

TERMS OF REFERENCE

for Consulting Services (Individual Consultant)

Training Coordinator

Contract No. LEARN-IC-NIO-3.1

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 Training Coordinator is responsible for planning, coordinating, and overseeing the design and delivery of teacher training and professional development activities related to the New Ukrainian School (NUS) reform under the LEARN Program. The Coordinator ensures that training initiatives (for at least 600 educators (principals, deputies, and teachers) involved in the day-to-day implementation of the NUS reform at the pilot schools in Grades 8 and 9) are aligned with reform priorities, competency-based education principles, and meet the evolving needs of the teaching workforce.

III. SCOPE OF SERVICES

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

- Develop and implement annual training plans for teachers, school administrators, and education specialists supporting NUS reform priorities.
- Coordinate, facilitate, and quality-assure the development of training curricula, programs, and blended learning materials by subject matter experts and UIRO, providing content input when appropriate.
- Oversee the work of Training Project Managers and Training Experts to ensure quality and consistency of content and delivery.
- Collect and analyze feedback from training participants to assess training effectiveness and inform improvements.
- Coordinate the development and implementation of a new teacher professional development model, including drafting and operationalizing a roadmap.

- Coordinate efforts with sectoral international partners implementing projects in the field of teacher professional development to ensure alignment and complementarity.
- Liaise with international partners, NGOs, and development agencies to align training initiatives with best practices and ensure resource mobilization.
- Prepare progress reports, status updates, and support reporting to MoES leadership and LEARN donors.

IV. REPORTING

The Training Coordinator reports directly to the LEARN Coordinator and works under the supervision of the Head of NIO. Provides monthly progress reports and milestone tracking updates. Collaborates closely with the Content Development Unit, Digital Education Unit, UIRO, and regional education authorities.

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):

- Minimum 5 years of experience in coordinating teacher training, educational projects, or professional development programs
- Advanced understanding of competency-based education, adult learning methodologies, and the NUS reform principles
- Higher education degree in education, pedagogy, public administration, or a related field
- Strong project management skills, including planning, coordination, and monitoring of training initiatives
- Proficiency in Ukrainian (fluent) and English (minimum B1)

Desired Skills and Qualifications:

- Experience working with large-scale education reform projects, donor-funded programs, or teacher professional development networks
- Familiarity with online and blended learning technologies and platforms
- Excellent communication, coordination, and stakeholder engagement skills
- Ability to design and apply M&E tools for training effectiveness assessment
- Capacity to work in a fast-paced, dynamic, and cross-functional environment

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 Project.

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 Training Coordinator: [NAME]".

The deadline for submission of the documents is 11:00 am Kyiv time June 6, 2025.

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