

## **TERMS OF REFERENCE**

for Consulting Services (Individual Consultant)

### **Specialist for Development of Innovation Ecosystem and International Science, Technology and Innovation (STI) Cooperation**

Contract No. MOES-C3-05-SUP-IC-04-2

Ukraine Improving Higher Education for Results Project

World Bank Loan No. 9238-UA

#### **I. BACKGROUND**

Ukraine and the International Bank for Reconstruction and Development (IBRD; the World Bank) have signed Loan Agreement No. 9238-UA in the amount of US\$200 million for the Project

'Ukraine: Improving Higher Education for Results' (hereinafter referred to as the Project).

The Project is implemented in Ukraine by the Ministry of Education and Science of Ukraine (MoES) with the support of the World Bank Group. The Project implementation period is 2021-2026.

The Project Development Objective (PDO) is to improve efficiency, conditions for quality, and transparency in the higher education system of Ukraine.

The Project includes six components:

- 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: Support to Academic Scholarships under MOES and Social Scholarships under MOSP for Higher Education Students
- Part 6: Contingent Emergency Response (CERC)

The Project 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 Project Operational Manual.

More detailed information is given at the link <https://projects.worldbank.org/en/projects-operations/project-detail/P171050>

The full-scale invasion by the Russian Federation in 2022 exacerbated the long-term trend of insufficient investment in scientific research and development, inflicted damage on infrastructure, and weakened human capital. The significant increase in the importance of human capital in the modern economy is primarily explained by the formation of a knowledge economy, where knowledge, skills, and talents play a crucial role in creating customer value and product added value.

Therefore, the education system is an integral component of the science based innovation ecosystem of Ukraine. Higher education institutions should become key elements of the national innovation ecosystem. They should serve as centers of scientific and technological progress, encourage innovation, play a key role in the activities of industry clusters, and have a direct

impact on the innovation and productivity of the economy through continuous interaction and productive cooperation with enterprises.

The development strategy of higher education in Ukraine for 2022-2032 and MoES Strategic Action Plan by 2027 also faces number of challenges: inefficient use of financial resources, gap between the higher education system and the labor market, lack of feedback mechanisms between employers and higher education institutions, inconsistent autonomy of higher education institutions, unwillingness of many of them to use the opportunities provided by legislation, insufficient trust of society in higher education institutions, low level of trust in the innovation activities of higher education institutions, insufficient practice and experience in implementing digital technologies, unwillingness to conduct demand-driven applied research and create innovative intellectual products for the economy.

Component 3 of the Ukraine Improving Higher Education for Results Project aims to support HEIs to enhance their learning environments and to build capacity, including for strengthening the linkage between teaching and research within HEIs, developing HEIs startups ecosystem, creation of successful collaboration between universities and business.

In line with the objectives of Component 3, the Ministry of Education and Science now seeks for consulting assistance towards developing the innovation ecosystem and STI sector in Ukraine. It also aims to enhance the innovative capabilities of Ukrainian higher education institutions by providing support in identifying gaps and opportunities to develop the innovation ecosystem, fostering international cooperation and partnerships, effectively utilizing opportunities provided by international partners, and developing innovative infrastructure for implementing the higher education reform.

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

## **II. OBJECTIVE**

This assignment aims to support MoES in policy development for the innovation ecosystem, helping to strengthen the connection between learning processes and innovation and improving conditions for higher education

## **III. SCOPE OF SERVICES**

The Scope of services to be provided by the Consultant shall cover the following key directions and include but is not limited to:

- Supporting MoES in identifying gaps and opportunities to enhance the innovation infrastructure, including startup incubators, accelerators, and scientific parks and their relationship with HEIs.
- Advising MoES and HEIs on ways and approaches to extend the innovation ecosystem with the help of international networks and partners.
- Processing and analyzing data from monitoring HEIs' activities in the field of innovations and advise MoES on the introduction of new instruments of innovation policy and amendments to the legislation.
- Supporting MoES and HEIs in facilitating the connections between HEIs and business for purposes of enhancing innovation using financial, infrastructural, and digital instruments.
- Contributing to the information campaigns to disseminate information about available opportunities and best practices for utilizing international programs to support innovation.

- Providing analytical and information support of the digital tools suggested or administered by MoES, which provide information support for researchers on funding and collaboration opportunities.
- Supporting MoES in coordinating international cooperation of HEIs in science, technology, and innovation as a part of the global innovation network.
- Contributing to and assisting in disseminating information on the scientific research funding information system to be modernized within the UIHERP project.
- Assisting PIU in reviewing and evaluating the HEIs proposals in parts related to innovative ecosystem of the selected HEIs.
- Undertaking additional tasks and activities related to the project implementation within their competence, as requested by the Project (Co)Coordinator(s), Deputy Minister of Education and Science of Ukraine responsible for Science and Innovation, and the Project Manager - Lead of a group of consultants.

#### **IV. REPORTING**

The Consultant will report to the Project Coordinator (Co-Coordinator) and Deputy Minister of Education and Science of Ukraine responsible for Science and Innovation and act under their supervision. The Consultant coordinates his/her activities with the Project manager – Lead of the group of consultants.

The Consultant shall submit monthly reports to the Project Coordinator (Co-Coordinator) 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.

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

Minimum requirements (mandatory):

- At least a Master's Degree or a complete higher education degree in a similar to the STEM/STI field including among other things business development, incubation;
- At least 5 years of work experience in higher education or sector related to STI;
- Fluency in English;
- Fluency in Ukrainian;
- Advanced PC user, knowledge and practical skills in using Microsoft Office (MS Word, Excel, PowerPoint) package, email and databases.

Desirable qualifications and competencies which provide the advantage

- Experience in cooperation with Ukrainian and international public authorities, and non-governmental organizations;
- Work experience in the projects financed by donors or international organizations;
- Experience in projects related to higher education / research;
- Practical knowledge of the current state of higher education in Ukraine and innovative ecosystem.

The MoES may invite the best-qualified candidates to an interview to clarify information provided in the respective CVs.

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

The Consultant shall provide his/her services until December 31, 2026, with the possibility of extending the contract.

The Consultant shall render services under the contract on a continuous basis for the duration of its term, at a level of commitment equivalent to full-time engagement, in a scope necessary to duly perform the tasks set forth in the Terms of Reference. The Client and the Consultant may, at any time, mutually agree to adjust the workload in accordance with the actual volume of tasks. Particular contract and work mode modalities are subject to negotiations.

The services are planned to be provided in Kyiv, Ukraine. It is expected that the Consultant will deliver services primarily on-site, with regular interaction with the relevant structural units of the MoES responsible for science and innovation, at the Client's premises or at another location designated by the Client. During specific periods, services may be provided remotely.

## **VIII. APPLICATION PACKAGE**

Interested persons should submit their CVs in Ukrainian and English to the following email address: [oleksandr.radchenko@uiherp.org](mailto:oleksandr.radchenko@uiherp.org), indicating the email subject: «MOES-C3-05-SUP-IC-04-2: [Name]».

The deadline for submission of documents is 11:00 AM local time August 06, 2026.

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