative work with multidisciplinary teams
- Results-oriented approach

Requirements

- **Citizenship:** You are either a citizen of Brazil or a citizen of one of our 48-member countries eligible to obtain a valid residency or legal permit to work in Colombia without the need for sponsorship by the IDB.
- **Consanguinity:** You have no family members (up to the fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB, IDB Invest, or IDB Lab.

Contract type and duration

- **Contract type:** External Products and Services Consultant (PEC).
- **Duration:** 21 months.
- **Work location:** Remote.

Our Culture

At the IDB Group, we work to ensure that everyone brings their best selves and is authentic at work, is willing to try new approaches without fear, and is held accountable and rewarded for their actions.

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About the IDB

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Consultant – Data Specialist for Harmonized Database on Social Protection & Fiscal Sustainability

Post of Duty: Remote

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About this position

We are seeking a motivated and experienced consultant to design, compile, and document the harmonized regional database on social protection expenditures and labor costs. The consultant will work under the technical direction of the SPL specialist and ensure that data outputs meet standards of quality, comparability, and reproducibility, integrating household surveys, administrative records, fiscal statistics, and IDB Labor Market Observatory data.

What you will do

- Identify, compile, and assess data sources for social protection expenditures, labor costs, payroll taxes, social security contributions, and related fiscal variables across countries in Latin America and the Caribbean.
- Design and implement a harmonized data processing protocol to ensure comparability across countries and data sources.
- Integrate data from household surveys, administrative records, fiscal statistics, and the IDB Labor Market Observatory.
- Construct harmonized indicators of social protection expenditures and non-wage labor costs at regional and country level.
- Produce full metadata documentation and data dictionaries for all variables and datasets.
- Ensure reproducibility through clean, documented code (Stata, R, or Python).
- Maintain and update the database throughout the execution period as new data become available.
- Support the SPL specialist in producing regional estimates and country diagnostics.

Expected deliverables

1. **Deliverable 1:** Data inventory: sources assessed, gaps identified, and processing protocol documented
2. **Deliverable 2:** Preliminary harmonized database (draft version with documentation)
3. **Deliverable 3:** Harmonized regional database (final version), with indicators and metadata
4. **Deliverable 4:** Technical documentation: data dictionary, methodology notes, and reproducibility package

Deliverables and payment schedule

Deliverable	Description	% of Payment	Expected deadline
Deliverable 1	Data inventory: sources assessed, gaps identified, and processing protocol documented	15%	Month 5
Deliverable 2	Preliminary harmonized database (draft version with documentation)	25%	Month 9

Deliverable 3	Harmonized regional database (final version), with indicators and metadata	35%	Month 15
Deliverable 4	Technical documentation: data dictionary, methodology notes, and reproducibility package	25%	Month 21
Total		100%	

What you need

Education: Advanced degree (Master's or PhD) in Economics, Public Policy, Social Policy, or a related field.

Experience:

- At least five years of professional experience in analytical work related to public policies, social programs, monitoring systems, or administrative data analysis.
- Proven experience producing analytical diagnostics or technical notes for governments or international organizations.
- Demonstrated experience compiling and harmonizing cross-country datasets in social protection, labor markets, or public finance.
- Experience working with household surveys (SEDLAC, ENAHO, ENIGH, or similar) and administrative fiscal data.
- Familiarity with the IDB Labor Market Observatory is an asset.
- Strong attention to detail and commitment to reproducible, well-documented analytical workflows.

Languages: Proficiency in Portuguese. Knowledge of English is an asset.

Key skills:

- Analytical capacity and synthesis
- Technical report writing
- Collaborative work with multidisciplinary teams
- Results-oriented approach

Requirements

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Contract type and duration

- **Contract type:** External Products and Services Consultant (PEC).
- **Duration:** 21 months.
- **Work location:** Remote.

Our Culture

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Consultant – SPL Strategic Prioritization Framework

Post of Duty: Remote

The IDB Group is a diverse, versatile, and passionate community of 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 seeking a motivated and experienced consultant to provide technical leadership for Component 2 of Technical Cooperation RG-T4980. The consultant will lead the design of a Strategic Prioritization Framework that strengthens the quality, selectivity, and consistency of SPL inputs into Country Development Initiatives (CDIs), and will coordinate the pilot application of the framework in at least one CDI.

