

TERMS OF REFERENCE

Consulting Services (Individual Consultant)

Senior Data-Driven Strategic Expert (Technical and Vocational Education and Training)

LEARN Contract No. LEARN-2.5-EUE-6

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

GPE № TF0D0613

I. Background

Ukraine with the International Bank for Reconstruction and Development and the International Development Association (hereinafter referred to as the World Bank) have signed the agreements for the Program “Lifting Education Access and Resilience in times of Need in Ukraine” (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 mln million provides a combination of the World Bank financing instruments: Program for Results (PforR) – US\$389.9 mln and Investment Project Financing (IPF) – US\$61.1 mln.

The Program-for-Results (PforR) is implemented through a US\$235 million loan provided by Bank resources, supported by loan 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 Loan Agreement between Ukraine and the International Bank for Reconstruction and Development for the Program ([LOAN 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 Financing Agreement between Ukraine and the International Development Association for the Program ([CREDIT 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 reform of the education system in Ukraine is taking place in parallel with digital transformation and is impossible without electronic systems for managing educational processes. The electronic education management system ensures the transparency and openness of data, on the basis of which the Government, the Ministry of Education and Science of Ukraine (MoES), and other relevant public institutions make decisions regarding the development of various programs aimed at advancing the education system.

Open data provided by the State Enterprise “Inforesurs” and the State Scientific Institution “Institute of Educational Analytics” serve as the basis for the development of analytical tools for the analysis and visualization of data on processes taking place in the education sector. Such tools also enable the public to monitor the implementation of education reforms in Ukraine.

The objective of this assignment is to provide expert and analytical support to MoES in the development of analytical tools for the analysis and visualization of data on the activities of educational institutions at all levels, enabling the processing of large volumes of data from state registries, ensuring verification and updating of data related to educational activities at

the regional and national levels, and developing and maintaining a web-based environment for informed managerial decision-making at all levels of education governance.

The Consultant will contribute to ensuring that the analytical tools developed with his/her participation and under his/her supervision are integrated into the web resources of MoES, the State Enterprise “Inforesurs” (USEDE), and the State Scientific Institution “Institute of Educational Analytics” (“AIKOM”), are updated in a timely manner, and remain accessible to education authorities and the public.

III. SCOPE OF SERVICES

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

- Prepares technical tasks for the creation and operation of analytical tools for processing and visualizing data on educational activities of educational institutions of all forms of ownership;
- Analyzes existing data on the activities of educational institutions, verifies them and provides recommendations to administrators of relevant databases on improving data collection processes;
- Processes existing data and identifies atypical processes in the educational activities of educational institutions of all levels and forms of ownership;
- Prepares analytical tools and dashboards for visualizing data on educational activities of educational institutions aimed at assisting the governing bodies of education in making informed management decisions;
- Conducts consultations and working discussions with representatives of regional administrations, education departments and other stakeholders on issues of the functioning of analytical tools;
- Conducts training on the use of analytical dashboards and tools in management activities;
- Provides consulting support to regional heads of the education sector on the collection, analysis and interpretation of data on educational activities in the regions;
- Provides recommendations to SE "Inforesurs" and SSI "Institute of Educational Analytics" on the implementation of analytical tools on their own web resources, for which it constantly interacts with the management of these state enterprises;
- Monitors progress and adjusts the process of introducing analytical tools into the practice of the governing bodies of education;
- Prepares analytical notes on the status of preparation and implementation of tools for analyzing and visualizing educational data.

IV. REPORTING

The Consultant shall report to the Project Coordinator/Project Co-Coordinator and work in coordination with the Deputy Ministers of Education and Science of Ukraine, relevant MoES directorates, 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 Team.

The Consultant shall submit monthly reports to Project coordinator / Project Co-coordinator in hard copy. The reports shall include a description of services provided during the

reporting period.

V. RESOURCES PROVIDED

- MoES will provide the Consultant with the information necessary for the timely performance of his/her assignment;
- MoES will facilitate the Consultant's interaction with the management of the State Enterprise "Inforesurs" and the State Scientific Institution "Institute of Educational Analytics";
- MoES will provide the Consultant with the equipment necessary for the performance of his/her functions (including a modern high-performance PC for processing large volumes of data).

VI. QUALIFICATIONS

Minimum requirements (mandatory):

- Master's degree or higher in Information Technology, Computer Science, Applied Mathematics, Statistics, Economics, Finance, Data Science, Systems Analysis, or another related field;
- At least 3 years of experience in data analysis and/or analytical tools, including data preparation, cleaning, transformation, and structuring of large datasets, as well as the implementation of data quality checks and validation rules;
- Experience in data visualization and dashboard development using MS Power BI, Google Data Studio, Tableau, Palantir Foundry, or equivalent tools;
- At least 1 year of experience cooperating with public authorities or local self-government bodies, or working in a civil society organization on a project implemented in partnership with a public authority or local self-government body, or direct experience working in such institutions;
- Fluency in Ukrainian.

Desirable skills and qualifications:

- Experience cooperating with international organizations operating in the education sector will be considered an advantage;
- Knowledge of the legal framework governing vocational and professional pre-higher education institutions;
- Leadership skills and ability to manage teams;
- Strong interpersonal communication, consensus-building, and negotiation skills;
- Ability to adapt to changing circumstances and priorities;
- Experience working in the education sector;
- Proficiency in SQL and at least one data processing language or tool (Python, R, or equivalent);
- Experience working with cloud services, APIs, ETL/ELT processes, or similar solutions;
- Understanding of M&E/MEAL principles and data requirements for results monitoring;
- Proficiency in English at a minimum level of B1.

VII. DURATION AND LOCATION

The Consultant shall provide his/her services until July 31, 2027. 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 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 will provide services primarily in Kyiv, Ukraine, and may take business trips to other regions of Ukraine to support implementation of the Project.

The Consultant is expected to provide services at the Client's premises.

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, marina.chubenko@mon.gov.ua indicating the email subject: «**LEARN: Selection of the Senior Data-Driven Strategic Expert: [NAME]**».

The deadline for submission of the documents is 11:00 am Kyiv time July 29, 2026.

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