

TERMS OF REFERENCE (TOR)

INDIVIDUAL CONSULTANT

POSITION TITLE: EDUCATION SPECIALIST

LOCATION: PMU – BESP QUETTA

REPORTS TO: PROJECT DIRECTOR

Background

The Project Management Unit (PMU) under the School Education Department, Government of Balochistan, is implementing two major education initiatives: GRADES-Balochistan and STEP-Balochistan. Both projects aim to improve access to education and enhance foundational learning, with a strong focus on early childhood and primary education. GRADES-Balochistan is a province-wide program funded through a USD 100 million IDA-20 credit from the World Bank, while STEP-Balochistan is a targeted intervention in seven districts, supported by the Global Partnership for Education (GPE).

These projects align with the Balochistan Education Partnership Compact (2024–28) & the Balochistan Education Sector Plan 2020-25 and collectively address infrastructure gaps, teacher development, inclusive education, and learning outcomes. The PMU is responsible for ensuring effective planning, coordination, and implementation of both projects to support sustainable education reform across the province.

Purpose

The "Getting Results: Access and Delivery of Quality Education Services in Balochistan (GRADES-Balochistan)" is a World Bank-funded initiative designed to improve foundational learning outcomes, access, and equity in early and primary education across all districts of Balochistan. The project addresses key educational challenges through strategic interventions such as Continuous Professional Development (CPD), Early Childhood Education (ECE), student assessments, scholarships, support for community-based schools (CBS), shelterless schools, student transport services, and partnerships with the private sector.

The Education Specialist leads the Education Section of the Project Management Unit (PMU), overseeing all thematic areas and regional implementation through dedicated teams.

Roles and Responsibilities:

1. Provide strategic leadership and direction for the Education Section, ensuring that all project activities are planned and executed in accordance with approved frameworks and deliverables.
2. Supervise and provide technical guidance to the thematic leads for CPD, ECE, Scholarships, Assessments, CBS, Shelterless Schools, Transport, and PPP interventions.
3. Coordinate with relevant government stakeholders including PITE, BAEC, EMIS, Directorate of Schools, UNICEF, and other development partners to ensure harmonized implementation and support.
4. Lead the development and quality assurance of education-related annual work plans, implementation strategies, training modules, assessment tools, and reporting templates.
5. Monitor overall implementation progress and ensure that thematic activities are executed on schedule and within budget.
6. Consolidate technical and progress reports from all Education Section members and ensure timely submission to the Project Director and donor agencies.
7. Review and validate district and school-level data submitted by Education Officers, ensuring its alignment with the project's monitoring framework.
8. Provide technical inputs for policy-level decisions and align project interventions with provincial and national education strategies.
9. Represent the Education Section at interdepartmental meetings, donor consultations, and project steering committees.
10. Ensure that all project activities promote inclusion, gender equity, and child protection across all thematic areas.
11. Lead the design and implementation of annual needs assessments to identify education service gaps and recommend targeted interventions.
12. Oversee the development of a communication strategy to promote project awareness, highlight achievements, and engage stakeholders at multiple levels.
13. Support internal forums and steering committees with timely submission of consolidated reports and data insights for decision-making, strategic guidance, and progress evaluation.

Qualification and Experience

Qualification

Master's degree in Education, Social Sciences, Development Studies, or related field from an HEC-recognized university, Higher qualification (M.Ed., M.Phil., or equivalent) will be preferred

Experience

- At least 10 years of progressive experience in the education sector, with a focus on project planning, coordination, and implementation in Balochistan.
- Minimum 05 years of documented experience in implementing large-scale education programs funded by the Government or international development partners (World Bank, UNICEF, etc.).

- Experience in designing and implementing education sector policies and strategies, including on teacher training, continuous professional development (CPD), curriculum development, and assessment, Accelerated Learning Programs (ALP), Foundational Literacy & Numeracy (FLN), and teacher career development frameworks.
- Strong knowledge of issues related to out-of-school children (OOSC), including strategies for their enrollment in schools and effective retention approaches
- Experience with assessment reforms, classroom observations, and evidence-based policy inputs.
- Demonstrated ability to coordinate with federal and provincial governments, donors, and technical working groups on education reforms.

Skills & Knowledge

- Strong understanding of the Balochistan Education Sector Plan (BESP), provincial EMIS, and education governance systems.
- Ability to design and deliver education policy reforms
- Excellent stakeholder management, communication, and report writing skills.
- Ability to work collaboratively in a multi-stakeholder environment while providing technical leadership

Compensation

- Market competitive salary (lump-sum with no other benefits) based on qualification and experience will be offered.

Procurement Method

- The selection will be made in accordance with the “World Bank Procurement Regulations for Investment Project Financing Goods, Works, Non-Consulting and Consulting Services, Sixth Edition, February 2025) following Individual Consultant Selection