

(1) Consultancy for the Preparation of the program operation manual**Location:** Guyana

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

The Government of Guyana (GoG) has embarked on a large investment effort to upgrade and revamp infrastructure in the country, which consists of interventions in the case of transport of critical coverage, capacity and quality upgrades of its road network, which include actions for rehabilitation, improvement, conservation, as well as strengthening the capacities of the authorities. Therefore, the project will require the presentation, by the beneficiary, of a set of studies, such as the feasibility of the program, the socio-environmental management frameworks, that are required for compliance with the policies of environmental and social safeguards, among others. Several of these studies will be financed by this TC. Likewise, the TC will finance studies on cross-cutting themes such as gender, adaptation to climate change, and technology among others.

Agriculture is a major export earner for Guyana and contributes to about 20% to non-oil GDP. The GoG views agriculture as important for the diversification of the economy, with efforts that include sugar production, boosting rice and corn production. Region 6, also known as the East Berbice – Corentyne Region, is one of Guyana's ten Administrative Regions. Region 6 is bordered by Suriname to the East, the Atlantic Ocean to the North, and Brazil to the South. The Region has seen important developments such as the new Deep-Water Harbour being developed along the Berbice river that will further open the door to bilateral trade. Additionally, there is an ongoing collaboration with the Government of Suriname to bridge the Corentyne River, facilitating bilateral exchange. The GoG views investment in agriculture as critical for addressing food security and diversifying the economy. The country's tropical climate and topography and large amounts of arable land, favorable climatic conditions, proximity to the United States and access to CARICOM markets makes it an attractive investment to support food security across the Caribbean.

This consultancy is part of a Technical Cooperation (TC) that aims to support the development of road infrastructure and regional development in Guyana and to strengthen the capacity of the public sector to overcome critical project planning and implementation issues (particularly socio-environmental and climate resilience aspects) and to manage a growing public investment agenda. The purpose is to create capacity and assist a local counterpart technical team within the Ministry of Public Works (the Works Service Group) to lead project planning and preparation in socio-environmental aspects, gender and diversity, engineering designs for adaptation and resilience; contracting and contract administration; and to conduct analysis of infrastructure and access barriers for agriculture products to access markets.

What you'll do:

The consultant will do the following activities:

- Review all existing project documents including the approved POM, PEP, and Procurement Plan;
- Verify that all required procurement documents are accurate and adherente to IDB's procurement policies and procedures; and
- Prepare the Operations Manuals.

The consultant is expected to liaise and coordinate to submit the expected deliverables. To complete each deliverable, the Bank will review and submit it to the consultant and then the consultant will incorporate the comments.

Deliverables and Payments Timeline:

- **Product 1:** Document with the result of the review of all existing project documents including the approved POM, PEP, and Procurement Plan; and with the analyses that verify that all required procurement documents are accurate and adherente to IDB's procurement policies and procedures.
- **Product 2:** Draft of the Operations Manual.
- **Product 3:** Final version of the Operations Manuals with incorporated inputs.

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Product 1	20%	10 days after the signing the contract
Product 2	40%	75 days after the signing the contract
Product 3	40%	120 days after the signing the contract

What you'll need

- **Citizenship:** You are a citizen of one of our 48-member countries.
- **Consanguinity:** You have no family members (up to the fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB Group.
- **Education:** Master's degree in environmental or information systems engineering, disaster risk management, climate change adaptation, risk modeling or a related discipline and a minimum of five years of work experience, or the equivalent combination of education and experience.
- **Experience:** At least five years of experience in economic analysis with some experience in public budgeting and management. Experience working with the Caribbean is required. Work experience in multi-hazard risk assessment is an advantage.
- **Languages:** Fluent in English and Spanish. Knowledge of Portuguese or French is a plus.
- **Areas of Expertise:** Experience in climate adaptation, resilience, disaster risk management, data systems management, multi-hazard risk assessments, engineering

and infrastructure projects, and relevant work experience with projects in multilateral or bilateral cooperation institutions.

- **Skills:** Advanced level in data management and experience understanding risk modeling.
- **Competencies:** i) Planning and Organizational Skills: Demonstrated organizational capability and ability to carry out multiple and detailed tasks and demonstrated capacity to operate with minimal supervision; ii) teamwork: Ability to take initiative and lead others, share knowledge and information, express disagreements tactfully and ability to lead interdisciplinary and a multicultural team; c) communication: Ability to present concise, clear and precise analysis and recommendations. The post requires the ability to communicate effectively with multiple stakeholders.

