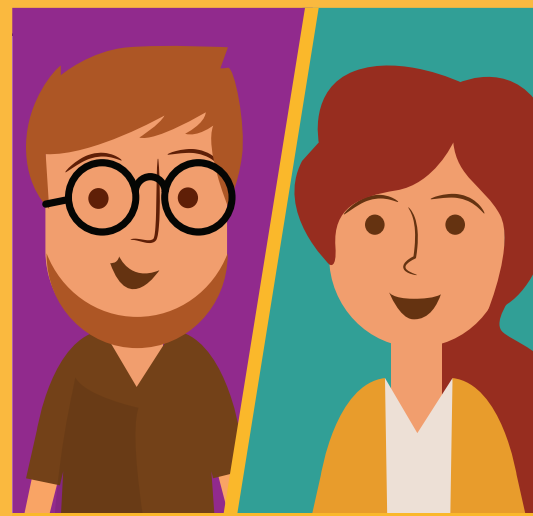
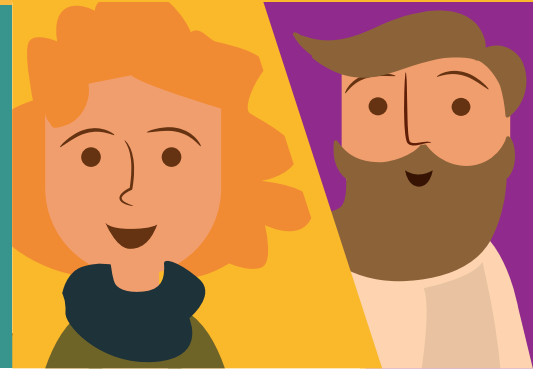


CREA TV FUTURO PROGRAM

ALONG WITH THE REGION'S



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1 What is the Investment OPERATIONS DEPARTMENT (INO)?

The Investment Operations Department (INO) of IDB Invest is responsible for generating a portfolio of high quality, creditworthy and environmentally and socially sound projects that result in significant development impact. The business cycle goes from transaction identification, selection, origination and execution, to monitoring and repayment. INO follows a matrix model, with three Segment Divisions covering Infrastructure and Energy, Financial Institutions and Corporates, and three transversal areas called the Financial Products and Services Division (in charge of capital market solutions, financing solutions for funds, equity & mezzanine and trade and supply chain finance), the Advisory Services and Blended Finance Team and the Portfolio Management Division.

2 What is this PROGRAM ABOUT?

Crea tu Futuro (www.iic.org/crea) is a rotation program designed for graduate students who wish to gain exposure to the distinctive business carried out by a private sector-oriented multilateral development bank and who wish to contribute to the development of Latin America and the Caribbean (LAC).

IDB Invest is committed to promote leadership development and career advancement of the next generation of young professionals. The program will provide the participants with a distinct opportunity to exploit their potential and explore their prospects through a broad, yet in-depth, exposure to IDB Invest's business and will serve as a unique platform for future career opportunities within IDB Invest and/or in the job market after completion of the program.

3 How long does the PROGRAM LAST?

The program consists of two rotations of approximately 18 months each, for a total program duration of 36 months.

4 In which divisions can I WORK?

Infrastructure & energy division: energy, transport, water & sanitation and social infrastructure.

Corporates division: agribusiness, tmt (telecom, media and technology), tourism and manufacturing.

Financial institutions division: banks, financial inclusion and investment funds.

Financial products & services division: capital markets solutions, trade & supply chain finance, resource mobilization and equity and mezzanine.

Portfolio Management Division: is responsible for monitoring, from first disbursement to repayment, a portfolio of loans and guarantees of infrastructure & energy, corporates, financial institutions and financial products transactions.

Advisory services and blended finance team: climate change, blended finance, gender, public private partnerships and MSMEs (Micro, Small and Medium Enterprises).

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5

Which are the program's POSTS OF DUTIES ?

