

TERMS OF REFERENCE 1

For the Consultancy to Develop an Operational Management and Coordination Mechanisms within JUSPOL to Facilitate Partnership with the DPF

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:

Established in 1959, the Inter-American Development Bank (“IDB” or “Bank”) is the main source of financing for economic, social and institutional development in Latin America and the Caribbean. It provides loans, grants, guarantees, policy advice and technical assistance to the public and private sectors of its borrowing countries.

Within the Institutions for Development (IFD) Department, the Innovation in Citizen Services Division (IFD/ICS) is structured in four clusters: Public Management, Citizen Security, Data and Digital Government, and Transparency.

Environmental crimes, including, illegal mining and logging, pose significant threats to the environment. Effective detection and interdiction require robust state capacity and inter-agency collaboration. The Ministry of Justice and Police (JUSPOL) in Suriname, in collaboration with the Brazilian Federal Police (DPF), aims to leverage a shared satellite resource to combat various crimes, particularly environmental offenses such as illegal gold extraction. This initiative aligns with Suriname's strategic goals of sustainable development and natural resource conservation. To facilitate effective utilization of the satellite resource, JUSPOL seeks to recruit a qualified Policy Advisor with expertise in environmental law, satellite technology, and international cooperation.

The project aims to diagnose, monitor and provide tools for actions against environmental crimes (mining and illegal logging) to help local communities create a sustainable development strategy for vulnerable populations in the Amazon region and pilot specific alternative development projects. It is designed with a multinational perspective to address transnational crime affecting the region, making use of scientific technologies for effective law enforcement and alternative development.

The scope of work for this consultancy involves conducting a needs assessment within JUSPOL to identify gaps and requirements for partnership with the DPF, developing and implementing operational management frameworks to enhance coordination between JUSPOL and DPF, establishing protocols for data sharing and joint operations, and developing SOPs for the use of satellite resources. Additionally, the consultancy includes organizing training sessions for JUSPOL staff, facilitating workshops with DPF, providing ongoing advisory support, and developing a monitoring and evaluation framework to track progress and measure the impact of the new mechanisms.

What you'll do:

The primary objective of this consultancy is to develop operational management and coordination mechanisms within JUSPOL to effectively partner with the DPF. This includes the creation of a comprehensive plan and framework to facilitate this collaboration.

The scope of work for this consultancy involves conducting a needs assessment within JUSPOL to identify gaps and requirements for partnership with the DPF, developing and implementing operational management frameworks to enhance coordination between JUSPOL and DPF, establishing protocols for data sharing and joint operations, and developing SOPs for the use of satellite resources. Additionally, the consultancy includes organizing training sessions for JUSPOL staff, facilitating workshops with DPF, providing ongoing advisory support, and developing a monitoring and evaluation framework to track progress and measure the impact of the new mechanisms.

- Develop a formalized partnership agreement detailing roles, responsibilities, data-sharing protocols, and collaborative initiatives.
- Create an efficient operational management framework within JUSPOL to facilitate collaboration with the DPF.
- Develop and implement coordination mechanisms for streamlined joint operations, information exchange, and resource allocation between JUSPOL and DPF.
- Foster knowledge and resource sharing between JUSPOL and DPF
- Assess the implemented frameworks and mechanisms, gather feedback, and prepare a final report with findings and recommendations for sustained collaboration between JUSPOL and DPF.

Key Activities

1.1. Assessment and Planning:

- Conduct a needs assessment within JUSPOL to identify gaps and requirements for effective partnership with the DPF.
- Develop a detailed work plan outlining activities, timelines, and deliverables for the consultancy period.

1.2. Developing Operational Mechanisms:

- Design and implement operational management frameworks to enhance coordination between JUSPOL and DPF.
- Establish protocols for data sharing, joint operations, and communication.
- Develop standard operating procedures (SOPs) for the use of satellite resources in environmental crime detection and interdiction.

1.3. Capacity Building:

- Organize training sessions for JUSPOL staff on the use of satellite technology and best practices in environmental crime interdiction.
- Facilitate workshops and joint exercises with DPF to enhance inter-agency collaboration and operational readiness.