What you will do

- Conduct a structured review of recent Country Development Initiatives and Country Strategies to identify good practices, lessons learned, and existing prioritization approaches within SPL.
- Design the Strategic Prioritization Framework for SPL Country Engagement, including criteria for assessing policy relevance, expected development impact, fiscal sustainability, institutional capacity, and political feasibility.
- Develop operational guidance for applying the framework during CDI preparation, including decision trees, scoring tools, and integration with other sector diagnostics.
- Lead the pilot application of the framework in at least one CDI, coordinating closely with the relevant country team.
- Document lessons learned from the pilot and incorporate them into the final version of the framework.
- Prepare the operational guidance note for SPL staff and country teams.
- Present the framework and pilot results to SPL management and country teams.

Expected deliverables

1. **Deliverable 1:** Inception report: review of CDIs and Country Strategies; preliminary framework structure
2. **Deliverable 2:** Draft Strategic Prioritization Framework for SPL Country Engagement
3. **Deliverable 3:** Pilot application report: application of the framework in at least one CDI
4. **Deliverable 4:** Final Strategic Prioritization Framework and Operational Guidance Note

Deliverables and payment schedule

Deliverable	Description	% of Payment	Expected deadline
Deliverable 1	Inception report: review of CDIs and Country Strategies; preliminary framework structure	15%	Month 5
Deliverable 2	Draft Strategic Prioritization Framework for SPL Country Engagement	25%	Month 9

Deliverable 3	Pilot application report: application of the framework in at least one CDI	30%	Month 15
Deliverable 4	Final Strategic Prioritization Framework and Operational Guidance Note	30%	Month 21
Total		100%	

What you need

Education: Advanced degree (Master's or PhD) in Economics, Public Policy, Social Policy, or a related field.

Experience:

- At least 8 years of professional experience in analytical work related to public policies, social programs, monitoring systems, or administrative data analysis.
- Demonstrated experience designing operational frameworks or methodologies for development institutions.
- Strong knowledge of IDB Country Development Initiatives, Country Strategies, or equivalent programming instruments at multilateral development banks.
- Experience engaging with government counterparts at the level of ministries of finance, labor, or social development.
- Prior experience with the IDB or other multilateral development banks is strongly preferred.

Languages: Proficiency in Portuguese. Knowledge of English is an asset.

Key skills:

- Analytical capacity and synthesis
- Technical report writing
- Collaborative work with multidisciplinary teams
- Results-oriented approach

Requirements

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

- **Contract type:** External Products and Services Consultant (PEC).
- **Duration:** 21 months.
- **Work location:** Remote.

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Consultant – Operational Consultant – Country Engagement

Post of Duty: Remote

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About this position

We are seeking a motivated and experienced consultant to support the operational validation and pilot implementation of the Strategic Prioritization Framework developed. The consultant will work under the technical direction of the SPL Specialist, conducting country consultations and coordinating with Country Office teams and government counterparts to validate prioritization criteria and support the framework's application in at least one Country Development Initiative (CDI).

What you will do

- Support the systematic review of recent CDIs and Country Strategies to identify good practices and lessons learned.
- Conduct consultations with Country Office teams and government counterparts to gather input on prioritization criteria.
- Support the operational validation of the draft Strategic Prioritization Framework, including field testing of prioritization criteria and scoring tools.
- Coordinate with Country Office teams during the pilot application of the framework in at least one CDI.
- Document consultation findings, operational feedback, and lessons learned from pilot implementation.
- Support the preparation of the Operational Guidance Note under the direction of C2-1.
- Assist in the preparation of presentations and briefings for SPL management and country teams.