Key skills:

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

Requirements:

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- **COVID-19 considerations:** the health and safety of our employees are our number one priority. As a condition of employment, IDB/IDB Invest requires all new hires to be fully vaccinated against COVID-19.

Type of contract and duration:

- **Type of contract:** Products and External Services Consultant (PEC), Lump Sum.
- **Length of contract:** 80 days in a period of 4 months.

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



HRD Terms of Reference

ANNEX A

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.

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About the IDB Group

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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.

Follow us:

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https://twitter.com/the_IDB

(2) Consultancy for the Engineering studies for road component development

Location: Guyana

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About this position

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What you'll do:

The consultant will do the following activities:

- Analyse road component development in Guyana;
- Prepare a Technical Note for the dissemination of the analyse; and
- Prepare the engineering studies for road component development.

The consultant is expected to liaise and coordinate to submit the expected deliverables. To complete each deliverable, the Bank will review and submit it to the consultant and then the consultant will incorporate the comments.

Deliverables and Payments Timeline:

- **Product 1:** Elaboration of a Technical Note of the analysis of road component development in Guyana for dissemination – product of knowledge-, including (i) executive summary, (ii) introduction, all technical information, (iii) methodology, (iii) process, and (iv) conclusion.
- **Product 2:** Detailed work plan including i) a proposed outline of the topics and structure of the documents and ii) a proposed timeline.
- **Product 3:** Draft of the document regarding engineering studies for road component development.
- **Product 4:** Final version of the document regarding engineering studies for road component development with incorporated inputs.

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Product 1	20%	2 month after the signing the contract
Product 2	20%	4 months after the signing the contract
Product 3	30%	9 months after the signing the contract
Product 4	30%	12 months after the signing the contract

What you'll need

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- **Experience:** At least five years of experience in economic analysis with some experience in public budgeting and management. Experience working with the Caribbean is required. Work experience in multi-hazard risk assessment is an advantage.
- **Languages:** Fluent in English and Spanish. Knowledge of Portuguese or French is a plus.

- **Areas of Expertise:** Experience in climate adaptation, resilience, disaster risk management, data systems management, multi-hazard risk assessments, engineering and infrastructure projects, and relevant work experience with projects in multilateral or bilateral cooperation institutions.
- **Skills:** Advanced level in data management and experience understanding risk modeling.
- **Competencies:** i) Planning and Organizational Skills: Demonstrated organizational capability and ability to carry out multiple and detailed tasks and demonstrated capacity to operate with minimal supervision; ii) teamwork: Ability to take initiative and lead others, share knowledge and information, express disagreements tactfully and ability to lead interdisciplinary and a multicultural team; c) communication: Ability to present concise, clear and precise analysis and recommendations. The post requires the ability to communicate effectively with multiple stakeholders.

Key skills:

- Learn continuously;
- Collaborate and share knowledge;
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Requirements:

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- **COVID-19 considerations:** the health and safety of our employees are our number one priority. As a condition of employment, IDB/IDB Invest requires all new hires to be fully vaccinated against COVID-19.

Type of contract and duration:

- **Type of contract:** Products and External Services Consultant (PEC), Lump Sum.
- **Length of contract:** 240 days in a period of 12 months.

What we offer

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

Our culture

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<https://www.facebook.com/IADB.org>

https://twitter.com/the_IDB

(3) Consultancy for the Preparation of economic evaluation of the program**Location:** Guyana

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About this position

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What you'll do:

The consultant will do the following activity:

- Economic evaluation of the program.

The consultant is expected to liaise and coordinate to submit the expected deliverables. To complete each deliverable, the Bank will review and submit it to the consultant and then the consultant will incorporate the comments.

Deliverables and Payments Timeline:

- **Product 1:** Detailed work plan including i) a proposed outline of the topics and structure of the documents and ii) a proposed timeline.
- **Product 2:** Draft of the document regarding the economic evaluation of the program.
- **Product 3:** Final version of the document regarding economic evaluation of the program with incorporated inputs.

