

TERMS OF REFERENCE

Job Title: PUBLIC PRIVATE PARTNERSHIP (PPP) 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.

GRADES will leverage the 2021 PPP framework and will support the Government of Balochistan to launch some of the first PPPs in education as per the technical and financial model developed by the Balochistan Public Private Partnership Authority (B-PPPA). The Project will support the government in the establishment of PPP schools through the provision of PPP School Grants to Private Partners, and provision of technical assistance to the Project Implementing Entity to develop clear performance metrics and accountability mechanisms, capacity building programs to enhance the skills of the government officials in managing and overseeing PPP agreements. The private partners will be selected by the SED competitively, based on their proven track record of delivering education outcomes in partnership with the government. The Project will establish a robust monitoring and evaluation system to track progress, assess impact, and make necessary adjustments to the PPP arrangements.

GRADES will also support the establishment of basic community schools for the primary level by engaging the local communities in school management. Specifically, the Project will support the provision of Community School Grants to Balochistan Education Foundation (BEF) and/or the community school's implementation partners to establish basic community schools for primary level. Community schools will be established in partnership with BEF and/or non-governmental organizations and in rural and underserved areas where at least 20 students can be mobilized. Parent Teacher School Management Committees (PTSMC), composed of residents, will be pivotal in managing the schools; responsible for hiring qualified teachers, maintaining financial records, and monitoring student attendance.

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 Public Private Partnership Specialist will provide technical leadership in strengthening the collaboration with the private sector in education, developing the PPP framework for education, and

enhancing the role of BEF and non-governmental organizations in supporting the government agenda of providing access and equity in the education sector..

Roles and Responsibilities

- Design, pilot, and scale PPP models for education service delivery, including school management, transport, and scholarships.
- Develop operational guidelines, contracts, and performance-based frameworks for PPP interventions.
- Identify and engage credible private sector, non-state actors, and civil society partners for service delivery in underserved areas.
- Provide technical support in negotiating and managing agreements with private providers to ensure accountability and quality assurance.
- Establish monitoring mechanisms to track PPP performance and ensure value-for-money in service provision.
- Strengthen BEF's institutional capacity to manage partnerships, financing, and regulation of non-state actors.
- Assist BEF in developing transparent criteria and processes for school selection, partner engagement, and performance monitoring.
- Facilitate coordination between BEF, SED and development partners to align PPP initiatives with sector priorities.
- Support BEF in documenting lessons learned and scaling successful partnership models across the province.
- Provide technical guidance for the establishment, operation, and monitoring of Basic Community Schools to ensure they meet minimum quality standards.
- Develop manuals, toolkits, and training packages for community engagement in school management.
- Support recruitment, training, and performance monitoring of Basic Community School teachers and facilitators.
- Ensure community ownership by strengthening School Management Committees (SMCs) and local governance structures.
- Introduce accountability and reporting systems to improve BCS sustainability and integration into the formal education system.
- Work in close collaboration with the Access & Equity Specialist, Teacher Development Specialist, and Learning Specialist to ensure program coherence.
- Develop KPIs and performance indicators for PPP, BEF-supported schools, and BCS interventions.
- Prepare analytical reports, policy briefs, and presentations for SED leadership, World Bank, and other stakeholders.
- Document best practices and innovative models to support evidence-based policy formulation.

Requirements:

Qualification and Experience

- Master's degree in Education, Engineering, Supply Chain/ Procurement Management, Economics, Public Policy, Business Administration, or related field.
- At least 10 years of professional experience in education partnerships, PPP development, education financing, or related areas.
- Proven expertise in developing and managing PPP frameworks in education or related sectors.
- Experience in working with education foundations, community-based schools, or similar institutions.
- Strong understanding of education governance, school financing, and equity issues in developing contexts.
- Experience working with government institutions and donor-funded projects
- Excellent stakeholder engagement, negotiation, and partnership management skills.

- Strong analytical, communication, and report-writing skills.

Reporting to: Project Director PMU

Salary and Benefits:

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

Selection Process:

Consultants will be selected in accordance with the procedures set out in “The World Bank Procurement Regulations for IPF Borrowers”, February 2025.