

## **TERMS OF REFERENCE**

### **Job Title: LEARNING SPECIALIST**

#### **Background:**

The Project Management Unit (PMU) under the School Education Department, Government of Balochistan, is implementing two major education initiatives Getting Results: Access and Delivery to Quality Education Services in Balochistan (GRADES-Balochistan) and System Transformation of Early Education Project in Balochistan (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 through a USD 9.07 million Grant, supported by the Global Partnership for Education (GPE).

The GRADES-Balochistan focuses on expanding access to Early Childhood Education, improving quality through teacher development, assessments, scholarships, school infrastructure, and climate-smart solutions, while STEP-Balochistan strengthens Early education through ECE classrooms, curriculum reforms, teacher training, and parental engagement. Together, the projects aim to enhance access, quality, and resilience of education in Balochistan.

These projects are aligned with the Balochistan Education Partnership Compact (2024–28) & the Balochistan Education Sector Plan (2020-25) and are collectively addressing 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 Learning Specialist will play a pivotal role in advancing Early Childhood Education interventions and parental engagement strategies under GRADES-Balochistan. This includes curriculum alignment, teacher training, classroom practices, assessment, and family/community partnerships. The position will bridge technical guidance, operational management, and stakeholder engagement to improve children's early learning outcomes and ensure that families are active partners in education.

#### **Key Responsibilities**

- Lead the design and implementation of ECE interventions aligned with provincial curriculum and learning standards.
- Support in the thematic areas: ECE and Foundational Learning, Student Assessment and Learning Outcomes, Curriculum Reforms and Classroom Learning, and related fields of quality education in the Balochistan education sector plan.
- Support the establishment and improvement of ECE classrooms, including infrastructure, teaching-learning materials, and developmentally appropriate practices.
- Ensure compliance with ECE policy in terms of teacher recruitment, training, classroom environments, and monitoring indicators.
- Collaborate with the Provincial Institute for Teacher Education (PITE) to develop and deliver professional development programs for ECE teachers.
- Promote inclusive practices in ECE classrooms, with a focus on gender equity and children with disabilities.
- Oversee the firm contract and provide technical advice and review on strategies for parental and community engagement in children's learning.
- Develop resource materials and communication tools to equip parents with practical skills to support children's foundational learning at home.

- Collaborate with the School Management Committees (SMCs) and community leaders to strengthen school–community partnerships and accountability.
- Introduce mechanisms for parents’ feedback into planning, monitoring, and evaluation processes.
- Document and share good practices of parental engagement to encourage replication across districts.
- Work closely with the Balochistan Assessment & Examination Commission (BAEC) to integrate assessment tools for ECE and early grades.
- Support the design and administration of diagnostic and formative assessments for literacy and numeracy at the ECE and lower primary levels.
- Use assessment data to inform teacher training, parental engagement strategies, and remedial interventions.
- Collaborate with the Teacher Development Specialist, and PPP Specialist to ensure integrated programming.
- Provide technical inputs for reports, policy briefs, and presentations to SED and development partners.
- Organize dissemination workshops and knowledge-sharing events on ECE and parental engagement.
- Contribute to communication and visibility efforts by documenting success stories and innovative practices.

### **Requirements:**

#### *Qualification and Experience*

- Master’s degree in Education, Social Sciences, Development Studies, Business Administration, or a related field.
- Minimum 07 years of relevant experience
- Strong technical knowledge of ECE curriculum, pedagogy, and teacher professional development.
- Experience in parental engagement programs, school–community linkages, or family literacy initiatives.
- Familiarity with assessment tools and practices for early learning.
- Prior experience working with government institutions and donor-funded education projects (World Bank project experience preferred).
- Excellent facilitation, communication, and stakeholder engagement skills.
- Fluency in English and Urdu; knowledge of local languages in Balochistan will be an asset.

### **Reporting to: Project Director PMU**

### **Salary and Benefits:**

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

### **Selection Process:**

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.