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Product 1	30%	2 month after the signing the contract
Product 2	30%	7 months after the signing the contract
Product 3	40%	12 months after the signing the contract

What you'll need

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- **Experience:** At least five years of experience in economic analysis with some experience in public budgeting and management. Experience working with the Caribbean is required. Work experience in multi-hazard risk assessment is an advantage.
- **Languages:** Fluent in English and Spanish. Knowledge of Portuguese or French is a plus.
- **Areas of Expertise:** Experience in climate adaptation, resilience, disaster risk management, data systems management, multi-hazard risk assessments, engineering and infrastructure projects, and relevant work experience with projects in multilateral or bilateral cooperation institutions.
- **Skills:** Advanced level in data management and experience understanding risk modeling.
- **Competencies:** i) Planning and Organizational Skills: Demonstrated organizational

capability and ability to carry out multiple and detailed tasks and demonstrated capacity to operate with minimal supervision; ii) teamwork: Ability to take initiative and lead others, share knowledge and information, express disagreements tactfully and ability to lead interdisciplinary and a multicultural team; c) communication: Ability to present concise, clear and precise analysis and recommendations. The post requires the ability to communicate effectively with multiple stakeholders.

Key skills:

- Learn continuously;
- Collaborate and share knowledge;
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- **COVID-19 considerations:** the health and safety of our employees are our number one priority. As a condition of employment, IDB/IDB Invest requires all new hires to be fully vaccinated against COVID-19.

Type of contract and duration:

- **Type of contract:** Products and External Services Consultant (PEC), Lump Sum.
- **Length of contract:** 240 days in a period of 12 months.

What we offer

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

Our culture



HRD Terms of Reference

ANNEX A

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https://twitter.com/the_IDB

(4) Consultancy for the Studies for climate change adaptation**Location:** Guyana

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About this position

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What you'll do:

The consultant will do the following activity:

- Prepare studies for climate change adaptation.

The consultant is expected to liaise and coordinate to submit the expected deliverables. To complete each deliverable, the Bank will review and submit it to the consultant and then the consultant will incorporate the comments.

Deliverables and Payments Timeline:

- **Product 1:** Detailed work plan including i) a proposed outline of the topics and structure of the documents and ii) a proposed timeline.
- **Product 2:** Draft of the document regarding climate change adaptation.
- **Product 3:** Final version of the document regarding climate change adaptation with incorporated inputs.

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Product 1	30%	2 month after the signing the contract
Product 2	30%	7 months after the signing the contract
Product 3	40%	12 months after the signing the contract

What you'll need

For the development of the consultancy it is required to have at least the following profiles:

- **(1) Environmental Engineer/ Scientist** with experience in climate change adaptation projects and analysis; and
- **(1)Traffic/Transportation Engineers** with experience in climate change adaptation projects and analysis.

Key skills:

For the development of the consultancy the following skills are required from the team:

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

Type of contract and duration:



HRD Terms of Reference

ANNEX A

- **Type of contract:** Consulting Firm selected by Simplified Competitive Selection (SCS), Lump Sum.
- **Length of contract:** 240 days in a period of 12 months.

What we offer

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HRD Terms of Reference

ANNEX A

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https://twitter.com/the_IDB

(5) Consultancy for the Diagnosis of infrastructure and market-access barriers, accessibility to logistics and freight transport services of the agribusiness sector in Region 6, including gender issues and inclusion of people with disabilities.

Location: Guyana

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About this position

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resilience; contracting and contract administration; and to conduct analysis of infrastructure and access barriers for agriculture products to access markets.

What you'll do:

The consultant will do the following activity:

- Prepare the diagnosis of infrastructure and market-access barriers, accessibility to logistics and freight transport services of the agribusiness sector in Region 6.

The consultant is expected to liaise and coordinate to submit the expected deliverables. To complete each deliverable, the Bank will review and submit it to the consultant and then the consultant will incorporate the comments.

Deliverables and Payments Timeline:

- **Product 1:** Detailed work plan including i) a proposed outline of the topics and structure of the documents and ii) a proposed timeline.
- **Product 2:** Draft of the document regarding the diagnosis of infrastructure and market-access barriers, accessibility to logistics and freight transport services of the agribusiness sector in Region 6, including gender issues and inclusion of people with disabilities.
- **Product 3:** Final version of the document regarding the diagnosis of infrastructure and market-access barriers, accessibility to logistics and freight transport services of the agribusiness sector in Region 6, including gender issues and inclusion of people with disabilities, with incorporated inputs.