Expected deliverables

1. **Deliverable 1:** Systematic review of CDIs and Country Strategies: findings and lessons learned
2. **Deliverable 2:** Country consultation report: findings from Country Office and government consultations
3. **Deliverable 3:** Operational validation report: field-testing results and framework refinement recommendations
4. **Deliverable 4:** Pilot coordination and documentation report

Deliverables and payment schedule

Deliverable	Description	% of Payment	Expected deadline
Deliverable 1	Systematic review of CDIs and Country Strategies: findings and lessons learned	20%	Month 5
Deliverable 2	Country consultation report: findings from Country Office and government consultations	25%	Month 9

Deliverable 3	Operational validation report: field-testing results and framework refinement recommendations	30%	Month 14
Deliverable 4	Pilot coordination and documentation report	25%	Month 21
Total		100%	

What you need

Education: Advanced degree (Master's or PhD) in Economics, Public Policy, Social Policy, or a related field.

Experience:

- At least 5 years of professional experience in analytical work related to public policies, social programs, monitoring systems, or administrative data analysis.
- Demonstrated experience engaging with government counterparts and development bank country teams in Latin America and the Caribbean.
- Familiarity with IDB Country Development Initiatives, Country Strategies, or equivalent country programming instruments.
- Strong organizational, communication, and coordination skills.
- Prior experience working in or with IDB Country Offices is an asset.

Languages: Proficiency in Portuguese. Knowledge of English is an asset.

Key skills:

- Analytical capacity and synthesis
- Technical report writing
- Collaborative work with multidisciplinary teams
- Results-oriented approach

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Contract type and duration

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Consultant – Communications and Dissemination Specialist

Post of Duty: Remote

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About this position

We are seeking a motivated and experienced consultant to edit, design, translate, and publish the knowledge products generated under Technical Cooperation RG-T4980, and to organize the regional dissemination workshop and develop the dissemination and institutionalization strategy. The consultant will work closely with the technical leads of Components 1 and 2 to ensure that outputs are accessible and operationally relevant to government counterparts and Bank staff.

What you will do

- Edit and proofread analytical reports, policy briefs, and operational guidance notes produced under Components 1 and 2.
- Design and produce visually accessible versions of policy briefs and communication materials for government counterparts and Bank staff.
- Coordinate the translation of key knowledge products into Spanish (and Portuguese where relevant).
- Manage the publication and dissemination of knowledge products through appropriate IDB channels.
- Organize and coordinate the regional dissemination workshop, including agenda preparation, speaker coordination, and event logistics.
- Develop communication materials that facilitate the use of the analytical framework and operational toolkit by non-technical audiences.
- Prepare the dissemination and institutionalization strategy, including recommendations for embedding the TC outputs into future SPL analytical work, CDIs, Country Strategies, and lending operations.
- Support SPL management in internal learning sessions and knowledge-sharing activities.

Expected deliverables

5. **Deliverable 1:** Systematic review of CDIs and Country Strategies: findings and lessons learned
6. **Deliverable 2:** Country consultation report: findings from Country Office and government consultations
7. **Deliverable 3:** Operational validation report: field-testing results and framework refinement recommendations
8. **Deliverable 4:** Pilot coordination and documentation report

Deliverables and payment schedule

Deliverable	Description	% of Payment	Expected deadline
Deliverable 1	Editing and design of policy brief and communication materials package	20%	Month 6
Deliverable 2	Translated and published knowledge products (at least 2 languages)	25%	Month 12

Deliverable 3	Regional dissemination workshop: organization, execution, and event report	30%	Month 17
Deliverable 4	Dissemination and institutionalization strategy approved by SPL	25%	Month 21
Total		100%	

What you need

Education: Advanced degree (Master's or PhD) in Economics, Public Policy, Social Policy, or a related field.

Experience:

- Minimum 5 years of professional experience in science communication, knowledge management, or publications in a development context.
- Demonstrated experience editing, designing, and publishing policy reports, briefs, or technical documents for international organizations.
- Experience organizing regional workshops, webinars, or knowledge-sharing events.
- Proficiency in graphic design tools (Adobe InDesign, Canva, or equivalent) is an asset.
- Familiarity with IDB publication standards and dissemination channels is an asset.

Languages: Proficiency in Portuguese. Knowledge of English is an asset.

Key skills:

- Editing and publication design
- Event and workshop organization
- Cross-cultural communication
- Knowledge management

Requirements

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