

TERMS OF REFERENCE

for Consulting Services (Individual Consultant)

Learning Environment Manager 3 (upper secondary school)

Contract No. LEARN-IC-NIO-4.4-2-R

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 the Operation).

The total financing for the Operation is US\$451 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 funded by 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). Financing Agreement (Additional Financing: Lifting Education Access and Resilience in Times of Need in Ukraine Program) between Ukraine and the International Development Association (CREDIT NUMBER 7905-UA) was signed in the amount of US\$4.9 million.

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).

Furthermore, US\$31.1 million in Additional Financing is provided through grant resources, consisting of US\$30.0 million from the Ukraine Relief, Recovery, Reconstruction, and Reform Multi-Donor Trust Fund and US\$1.1 million from the Global Partnership for Education Fund. This additional financing is formalized under the Grant Agreement between Ukraine and the International Bank for Reconstruction and Development and the International Development Association, jointly acting as a Supervising Entity for the Global Partnership for Education Fund and as administrator of the Ukraine Relief, Recovery, Reconstruction, and Reform Multi-Donor

Trust Fund (URTF GRANT NUMBER TF0D0612; GPE GRANT NUMBER TF0D0613), and supports activities related to the continued implementation of the Program.

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 Learning Environment Manager 3 is responsible for coordinating the development and implementation of modern, inclusive, and competency-based classroom models for upper secondary (lyceum) education within the framework of the New Ukrainian School (NUS) reform. This role ensures that learning environments align with the unique pedagogical, technological, and infrastructural needs of students, fostering preparation for higher education, employment, and civic life.

III. SCOPE OF SERVICES

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

- Coordinate the implementation of learning environment models for upper-secondary schools aligned with NUS reform principles and international best practices.

- Monitor the implementation of learning environment models across lyceums and collect feedback to continuously improve classroom setups.
- Collaborate with subject matter experts to ensure pedagogical relevance and integration of learning materials, digital tools, and equipment.
- Coordinate procurement and distribution of educational equipment (STEM, ICT, furniture) to selected pilot institutions.
- Ensure classroom designs comply with safety, accessibility, and inclusiveness standards.
- Support the development of guidelines and recommendations for scaling the upper-secondary classroom model nationwide.
- Facilitate trainings and workshops for school administrators and teachers on the effective use of learning spaces and equipment.
- Maintain close communication with regional project managers and local stakeholders to ensure consistency in implementation.

IV. REPORTING

The Learning Environment Manager reports directly to the Project coordinator and works under the supervision of the NIO Learning Environment Coordinator and the Head of NIO. Works closely with the Upper Secondary Education Deputy Head of NIO and regional implementation teams.

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 the field of modernization of educational infrastructure or project management or other related fields;
- Full professional proficiency in spoken and written Ukrainian;
- Excellent analytical, organizational, and communication skills.

Desired Skills and Qualifications:

- Well-developed coordination and stakeholder engagement skills;
- Knowledge of international approaches to organizing modern educational spaces;
- Knowledge of Ukrainian educational standards and regulatory framework;
- Ability to work under tight deadlines on multiple tasks;
- Experience in equipping learning spaces with equipment;
- Understanding of the principles of the New Ukrainian School (NUS) reform and the competency-based approach;
- 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 indicating the email subject: "LEARN: Selection of Learning Environment Manager 3: [NAME]".

The deadline for submission of the documents is 11:00 am Kyiv time February 19, 2026.

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