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Product 1	30%	2 month after the signing the contract
Product 2	30%	7 months after the signing the contract
Product 3	40%	12 months after the signing the contract

What you'll need

For the development of the consultancy it is required to have at least the following profiles:

- **(1) Traffic/Transportation** with experience in infrastructure and market-access barriers;
- **(1)Traffic/Transportation Engineers** with experience in logistics and freight transport services of the agribusiness sector; and
- **(1)Social Scientist** with experience in gender issues and inclusion of people with disabilities.

Key skills:

For the development of the consultancy the following skills are required from the team:

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

Type of contract and duration:

- **Type of contract:** Consulting Firm selected by Simplified Competitive Selection (SCS), Lump Sum.
- **Length of contract:** 240 days in a period of 12 months.

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; and
- 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.

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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



HRD Terms of Reference

ANNEX A

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.

Follow us:

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<https://www.facebook.com/IADB.org>

https://twitter.com/the_IDB

(6) Consultancy to Design a strategy to promote the inclusion of gender and diversity issues through practical and vocational training**Location:** Guyana

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

The Government of Guyana (GoG) has embarked on a large investment effort to upgrade and revamp infrastructure in the country, which consists of interventions in the case of transport of critical coverage, capacity and quality upgrades of its road network, which include actions for rehabilitation, improvement, conservation, as well as strengthening the capacities of the authorities. Therefore, the project will require the presentation, by the beneficiary, of a set of studies, such as the feasibility of the program, the socio-environmental management frameworks, that are required for compliance with the policies of environmental and social safeguards, among others. Several of these studies will be financed by this TC. Likewise, the TC will finance studies on cross-cutting themes such as gender, adaptation to climate change, and technology among others.

Agriculture is a major export earner for Guyana and contributes to about 20% to non-oil GDP. The GoG views agriculture as important for the diversification of the economy, with efforts that include sugar production, boosting rice and corn production. Region 6, also known as the East Berbice – Corentyne Region, is one of Guyana's ten Administrative Regions. Region 6 is bordered by Suriname to the East, the Atlantic Ocean to the North, and Brazil to the South. The Region has seen important developments such as the new Deep-Water Harbour being developed along the Berbice river that will further open the door to bilateral trade. Additionally, there is an ongoing collaboration with the Government of Suriname to bridge the Corentyne River, facilitating bilateral exchange. The GoG views investment in agriculture as critical for addressing food security and diversifying the economy. The country's tropical climate and topography and large amounts of arable land, favorable climatic conditions, proximity to the United States and access to CARICOM markets makes it an attractive investment to support food security across the Caribbean.

This consultancy is part of a Technical Cooperation (TC) that aims to support the development of road infrastructure and regional development in Guyana and to strengthen the capacity of the public sector to overcome critical project planning and implementation issues (particularly socio-environmental and climate resilience aspects) and to manage a growing public investment agenda. The purpose is to create capacity and assist a local counterpart technical team within the Ministry of Public Works (the Works Service Group) to lead project planning and preparation in socio-environmental aspects, gender and diversity, engineering designs for adaptation and resilience; contracting and contract administration; and to conduct analysis of infrastructure and access barriers for agriculture products to access markets.

What you'll do:

The consultant will do the following activity:

- Design a strategy to promote the inclusion of gender and diversity issues through practical and vocational training.

The consultant is expected to liaise and coordinate to submit the expected deliverables. To complete each deliverable, the Bank will review and submit it to the consultant and then the consultant will incorporate the comments.

Deliverables and Payments Timeline:

- **Product 1:** Detailed work plan including i) a proposed outline of the topics and structure of the documents and ii) a proposed timeline.
- **Product 2:** Draft of the document with the strategy to promote the inclusion of gender and diversity issues through practical and vocational training.
- **Product 3:** Final version of the document with the strategy to promote the inclusion of gender and diversity issues through practical and vocational training with incorporated inputs.