1.4. Advisory Services:

- Provide ongoing advisory support to JUSPOL in the implementation of new operational mechanisms.
- Offer expert guidance on policy development and strategic planning related to environmental **crime detection and interdiction**.

1.5. Monitoring and Evaluation:

- Develop a monitoring and evaluation (M&E) framework to track progress and measure the impact of the new operational mechanisms.
- Conduct regular progress reviews and provide recommendations for continuous improvement.

Deliverables and Payments timeline:

The deliveries and timeline are as follows:

1.1. Assessment and Planning:

Deliverable: Needs Assessment Report & Detailed Work Plan: A comprehensive report detailing the findings of the needs assessment within JUSPOL, highlighting gaps and requirements for effective partnership with the DPF. This report will include a detailed work plan with clear activities, timelines, and deliverables for the consultancy period, ensuring all stakeholders are aligned on the project objectives and milestones.

1.2. Developing Operational Mechanisms:

Deliverable: Operational Management Frameworks & SOPs Document: A complete set of operational management frameworks designed to enhance coordination between JUSPOL and DPF, including established protocols for data sharing, joint operations, and communication. This document will also contain standard operating procedures (SOPs) for the use of satellite resources in environmental crime detection and interdiction, ensuring clear guidelines and processes are in place for all involved personnel.

1.3. Capacity Building:

Deliverable: Training and Workshop Materials & Attendance Reports: Comprehensive training materials tailored for JUSPOL staff on the use of satellite technology and best practices in environmental crime interdiction. This deliverable also includes detailed agendas, presentations, and resources for workshops and joint exercises with DPF. Attendance reports and feedback from participants will also be included to ensure the effectiveness of the capacity-building efforts.

1.4. Advisory Services:

Deliverable: Ongoing Advisory Reports & Strategic Guidance Documents: A series of advisory reports providing expert guidance to JUSPOL on the implementation of new operational mechanisms. These reports will include recommendations on policy development and strategic planning related to environmental crime detection and interdiction. The deliverables will be updated regularly to reflect the evolving needs and challenges encountered during implementation.

1.5. Monitoring and Evaluation:

Deliverable: Monitoring & Evaluation Framework & Progress Review Reports: A robust Monitoring and Evaluation (M&E) framework designed to track the progress of the new operational mechanisms. This deliverable will also include regular progress review reports that assess the impact of the implemented strategies, identify areas for improvement, and provide actionable recommendations for continuous enhancement of the partnership between JUSPOL and DPF

Deliverable #	Percentage	Estimated delivery date
Completion and approval of the Inception Report, including the findings of the needs assessment and the detailed work plan	20%	1 month
Development and approval of the operational management framework and standard operating procedures (SOPs) for the JUSPOL-DPF partnership	25%	2 months
Completion and approval of training materials, and successful facilitation of workshops and joint exercises with DPF, with documented outcomes.	20%	2 months
Submission and approval of an interim progress report, documenting ongoing advisory services, capacity-building efforts, and preliminary results of the implemented mechanisms.	15%	Ongoing (4 months)
Submission and approval of the final report, summarizing all consultancy activities, outcomes, recommendations, and the impact of the implemented operational mechanisms.	20%	2 months
Total	100%	

What you'll need:

- **Education:** Master's degree or equivalent in related areas (such as economics, political science, administration, among others).
- **Experience:** At least 5 years of experience working on the creation of institutional capacities through external relations and multi-actor, sector-wide initiatives. The consultant must have significant experience supporting countries in the region or public sector institutions in the design and implementation of these solutions.
- **Languages:** English.

Key skills:

- Ability to work in a team
- Capacity to organize plans and tasks.
- Continuous learning
- Collaborate and share knowledge
- Focus on customers
- 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 fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB Group.

Type of contract and duration:

- **Type of contract:** Products and External Services Consultant (PEC), Lump Sum
- **Length of contract:** 6 months.
- **Location:** Remote

What we offer

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

Our culture

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

Our Human Resources Team reviews carefully every application.

About the IDB Group

The IDB Group, composed of the Inter-American Development Bank (IDB), IDB Invest, and the IDB Lab offers flexible financing solutions to its member countries to finance economic and social development through lending and grants to public and private entities in Latin America and the Caribbean.

