

TERMS OF REFERENCE

Consulting Services (Individual Consultant)

Senior Expert on Optimizing the Network of Vocational and Professional Pre-higher Education Institutions

LEARN Contract No. LEARN-2.5-EUE-7

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.

II. OBJECTIVE OF THE TASK

The purpose of this assignment is to provide expert and analytical support to the MoES in coordinating activities for preparing regional plans for the formation of the network of vocational and professional pre-higher education institutions by local authorities, according to the Methodological Guidelines for Forming the Network of Institutions of Vocational and Professional Pre-higher Education, approved by the [Cabinet of Ministers of Ukraine Order No. 216-r of March 4, 2026](#).

The expert will ensure that each region moves forward with the preparation of regional plans for formation of the network of vocational and professional pre-higher education institutions during the assignment period.

III. SCOPE OF SERVICES

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

- Coordinate interaction with regional teams and support the work of regional working groups;
- Conduct consultations and working discussions with representatives of regional administrations, education departments, and other stakeholders;
- Provide clarification regarding the application of the Methodological Guidelines;
- Conduct training on the use of analytical dashboards and tools for planning the network of education institutions;
- Provide advisory support to regional working groups on the development of regional plans for the formation of the network of vocational and professional pre-higher education institutions regarding the collection, analysis, and interpretation of data related to the education network, demographic trends, and labor market needs;
- Provide recommendations for optimizing the education network;
- Track the progress of regional plans preparation and prepare regular reports for the project team.

IV. REPORTING

The Consultant will report to and cooperate with the Project Coordinator (Co-Coordinator) and work under the supervision of the General Director of the Directorate. For operational matters, the Consultant will coordinate his/her activities with the Head of the World Bank Operations Management Unit, ensuring effective interaction and support during project implementation.

The Consultant will prepare:

- Monthly reports on services provided within the project execution;
- Regular progress reports on the work with regions;
- Analytical notes on the status of regional plans preparation.

V. RESOURCES PROVIDED

The MoES will provide the Consultant with the necessary information in a timely manner to carry out his/her duties. The MoES will also ensure the Consultant has a work station, including the necessary equipment to perform his/her functions (e.g., PC, communication tools, and office equipment).

VI. QUALIFICATIONS

Minimum requirements (mandatory):

- At least 1 year of experience working with government authorities and local self-government bodies;
- At least 2 years of experience in project management;
- At least 2 years of experience in the education sector;
- Knowledge of the legal framework for vocational and professional pre-higher education institutions;
- Proficiency in English at level B2 or higher;
- Fluent in Ukrainian.

Desirable skills and qualifications:

- Experience working with international organizations active in education is an advantage;
- Leadership qualities and the ability to manage teams;

- Deep understanding of all stages of program cycle management and quality standards in education;
- Experience in developing regulations;
- Strong interpersonal communication skills, consensus-building, and negotiation skills;
- Ability to adapt to changing circumstances and priorities;
- Experience in crisis management.

VII. DURATION AND LOCATION

The Consultant will provide his/her services until December 31,2028. The contract may be extended based on satisfactory performance and mutual agreement between the Consultant and the Ministry of Education and Science of Ukraine, within the period of the project's funding.

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 Terms of Reference.

The place of work is Kyiv, Ukraine.

VIII. DOCUMENTS TO BE SUBMITTED

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

indicating the email subject: «LEARN: Senior Expert on Optimizing the Network of Vocational and Professional Pre-higher Education Institutions: [NAME]».

The deadline for submission of the documents is 14:00 am Kyiv time May 19, 2026.

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