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Product 1	30%	2 month after the signing the contract
Product 2	30%	7 months after the signing the contract
Product 3	40%	12 months after the signing the contract

What you'll need

- **Citizenship:** You are a citizen of one of our 48-member countries.
- **Consanguinity:** You have no family members (up to the fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB Group.
- **Education:** Master's degree in environmental or information systems engineering, disaster risk management, climate change adaptation, risk modeling or a related discipline and a minimum of five years of work experience, or the equivalent combination of education and experience.
- **Experience:** At least five years of experience in economic analysis with some experience in public budgeting and management. Experience working with the Caribbean is required. Work experience in multi-hazard risk assessment is an advantage.
- **Languages:** Fluent in English and Spanish. Knowledge of Portuguese or French is a plus.
- **Areas of Expertise:** Experience in climate adaptation, resilience, disaster risk management, data systems management, multi-hazard risk assessments, engineering

and infrastructure projects, and relevant work experience with projects in multilateral or bilateral cooperation institutions.

- **Skills:** Advanced level in data management and experience understanding risk modeling.
- **Competencies:** i) Planning and Organizational Skills: Demonstrated organizational capability and ability to carry out multiple and detailed tasks and demonstrated capacity to operate with minimal supervision; ii) teamwork: Ability to take initiative and lead others, share knowledge and information, express disagreements tactfully and ability to lead interdisciplinary and a multicultural team; c) communication: Ability to present concise, clear and precise analysis and recommendations. The post requires the ability to communicate effectively with multiple stakeholders.

Key skills:

- Learn continuously;
- Collaborate and share knowledge;
- Focus on clients;
- Communicate and influence; and
- 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 the fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB, IDB Invest, or IDB Lab.
- **COVID-19 considerations:** the health and safety of our employees are our number one priority. As a condition of employment, IDB/IDB Invest requires all new hires to be fully vaccinated against COVID-19.

Type of contract and duration:

- **Type of contract:** Products and External Services Consultant (PEC), Lump Sum.
- **Length of contract:** 240 days in a period of 12 months.

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; and
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Our culture

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https://twitter.com/the_IDB

(7) Consultancy for Miscellaneous road accessibility and community impacts assessment**Location:** Guyana

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

The Government of Guyana (GoG) has embarked on a large investment effort to upgrade and revamp infrastructure in the country, which consists of interventions in the case of transport of critical coverage, capacity and quality upgrades of its road network, which include actions for rehabilitation, improvement, conservation, as well as strengthening the capacities of the authorities. Therefore, the project will require the presentation, by the beneficiary, of a set of studies, such as the feasibility of the program, the socio-environmental management frameworks, that are required for compliance with the policies of environmental and social safeguards, among others. Several of these studies will be financed by this TC. Likewise, the TC will finance studies on cross-cutting themes such as gender, adaptation to climate change, and technology among others.

Agriculture is a major export earner for Guyana and contributes to about 20% to non-oil GDP. The GoG views agriculture as important for the diversification of the economy, with efforts that include sugar production, boosting rice and corn production. Region 6, also known as the East Berbice – Corentyne Region, is one of Guyana's ten Administrative Regions. Region 6 is bordered by Suriname to the East, the Atlantic Ocean to the North, and Brazil to the South. The Region has seen important developments such as the new Deep-Water Harbour being developed along the Berbice river that will further open the door to bilateral trade. Additionally, there is an ongoing collaboration with the Government of Suriname to bridge the Corentyne River, facilitating bilateral exchange. The GoG views investment in agriculture as critical for addressing food security and diversifying the economy. The country's tropical climate and topography and large amounts of arable land, favorable climatic conditions, proximity to the United States and access to CARICOM markets makes it an attractive investment to support food security across the Caribbean.

This consultancy is part of a Technical Cooperation (TC) that aims to support the development of road infrastructure and regional development in Guyana and to strengthen the capacity of the public sector to overcome critical project planning and implementation issues (particularly socio-environmental and climate resilience aspects) and to manage a growing public investment agenda. The purpose is to create capacity and assist a local counterpart technical team within the Ministry of Public Works (the Works Service Group) to lead project planning and preparation in socio-environmental aspects, gender and diversity, engineering designs for adaptation and resilience; contracting and contract administration; and to conduct analysis of infrastructure and access barriers for agriculture products to access markets.

