

## **Legislative Drafting Consultant**

### **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.

Compete Caribbean + (CC+) is a Bank-executed, multi-donor private sector development program financed by the Governments of the United Kingdom and Canada, the Caribbean Development Bank (CDB), and the Inter-American Development Bank. Launched in October 2024 as the third phase of Compete Caribbean, it builds on the success of the Compete Caribbean Program (2010-2017) and of the Compete Caribbean Partnership Facility (2017-2023), while placing emphasis on strengthening climate action, and gender equality and inclusion in the Caribbean private sector.

CC+ is being undertaken through 3 integrated pillars: Pillar 1 – Promoting competitiveness, climate action and inclusiveness of Caribbean private sector; Pillar 2- Enhancing government capabilities to support climate-smart and gender-responsive businesses; and Pillar 3 – Promoting scientific R&D for climate innovation in the public and private sectors.

As part of the CC+ mandate, Pillar 2: Enhancing government capabilities to support climate-smart and gender-responsive businesses aims to solve regulatory and institutional capacity bottlenecks that affect businesses' ability to become more competitive, climate smart and inclusive.

The Financial Services Commission (FSC) of Barbados is the statutory body responsible for regulating the non-bank financial sector, including insurance companies, credit unions, mutual funds, securities market actors, and occupational pension plans. In line with its mandate under the Financial Services Commission Act (2010-21), the FSC is undertaking a comprehensive legislative reform to modernize and streamline its regulatory framework, enhance flexibility, and align with international best practices such as IOSCO, IAIS, and FATF standards.

### **About this position**

We are looking for an experienced, dynamic legislative drafter. As Legislative Drafting Consultant, you will provide expertise to develop draft legislative instruments and regulations for the non-bank financial sector in Barbados. You will prepare legislative drafting instructions and draft legislation for four non-bank financial sectors, develop supervisory guidelines and regulations for the legislation and create practical toolkits and templates to apply the new frameworks, ensuring that all outputs incorporate principles of climate resilience, gender equity and financial inclusion.

You will work under the Compete Caribbean+ (CC+) Program, which operates under the PTI/CTI department of the IADB. This team is responsible for promoting gender-responsive sustainable growth and climate resilience within the Caribbean private sector.

### **What you'll do:**

- Draft Legislative Instruments (draft legislation and drafting instructions)
- Draft Supervisory Guidelines and Sample Regulations
- Create Toolkits and Templates
- Mainstream Climate Resilience and Gender Equity
- Engage Stakeholders and Validate outputs

### **Deliverables and Payments Timeline:**

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| <u><b>Deliverable #</b></u>                                              | <u><b>Percentage</b></u> | <u><b>Planned Date to Submit</b></u> |
|--------------------------------------------------------------------------|--------------------------|--------------------------------------|
| Inception Report & Workplan                                              | 15%                      | 2 week after contract signature      |
| Draft Bills and Drafting Instructions, Explanatory Notes                 | 30%                      | 6 weeks after contract signature     |
| Supervisory Guidelines, Explanatory Notes, Legal Briefs, and Regulations | 20%                      | 10 weeks after contract signature    |
| Toolkits and Templates to Guide Implementation                           | 15%                      | 14 weeks after contract signature    |
| Final Report – Methodology and Recommendations                           | 20%                      | 20 weeks after contract signature    |

### **What you'll need**

- **Education:** Advanced degree in Law, Public Policy or a related field with specialization in legislative drafting; further specialization in financial regulation preferred.
- **Experience:** Minimum of 10 years of experience in legal and regulatory drafting, preferably in the financial sector, and demonstrated experience developing supervisory frameworks and regulatory instruments. Familiarity with international financial regulatory standards and their application in small jurisdictions. Experience working in the Caribbean is desirable.
- **Languages:** Proficiency in English.

### **Key skills:**

- Learn continuously.
- Collaborate and share knowledge.
- Focus on clients.
- 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 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:** 5 months
- **Work Location:** Remote.

### **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](mailto: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.

#### **Follow us:**

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#### **About IDB Lab**

Is the innovation laboratory of the IDB Group. We mobilize financing, knowledge, and connections to drive innovation for inclusion in Latin America and the Caribbean. We believe innovation is a powerful tool that can transform our region, providing today unprecedented opportunities to populations that are vulnerable due to economic, social, or environmental factors. IDB Lab has a commitment to gender quality and diversity as part of its development mandate. The Strategy and Impact unit supports IDB Lab in the development of strategy, connections and knowledge, and impact measurement and reporting.

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#### **About IDB Invest**

IDB Invest, a member of the IDB Group, is a multilateral development bank committed to promoting the economic development of its member countries in Latin America and the Caribbean through the private sector. IDB Invest finances sustainable companies and projects to achieve financial results and maximize economic, social, and environmental development in the region. With a portfolio of \$14.1 billion in asset management and 325 clients in 25 countries, IDB Invest provides innovative financial solutions and advisory services that meet the needs of its clients in a variety of industries.

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