About IDB

We work to improve lives in Latin America and the Caribbean. Through financial and technical support for countries working to reduce poverty and inequality, we help improve health and education and advance infrastructure. Our aim is to achieve development in a sustainable, climate-friendly way. With a history dating back to 1959, today we are the leading source of development financing for Latin America and the Caribbean. We provide loans, grants, and technical assistance; and we conduct extensive research. We maintain a strong commitment to achieving measurable results and the highest standards of integrity, transparency, and accountability.

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TERMS OF REFERENCE 2

Consultancy for Capacity Building through Tailored Training on Satellite Data Utilization for Law Enforcement Purposes

Post of duty: Remote

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Within the Institutions for Development (IFD) Department, the Innovation in Citizen Services Division (IFD/ICS) is structured in four clusters: Public Management, Citizen Security, Data and Digital Government, and Transparency.

The Ministry of Justice and Police (JUSPOL) in Suriname, in collaboration with the Brazilian Federal Police (DPF), aims to leverage a shared satellite resource to combat various crimes, particularly environmental offenses such as illegal gold extraction. This initiative aligns with Suriname’s strategic goals of sustainable development and natural resource conservation. This consultancy aims to enhance the capabilities of JUSPOL personnel in effectively adapting and utilizing satellite data for law enforcement intelligence and investigative purposes. The partnership between JUSPOL and DPF will be pivotal in leveraging satellite resources to combat various crimes. To facilitate effective utilization of the satellite resource, JUSPOL seeks to recruit a qualified Policy Advisor with expertise in environmental law, satellite technology, and international cooperation.

The project aims to diagnose, monitor and provide tools for actions against environmental crimes (mining and illegal logging) to help local communities create a sustainable development strategy for vulnerable populations in the Amazon region and pilot specific alternative development projects. It is designed with a multinational perspective to address transnational crime affecting the region, making use of scientific technologies for effective law enforcement and alternative development.

The scope of this consultancy involves conducting a comprehensive needs assessment to identify training gaps within JUSPOL, followed by the development and delivery of customized training sessions over 12 months. These sessions will equip JUSPOL personnel with the necessary skills in satellite data interpretation, analysis, and integration for law enforcement purposes, focusing on detecting and combating environmental crimes. Practical workshops and collaborative activities with DPF will enhance hands-on learning and promote knowledge sharing, supported by a robust monitoring and evaluation framework to measure the impact and effectiveness of the training initiatives.

What you'll do:

The primary objective of this consultancy is to enhance the capacity of the Ministry of Justice and Police (JUSPOL) in Suriname by providing tailored training on the effective utilization of satellite data for environmental crime detection and law enforcement purposes.

- Provide technical inputs and policy recommendations for the effective utilization of the shared satellite resource.
- Deliver training programs to improve the skills of JUSPOL personnel in using satellite technology for environmental monitoring and crime detection.
- Enhance the capacity of JUSPOL in integrating satellite intelligence into law enforcement operations.

Key Activities

1.6. Needs Assessment and Training Plan:

- Conduct an initial needs assessment to identify specific training requirements and skill gaps within JUSPOL related to satellite data utilization.
- Develop a comprehensive training plan outlining topics, methodologies, timelines, and expected outcomes.

1.7. Customized Training Sessions:

- Design and deliver a series of tailored training sessions covering:
 - Introduction to satellite technology and its applications in environmental crime detection.
 - Satellite data interpretation and analysis techniques relevant to law enforcement.
 - Integration of satellite intelligence into investigative processes and evidence collection.

1.8. Practical Exercises and Workshops:

- Organize practical exercises and workshops to simulate real-world scenarios and enhance hands-on skills in satellite data utilization.
- Facilitate interactive sessions to discuss case studies and best practices in using satellite data for law enforcement purposes.

1.9. Knowledge Sharing and Collaboration:

- Promote knowledge sharing between JUSPOL and DPF through joint workshops and collaborative projects.
- Establish protocols for secure data sharing and collaboration on satellite data analysis and interpretation.

