

TERMS OF REFERENCE

For Consulting Services (Individual Consultant)

"Monitoring and evaluation specialist"

Procurement No. MOES-IC-13-MON-2

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 Program).

The LEARN objectives are: (i) to improve teaching and learning conditions; and (ii) to strengthen the management capacity of the education system. The total LEARN financing amounts to US\$451 million and is provided through a combination of World Bank financing instruments: Program for Results (PforR) and 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 No 9721-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 No 7626-UA). On July 1, 2025, the Financing Agreement (Additional Financing: Lifting Education Access and Resilience in Times of Need in Ukraine Program) between Ukraine and the International Development Association (CREDIT No 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 No TF0C5794). On December 19, 2025, the Grant Agreement (Additional Financing for Lifting Education Access and Resilience in Times of Need in Ukraine Project) 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 (GPE GRANT No TF0D0613, URTF GRANT No TF0D0612) was signed in the amount of US\$31.1 million.

LEARN was developed to address critical issues and provide the necessary support to the education sector in accordance with the Strategic Action Plan of the Ministry of Education and Science until 2027, approved by the Order of the Ministry of Education and Science of Ukraine dated March 7, 2024 No. 276. Early childhood education ranks first among the strategic priorities identified by the Strategic Plan. The ultimate goal of the reform is to ensure access to quality preschool education for every child, including children with special educational needs, which is

planned to be achieved through a number of strategic objectives: accessibility, highly qualified and motivated staff, compliance of the quality and content of education with European requirements, the functioning of effective quality monitoring and assessment systems, management and financing. In addition, LEARN is focused on supporting Priority 2 of the Strategic Action Plan: School Education and the New Ukrainian School (NUS). Continuing the reform of the NUS is a key priority of the MOES.

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 is implemented by World Bank Operation Management Unit also referred as Project Implementation Unit (WBOMU/PIU) established to support MoES with day-to-day the operation management and coordination in administration, disbursement, procurement, financial management, monitoring and expert support compliance with environmental and social standards, reporting and other activities, including preparation and expansion of existing operations.

To ensure effective support for the preparation and management of operations, in particular LEARN and UIHERP, the Ministry of Education and Science of Ukraine is expanding the scope of work of the Procurement Specialist in UIHERP project and engaging the consultant to the position of the Procurement Specialist (WBOMU/PIU) to ensure optimal and coordinated support for all operations financed by the World Bank in the Ministry of Education and Science (hereinafter referred to as the Consultant).

This Terms of Reference defines the purpose, Scope and duration of consulting services and qualification requirements for the Consultant.

II. OBJECTIVE

The objective of this assignment is to provide support to MoES in monitoring and evaluation process for UIHERP and LEARN (hereinafter the Projects), progress in achievement of results indicators including Disbursement linked indicators and results as well as providing the periodic reporting.

III. SCOPE OF SERVICES

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

- Collect, structure, consolidate, and review the data received from entities and specialists responsible for data.
- Proactively communicate with the entities and specialists responsible for the data generating and beneficiaries of the data.

- Monitor and evaluate the progress of the results framework of the Projects.
- Monitor and evaluate the progress against the plans endorsed by the bank or agency.
- Contribute to the planning exercises.
- Analyze and evaluate the data, report to the management and issue the recommendation on improvement of the progress.
- Prepare the packages for verification of PBC / DLI / DLRs in line with the verification protocols agreed with the Bank.
- Provides inputs, coordinate and control activity of the Independent Verification Agency.
- Consolidate and draft reports as required by the Operation manual, pro-actively and timely requesting and reviewing information required.
- Follow up recommendations issued by the Bank and/or project related entities in charge of inspecting the Projects implementation status.
- Establish the monitoring and evaluation framework for the Projects acceptable for the MoES and the Bank.
- Fulfilling other tasks and contributing to the Projects – related activities and objectives as required by MoES.

IV. REPORTING

Monitoring and Evaluation Specialist will report to the Project Coordinator(s) and Project manager – Head of the group of consultants and act under the overall supervision of the Project Coordinator(s) / Project manager – Head 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 his/her assignment in a timely manner. MoES may 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)

- Master University degree.
- Experience in data analysis and reporting at least 3 (three) years.
- Fluency in English.
- Fluency in Ukrainian.
- Advanced PC user, knowledge and practical skills using the tasks tracking/project management software.

Desirable qualifications and competencies which may provide the advantage

- Experience of working with international agencies, international financial and donor organizations.

- Practical knowledge of basic school and higher education aspects.
- Knowledge of subvention management.

VII. PERIOD AND LOCATION OF EMPLOYMENT

The Consultant shall provide his/her services by the end of 2026. MoES will conduct annual performance reviews and adjust the contract subject to unsatisfactory performance or other conditions.

The Consultant shall provide services under this Contract on an ongoing basis during its term with a level of engagement equivalent to full-time employment, to the extent necessary for the proper performance of the tasks specified in the Terms of Reference.

The Consultant should be required and expected to take business trips to other regions of Ukraine to support the project implementation.

The services can be rendered remotely with mandatory presence upon request to be in the premises of MoES.

Particular contract and work mode modalities are subject to negotiations.

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's subject: "MOES-IC-13-MON-2: [NAME]".

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

The deadline for submission of applications is 11:00 am Kyiv time June 1, 2026.