

TERMS OF REFERENCE

for Consulting Services (Individual Consultant)

Training Expert 1

Contract No. LEARN-IC-NIO-3.6

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 Expert 1 provides methodological and analytical support for the design, evaluation, and implementation of teacher professional development policies, tools, and platforms under the New Ukrainian School (NUS) reform. This includes supporting the development of national training models, micro-qualification frameworks, the EdWay platform, and teacher career pathways — in close coordination with other experts to ensure complementarity and alignment across workstreams.

III. SCOPE OF SERVICES

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

- Provide expert input into the development and implementation of a national model for the continuous professional development of teachers.
- Contribute to the design and piloting of a micro-qualification system for educators.
- Support the development and enhancement of the EdWay platform through methodological input on content validation, policy coherence, and alignment with national teacher development priorities.
- Participate in the design of teacher career progression frameworks and support alignment with training pathways.
- Assist in developing training content, tools for assessing the quality and relevance of professional development programs, and policy recommendations — with a focus on both pedagogical content design and validation methodologies.
- Collaborate with UIRO, MoES, regional training institutions, and international partners.

- Support the evaluation and quality assurance of training programs and providers by developing evaluation criteria and indicators, reviewing program content and delivery, and contributing to ongoing monitoring and improvement processes.
- Support the development of guidelines and monitoring tools to ensure compliance with NUS principles.
- Contribute to communication materials and consultations related to teacher professional development reform.

IV. REPORTING

The Training Expert 1 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, ITTIs, 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):

- At least 5 years of experience in teacher training, education policy, or professional development
- Higher education degree in education, pedagogy, or related fields
- Understanding of the NUS reform and national teacher development policy
- Experience in curriculum or framework development
- Fluency in Ukrainian
- Knowledge of teacher micro-credentials and related tools for TBD
- Experience working with international partners or donor-funded education projects
- Familiarity with adult learning and teacher career development models
- Strong analytical, writing, and stakeholder engagement skills

Desired Skills and Qualifications:

- Excellent interpersonal and facilitation skills
- Ability to communicate complex ideas clearly and persuasively to diverse audiences
- Proactive and solution-oriented approach in multi-stakeholder environments
- Flexibility, adaptability, and ability to work under pressure and in dynamic contexts
- Strong organizational and time management skills
- English 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 Training Expert 1: [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.