What you'll do:

The consultant will do the following activity:

- Develop miscellaneous road accessibility and community impacts assessment.

The consultant is expected to liaise and coordinate to submit the expected deliverables. To complete each deliverable, the Bank will review and submit it to the consultant and then the consultant will incorporate the comments.

Deliverables and Payments Timeline:

- **Product 1:** Detailed work plan including i) a proposed outline of the topics and structure of the documents and ii) a proposed timeline.
- **Product 2:** Draft of the document with the miscellaneous road accessibility and community impacts assessment.
- **Product 3:** Final version of the document with the miscellaneous road accessibility and community impacts assessment with incorporated inputs.

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Product 1	30%	2 month after the signing the contract
Product 2	30%	7 months after the signing the contract
Product 3	40%	12 months after the signing the contract

What you'll need

- **Citizenship:** You are a citizen of one of our 48-member countries.
- **Consanguinity:** You have no family members (up to the fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB Group.
- **Education:** Master's degree in environmental or information systems engineering, disaster risk management, climate change adaptation, risk modeling or a related discipline and a minimum of five years of work experience, or the equivalent combination of education and experience.
- **Experience:** At least five years of experience in economic analysis with some experience in public budgeting and management. Experience working with the Caribbean is required. Work experience in multi-hazard risk assessment is an advantage.
- **Languages:** Fluent in English and Spanish. Knowledge of Portuguese or French is a plus.
- **Areas of Expertise:** Experience in climate adaptation, resilience, disaster risk management, data systems management, multi-hazard risk assessments, engineering and infrastructure projects, and relevant work experience with projects in multilateral or bilateral cooperation institutions.
- **Skills:** Advanced level in data management and experience understanding risk modeling.

- **Competencies:** i) Planning and Organizational Skills: Demonstrated organizational capability and ability to carry out multiple and detailed tasks and demonstrated capacity to operate with minimal supervision; ii) teamwork: Ability to take initiative and lead others, share knowledge and information, express disagreements tactfully and ability to lead interdisciplinary and a multicultural team; c) communication: Ability to present concise, clear and precise analysis and recommendations. The post requires the ability to communicate effectively with multiple stakeholders.

Key skills:

- Learn continuously;
- Collaborate and share knowledge;
- Focus on clients;
- Communicate and influence; and
- 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 the fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB, IDB Invest, or IDB Lab.
- **COVID-19 considerations:** the health and safety of our employees are our number one priority. As a condition of employment, IDB/IDB Invest requires all new hires to be fully vaccinated against COVID-19.

Type of contract and duration:

- **Type of contract:** Products and External Services Consultant (PEC), Lump Sum.
- **Length of contract:** 240 days in a period of 12 months.

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

Our culture



HRD Terms of Reference

ANNEX A

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https://twitter.com/the_IDB

(8) Consultancy for Dissemination activities of results and experiences obtained when preparing the loan**Location:** Guyana

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

The Government of Guyana (GoG) has embarked on a large investment effort to upgrade and revamp infrastructure in the country, which consists of interventions in the case of transport of critical coverage, capacity and quality upgrades of its road network, which include actions for rehabilitation, improvement, conservation, as well as strengthening the capacities of the authorities. Therefore, the project will require the presentation, by the beneficiary, of a set of studies, such as the feasibility of the program, the socio-environmental management frameworks, that are required for compliance with the policies of environmental and social safeguards, among others. Several of these studies will be financed by this TC. Likewise, the TC will finance studies on cross-cutting themes such as gender, adaptation to climate change, and technology among others.

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This consultancy is part of a Technical Cooperation (TC) that aims to support the development of road infrastructure and regional development in Guyana and to strengthen the capacity of the public sector to overcome critical project planning and implementation issues (particularly socio-environmental and climate resilience aspects) and to manage a growing public investment agenda. The purpose is to create capacity and assist a local counterpart technical team within the Ministry of Public Works (the Works Service Group) to lead project planning and preparation in socio-environmental aspects, gender and diversity, engineering designs for adaptation and resilience; contracting and contract administration; and to conduct analysis of infrastructure and access barriers for agriculture products to access markets.

What you'll do:

The consultant will do the following activity:

- Plan and execute dissemination activities of results and experiences obtained when preparing the loan.