1.10. Monitoring and Evaluation:

- Develop a monitoring and evaluation framework to assess the effectiveness of the training sessions and measure improvements in satellite data utilization.
- Conduct regular feedback sessions with participants to refine training approaches and address emerging needs

Deliverables and Payments timeline:

The deliveries and timeline are as follows:

- 1.1. **Needs Assessment Report and Training Plan:** A comprehensive **Needs Assessment Report** identifying the specific training gaps and requirements within JUSPOL, and a detailed **Training Plan** outlining the topics, methodologies, timelines, and expected outcomes for the tailored training sessions.
- 1.2. **Customized Training Sessions: Session Plans and Training Materials** for each training module, covering topics such as satellite technology, data interpretation, and integration into law enforcement processes, along with **Completion Reports** summarizing the activities, participant engagement, feedback, and any adjustments made to the training approach.
- 1.3. **Practical Exercises and Workshops: Workshop and Exercise Materials** designed to simulate real-world scenarios, including case studies and practical exercises in satellite data utilization, accompanied by **Interactive Session Reports** capturing key discussions, learnings, and outcomes from the workshops and exercises.
- 1.4. **Knowledge Sharing and Collaboration: Joint Workshop Reports** documenting the knowledge-sharing activities and collaborative projects between JUSPOL and DPF, along with established **Data Sharing Protocols** for secure and effective collaboration on satellite data analysis and interpretation.
- 1.5. **Monitoring and Evaluation: A Monitoring and Evaluation Framework** outlining the metrics and methods used to assess the effectiveness of the training sessions, and **Evaluation Reports** based on participant feedback and performance assessments, detailing the impact of the training and identifying areas for improvement.
- 1.6. **Final Report: A Final Comprehensive Report** summarizing all activities, outcomes, lessons learned, and providing recommendations for future capacity-building initiatives.

<u>Deliverable #</u>	<u>Percentage</u>	<u>Estimated delivery date</u>
Inception Report & Needs Assessment Report	10%	1 month
Training Plan Report	15%	1 month
Session Plans and Training Materials	10%	3 months
Completion Reports for Initial Training Sessions	20%	5 months
Completion Reports for Final Training Sessions & Workshops	10%	1 month
Joint Workshop Reports & Monitoring and Evaluation Report	10%	1 month
Final Comprehensive Report	25%	1 month
Total	100%	

What you'll need:

- **Education:** Master's degree or equivalent in related areas (such as police science, economics, political science, public administration, geography among others)
- **Experience:** At least 5 years of experience working on the creation of institutional capacities in the realm of geospatial intelligence systems. The consultant must have significant experience supporting countries in the region or public sector institutions in the design and implementation of these solutions.
- **Languages:** English.

Key skills:

- Ability to work in a team
- Capacity to organize plans and tasks.
- Continuous learning
- Collaborate and share knowledge
- Focus on customers
- 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 fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB Group.

Type of contract and duration:

- **Type of contract:** Products and External Services Consultant (PEC), Lump Sum
- **Length of contract:** 12 months.
- **Location:** Remote

What we offer

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TERMS OF REFERENCE 3

Consultancy to Develop Communication Strategies for Transparency and Integrity Agencies

Post of duty: Remote

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About this position:

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Within the Institutions for Development (IFD) Department, the Innovation in Citizen Services Division (IFD/ICS) is structured in four clusters: Public Management, Citizen Security, Data and Digital Government, and Transparency.

Effective communication plays a crucial role in promoting transparency and integrity within public sector agencies, particularly in the context of environmental governance. This consultancy aims to design communication strategies for at least three (3) transparency and integrity agencies to enhance information sharing and cooperation among stakeholders. The strategies will be developed through collaborative workshops involving relevant agency personnel, with a focus on improving public perceptions of transparency in the environmental sector.

The project aims to diagnose, monitor and provide tools for actions against environmental crimes (mining and illegal logging) to help local communities create a sustainable development strategy for vulnerable populations in the Amazon region and pilot specific alternative development projects. It is designed with a multinational perspective to address transnational crime affecting the region, making use of scientific technologies for effective law enforcement and alternative development.

