

**Domestic Resource Mobilization/Public Financial Management Specialist**

**Institutions for Development Sector Department, Fiscal Management Division (IFD/FMM)**

**Associate Professional Officer (APO) Program**

**Post of Duty:** Washington DC

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.

The IDB is the main source of multilateral financing for economic, social, and institutional development in Latin America and the Caribbean (LAC). It provides loans, grants, guarantees, policy advice and technical assistance to the public and private sectors of its borrowing member countries.

**About this position:**

The Fiscal Management Division (FMM) is part of the [Institutions for Development Sector Department \(IFD\)](#) of the Inter-American Development Bank (IDB). IFD supports countries in Latin America and the Caribbean (LAC) by strengthening institutions, governance, and public sector policies. Within this framework, FMM works with national and subnational governments to improve tax policy and administration, public expenditure management, fiscal sustainability, and fiscal transparency.

FMM is currently looking for an early career professional with a strong interest in fiscal policy, public financial management, and institutional development to support efforts in tax policy and administration strengthening in LAC.

Tax systems in LAC continue to face a dual challenge, including low revenue mobilization, tax design structural inefficiencies, and high levels of evasion, which limit governments capacity to finance public services and promote equity. Addressing these issues requires modern tax policies and stronger, more digitalized tax administrations capable of simplifying compliance and improving enforcement.

This position will support the strengthening of policy dialogue and operational engagement within the Fiscal Management Division, with the objective of enhancing tax policy and administration across the region.

Beyond domestic resource mobilization, the position will also contribute to broader institutional strengthening efforts, including public financial management, governance, and the enabling framework for sustainable and inclusive economic development.

The role as an Associate Professional Officer will offer exposure to cross-cutting themes such as climate-related fiscal policy, green public finance, and financial sector development, in close collaboration with other divisions within the Institutions for Development Sector.

The position offers a unique opportunity to gain hands-on experience in multilateral development operations, policy dialogue, and institutional reform processes across LAC.

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

- Provide advice on tax policy reforms aimed at increasing revenue mobilization, improving efficiency, and enhancing the progressivity of tax systems.
- Support the design and implementation of tax administration projects, including the preparation of technical cooperations and investment operations.
- Conduct quantitative and qualitative analyses to assess tax performance, including estimating gaps between potential and actual collections, evaluating tax expenditures, and analyzing the legal and political economy constraints to reform.
- Develop policy recommendations to reduce tax evasion and informality and strengthen compliance.
- Prepare technical guidance and support reforms to simplify tax systems and reduce compliance costs, including streamlining procedures and improving taxpayer services to foster voluntary compliance and private sector development.
- Design training materials and deliver capacity-building activities, including technical workshops for Ministries of Finance and tax administrations on international best practices in tax policy and administration.
- Contribute to the Division's broader Domestic Resource Mobilization (DRM) agenda by participating in knowledge generation, analytical outputs, and operational activities, as well as other tasks as requested by the Division Chief.
- Support analytical and operational work at the intersection of fiscal policy and climate and sustainability, including green public finance, climate budgeting, and fiscal instruments for climate action.
- Contribute to the design and implementation of operations that strengthen governance frameworks and institutional capacity in borrowing member countries.
- Collaborate with other divisions within the Institutions for Development Sector on cross-sectoral initiatives, including financial sector development, capital markets, and sustainable finance.

Contribute to policy dialogue, donor engagement, and knowledge products on institutional strengthening, inclusive growth, and sustainable development.

### **What you will need:**

- **Education:** Master's degree (or equivalent advanced degree) from an accredited university in Economics, Public Policy/Public Administration, Finance, Financial Economics, Accounting, International Development/Development Studies, Political Economy/Government, Business Administration (with focus on public sector, finance or development), Environmental Economics, Climate Policy, or Sustainable Finance. Other

related fields will be considered if relevant to the position's responsibilities. The degree must have been already awarded.

- **Experience:** At least 2 years of relevant experience in areas related to fiscal policy, public financial management, governance, financial sector development, or economic policy analysis.
  - Experience in public sector institutions, international organizations, consulting firms, or research institutions is highly desirable.
  - Familiarity with development policy issues in LAC or other emerging economies is an asset. Experience supporting policy analysis, advisory work, or the design/implementation of reforms or projects is desirable.
  - Exposure to multilateral development banks, international financial institutions, or donor-funded programs is an advantage.
  - Experience in areas such as tax policy, fiscal analysis, public financial management, financial sector regulation, or sustainable/green finance is a plus.
  - Strong interest in institutional development, governance, and inclusive and sustainable growth is essential.
- **Language:** Proficiency in English and one of the other Bank official languages (Spanish, Portuguese, or French) is required.
- **Key skills:**
  - Demonstrates strong analytical and problem-solving skills
  - Builds effective working relationships across teams and stakeholders
  - Delivers client-oriented and results-focused support
  - Communicate and influence.
  - Ability to work across disciplines and adapt to diverse thematic areas within public sector management and institutional development.

### **Requirements:**

- **Citizenship:** You are a citizen of one of our 48-member countries. We will help you and your eligible dependents with relocation and the visa process.
- **Age:** Be under 33 years of age as of January 1st of the year of the proposed contract start date.
- **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 and contract duration:**

- **Type of contract and modality:** Consultant/Associate Professional Officer (APO)
- **Length of contract:** 24 months (2 years). The APO position will be initially for twelve (12) months, and its renewal would be contingent on performance evaluation after the first year.
- **Work Location:** IDB Headquarters, Washington D.C. USA
- **Responsible person:** Emilio Pineda, Manager for the Institutions for Development Sector

### **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.
- **Leaves and vacations:** 2 days per month of contract + gender-neutral parental leave.
- **Health Insurance:** the IDB Group provides a monthly allowance for the purchase of health insurance.
- **Savings plan:** The IDB Group cares about your future, depending on the length of the contract, you will receive a monthly savings plan allowance.
- **Assistance with relocation and visa applications** for you and your family when it applies.
- **On-site position** with the occasional flexibility of teleworking.
- **Development support:** We offer learning opportunities to boost your professional profile such as seminars, 1:1 professional counseling, and much more.
- **Health and wellbeing:** Access to our Health Services Center which provides preventive care and health education for employees.
- **Other office amenities (as available):** Lactation Room, Daycare Center, Gym, Bike Racks, Parking, spouse career support, and others.

### **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).

### **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.

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