



**Design of early and voluntary retirement schemes and normative assessment**

**Post of Duty:** United States

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**

Develop the technical and legal foundations for two retirement mechanisms targeting Panama’s teaching workforce.

The Social Sector (SCL) is a multidisciplinary team convinced that investing in people is the way to improve lives and overcome the development challenges in Latin America and the Caribbean. Jointly with the countries in the region, the Social Sector formulates public policy solutions to reduce poverty and improve the delivery of education, work, social protection, and health services. The objective is to advance a more productive region, with equal opportunities for men and women, and greater inclusion of the most vulnerable groups.

**What you’ll do:**

- Estimate an early retirement scheme for the approximately 20% of teachers projected to reach retirement eligibility within the next five years and a voluntary retirement scheme for the approximately 20% of teachers who have already reached retirement age and currently receive dual income (pension and active salary) while remaining on MEDUCA’s payroll.
- Deliver a fiscal impact analysis estimating the cost to the government of offering both retirement schemes to the target population, including scenario modeling under different uptake rates
- Deliver a normative assessment identifying the most viable legal pathway for implementation, prioritizing executive decree instruments that do not require modification of the Organic Education Law, building on the precedent of Executive Decree No. 204 of 2022, which established a voluntary retirement program for public servants

**Deliverables and Payments Timeline:**

<b>Deliverables</b>	<b>Duration in Days</b>	<b>Planned Date to Submit</b>
Early retirement scheme for the approximately 20% of teachers projected to reach retirement eligibility within the next five years and a voluntary retirement scheme for the	25	2026-06-28

approximately 20% of teachers who have already reached retirement age		
Fiscal impact analysis estimating the cost to the government of offering both retirement schemes to the target population	23	2026-08-16
Normative assessment identifying the most viable legal pathway for implementation, prioritizing executive decree instruments that do not require modification of the Organic Education Law	25	2026-10-04
Proposed regulatory framework with implementation guidelines	25	2026-11-22

**What you'll need**

- **Education:** Master's degree or equivalent
- **Experience:** At least 10 years of relevant professional experience, or the equivalent combination of education and experience
- **Languages:** Proficiency in English and one of the other Bank official languages (Spanish, French or Portuguese) is required.

**Key skills:**

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

**Requirements:**

- **Citizenship:** You are either a citizen of United States or a citizen of one of our 48-member countries with residency or legal permit to work in United States.
- **Consanguinity:** You have no family members (up to the fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB, IDB Invest, or IDB Lab.



**Type of contract and duration:**

- **Type of contract:** Products and External Services Consultant (PEC), Lump Sum
- **Length of contract:** 98 days in a period of 6 months.
- **Work location:** Remote

**Our culture**

At the IDB, we work so everyone brings their best and authentic selves to work while finding their purpose. Our people consistently strive for excellence, and we recognize and celebrate the impact of their contributions.

In our efforts to drive innovation, we intentionally include all voices, cultivate a sense of belonging and champion fairness. We welcome individuals from underrepresented groups to join us and share their unique perspectives.

We ensure that individuals with disabilities are provided reasonable accommodations to participate in the job interview process. If you require an accommodation to complete this application, please email us at [accommodations@iadb.org](mailto:accommodations@iadb.org).

**Análisis de plantilla óptima funcional en Panamá****Puesto de trabajo: Estados Unidos**

El Grupo BID es una comunidad de personas diversas, versátiles y apasionadas, unidas para mejorar vidas en América Latina y el Caribe. Aquellos que trabajan con nosotros encuentran un propósito y hacen lo que más les gusta en un entorno inclusivo, colaborativo, ágil y gratificante.

**Acerca de este puesto de trabajo**

El objetivo general de esta consultoría es realizar una simulación de la plantilla óptima funcional en Panamá. Asimismo, la consultoría deberá producir un análisis que contraste la plantilla óptima vs. los datos actuales.

El Sector Social (SCL) es un equipo multidisciplinario comprometido con mejorar la calidad de vida y superar los desafíos del desarrollo en América Latina y el Caribe. Este Sector trabaja estrechamente con los países de la región para diseñar e implementar soluciones de políticas públicas enfocadas en reducir la pobreza y optimizar los servicios de salud, educación, trabajo y protección social. El objetivo central es promover una región más productiva con igualdad de oportunidades para hombres y mujeres, y una mayor inclusión de los grupos más vulnerables. A través de estos esfuerzos, la División de Salud, Nutrición y Población se enfoca en garantizar el bienestar integral de las personas, contribuyendo al desarrollo sostenible y equitativo para todos.

