

TERMS OF REFERENCE

for Consulting Services (Individual Consultant)

Training Project Manager 2 (Basic Secondary School)

Contract No. LEARN-IC-NIO-3.3

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 Project Manager 2 is responsible for the coordination and implementation of training programs for teachers and school administrators working in basic secondary education (grades 5–9) as part of the New Ukrainian School (NUS) reform. The Manager supports the design, delivery, monitoring, and continuous improvement of training initiatives that strengthen pedagogical competencies aligned with the NUS framework.

III. SCOPE OF SERVICES

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

- Coordinate the design and implementation of professional development processes and projects for teachers of basic secondary education (Grades 5–9) in alignment with NUS reform priorities.
- Provide strategic leadership and coordination for expert workstreams involved in developing the national teacher professional development system, with a focus on micro-credentialing models and modular training design — including coordinating stakeholder input, providing quality assurance, and contributing to technical content development where needed.
- Coordinate the functional and content-related development of the national professional development platform (EdWay), ensuring integration of training providers and alignment with quality standards for the grades 5–9 in 10 educational domains.
- Support the design and promotion of teacher career pathway models and tools for competency development.

- Ensure coherence between training materials, delivery formats, and the updated State Standard, inclusive education principles, and NUS pedagogical approaches.
- Manage coordination with key stakeholders in the teacher professional development ecosystem (MoES, UIRO, regional institutes, donors, training providers).
- Collect, analyze, and synthesize monitoring and evaluation data related to training activities, micro-credentials, and platform usage to inform policy updates.
- Prepare implementation reports, recommendations, and strategic briefs for national-level decision-making.

IV. REPORTING

The Training Project Manager 2 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 2 years of experience in teacher professional development organizing, or managing teacher training, or educational development programs
- Understanding of the New Ukrainian School (NUS) reform and basic secondary education system
- Higher education degree in education, pedagogy, public administration, or related field
- Strong coordination and organizational skills, including working with multiple stakeholders
- Proficiency in Ukrainian

Desired Skills and Qualifications:

- Experience working with international or donor-funded education initiatives
- Familiarity with blended and online learning environments and platforms
- Knowledge of inclusive education approaches and adult learning methodologies
- Ability to prepare operational plans, maintain records, and report on progress
- Capacity to work under tight deadlines and multitask in a dynamic environment
- 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 Training Project Manager 2 (Basic Secondary School): [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.