

TERMS OF REFERENCE

for Consulting Services (Individual Consultant)

Specialist in Legal Issues of Implementing Reforms in Higher Education

Contract No. MOES-C3-05-SUP-IC-16

Ukraine Improving Higher Education for Results Project

World Bank Loan No. 9238-UA

I. BACKGROUND

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

The Project Development Objective (PDO) is to improve efficiency, quality conditions, and transparency in Ukraine's higher education system.

The Project 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: Support to Academic and Social Scholarships for Higher Education Students
- Part 6: Contingent Emergency Response Component (CERC)

The Project 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 Project Operational Manual.

Within the framework of Part 3 of the Project, it is planned to engage specialized consultants to promote effective management of the higher education and research system, as well as higher education institutions, and to provide support for the implementation of digital, financial, personnel and other areas of higher education reform at the institutional level.

More detailed information is given at the link

<https://projects.worldbank.org/en/projects-operations/project-detail/P171050>.

The Specialist in Legal Issues of Implementing Reforms in Higher Education will be contracted through competitive selection in accordance with the Procurement Regulations for IPF Borrowers (7-th edition, September 2025). This Terms of References defines the purpose, scope, and duration of consulting services and the qualification requirements for the Consultant.

II. OBJECTIVE

This assignment aims to support MoES in legal issues, legal expertise of regulatory legal acts, and the formation of regulatory legal support for reforms to improve the higher education sector. The task

primarily concerns the development of dual education and education of adults, including veterans, but is not limited to these areas.

III. SCOPE OF SERVICES

The Scope of services to be provided by the Consultant shall include but not be limited to the following:

- Development and legal expertise of draft laws, by-laws, orders of the MoES and other documents in the field of higher education (including dual education, adult education, veteran support).
- Development of standard documents for HEIs (regulations, contracts, templates of local acts) for the introduction of dual education and new formats of adult education.
- Legal support for the implementation of reforms: providing explanations to the directorates of the MoES, HEIs, and partners; contribution to the preparation of official letters and positions of the MoES.
- Participation in working and interdepartmental groups (including using the work of the World Bank project), preparation of proposals for improving regulation.
- Monitoring of law implementation practice in HEIs and formation of proposals for updating the regulatory framework.
- Executing other assignments and tasks related to Project implementation within the scope of competence at the request of the Deputy Minister of Education and Science of Ukraine who is responsible for the higher education system.

IV. REPORTING

The Consultant will report to the Project Coordinator (Co-Coordinator) and Deputy Minister of Education and Science of Ukraine who is responsible for the higher education system and act under their supervision. The Consultant coordinates his/her activities with the Project manager – Lead of the group of consultants.

The Consultant shall submit monthly reports in hard copy. The reports shall include a description of the Consultant's services during the reporting period.

V. PROVIDED RESOURCES

MoES shall provide the Consultant with the information necessary to carry out the assignment in a timely manner. MoES may provide the Consultant with a workplace, including necessary equipment to carry out the functions (e.g. PC, communications and office equipment).

VI. QUALIFICATION REQUIREMENTS

Minimum requirements (mandatory):

- Higher education (at least master degree) in the field of law.
- At least 5 years of total work experience in the specialty, at least 2 years of experience in legal support activities in the field of higher education or public administration (ministries, specialized commissions, analytical centers).
- Experience in norm-setting activities in the development of draft regulatory legal acts (laws, resolutions of the Cabinet of Ministers, orders of authorities) aimed at reforming, or their examination, including anti-corruption and legal expertise, and participation in working groups on preparing amendments to legislation.

- Knowledge of regulatory legal acts of Ukraine in the field of higher education, mechanisms and legal forms of cooperation of higher education institutions and employers, labor law, regulation of issues of remuneration of students and related tax duties for enterprises in the context of implementing dual education and other forms of practically-oriented training.
- Excellent command of the Ukrainian language.
- English proficiency at a level at least B2 (including professional and educational terminology relevant to the Project).
- Proficient PC user: knowledge and practical skills in working with Microsoft Office (MS Word, Excel, Power Point) and email.

Desirable qualifications, competencies, and experience which provide the advantage:

- Experience in interacting with stakeholders (representatives of business, public organizations, ministries, and deputy corps).
- Knowledge of European priorities and instruments in the field of higher education (Bologna Process, quality assurance standards, micro credentials etc.).
- Experience in professional development in an international environment.

The MoES may invite the best-qualified candidates to an interview to clarify information provided in the respective CVs.

VII. PERIOD AND LOCATION OF EMPLOYMENT

The Consultant shall provide his/her services until December 31, 2026, with the possibility of extending the contract.

The Consultant is expected to provide the services based on the full-time workload. The Client and the Consultant may negotiate other workloads at any time, given the actual scope of the assignment.

Particular contract and work mode modalities are subject to negotiations.

VIII. APPLICATION PACKAGE

Interested persons should submit their CVs in Ukrainian and English to the following email address: oleksandr.radchenko@uiherp.org Cc: serhiy.artemenko@uiherp.org and indicating the email subject: «P171050: MOES-C3-05-SUP-IC-16: [NAME]».

The deadline for submission of the documents is 11:00 AM local time on February 20, 2026.

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