The scope of this consultancy involves designing tailored communication strategies for at least three transparency and integrity agencies to improve information sharing and stakeholder cooperation within the environmental sector. Through collaborative workshops with agency personnel, the consultancy will conduct a needs assessment, develop comprehensive strategies, and ensure inclusivity by addressing the communication needs of diverse groups, including women, indigenous peoples, and persons with disabilities. The strategies will encompass clear messaging, stakeholder mapping, effective communication channels, and action plans, supported by an implementation framework and monitoring plan to evaluate their impact and refine approaches as needed over a 6-month period.

What you'll do:

The primary objective of this consultancy is to design and develop effective communication strategies for transparency and integrity agencies within the environmental sector. These strategies aim to enhance information sharing, improve stakeholder cooperation, and boost public perceptions of transparency in addressing environmental governance challenges.

- Develop tailored communication strategies for at least three (3) transparency and integrity agencies to improve information sharing and stakeholder cooperation.
- Facilitate workshops with agency personnel to collaboratively design effective messages, stakeholder maps, communication mechanisms, and action plans.
- Ensure inclusivity by designing strategies that effectively reach women, indigenous peoples, persons with disabilities, and other marginalized groups, considering their information needs, access methods, and potential barriers.

Key Activities

1.1. Needs Assessment and Strategy Development:

- Conduct Needs Assessment: Identify and analyze current communication challenges and stakeholder perceptions within each transparency and integrity agency. This involves gathering data through surveys, interviews, and review of existing communication practices.
- Develop Communication Strategies: Based on the needs assessment, create comprehensive and tailored communication strategies for each agency. These strategies

should address specific agency mandates and focus on enhancing transparency and cooperation in the environmental sector.

1.2. Stakeholder Workshops and Collaboration:

- Organize Workshops: Plan and facilitate workshops with key personnel from each agency. These workshops aim to gather insights, feedback, and inputs necessary for developing effective communication strategies.
- Facilitate Collaborative Sessions: Lead sessions to co-design clear messages, stakeholder maps, and communication channels. Work with agency staff to create actionable communication plans that are practical and aligned with the agency's objectives.

1.3. Inclusivity and Accessibility:

- Incorporate Inclusive Practices: Ensure that communication strategies are designed to reach diverse stakeholders, including women, indigenous peoples, and persons with disabilities. Address their unique information needs and accessibility challenges.
- Develop Accessible Communication Approaches: Create strategies that overcome language barriers, technological access issues, and cultural sensitivities, ensuring that the communication materials are understandable and reachable by all target audiences.

1.4. Strategy Implementation Framework:

- Outline Implementation Framework: Develop a detailed framework for each communication strategy, specifying timelines, roles and responsibilities, and monitoring mechanisms. This framework should guide the integration of strategies into the agencies' daily operations.
- Provide Integration Guidance: Offer practical advice on how to incorporate the communication strategies into the agencies' existing practices and ensure consistent application across all levels of the organization.

1.5. Monitoring and Evaluation:

- Develop Monitoring and Evaluation Plan: Create a plan to track the effectiveness of the communication strategies. This includes setting evaluation criteria, developing tools for measurement, and establishing procedures for regular assessments.
- Conduct Regular Assessments: Implement periodic evaluations to assess the impact of the communication strategies. Gather feedback from stakeholders, adjust strategies as necessary, and ensure that the communication goals are being met effectively.

1.6. Final Reporting:

- Prepare Draft Communication Strategies: Compile and present draft communication strategies to agency personnel for feedback and refinement.
- Finalize Strategies and Frameworks: Incorporate feedback to finalize the communication strategies, implementation frameworks, and monitoring plans.
- Deliver Final Consultancy Report: Summarize all activities, outcomes, and recommendations in a comprehensive final report. This report should include insights gained, the effectiveness of the strategies, and suggestions for future improvements.

Deliverables and Payments timeline:

The deliveries and timeline are as follows:

- 1.1. Needs Assessment and Strategy Development:** This activity results in a **detailed Needs Assessment Report and a Strategy Development Plan** that outlines the specific communication needs and the strategic approach to addressing them.
- 1.2. Stakeholder Workshops and Collaboration:** The outcome of these workshops includes **Workshop Reports and Draft Communication Strategy**, which document the insights

gathered and initial strategy proposals.

