

HRD Terms of Reference

Job Title:

[Education Division](#) Education Senior Consultant for the Skills for the Future Program Development Grant (BL-T1166)

Background of this search:

The objective of the consultancy is to identify and validate in the Belizean context an assessment tool to screen students for physical, mental, and learning disabilities as part of the preparation of the BL-L1044 lending operation for the Education Division. The consultancy will be largely based on the desk research conducted by the Education Consultant.

The team's mission:

[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.

The IDB Group helps Latin American and Caribbean countries promote skills development and lifelong learning as a strategy to ensure that citizens can contribute productively to society, improve their well-being, and be good citizens. To this end, it works with the countries of the region in [five lines of action](#):

- (i) ensure that people have equitable access to relevant, high-quality learning opportunities throughout their lives;
- (ii) strengthen quality and relevance assurance mechanisms;
- (iii) consolidate and develop better financing and co-financing mechanisms to improve the efficiency, effectiveness, and coverage of skills development opportunities;
- (iv) take advantage of the use of technology to increase equity and access to skills development opportunities and improve the efficiency of skills development systems; and
- (v) actively promote the generation and use of evidence to inform decisions about skills development.

The Government of Belize (GOB) and the Inter-American Development Bank (IDB) are preparing a lending operation to prepare tomorrow's workforce for the Fourth Industrial Revolution (4iR). The specific objectives are: (i) increase access to instruction that accelerates learning in foundational skills; (ii) increase access to instruction that promotes learning in Fourth Industrial Revolution (4iR) skills; and (iii) increase access to gender-specific education services to promote participation in the 4iR. The objective of the consultancy is to support the project team in the review of school-based special education assessments. The consultant will work together with a junior consultant and present the products jointly.

What you'll do:

1. Identify screening instruments developed for application by educators to identify students with special education needs. The review will encompass instruments to screen for learning difficulties and disabilities, including physical, sensorial, psychosocial, and cognitive disabilities. Preference should be given to open-source tools and those that are available in both English and Spanish.
2. Conduct a comparison of the assessment instruments contrasting list of key determinants.

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3. Present two to three identified instruments to the Ministry of Education, Culture, Science and Technology (MoECST), to select two top candidates for use in Belize.
4. Validate the two instruments in two Belizean schools, including one primary and one secondary school.
5. Draft and present a final summary report with validation results and findings.

DELIVERABLES AND PAYMENTS TIMELINE:

	Deliverable Description	% of Payment
#1	Workplan	15%
#2	Assessment Review Report	20%
#3	Presentation to Government of Belize	20%
#4	Validation of instruments	15%
#5	Summary Report	30%

What you'll need:

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.

Education: Master's Degree, PhD preferred in economics, statistics, or similar field.

Experience: Master's and at least 10 years of experience

Languages: Fluent in English

Core and Technical Competencies: Extensive experience in economic analysis of social sector projects. Knowledge of special education needs and assessment tools, a plus.

Opportunity Summary:

Type of contract: Product External Consultancy, Lump Sum

Length of contract: 50 days over a period of 12 months

Starting date: July 2023

Location: External

Responsible person: Emma Näslund-Hadley, Lead Education Specialist (SCL/EDU)

Requirements: You must be a citizen of one of the IDB's 48 member countries and have no family members currently working at the IDB Group.

Travel: No

Our culture: Our people are committed and passionate about improving lives in Latin-America and the Caribbean, and they get to do what they love in a diverse, collaborative and stimulating work environment. We are the first Latin American and Caribbean development institution to be awarded the EDGE certification, recognizing our strong commitment to gender equality. As an employee you can be part of internal resource groups that connect our diverse community around common interests.

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3. Present two to three identified instruments to the Ministry of Education, Culture, Science and Technology (MoECST), to select two top candidates for use in Belize.
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Education: Master's Degree, PhD preferred in economics, statistics, or similar field.

Experience: Master's and at least 5 years of experience

Languages: Fluent in English

Core and Technical Competencies: Extensive experience in economic analysis of social sector projects. Knowledge of special education needs and assessment tools, a plus.

