

TERMS OF REFERENCE

for Consulting Services (Individual Consultant)

Expert in NUS Subventions

Contract No. LEARN-IC-NIO-7.1

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 Expert in NUS Subventions provides technical and policy support in the planning, execution, monitoring, and evaluation of subventions allocated to support the New Ukrainian School (NUS) reform. The position ensures effective coordination between MoES, regional authorities, and schools in using state and donor subventions for infrastructure, equipment, learning materials, and capacity building.

III. SCOPE OF SERVICES

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

- Provide expert analysis of the subvention-related regulatory framework and develop proposals for its optimization.
- Support the design of mechanisms for allocating and distributing NUS subventions, including criteria, formulas, and accountability procedures.
- Monitor the utilization of NUS-related state budget subventions and prepare analytical reports.
- Coordinate with regional departments of education to ensure efficient and transparent use of funds.
- Participate in the development of methodologies and reporting formats for subvention implementation.
- Provide guidance and support to schools and local authorities on eligible expenditures and procurement procedures.
- Liaise with international donors providing targeted funding to support NUS implementation.

- Identify bottlenecks, risks, and opportunities in subvention spending and provide mitigation strategies.
- Exchange of best practices between the regions, organize webinars and make ratings of the most successful regions that can share their experience in using subventions, support regions that are at the end of rating list.
- Organize lessons learned sessions and suggest strategies for better utilizing of the subventions (reach higher % of utilization).
- Organize trainings for the schools and local authorities, how to use subventions efficiently.

IV. REPORTING

The Expert in NUS Subventions 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 MoES financial departments, regional education authorities, and relevant donors and partners.

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 public finance, education budgeting, or fiscal policy
- University degree in public administration, economics, finance, or related field
- Deep understanding of the Ukrainian budgetary process and education subvention mechanisms
- Experience working with regional or local authorities on public finance in the education sector
- Experience in data analysis, preparation of financial reports, and development of financial documentation and methodologies
- Familiarity with international donor-funded programs in education
- Proficiency in Excel and financial monitoring tools
- Fluency in Ukrainian

Desired Skills and Qualifications:

- Strong analytical and problem-solving mindset
- Excellent written and verbal communication skills
- Ability to explain complex financial mechanisms to non-finance stakeholders
- Strong interpersonal skills and ability to work collaboratively with government and non-governmental actors
- Ability to manage competing deadlines and work independently in a dynamic environment
- 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 Expert in NUS Subventions: [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.