- 1.3. Inclusivity and Accessibility:** This activity results in communication strategies that are inclusive and accessible, detailed in the **Final Communication Strategies**. The strategies will include approaches to overcome language barriers, technological issues, and cultural sensitivities.
- 1.4. Strategy Implementation Framework: The Implementation Framework and Monitoring Plan** provide a detailed guide for integrating the strategies into agency operations. This framework ensures that the strategies are actionable and practical, and includes guidance for ongoing application and refinement.
- 1.5. Monitoring and Evaluation:** Creating and executing a **monitoring and evaluation plan** involves setting criteria for assessing the effectiveness of the communication strategies. The Monitoring and Evaluation Plan includes tools and procedures for tracking progress, conducting regular assessments, and gathering feedback.
- 1.6. Final Reporting:** The final reporting phase consolidates all activities, outcomes, and recommendations into a **comprehensive Final Consultancy Report**. This report includes insights from the needs assessment, finalized communication strategies, implementation frameworks, and evaluation results.

<u>Deliverable #</u>	<u>Percentage</u>	<u>Estimated delivery date</u>
Inception Report (including project plan) Needs Assessment Report	25%	1 month
Draft Communication Strategies	20%	1 month
Workshop Reports and Feedback	10%	1 month
Final Communication Strategies	20%	1 month
Implementation Framework and Monitoring Plan	15%	1 month
Final Consultancy Report	10%	1 month

What you’ll need:

- **Education:** Master's degree or equivalent in related areas (such as strategic communications, human resource management, public relations, public administration, among others)
- **Experience:** At least 5 years of experience working on the creation of communication strategies for government institutions. The consultant must have significant experience supporting countries in the region or public sector institutions in the design and implementation of these solutions.
- **Languages:** English.

Key skills:

- Ability to work in a team
- Capacity to organize plans and tasks.
- Continuous learning
- Collaborate and share knowledge

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https://twitter.com/the_IDB

TERMS OF REFERENCE 4

Consultancy for Evaluation Study on the Impact of Training and Sensitization on Compliance with Income and Asset Declaration Requirements among Senior Government Officials

Post of duty: Remote

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Within the Institutions for Development (IFD) Department, the Innovation in Citizen Services Division (IFD/ICS) is structured in four clusters: Public Management, Citizen Security, Data and Digital Government, and Transparency.

Enhancing transparency and accountability within the public sector, particularly among senior government officials in the environmental sector, is critical for effective governance and combating environmental crimes. Transparency and accountability in the public sector are crucial for maintaining public trust and ensuring effective governance. One of the critical components of transparency is the compliance of government officials with income and asset declaration requirements. These declarations help prevent corruption, conflicts of interest, and illicit enrichment, thereby promoting integrity within public institutions. Despite the importance of these requirements, compliance rates among senior government officials have often been suboptimal. This issue is particularly pronounced in agencies related to environmental policy, where the stakes for transparent governance are exceptionally high due to the sector's complex regulatory environment and significant economic interests.

This consultancy aims to conduct an evaluation study to assess the impact of training and sensitization initiatives on compliance with income and asset declaration requirements. The study will employ experimental or quasi-experimental methods to randomly assign different sensitization approaches to selected groups of officials, collecting baseline and post-treatment data to measure the effectiveness of these interventions.

36.1. The scope of this consultancy involves designing and executing an experimental or quasi-experimental study to assess the effectiveness of various sensitization approaches on improving compliance with income and asset declaration requirements among senior government officials in the environmental sector. The consultancy will develop a rigorous study design, including random assignment of different sensitization interventions to selected officials and collection of baseline and post-treatment data. It will design tailored sensitization materials and delivery methods, conduct data analysis to measure changes in awareness, attitudes, and actual compliance behaviors, and provide evidence-based recommendations for enhancing future training and sensitization strategies. The study will adhere to ethical research standards, ensuring confidentiality and obtaining necessary approvals, culminating in comprehensive reports detailing methodology, findings, and actionable insights.

What you'll do:

The primary objective of this study is to assess the impact of various sensitization methodologies on the compliance rates of senior government officials with income and asset declaration requirements. The specific objectives are to:

- Evaluate the effectiveness of different training and sensitization approaches in improving compliance with income and asset declaration requirements among senior government officials.
- Assess the impact of sensitization on awareness levels, attitudes towards compliance, and actual declaration behaviours among officials in the environmental sector.
- Provide recommendations based on study findings to enhance future training and sensitization strategies aimed at promoting transparency and accountability.

