

**TERMS OF REFERENCE**  
For Consulting Services (Individual Consultant)  
**“Environmental and Occupational Health and Safety Specialist”**  
Procurement package  
No. MOES-IC-17-OHS-R

## **I. BACKGROUND**

The Ministry of Education and Science of Ukraine is implementing projects financed by the World Bank, including: Ukraine Improving Higher Education for Results Project (UIHERP) and Lifting Education Access and Resilience in times of Need in Ukraine Program (LEARN) Program and plans to prepare and implement new operations in cooperation with the World Bank (hereinafter referred to as the Operation(s)).

### *UIHERP*

Ukraine and the IBRD have signed Loan Agreement No. 9238-UA of US\$200 million for the Project "Ukraine: Improving Higher Education for Results" (hereinafter referred to as UIHERP). UIHERP is implemented in Ukraine by the Ministry of Education and Science of Ukraine (MoES) with the support of the World Bank Group. UIHERP implementation period is 2021-2026.

UIHERP Project Development Objective (PDO) is to improve efficiency, conditions for quality, and transparency in the higher education system of Ukraine.

UIHERP includes six parts:

- Part 1: Sector-Wide Improvements to Governance, Financing, Quality, and Transparency.
- Part 2: Alliances/Partnerships for Improved Efficiency and Quality.
- Part 3: Capacity Building and Education Environment Enhancement.
- Part 4: Project Management, Monitoring & Evaluation
- Part 5: Component 5: Support to Academic Scholarships under MoES and Social Scholarships under MOSP for Higher Education Students
- Part 6: Contingent Emergency Response (CERC)

UIHERP supports two categories of expenditures: (i) traditional investments in goods, works, and services, for which disbursements are made against eligible expenditures, and (ii) defined performance-based conditions (PBCs), for which disbursements are also made against eligible expenditures conditional on the achievement of the PBCs as defined in the Loan Agreement and UIHERP Operational Manual.

More detailed information is given at the link <https://projects.worldbank.org/en/projects-operations/project-detail/P171050>

## LEARN

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) complementing 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.

The Program Development Objectives (PDOs) 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 Program is implemented in Ukraine by the Ministry of Education and Science of Ukraine (MoES) with the support of the World Bank Group. The implementation period is 2024-2027.

More detailed information is given at the link <https://projects.worldbank.org/en/projects-operations/project-detail/P504171>

Management of the above operations financed by the World bank is implemented by *World Bank Operation Management Unit* also referred as Project Implementation Unit (PIU) to conduct day-to-day operation management and coordination in disbursement, procurement, financial management, compliance with environmental and social standards, reporting and other activities.

#### *Environmental and Social Framework*

The Environmental and Social Framework (ESF) became effective on October 1, 2018 and applies to all Investment Policy Financing (IPF) projects initiated after this date. It makes important advances in areas such as labor, non-discrimination, climate change mitigation and adaptation, biodiversity, community health and safety, and stakeholder engagement – including expanding the role of public participation and grievance mechanisms. The ESF enhances commitment to sustainable development through ten Environmental and Social Standards (ESS) that are designed to support Borrowers’ environmental and social (E&S) risk management. The ESF uses a risk-based approach that applies increased oversight and resources to complex projects and promotes increased responsiveness to changes in project circumstances through adaptive risk management and stakeholder engagement.

The ESF enables Borrowers to better manage project risks as well as improve environmental and social performance, consistent with good international practices. It has provided scope for Borrowers to be innovative and has helped prompt dialogue on specific E&S risks relevant to their own national development agendas. The project has prepared an Environmental and Social Commitment Plan (ESCP) and a Stakeholder Engagement Plan (SEP), which describe measures to disclose and consult on the Project activities and describe procedures for grievance handling. A GRM will be readily accessible to all project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10. The Project will prepare an Environmental and Social Management

Framework (ESMF), including Labor Management Procedures and template ESMP, for management of possible minor civil works (to be adapted in the event of CERC activation). The Project will review and rely on PFIs' Environmental and Social Management Systems (ESMS) to screen for risks associated with issuing loans for production.

To implement the ESF, the Ministry of Education and Science of Ukraine will hire an Environmental Specialist with deep expertise on Occupational Health and Safety issues. This specialist will work closely together and collaborate with the PIU to be responsible for screening, assessing, and managing the impacts associated with project implementation.

The Consultant will be contracted through competitive selection in line with the World Bank's Procurement Regulations for IPF Borrowers, Feb 2025. This Terms of References defines the purpose, Scope and duration of consulting services and qualification requirements for the Consultant.

