

TERMS OF REFERENCE

for Consulting Services (Individual Consultant)

Training Project Manager 3 (upper secondary school)

Contract No. LEARN-IC-NIO-3.4

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 3 (Upper Secondary School) is responsible for coordinating and managing the planning, development, and implementation of professional development programs for teachers and school leaders in upper secondary education (grades 10–12) under the New Ukrainian School (NUS) reform. The Consultant will ensure the timely delivery, quality, and alignment of all training activities for upper secondary stakeholders with NUS standards and international best practices.

III. SCOPE OF SERVICES

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

- Coordinate the implementation of teacher professional development activities for upper secondary school teachers and school leaders (grades 10–12), with a particular focus on the introduction and piloting of the new NUS curriculum and educational programs.
- Lead the instructional design and adaptation of training content and learning experiences, ensuring that training programs are competency-based, practice-oriented, and tailored to the needs of teachers in upper secondary education.
- Coordinate the development of subject-specific training modules for all key educational domains in upper secondary education (e.g., STEM, languages, social sciences, arts), in close alignment with the State Standard for Upper Secondary Education and new NUS learning materials.
- Manage the design and implementation of cascade training models, including the preparation and delivery of training for master trainers, school principals, and subject teachers from pilot academic lyceums.
- Facilitate collaboration with subject matter experts, content developers, curriculum designers, and textbook authors to ensure full methodological alignment between curriculum reforms, teaching materials, and professional development content.
- Liaise with training providers, regional education authorities, UIRO, MoES, and international partners to ensure methodological consistency, quality assurance, and timely delivery of training products.
- Support the development and implementation of assessment and evaluation tools to measure the impact of training on teacher practices and student learning outcomes, including post-training surveys, classroom observation tools, and teacher self-assessments.
- Ensure that all professional development activities are fully compliant with NUS reform principles, including competency-based education, inclusivity, universal design for learning, and gender sensitivity.

IV. REPORTING

The Training Project Manager 3 (Upper Secondary School) reports directly to the LEARN Coordinator and works under the supervision of the NUS Teacher Professional Development Coordinator and the Head of NIO. Collaborates closely with the Deputy Head of NIO for Upper Secondary Education, UIRO, regional education authorities, training providers, and other functional teams within the NUS Implementation Office (NIO).

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 project management, preferably in education, professional development, or public sector programs.
- University degree in education, public administration, project management, or related fields.
- Demonstrated experience in coordinating large-scale educational projects, training programs, or education reform initiatives.
- Good understanding of the NUS reform, Ukrainian upper-secondary education standards, and national teacher professional development policy.
- Fluency in Ukrainian;

Desired Skills and Qualifications:

- Familiarity with adult learning principles and training program design methodologies.
- Experience in stakeholder coordination, especially with MoES, UIRO, regional education authorities, and training providers.
- Proficiency in project management tools (e.g., MS Project, Excel, or similar).
- Knowledge of digital platforms for professional development (e.g., EdWay).
- Strong organizational, analytical, and communication 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 indicating the email subject: "LEARN: Selection of Training Project Manager 3 (upper secondary school): [NAME]".

The deadline for submission of the documents is 11:00 am Kyiv time August 12, 2025.

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