

TERMS OF REFERENCE

for Consulting Services (Individual Consultant)

Specialist in the development and management of the transformation of approaches to the training of researchers and their certification system

Contract No. MOES-C3-05-SUP-IC-14

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, quality conditions, and transparency in Ukraine's higher education system.

The Project includes six Parts:

- 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 and Social Scholarships for Higher Education Students
- Part 6: Contingent Emergency Response Component (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>.

In Ukraine, as of 2025, it is urgent to introduce a fundamentally new model of training postgraduate researchers through the implementation of research PhD projects that have passed competitive selection and received funding. Such an approach is critically important for the development of research, in particular in the field of knowledge "Natural Sciences, Mathematics and Statistics", aimed at ensuring the sustainable defense capability of Ukraine and technological renewal. Ukraine urgently needs to update the model of training scientific personnel capable of working at the intersection of science, technology and production. In EU countries, it is project-based postgraduate studies that are a key mechanism for integrating research into the real sector of the economy; in contrast, in Ukraine, the traditional model of postgraduate studies is mostly aimed at academic training, which limits the possibilities of transferring knowledge and technologies to industry and business.

In addition, the system of scientific certification of postgraduate students, doctoral students and researchers also needs reform, in particular by changing the system of publishing research results as the

main metric in this certification. Thus, there are about 100 thousand scientific publications in the world, of which about 40 thousand are indexed by the Scopus database and about 22 thousand by the Web of Science database. As of November 2025, only 195 publications in Ukraine are indexed by the international scientometric databases Scopus and Web of Science, of which only 7 belong to the highest first quartile. This indicates the limited international visibility of Ukrainian scientific periodicals and requires a systematic approach to its development.

Scientific professional publications in Ukraine indexed by Scopus and Web of Science require further support to improve the quality of editorial policy, enhance the effectiveness of peer review, move to higher quartiles, and prevent the risk of losing indexation. The journal model of scientific communication, the “gold standard” of which is considered quality control through independent peer review, is currently undergoing significant transformation under the influence of digitalization, the development of open science, the emergence of scientifically oriented search engines (Google Scholar, Semantic Scholar, Dimensions, BASE, etc.), the integration of artificial intelligence tools, and the spread of new publishing models — such as “gold” and “diamond” open access.

In parallel, international quality standards for scientific publications are being formed and developed, in particular, the recommendations of the Committee on Publication Ethics (COPE), the requirements of Plan S, the standards of the International Committee of Medical Journal Editors (ICMJE), the criteria of the Directory of Open Access Journals (DOAJ), the technical requirements of CrossRef, ORCID, Creative Commons, as well as archiving standards (LOCKSS, CLOCKSS). Adapting these requirements and implementing the best international practices is a critical condition for increasing the competitiveness of Ukrainian publications and their inclusion in the global system of scientific communication.

Providing targeted financial support to editorial boards of scientific publications is a tool that can stimulate the implementation of editorial, technological, and ethical innovations, contribute to improving the quality of scientific publications by Ukrainian researchers, and strengthen the integration of Ukrainian research results into the international scientific space.

A comprehensive solution to the above problems will contribute to improving the quality of scientific content created in Ukraine and forming a new generation of competent researchers who possess modern skills in project management, financial literacy, commercialization of research results, intellectual property management, and integration into international scientific networks. This creates a foundation for strengthening the scientific potential of the state, strengthening its innovative capacity, and developing international scientific cooperation.

Part 3 of the Project is intended, in particular, to support the Ministry of Education and Science to strengthen academic innovation and improve human resource management. The Ministry of Education and Science is now seeking advisory assistance to implement financial support for scientific professional publications in Ukraine and to support the implementation of a pilot project to train individuals who are pursuing a PhD degree through project-based postgraduate studies.

Consultant will be contracted through competitive selection in accordance with the Procurement Regulations for IPF Borrowers (7-th edition, September 2025). This Terms of References defines the purpose, scope, and duration of consulting services and the qualification requirements for the Consultant.

II.OBJECTIVE

This assignment aims to provide expert, analytical, methodological and organizational support to the Ministry of Education and Science of Ukraine in the development of scientific professional publications, improving the mechanisms of their competitive support, improving the quality of editorial and publishing practices and compliance with international standards of publication ethics. The position is aimed at ensuring the formation and implementation of state policy in the field of introducing a mechanism for training individuals who obtain a Doctor of Philosophy degree through project-based postgraduate studies

and academic integrity during the training of applicants for scientific degrees, including the analysis of materials on possible violations, promoting the implementation of preventive mechanisms, developing recommendations, as well as harmonizing national approaches to assessing the quality of scientific publications and certification materials with best European and international practices.

III.SCOPE OF SERVICES

The Scope of services to be provided by the Consultant shall include but not be limited to the following:

- Carrying out tasks related to holding competitions for financial support of scientific professional publications of Ukraine.
- Consulting support to the Ministry of Education and Science on the development of a system for assessing the quality of scientific publications.
- Conducting an analysis of materials regarding possible violations of publication ethics by professional publications.
- Preparation of materials on financial support for professional scientific publications.
- Analysis of standards and recommendations of the EU and international organizations (COPE, DOAJ, OASPA, WAME) with the aim of harmonizing Ukrainian requirements for professional publications.
- Carrying out tasks related to competitive selection for the implementation of PhD research projects within the framework of project-based postgraduate studies.
- Supporting the implementation of an experimental project to train individuals pursuing a PhD through project-based postgraduate studies.
- Analysis of materials regarding possible violations of academic integrity by degree applicants.
- Consulting support on the implementation of mechanisms to prevent unethical practices in the training of scientific personnel.
- Executing other assignments and tasks related to Project implementation within the scope of competence at the request of the Project Coordinator(s), the Deputy Minister of Education and Science of Ukraine responsible for science, and the Project Manager - the head of the group of consultants..

IV. REPORTING

The Consultant will report to the Project Coordinator and Deputy Minister of Education and Science of Ukraine who is responsible for the science and act under their supervision.

The Consultant shall submit monthly reports 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 the assignment in a timely manner.

VI. QUALIFICATION REQUIREMENTS

Minimum requirements (mandatory):

- At least a Master's degree in a field relevant to the scope of the assignment, in particular education in the field of international law would be an advantage;
- Experience in conducting or managing research projects in higher education institutions / scientific institutions of Ukraine;
- Knowledge of Ukrainian legislation in the field of training scientific personnel;
- At least 5 years of experience in higher education or science;
- Fluency in English;
- Fluency in Ukrainian;
- Experienced PC user, knowledge and practical skills in using modern software tools.

Desirable qualifications, competencies, and experience which provide the advantage:

- Experience in cooperation with Ukrainian and international government agencies and non-governmental organizations;
- Experience working in projects funded by donors or international organizations;
- Experience in implementing international scientific projects;
- Experience in analyzing EU legislation;
- Academic degree.

The MOES may invite the most qualified candidates for an interview to clarify the information provided in the relevant resumes.

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 is expected to provide the services based on the full-time workload.

The Consultant is expected to provide the services in Kyiv, Ukraine

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: "P171050: MOES-C3-05-SUP-IC-14: [NAME]".

The deadline for submission of the documents is 11:00 am Kyiv time January 23, 2026.

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