The consultant is expected to liaise and coordinate to submit the expected deliverables. To complete each deliverable, the Bank will review and submit it to the consultant and then the consultant will incorporate the comments.

Deliverables and Payments Timeline:

- **Product 1:** Detailed work plan including i) a proposed outline of the events and activities and ii) a proposed timeline.
- **Product 2:** Execution of dissemination activities of results and experiences obtained when preparing the loan.
- **Product 3:** Report of each executed activity.

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Product 1	30%	2 month after the signing the contract
Product 2	60%	11 months after the signing the contract
Product 3	10%	12 months after the signing the contract

What you'll need

For the development of the consultancy it is required to have at least the following profiles:

- **(1) Social Manager** with experience in management and development of project socialization and pedagogy work in both public and private sectors, leadership capacity and formulation of communication pieces, workshops and seminars that strengthen the pedagogical processes required in the development of the project; and
- **(1) Social Manager** with experience event planning.

Key skills:

For the development of the consultancy the following skills are required from the team:

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

Type of contract and duration:

- **Type of contract:** Consulting Firm selected by Simplified Competitive Selection (SCS), Lump Sum.
- **Length of contract:** 240 days in a period of 12 months.

What we offer

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

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Our culture

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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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<https://www.facebook.com/IADB.org>

https://twitter.com/the_IDB

(9) Consultancy for Exchange of experiences with experts on the topics addressed by the program**Location:** Guyana

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About this position

The Government of Guyana (GoG) has embarked on a large investment effort to upgrade and revamp infrastructure in the country, which consists of interventions in the case of transport of critical coverage, capacity and quality upgrades of its road network, which include actions for rehabilitation, improvement, conservation, as well as strengthening the capacities of the authorities. Therefore, the project will require the presentation, by the beneficiary, of a set of studies, such as the feasibility of the program, the socio-environmental management frameworks, that are required for compliance with the policies of environmental and social safeguards, among others. Several of these studies will be financed by this TC. Likewise, the TC will finance studies on cross-cutting themes such as gender, adaptation to climate change, and technology among others.

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This consultancy is part of a Technical Cooperation (TC) that aims to support the development of road infrastructure and regional development in Guyana and to strengthen the capacity of the public sector to overcome critical project planning and implementation issues (particularly socio-environmental and climate resilience aspects) and to manage a growing public investment agenda. The purpose is to create capacity and assist a local counterpart technical team within the Ministry of Public Works (the Works Service Group) to lead project planning and preparation in socio-environmental aspects, gender and diversity, engineering designs for adaptation and resilience; contracting and contract administration; and to conduct analysis of infrastructure and access barriers for agriculture products to access markets.

What you'll do:

The consultant will do the following activity:

- Plan and execute the exchange of experiences with experts on the topics addressed by the program.

The consultant is expected to liaise and coordinate to submit the expected deliverables. To complete each deliverable, the Bank will review and submit it to the consultant and then the consultant will incorporate the comments.

Deliverables and Payments Timeline:

- **Product 1:** Detailed work plan including i) a proposed outline of the exchange of experiences and ii) a proposed timeline.
- **Product 2:** Execution of the exchange of experiences with experts on the topics addressed by the program.
- **Product 3:** Report of the execution of the exchange of experiences with experts on the topics addressed by the program.

<u>Deliverable #</u>	<u>Percentage</u>	<u>Planned Date to Submit</u>
Product 1	30%	10 days after the signing the contract
Product 2	60%	90 days after the signing the contract
Product 3	10%	120 days after the signing the contract

What you'll need

For the development of the consultancy it is required to have at least the following profiles:

- **(1) Social Manager** with experience in management and development of project socialization and pedagogy work in both public and private sectors, leadership capacity and formulation of communication pieces, workshops and seminars that strengthen the pedagogical processes required in the development of the project; and
- **(1) Social Manager** with experience event planning.

Key skills:

For the development of the consultancy the following skills are required from the team:

- Learn continuously;
- Collaborate and share knowledge;
- Focus on clients;
- Communicate and influence; and



HRD Terms of Reference

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- Innovate and try new things.

Type of contract and duration:

- **Type of contract:** Consulting Firm selected by Simplified Competitive Selection (SCS), Lump Sum.
- **Length of contract:** 80 days in a period of 4 months.

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

Our culture

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