

TERMS OF REFERENCE

for Consulting Services (Individual Consultant)

Non-Discrimination and Equity Issues Expert

Contract No. LEARN-IC-NIO-12

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 Non-Discrimination and Equity Issues Expert is responsible for providing strategic, analytical, and operational support to ensure that all activities under the New Ukrainian School (NUS) reform are fully aligned with the principles of equity, non-discrimination, and inclusive education, with a particular focus on the needs of students with special educational needs (SEN) and other vulnerable learner groups. The Expert will play a key role in mainstreaming inclusivity across all NIO workstreams, from teacher training and educational content development to learning environment upgrades and digital education tools.

III. SCOPE OF SERVICES

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

- Provide expert review and recommendations on inclusion and equity for all NIO-led activities, ensuring alignment with Ukrainian legislation and international best practices in inclusive education.
- Lead the integration of inclusive education principles and universal design for learning (UDL) across the development of teaching and learning materials (TLMs), teacher professional development programs, digital learning platforms, and school infrastructure planning.
- Support the development and implementation of guidelines and tools for identifying and addressing the needs of students with SEN, including those with disabilities, learning difficulties, and socio-emotional or behavioral challenges.
- Contribute to the design and delivery of teacher training modules on inclusive education, differentiated instruction, and accommodation strategies for students with diverse needs.
- Collaborate with UIRO, MoES, and other relevant bodies on the development and revision of normative and methodological documents related to inclusion and SEN.
- Participate in the review of educational policies, standards, and curricula to ensure that barriers to participation and learning for students with SEN are identified and addressed.
- Provide expert input into the design and implementation of monitoring tools and indicators to track progress in achieving equity and inclusion goals within the NUS reform.
- Facilitate engagement with civil society organizations, disability rights groups, and international partners working in the field of inclusive education and equity.
- Provide expert feedback on procurement specifications, content development contracts, and infrastructure designs to ensure they meet accessibility and inclusion standards.

IV. REPORTING

The Non-Discrimination and Equity Issues Expert 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, Teacher Professional Development Unit, Learning Environment Unit, UIRO, regional education authorities, and other functional teams within the NUS Implementation Office (NIO), as well as with relevant inclusion-focused stakeholders and international 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 inclusive education, equity in education policy, or supporting students with SEN.
- University degree in education, special education, social sciences, human rights, or related fields.
- Proven expertise in developing and implementing inclusion policies, teacher training programs on SEN, or inclusive curriculum adaptations.
- Familiarity with Ukrainian legislation on inclusive education, international human rights standards, and best practices in UDL and differentiated instruction.
- Experience in reviewing educational content, training materials, or infrastructure projects from an inclusion and equity perspective.
- Strong analytical, writing, and communication skills.
- Fluency in Ukrainian;

Desired Skills and Qualifications:

- Experience with donor-funded projects, preferably in the education sector.
- Knowledge of digital accessibility standards and inclusive digital education tools.
- Familiarity with monitoring and evaluation (M&E) frameworks for inclusion.
- Strong skills in facilitation, capacity-building, and advocacy for inclusive education.
- 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 Project.

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 Non-Discrimination and Equity Issues Expert: [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.