



CARIBBEAN DEVELOPMENT BANK OPPORTUNITY PROFILE

ECONOMIST ECONOMICS DEPARTMENT

Attached is the Opportunity Profile for the position of Economist, Economics Department at the Caribbean Development Bank (CDB). The profile consists of a description of the job, the qualifications and competencies required, and a brief description of the Bank. Additional information on the Bank may be obtained from the Bank's website (www.caribank.org).

Before you proceed to apply, please consider the following requirements:

1. You must be a national of one of CDB's member countries.
2. You will be required to produce evidence of any educational and professional qualifications to support your application if you are selected for an interview.
3. All appointments are subject to satisfactory background checks and references.

CDB is an equal opportunity employer and does not discriminate on the basis of race, sex or religion. In order to be considered for this position, it is mandatory that you submit the following items:

- (i) A cover letter addressed to the Deputy Director, Human Resources, outlining how your experience and qualifications match the profile described; and
- (ii) A résumé indicating nationality, and including the names and contact information (telephone numbers and e-mail addresses) for four persons who know you and your work well enough to comment on your suitability for this role.

CDB fully respects the need for confidentiality of information supplied and assures you that your background and interest will not be discussed with anyone, without your prior consent, nor will reference contacts be made until mutual interest has been established.

Please submit your résumé online, as indicated on the CDB website, with the required information in Microsoft Word (.doc or .docx) format, in English. The deadline for submission of applications is **March 8, 2017** at 23:00 hrs EST.

We thank you for your interest.

INTRODUCTION

The Caribbean Development Bank (CDB or the Bank) is seeking to recruit nationals from its member countries to fill vacant Economist positions in the Economics Department. The successful candidates will be based at CDB's headquarters in St. Michael, Barbados.

ABOUT THE ORGANISATION

CDB is a regional multilateral development bank which was established in October 1969 to contribute to the harmonious economic growth and development of the member countries in the Caribbean Region and to promote economic cooperation and integration among them, having special and urgent regard to the needs of the less-developed members of the Region. CDB began operations in January 1970 and has become a leading catalyst for providing development financing, technical assistance and policy advice to its Borrowing Member Countries (BMCs) for the reduction of poverty.

CDB's members are Anguilla, Antigua and Barbuda, The Bahamas, Barbados, Belize, the British Virgin Islands, Canada, the Cayman Islands, Colombia, Dominica, Germany, Grenada, Guyana, Haiti, Italy, Jamaica, The People's Republic of China, Mexico, Montserrat, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines, Suriname, Trinidad and Tobago, the Turks and Caicos Islands, the United Kingdom and Venezuela.

CDB is committed to the objectives of sustainable development in all of its dimensions. It promotes the achievement of inclusive growth and supports initiatives that strengthen BMCs' resilience to external economic shocks and the effects of natural hazards and that address gender equality, poverty reduction and inequality and environmental sustainability.

CDB adheres to the highest standards of integrity, ethics, compliance, transparency and accountability with zero tolerance for fraud, corruption, money laundering, financing of terrorism and similarly corrosive conduct. CDB also works to ensure that the projects it finances do not cause environmental or social harm.

THE DEPARTMENT

The Economics Department is accountable for the formulation of country strategies to guide the Bank's financial and Technical Assistance (TA) operations in the BMCs. It is also responsible for monitoring and analysis of economic, social and political developments in the BMCs; policy advice and reporting on relevant industrial sectors, social and environmental sectors; and training in economic management.

THE ROLE

Reporting to the Deputy Director, Economics Department, the Economist continuously monitors economic, social and political developments affecting or involving the Bank's BMCs for which he/she is responsible. In addition, the Economist analyses such developments and provides a continuing flow of reports, opinion and advice on the optimal allocation and use of resources (including finance and technical assistance) to address development and economic management issues from the points of view of the BMCs and the Bank.

The Economist is also responsible for economic research and related activities aimed at improving the efficiency and effectiveness of the Bank's operations and interventions in its BMCs. This involves

identifying, initiating, undertaking, executing and/or commissioning of studies on priority areas of economic research and the dissemination of research output.