**Esto es lo que harás:**

(i) realizar un diagnóstico de la infraestructura actual de datos de personal de Panamá, incluyendo la disponibilidad e interoperabilidad de los sistemas de información de gestión educativa; (ii) estimar la plataforma de personal óptima por nivel, región y área temática; (iii) producir un análisis de brechas que contraste los puestos óptimos con los datos de nómina actuales, identificando patrones de exceso y falta de personal; y (iv) generar proyecciones de personal bajo diferentes escenarios de jubilación y rotación para el período 2025-2030.

**Cronograma de Entregas y Pagos:**

<b>Entregable</b>	<b>Días requeridos</b>	<b>Fecha Estimada de Entrega</b>
Realizar un diagnóstico de la infraestructura actual de datos de personal de Panamá	25	2026-07-13
Estimar la plataforma de personal óptima por nivel, región y área temática	35	2026-08-24

Elaborar un análisis de brechas que compare las posiciones óptimas con los datos de nómina actuales	35	2026-09-28
Generar proyecciones de personal bajo diferentes escenarios de jubilación y rotación para el período 2025-2030	30	2026-10-26

**Esto es lo que necesitas**

- **Educación:** Maestría o equivalente
- **Experiencia:** Al menos 10 años de experiencia profesional relevante, o la combinación equivalente de educación y experiencia
- **Idiomas:** Se requiere dominio del inglés y de uno de los otros idiomas oficiales del Banco (español, francés o portugués).

**Habilidades claves**

- Aprendizaje continuo
- Colaborar y compartir conocimientos
- Centrarse en los clientes
- Comunicar e influir
- Innovar y probar cosas nuevas

**Requisitos**

- **Ciudadanía:** Usted es ciudadano de uno de nuestros 48 países miembros
- **Consanguinidad:** No tiene miembros de su familia (hasta el cuarto grado de consanguinidad y segundo grado de afinidad, incluido el cónyuge) que trabajen en el BID, BID Invest o BID Lab.

**Tipo de contrato y duración:**

- **Tipo de Contrato:** Consultor de Productos y Servicios Externos (PEC), Lump Sum (Por producto)
- **Duración:** 125 días en un periodo 6 meses.
- **Ubicación Laboral:** Remoto

**Nuestra cultura**



## HRD Terms of Reference

## ANNEX A

En el BID, trabajamos para que todo/as puedan aportar lo mejor de sí mismo/as y ser auténtico/as en su trabajo, mientras encuentran su propósito. Nuestro equipo se esfuerza constantemente por la excelencia, y reconocemos y celebramos el impacto de sus contribuciones.

En nuestro compromiso con la innovación, incluimos intencionalmente todas las voces, fomentamos un sentido de pertenencia y promovemos la equidad. Le damos la bienvenida a personas de grupos subrepresentados para que se unan a nosotros y compartan sus perspectivas únicas.

Nos aseguramos de que las personas con discapacidades reciban ajustes razonables para participar en el proceso de entrevista. Si necesitas un ajuste para completar esta solicitud, por favor envíanos un correo electrónico a [accommodations@iadb.org](mailto:accommodations@iadb.org).

**Review of teacher reform experiences in LAC and knowledge exchange****Post of Duty:** United States

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**About this position**

- Conduct a review of teacher career reform experiences in comparable LAC countries and organize a regional knowledge exchange event.

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**What you'll do:**

- Conduct a review of teacher career reform experiences in comparable LAC countries, focusing on reforms that addressed merit-based entry, performance evaluation, career restructuring, and workforce renewal, with particular attention to sequencing, institutional conditions, and political economy factors
- Organize a regional knowledge exchange event bringing together policymakers and technical teams from countries with successful reform experiences to share lessons and inform Panama's reform design.

**Deliverables and Payments Timeline:**

<b>Deliverables</b>	<b>Duration in Days</b>	<b>Planned Date to Submit</b>
Comparative review of teacher career reform experiences in comparable LAC countries	36	2027-01-10
Organize a regional knowledge exchange event bringing together policymakers and technical teams from countries	20	2027-02-21

**What you'll need**

- **Education:** Master's degree or equivalent
- **Experience:** At least 10 years of relevant professional experience, or the equivalent combination of education and experience
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**Type of contract and duration:**

- **Type of contract:** Products and External Services Consultant (PEC), Lump Sum
- **Length of contract:** 56 days in a period of 5 months.
- **Work location:** Remote

**Our culture**

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