

## **TERMS OF REFERENCE**

for Consulting Services (Individual Consultant)

### **Learning Environment Coordinator**

Contract No. LEARN-IC-NIO-09

Lifting Education Access and Resilience in Times of Need in Ukraine Program

URTF Grant No. TF0C5794

#### **I. BACKGROUND**

Ukraine and World Bank have signed the agreements for the Program "Lifting Education Access and Resilience in times of Need in Ukraine Program" (hereinafter referred to as the LEARN or Operation).

The Operation total financing is US\$415 million using a combination of the World Bank's financial instruments: Program-for-Results (PforR) complemented by Investment Project Financing (IPF).

The Program-for-Results (PforR) is implemented through a US\$235 million credit provided by Bank resources, supported by credit enhancement from the Advancing Needed Credit Enhancement for Ukraine (ADVANCE Ukraine) Trust Fund, which is backed by the Government of Japan. This is formalized under the Financing Agreement between Ukraine and the International Development Association for the Program (CREDIT NUMBER 7626-UA). An additional US\$150 million is provided under the Special Program for Ukraine and Moldova Recovery (SPUR) of the International Development Association (IDA) Crisis Facility, as outlined in the Loan Agreement between Ukraine and the International Bank for Reconstruction and Development for the Program (LOAN NUMBER 9721-UA).

Furthermore, US\$30 million in Investment Project Financing (IPF) is secured under the Grant Agreement between Ukraine and the International Bank for Reconstruction and Development and the International Development Association, acting as the administrator of the Ukraine Relief, Recovery, Reconstruction, and Reform Multi-Donor Trust Fund (URTF GRANT NUMBER TF0C5794).

Hereinafter, the portion of the Operation financed through the PforR will be referred to as the Program, and the portion financed through the IPF will be referred to as the Project.

LEARN was developed to address critical challenges and provide essential support to the education sector, aligning with the Ministry of Education and Science's (MoES) Strategic Action Plan.

The Operation will focus on supporting the Strategic Action Plan Priority 2: School education and the New Ukrainian School (NUS). The continuation of the NUS reform is a key priority of the MoES.

The objectives of the Operation are to (i) improve teaching and learning conditions; and (ii) strengthen management capacity of the education system.

For this program, "teaching and learning conditions" refer to three critical factors of education service delivery:

- i. safety, including shelters as a pre-condition for schools to open for in-person learning and free and inclusive school bus transportation for students living further distances from schools;
- ii. learning materials, especially updated textbooks and age-appropriate learning materials in line with the NUS model; and
- iii. teachers trained on NUS standards, principles, and the use of the updated learning materials.

Meanwhile, "management capacity of the education system" refers to institutional capabilities to plan, allocate, and monitor resources based on robust data at the student and school levels.

The NUS Implementation Office (NIO) will be established by the Ministry as an advisory and consultative body. The NIO's primary purpose is to support and implement the New Ukrainian School (NUS) reform by providing expert guidance, strategic oversight, and coordination of reform initiatives across Ukraine.

## **II. OBJECTIVE**

The objective of this assignment is to oversee the planning, implementation, and continuous improvement of learning environments in alignment with the New Ukrainian School (NUS) reform. The Learning Environment Coordinator will ensure that schools provide safe, inclusive, and innovative spaces that enhance the educational experience for students and educators. This role involves the coordination of infrastructure development, digital learning tools, and pedagogical resources to foster modern and effective learning environments.

## **III. SCOPE OF SERVICES**

The Consultant shall provide the following services, including but not limited to:

- Develop and oversee learning environment strategies to support the implementation of NUS, ensuring alignment with national and international best practices.
- Coordinate infrastructure and school space enhancements to create safe, inclusive, and student-centered learning environments.
- Promote digital learning integration by ensuring the availability and effective use of digital tools, online platforms, and interactive learning technologies.
- Collaborate with education stakeholders, including school leaders, teachers, and policymakers, to assess and improve learning spaces.
- Monitor and evaluate learning environment projects, collecting data and feedback from schools to enhance effectiveness.

- Facilitate training and professional development for educators on optimizing classroom environments for active and student-centered learning.
- Ensure compliance with safety and accessibility standards, promoting inclusivity and equal opportunities for all students.

#### **IV. REPORTING**

The Learning Environment Coordinator reports to the Head of the NUS Implementation Office and Operation Coordinator. The Consultant shall submit monthly reports in hard copy.

#### **V. PROVIDED RESOURCES**

MoES shall provide the Consultant with the information necessary to carry out his/her assignment in a timely manner. MoES shall provide the Consultant with a workplace, including necessary equipment to carry out his/her functions (e.g. PC, communications and office equipment).

#### **VI. QUALIFICATION REQUIREMENTS**

Minimum requirements (mandatory):

- At least 3 years of professional experience in education management, learning space design, or school infrastructure projects.
- Knowledge of NUS standards and modern educational environment principles.
- Experience in integrating digital and physical learning tools into school settings.
- Advanced proficiency in Ukrainian and English.

Desired skills and qualifications:

- Leadership and ability to lead teams
- Experience in leading projects implementation in education
- Experience in drafting normative acts
- Solid understanding of the school education system in Ukraine, specifically the New Ukrainian School Reform
- Strong understanding of inclusive and student-centered learning environments.
- Strong interpersonal, consensus building and negotiating skills
- Ability to adapt to changing circumstances and priorities
- Crisis management experience
- Ability to manage multiple projects and stakeholders effectively.
- Excellent communication and organizational skills.

#### **VII. PERIOD AND LOCATION OF EMPLOYMENT**

The Consultant shall provide his/her services until August 31, 2027. The contract may be extended subject to satisfactory performance and mutual agreement between the Consultant and the Ministry of Education and Science (MoES) during the Operation financing period.

The Consultant shall provide his/her services on a full-time basis.

The incumbent will be based in Kyiv, Ukraine. The Consultant should be required and expected to take business trips to other regions of Ukraine to support implementation of the Operation.

Contract terms are subject to negotiation.

## **VIII. APPLICATION PACKAGE**

Interested persons should submit their CVs in Ukrainian and English at the following email address: [oleksandr.radchenko@uiherp.org](mailto:oleksandr.radchenko@uiherp.org) Cc: [serhiy.artemenko@uiherp.org](mailto:serhiy.artemenko@uiherp.org) indicating the email subject: "LEARN: Selection of Learning Environment Coordinator: [NAME]".

The deadline for submission of the documents is 11:00 am Kyiv time April 17, 2025.

If the Consultant fails to provide CVs in both languages, the Client reserves the right to reject the Consultant's application.