IDB Invest's headquarters in Washington DC, United States, or one of our 26 country offices in LAC:

Southern Cone: Argentina, Brazil, Chile, Paraguay and Uruguay

Central America and Mexico: Belize, Costa Rica, El Salvador, Guatemala, Honduras, Mexico, Nicaragua and Panama

Andean Region: Bolivia, Colombia, Ecuador, Peru and Venezuela

Caribbean: Bahamas, Barbados, Dominican Republic, Guyana, Haiti, Jamaica, Suriname and Trinidad & Tobago



6

How do the ROTATIONS WORK ?

The first rotation will be in an already predetermined division within INO either in Washington DC, or in one of IDB Invest's 26 country offices in LAC. Candidates will have the option to apply to up to three (3) predetermined vacancies (candidates who apply to more than three (3) vacancies will be automatically disqualified). The second rotation's division and post of duty will be determined close to the completion of the first rotation at the discretion of the department and based on business needs. Note that participants will have a feedback session at the end of the first rotation and will receive a formal written evaluation upon completion of the three-year program.

7

Will the program pay for my move to the post of duty country for my first and second rotation and back to my original point of hire country AFTER COMPLETION OF THE PROGRAM ?

Program participants will be paid a fixed relocation allowance plus a one-way airfare ticket in Economy class to move from their original point of hire country to their first rotation post of duty country. Participants will be paid another fixed relocation allowance plus a one-way airfare ticket in Economy class to move from the first rotation post of duty country to the second rotation post of duty country, when applicable. Additionally, program participants will also be paid a fixed repatriation allowance plus a one-way airfare ticket in Economy class to move back to their original point of hire country after completion of the program. Note that participants are responsible for their own travel arrangements to and from post of duty, airport transportation as well as the arrangements and payment of housing at post of duty.

8

If selected, will you provide a WORK VISA OR WORK PERMIT AUTHORIZATION ?

Candidates selected to work at IDB Invest's headquarters will have to apply for a G-IV visa in the US Consulate of their home country. For all other countries, IDB Invest (through the applicable Country Office) will submit a work visa/work permit request to the applicable immigration/government authorities of the respective post of duty country. Please be advised the granting of the visa/work permit is at the discretion of the immigration/government authorities. If a candidate is denied a visa or work permit to render services to IDB Invest, the contractual offer will be rescinded.

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What are the program's ELIGIBILITY REQUIREMENTS ?

a. Education

Graduate degree (Master's degree or equivalent in Business Administration, Finance, Economics or International Relations).

b. Experience

A minimum of two (2) years of relevant experience at a financial institution, corporation, investment fund, multilateral entity or other private sector entity is required.

c. Graduation requirements

Candidates should have earned their graduate degree less than two (2) years since January 1st of the application year.

d. Age

Be 30 years of age or younger as of October 1st, 2018.

e. Language

Proficiency in both written and oral Spanish and English is required. Working knowledge of Portuguese and/or French will be considered a plus.

f. Nationality

All nationalities are welcome to apply. However, preference will be given to candidates who are nationals of IDB Invest member countries.

g. Double nationality restriction:

Please disclose all countries in which you hold citizenship and/or permanent residence. Except for United States citizens or permanent residents applying for openings at IDB Invest headquarters in Washington, DC, CREA Program participants are ineligible to work in, or rotate to, their country of citizenship or permanent residence.

h. Consanguinity Restriction

Pursuant to applicable Bank policy, candidates with relatives (including the fourth degree of consanguinity and the second degree of affinity, including spouse) working for the IDB, IDB Invest, or MIF as staff members or Complementary Workforce contractuals, will not be eligible to provide services for the IDB Group.



What type of COMPENSATION AND BENEFITS DO WE OFFER ?

a. Compensation

Program participants will receive a fixed competitive compensation and benefits package for the duration of the program.

b. Benefits

The benefits package includes a fixed monthly allowance for the purchase of health insurance, and a monthly allowance for a savings plan. In addition, program participants will be entitled to two (2) days of paid leave per month worked.



www.iic.org/crea

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