

TERMS OF REFERENCE

for Consulting Services (Individual Consultant)

Monitoring & Evaluation (M&E) Coordinator

Contract No. LEARN-IC-NIO-7.10

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 M&E Coordinator leads the monitoring and evaluation strategy of the New Ukrainian School (NUS) reform, ensuring evidence-based planning, decision-making, and accountability. The role involves overseeing the implementation of M&E systems, managing education data workflows, supervising data analysts, and ensuring consistent reporting of key reform indicators.

III. SCOPE OF SERVICES

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

- Design and coordinate the implementation of the M&E framework for the NUS reform, including indicator development and performance tracking.
- Oversee the collection, management, and validation of education-related data across multiple streams (training, infrastructure, learning outcomes, etc.).
- Supervise the work of data analysts, ensuring quality control and timely production of dashboards, visualizations, and policy-relevant analysis.
- Collaborate with MoES, regional authorities, and other reform teams to gather timely and reliable data for reporting and decision-making.
- Support the use of data for planning, risk management, and performance improvement at all levels of reform delivery.
- Prepare consolidated M&E reports, quarterly performance briefs, and presentations for internal and external stakeholders.

- Promote the culture of data use within NIO by building capacity in data literacy and results-based management.
- Ensure alignment of M&E practices with World Bank and national standards on data protection, quality, and transparency.

IV. REPORTING

The M&E Coordinator reports directly to the LEARN Coordinator and works under the supervision of the Head of the NUS Implementation Office. Provides monthly reports on progress against KPIs and ensures delivery of consolidated M&E products. Directly supervises Data Analysts and works in close coordination with thematic leads.

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 experience in M&E, data analytics, or public sector performance monitoring
- Master's degree in public policy, project management, mathematics, statistics, computer science, or related fields
- Demonstrated experience in developing and managing M&E frameworks and indicator systems
- Proficiency in Excel, knowledge of Python (R) and SQL
- Excellent data analysis and reporting skills
- Strong coordination and team management experience
- Fluency in Ukrainian

Desired Skills and Qualifications:

- Familiarity with the NUS reform and Ukraine's education data landscape
- Experience with World Bank or other donor-funded education projects
- Knowledge of statistical software is an advantage
- Knowledge of reporting tools (Power BI, Looker Studio or equivalent) is an advantage
- Ability to translate complex data into actionable insights
- Strategic thinking, problem-solving, and presentation skills
- English language proficiency at B1 level or higher

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 Program 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 Program.

VIII. APPLICATION PACKAGE

Interested persons should submit their CVs in Ukrainian and English at the following email address: oleksandr.radchenko@uiherp.org Cc: serhiy.artemenko@uiherp.org & maryna.chubenko.piu@gmail.com indicating the email subject: "LEARN: Selection of Monitoring & Evaluation (M&E) Coordinator: [NAME]".

The deadline for submission of the documents is 11:00 am Kyiv time June 2, 2025.

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