KEY RESPONSIBILITIES

The job will require the Economist to:

1. Report on economic performance and prospects of assigned BMCs by monitoring and analysing social, economic, political, international and other developments.
2. Prepare periodic reports, issue briefs, risk analyses, sectoral reviews and undertake country missions as required.
3. Hold policy discussions with senior officials in the assigned countries and advise the officials on a range of macroeconomic policies as well as institutional policy and other measures to enhance economic performance.
4. Undertake research geared at identifying and evaluating emerging policy issues for applicability and relevance to developing countries, in general, and BMCs, in particular.
5. Assist countries in preparing the Public Sector Investment Programme and in setting up project monitoring and evaluation systems as well as forging a more results-oriented culture in BMCs.
6. Recommend and keep under review an overall Bank-assistance programme for BMCs, comprising capital projects, technical assistance and policy advice to support the BMCs' development objectives, through the co-ordination and preparation of strategic documents, such as Country Strategy Papers, briefs, and participation in Project Appraisal Missions.
7. Assist in commissioning research on development issues and monitor research contracts to ensure that standards acceptable to CDB are maintained.
8. Assist in the sourcing, compilation, maintenance, analysis and dissemination of social, economic and related statistics to assist the Bank in delivering its services to its BMCs and to the region, and in managing its internal operations effectively and efficiently.
9. To assist in the identification and mitigation of risks in the execution of the responsibilities of the role.

QUALIFICATIONS AND COMPETENCIES

The Economist must have superior client orientation and inter-personal skills with the proven ability to work cooperatively with multi-disciplinary teams both within and external to the Bank. The successful candidate will have the ability to undertake technical research and to provide sound analysis to guide decision-making. The Economist is expected to actively seek knowledge needed to complete assignments and share knowledge with others, communicating and presenting information in a clear, logical and organised manner.

Technical Grounding and Expertise

The successful candidate is required to have:

1. A first degree in a relevant discipline augmented by a master's degree in a field of economics relevant to development.
2. A minimum of five years' experience as a professional economist.
3. Sound knowledge of the socio-economic development issues, policies and strategies of the countries of the Caribbean.

Strong preference will be given to applicants with a Ph.D. in Economics.

The following are considered assets for this position:

- A quantitative background that includes the use of quantitative techniques in statistical and economic analysis.
- Professional experience in the following sectors/areas:
 - Energy (conventional and renewable forms)
 - Environment/climate change
 - Transport
 - Trade
 - Public Private Partnerships

Function-Specific Competencies

The Economist should have strong proficiency in the following competencies:

1. Ability to demonstrate technical expertise in the formulation, design, conduct and management of economic research and/or the appraisal of projects.
2. Ability to organise, interpret and present information in a meaningful way to diverse audiences.
3. Excellent representational skills that will enhance the profile of the Bank.
4. Ability to effectively apply statistical and economic concepts to analysis and to provide input to project teams' preparation of loan/grant financing proposals.
5. Ability to collaborate with other team members and contribute productively to the team's work and output through peer review.

Organisational Competencies

Our people need to demonstrate a defined set of core skills and behaviours. We refer to these as our organisational competencies. They are integral to who we are as an organisation. Candidates are also assessed for these competencies within our recruitment process to benchmark their skills and behaviours. The successful candidate should have a high level of proficiency in these competencies:

Leadership:

Strategic Focus, Analytical Thinking, Stress Management, Developing Others, Building Strategic Partnerships, Inspiring Trust, Fostering Creativity, Knowledge Capture and Sharing, Resiliency, Facilitating Change, Negotiating and Dialogue; and

Core:

A Strong Client Focus, Drive for Continuous Development, Excellent Communication Skills, Teamwork, Integrity and Results Orientation.

TERMS OF APPOINTMENT

This is a full-time position with the successful candidate being contracted on a two-year basis in the first instance, with the possibility of renewal. Salary is competitive and commensurate with qualifications and experience. A pension plan, life and medical insurances are included in the benefits package.