

## **TERMS OF REFERENCE**

for Consulting Services (Individual Consultant)

### **Senior Expert to support IEA (1)**

LEARN Contract No. LEARN-2.6-CC-5

Lifting Education Access and Resilience in Times of Need in Ukraine Project

GPE № TF0D0613

## **I. BACKGROUND**

Ukraine and the International Bank for Reconstruction and Development (hereinafter referred to as the IBRD or the 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).

LEARN was designed 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 of Ukraine until 2027, approved by the Order of the Ministry of Education and Science of Ukraine dated 07.03.2024 No. 276 (hereinafter referred to as the Strategic Plan).

The Operation focuses on supporting the priorities “1. Early Childhood and Preschool Education” and “2. Reform of the “New Ukrainian School”” stipulated in the Strategic Plan.

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 provides a combination of the 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.

More detailed information about the LEARN program is provided at <https://projects.worldbank.org/en/projects-operations/project-detail/P504171>

The latest additional grant agreement provides for expanded support for reforms in the education sector, in particular by:

- financing activities for the development of preschool education;
- providing grant support of the Global Partnership for Education (GPE) aimed at strengthening the institutional capacity of the Ministry of Education and Science of Ukraine to implement educational reforms.

In accordance with the provisions of the agreements concluded, the Ministry of Education and Science of Ukraine is responsible for the overall implementation, coordination, monitoring and reporting on the Project activities, in particular those aimed at strengthening the institutional management capacity of the Ministry of Education and Science of Ukraine. Such activities include the provision of technical assistance, the development and implementation of information systems, conducting training activities in the field of vocational (technical) education, as well as the implementation of initiatives in cross-sectoral areas, in particular inclusive education, European integration, education infrastructure management and strategic planning.

The distance learning platform "All-Ukrainian School Online" (hereinafter - AUSO) is administered by the State Scientific Institution "Institute of Educational Analytics" (hereinafter - IEA). It is planned that the Consultant will provide support to IEA in managing the development of AUSO.

## **II. PURPOSE**

The purpose of this task is to manage and coordinate the development of the All-Ukrainian School Online distance learning platform as part of the implementation of the NUS reform.

## **III. SCOPE OF SERVICES**

The consultant provides the following services, including but not limited to:

- manages the planning and implementation of projects for the development of the All-Ukrainian School Online
- ensures coordination with content creators and experts to develop high-quality and relevant educational materials for the All-Ukrainian School Online
- monitoring project deadlines and resource utilization

- ensuring that content complies with State Standards for Basic Secondary Education and NUS principles
- coordinating the review and approval of educational materials for the All-Ukrainian School Online
- develop and implement a content strategy for the All-Ukrainian School Online
- create a learning roadmap and manage content priorities on a national scale
- review and optimize content, establish quality criteria and standards
- forming and managing a team of content managers and methodologists, introducing effective processes
- implementing a systematic approach to learning experience design for students and teachers
- collaborating with key stakeholders, national and international foundations, and donor organizations to ensure strategic impact

#### **IV. REPORTING**

The consultant reports to the Project Coordinator (Co-Coordinator) and works in collaboration with the Director General of the Directorate for Digital Transformation of the Ministry of Education and Science, operating under his supervision. With regard to operational matters, the Consultant coordinates his or her activities with the Head of the World Bank Operations Management Unit.

The Consultant submits monthly reports in printed form. The reports must contain a description of the Consultant's services during the reporting period.

#### **V. RESOURCES PROVIDED**

The Ministry of Education and Science of Ukraine shall provide the Consultant with the information necessary to perform his/her tasks in a timely manner. The Ministry of Education and Science of Ukraine may provide the Consultant with a workplace, including the necessary equipment to perform his/her functions (e.g., a personal computer, means of communication, and office equipment).

#### **VI. QUALIFICATION REQUIREMENTS**

##### Minimum requirements (mandatory):

- higher education (at least a master's degree);
- in-depth knowledge of the general secondary education system, state standards, and NUS principles;
- at least 1 year of experience in collaboration with national and local government authorities;
- at least 2 years of professional experience in project management;
- experience of cooperation with international financial or donor organizations;
- english language proficiency at a level not lower than B2 (including knowledge of terminology related to the Project);
- fluency in Ukrainian;
- leadership and ability to lead teams.

##### Desired skills and qualifications:

- professional development experience in an international environment.

#### **VII. PERIOD AND LOCATION OF EMPLOYMENT**

The Consultant shall provide his/her services until December 31, 2028. The contract may be extended subject to satisfactory performance and mutual agreement between the Consultant and the Ministry of Education and Science of Ukraine during the Project financing period.

The Consultant shall provide services under this Agreement on a full-time basis throughout its term, at a level of engagement equivalent to full-time employment, to the extent necessary for the proper performance of the tasks specified in the Scope of Services.

#### **VIII. APPLICATION PACKAGE**

Interested persons should submit their CVs in Ukrainian and English at the following email address: [kateryna.kovtun@mon.gov.ua](mailto:kateryna.kovtun@mon.gov.ua) Cc: [serhiy.artemenko@uiherp.org](mailto:serhiy.artemenko@uiherp.org), [maryna.chubenko@mon.gov.ua](mailto:maryna.chubenko@mon.gov.ua)

indicating the email subject: «LEARN: Senior Expert to support IEA (1): [NAME]».

The deadline for submission of the documents is 14:00 am Kyiv time May 29, 2026.

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