Key Activities

1.1. Study Design and Methodology Development:

- Develop an experimental or quasi-experimental study design to administer different sensitization approaches randomly among selected groups of senior government officials.
- Design data collection instruments, including surveys and interview guides, to capture baseline compliance levels and post-treatment outcomes.

1.2. Sensitization Approaches and Implementation:

- Identify and develop sensitization approaches tailored to the environmental sector context, including training sessions, workshops, informational campaigns, and peer-to-peer engagement strategies.
- Collaborate with relevant stakeholders to implement and deliver sensitization interventions to selected officials.

1.3. Data Collection and Analysis:

- Collect baseline data on income and asset declaration compliance among senior government officials before implementing sensitization interventions.
- Monitor and evaluate the impact of sensitization approaches through post-treatment data collection, analyzing changes in compliance behaviors and attitudes.
- Conduct statistical analysis to assess the effectiveness of each sensitization approach and identify factors influencing compliance outcomes.

1.4. Reporting and Recommendations:

- Prepare interim progress reports throughout the study period, detailing implementation activities, data collection efforts, and preliminary findings.
- Compile a final evaluation report summarizing study methodology, findings, conclusions, and actionable recommendations for improving compliance strategies.

Deliverables and Payments timeline:

The deliveries and timeline are as follows:

- 2.1. Study Design and Methodology Development:** The primary deliverable is a **comprehensive Study Design and Methodology Proposal** that outlines the experimental or quasi-experimental design, including randomization methods, sampling plans, and ethical considerations. Additionally, Data Collection Instruments are developed, which consist of pre- and post-treatment surveys and interview guides to capture baseline and outcome data.
- 2.2. Sensitization Approaches and Implementation:** The key deliverable includes **Sensitization Materials**, which are tailored to the environmental sector and include training modules, workshop materials, informational campaigns, and peer-to-peer engagement strategies. Following this, a Sensitization Implementation Report documents the process of implementing these interventions, including participant feedback and any issues encountered.
- 2.3. Data Collection and Analysis:** The deliverables consist of the **Baseline Compliance Data Report**, which summarizes the initial data on compliance collected before the interventions, and the **Post-Treatment Data Collection Report**, detailing the data gathered after the interventions and changes observed. The **Data Analysis Report**

provides a detailed statistical analysis of the effectiveness of each sensitization approach and factors influencing compliance outcomes.

2.4. Reporting and Recommendations: Interim Progress Reports provide updates on the study’s progress, including implementation and data collection activities. The **Final Evaluation Report** is a comprehensive document summarizing methodology, findings, and recommendations for improving future compliance strategies. Additionally, a **Presentation of Results** is created to visually summarize key findings and recommendations for stakeholders.

<u>Deliverable #</u>	<u>Percentage</u>	<u>Estimated delivery date</u>
Study Design and Methodology Proposal Data Collection Instruments	20%	1 month
Sensitization Materials Sensitization Implementation Report	30%	3 months
Baseline Compliance Data Report Post-Treatment Data Collection Report Data Analysis Report	30%	2 months
Interim Progress Reports Final Evaluation Report Presentation of Results	20%	1 month

What you’ll need:

- **Education:** Master’s degree or equivalent in related areas (such as economics, political science, administration, among others)
- **Experience:** At least 5 years of academic research experience working with experimental and mixed methods to understand social phenomena related to public sector transparency and integrity. Specific expertise on research regarding information asymmetries and message delivery mechanism would be an additional asset. Additionally, the consultant should have a proven track record of publishing on related topics in peer-reviewed journals. The consultant must also have significant experience conducting this research in similar development contexts as Suriname.
- **Languages:** English.

Key skills:

- Ability to work in a team
- Capacity to organize plans and tasks.
- Continuous learning
- Collaborate and share knowledge
- Focus on customers
- 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 fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB Group.

Type of contract and duration:

- **Type of contract:** Products and External Services Consultant (PEC), Lump Sum
- **Length of contract:** 6 months.
- **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 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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