## **II. OBJECTIVE**

Environmental and Occupational Health and Safety Specialist (hereinafter – Consultant) shall make arrangements to: i) establish effective communication between the Client, Projects management units ii) ensure compliance with the environmental standards and Occupational Health and Safety requirements under ESF (Environmental and Social Framework of the World Bank) during implementation of the Operations, iii) ensure monitoring of the implementation of IBRD ESF standards during implementation of the Operations.

## **III. SCOPE OF SERVICES**

The Consultant will be responsible the tasks which include but not limited to:

- implementation an Environmental and Social Management Framework (ESMF) and other ES and OHS guidelines (EHSGs) provisions;
- coordination MOES PIU in preparation, disclosure and implementation relevant site specific instruments as indicated by the Project ESMF and WB ESSs requirements;
- prepare regular monitoring reports on the impact on the environment as a result of the implementation of the Project, including the implementation of the ESCP, the state of preparation and implementation of environmental protection tools provided for in the ESCP;
- supporting implementing parties with E&S commitments described in ESMF and ESCP including (i) E&S impacts and potential OHS risks identification and development and implementation of appropriate mitigation measures for Project activities; (ii) implementing OHS management systems across all project activities; (iii) participation in preparation of additional site-specific E&S plans (an Environmental and Social Management Plan (ESMP)); (iv) developing Waste Management Plans, Emergency Preparedness and Response Plans, etc. as relevant; (v) implementation of monitoring

measures to ensure the Project compliance with WB E&S Standards; monitoring and reporting on the OHS performance of project activities.

- participation in the development and implementation of the personnel training plan on OHS protocols for project staff, contractors, and stakeholders before the start of work on the Project;
- Facilitation stakeholder consultations and ensure effective communication and engagement with all relevant Project stakeholders, including vulnerable groups;
- development and implementation of monitoring plans to ensure compliance with ESMPs and OHS standards;
- providing reports on the review of environmental impacts associated with the Project and recommendations for their prevention in the future;
- participation in the preparation of Quarterly, Interim and Final Project Completion reports required by the Loan Agreement, as well as other Project reports as required by MoES;
- participating in Project Operational manual preparation in terms of implementing of ESS requirements and procedures;
- promptly notify the World Bank of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate;
- fulfilling other tasks and contributing to the Project activities and objectives as required by MoES, Project Coordinator and Project Manager – Lead of the group of consultants.

#### **IV. IMPLEMENTATION ARRANGEMENTS AND REPORTING**

The Consultant will report to Project Coordinator(s) and Project Manager - Lead of a group of consultants. The Consultant shall submit monthly reports in hard copy. The reports shall include description of services provided by the Consultant during the reporting period.

#### **V. PROVIDED RESOURCES**

MoES will provide the Consultant with information necessary to carry out his/her assignment, in a timely manner. MoES will 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)

- Advanced degree (Masters or Doctorate) in environmental or natural sciences, engineering, or other relevant field;
- A minimum of three (3) years of professional experience in environmental management and OHS projects;
- Operational experience during different development stages of complex projects, with hands-on experience in OHS program design and management, and the interface with procurement and project management;
- Fluent English, and Ukrainian language, including knowledge of EHSs terminology.
- Detailed knowledge of the OHS national system of legislation and the Bank OHS regulations and standards

#### Desirable qualifications and competencies which may provide the advantage

- Strong preference for experience with World Bank or other international financing institutions / donors
- Proven experience in conducting environmental and social impact assessments and developing ESMPs and managing OHS risks and implementing OHS management systems;
- Ability to work collaboratively with diverse teams and stakeholders;
- Strong communication skills with both government partners and communities.

### **VII. PERIOD AND LOCATION OF EMPLOYMENT**

The Consultant shall provide his/her services until December 31, 2026 with 3 months' probation period. MOES will conduct annual performance reviews and adjust contract if performance is unsatisfactory or if other conditions warrant this.

The Consultant is expected to provide services on a full-time basis.

Services are planned to be provided in Kyiv, Ukraine. The assignment involves business trips throughout Ukraine, with the Client reimbursing all related travel expenses. The consultant can provide services remotely, but at the Customer's request, must provide services at the Customer's premises.

The terms of the contract and the work schedule are subject to negotiation.

### **VIII. APPLICATION PACKAGE**

Interested persons should submit their CVs in Ukrainian and English at the following email address: [oleksandr.radchenko@uiherp.org](mailto:oleksandr.radchenko@uiherp.org) Cc: [serhiy.artemenko@uiherp.org](mailto:serhiy.artemenko@uiherp.org) & [marina.chubenko@mon.gov.ua](mailto:marina.chubenko@mon.gov.ua) indicating the email's subject: "MOES-IC-17-OHS-RR: Environmental and Occupational Health and Safety Specialist: [NAME]".

The deadline for submission of applications is 11:00 am Kyiv time June 26, 2025.

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