

TERMS OF REFERENCE

for Consulting Services (Individual Consultant)

Senior EU enlargement expert/analyst

LEARN Contract No. LEARN-2.5-EUE-3

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 Bank for Reconstruction and Development ([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.

II. Objective

The objective of this assignment is to support the MoES Ukraine in systematic tracking, assessment, and reporting of Ukraine's progress in fulfilling EU accession benchmarks ensuring coherence, monitoring, evidence-based policy making, and alignment with EU requirements.

III. Scope of services

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

- Supports the fulfilment of EU accession benchmarks by ensuring their monitoring, analysis, and reporting in line with the assessment criteria and methods defined by the European Commission;
- Identifies gaps, risks, and alignment needs in national policies, frameworks, and sectoral statistics in relation to EU accession benchmark requirements, and provides evidence-based recommendations to address them;
- Develops and maintains a comprehensive tracking framework, including indicators, timelines, and responsibilities, and ensures systematic data collection, validation, and analysis to measure progress;
- Monitors implementation progress on a regular basis and prepares analytical outputs, including progress reports, briefings, and inputs to EU reporting;
- Facilitates coordination and information exchange among relevant stakeholders and supports the development, refinement, and operationalisation of policy documents, action plans, and monitoring tools.

IV. Reporting

The Senior EU enlargement expert/analyst shall report to the Project Coordinator / Project Co-Coordinator and work in coordination with the Deputy Ministers of Education and Science of

Ukraine, MoES Directorate for European and Euro-Atlantic Integration, and project managers involved in the implementation of Project activities. On operational matters, the Consultant shall cooperate with the Head of the World Bank Operations Management Unit, ensuring effective cooperation and support in the project implementation process.

The Consultant shall submit monthly reports in hard copy format. The reports shall include a description of services provided during the reporting period and timesheets.

V. Provided resources

MoES shall provide the Consultant with the information necessary to carry out his/her assignment in a timely manner. The MoES may provide the Consultant with a workplace, including the necessary equipment required for the performance of his/her functions (e.g., computer, communication tools, and office equipment), subject to mutual agreement between the Parties.

VI. Qualification requirements

Minimum requirements (mandatory):

- Higher education (at least master degree).
- At least 3 years of experience in policy analysis, public policy, or strategic planning, preferably related to EU integration within the scope of responsibility of the MoES Ukraine;
- Good understanding of the EU accession process and related policy areas;
- Familiarity with EU policy frameworks falling under responsibility of the MoES Ukraine;
- Strong analytical and writing skills, experience in drafting analytical reports, policy briefs or policy proposals;
- Experience working with government institutions, international organisations or donor-funded projects;
- Advanced English (spoken and written), including policy-related terminology;
- Fluency in Ukrainian;

Desirable skills and qualifications:

- Education in the field of International Relations, European Studies or Public Policy and Administration or related fields is an advantage;
- Experience supporting or analysing EU accession-related processes or EU-Ukraine cooperation;
- Strong organizational and communication skills and ability to work with documentation.
- Ability to turn analysis into clear and practical policy recommendations;
- Ability to work independently and manage multiple tasks;
- Flexibility and ability to adapt to changing priorities.

VII. Period and location of employment

The Consultant shall provide his/her services for 12 months. 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 operation financing period.

The Consultant is expected to provide services under this Agreement on an ongoing basis throughout its term at a level of engagement equivalent to full-time employment, to the extent necessary to properly perform the tasks specified in the Terms of Reference.

The Consultant shall provide services primarily in Kyiv, Ukraine. The Consultant is expected to be able to provide services remotely, but at the MOES request must arrive and/or provide services at the MOES premises as soon as possible.

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: Senior EU enlargement expert/analyst: [NAME]».

The deadline for submission of the documents is 11:00 am Kyiv time June 5, 2026.

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