Opportunity Summary:

Type of contract: Product External Consultancy, Lump Sum

Length of contract: 80 days over a period of 12 months

Starting date: July 2023

Location: External

Responsible person: Emma Näslund-Hadley, Lead Education Specialist (SCL/EDU)

Requirements: You must be a citizen of one of the IDB's 48 member countries and have no family members currently working at the IDB Group.

Travel: No

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Job Title:

[Education Division](#) Education Senior Consultant for the Skills for the Future Program Development Grant (BL-T1166)

Background of this search:

The objective of the consultancy is to map and validate in the Belizean context a digital application for differentiated instruction in reading as part of the preparation of the BL-L1044 lending operation for the Education Division. The consultancy will be largely based on the desk research conducted by the Education Consultant.

The team's mission:

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What you'll do:

1. Identify digital applications developed for students to aid them in their learning of reading. The review will encompass digital differentiated learning applications. The review will include cost estimates for use in Belize.
2. Conduct a comparison of the digital learning applications contrasting list of key determinants.
3. Present two to three identified applications to the Ministry of Education, Culture, Science and Technology (MoECST), to select two top candidates for use in Belize.

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4. Validate the two applications in two Belizean schools, including one primary and one secondary school.
5. Draft and present a summary report with validation results and findings.

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Education: Master's Degree, PhD preferred in economics, statistics, or similar field.

Experience: Master's and at least 10 years of experience

Languages: Fluent in English

Core and Technical Competencies: Extensive experience in economic analysis of social sector projects. Knowledge of differentiated instruction, a plus.

Opportunity Summary:

Type of contract: Product External Consultancy, Lump Sum

Length of contract: 40 days over a period of 12 months

Starting date: December 2023

Location: External

Responsible person: Emma Näslund-Hadley, Lead Education Specialist (SCL/EDU)

Requirements: You must be a citizen of one of the IDB's 48 member countries and have no family members currently working at the IDB Group.

Travel: No

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Experience: Master's and at least 5 years of experience

Languages: Fluent in English

Core and Technical Competencies: Extensive experience in economic analysis of social sector projects. Knowledge of differentiated instruction, a plus.

Opportunity Summary:

Type of contract: Product External Consultancy, Lump Sum

Length of contract: 70 days over a period of 12 months

Starting date: December 2023

Location: External

Responsible person: Emma Näslund-Hadley, Lead Education Specialist (SCL/EDU)

Requirements: You must be a citizen of one of the IDB's 48 member countries and have no family members currently working at the IDB Group.

Travel: No

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Job Title:

[Education Division](#) Education Senior Consultant for the Skills for the Future Program Development Grant (BL-T1166)

Background of this search:

The objective of the consultancy is map and validate in the Belizean context a virtual laboratory for science instruction in schools as part of the preparation of the BL-L1044 lending operation for the Education Division. The consultancy will be largely based on the desk research conducted by the Education Consultant.

The team's mission:

[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.

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What you'll do:

1. Identify virtual laboratory programs developed for application by students to improve their learning. The review will include cost estimates for use in Belize.
2. Conduct a comparison of the virtual laboratory programs contrasting list of key determinants.
3. Present two to three identified programs to the Ministry of Education, Culture, Science and Technology (MoECST), to select two top candidates for use in Belize.

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4. Validate the two programs in two Belizean schools, including one primary and one secondary school.
5. Draft and present a summary report with validation results and findings.

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#1	Workplan	15%
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Education: Master's Degree, PhD preferred in economics, statistics, or similar field.

Experience: Master's and at least 10 years of experience

Languages: Fluent in English

Core and Technical Competencies: Extensive experience in economic analysis of social sector projects.

Opportunity Summary:

Type of contract: Product External Consultancy, Lump Sum

Length of contract: 45 days over a period of 12 months

Starting date: December 2023

Location: External

Responsible person: Emma Näslund-Hadley, Lead Education Specialist (SCL/EDU)

Requirements: You must be a citizen of one of the IDB's 48 member countries and have no family members currently working at the IDB Group.

Travel: No

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Responsible person: Emma Näslund-Hadley, Lead Education Specialist (SCL/EDU)

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