

# **TERMS OF REFERENCE (TOR)** **INDIVIDUAL CONSULTANT**

**POSITION TITLE: SCHOOL DEVELOPMENT ENGINEER**

**LOCATION: PMU – BESP SED QUETTA**

**REPORTS TO: DEVELOPMENT & INFRASTRUCTURE SPECIALIST**

## **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.

The Project will be implemented by the School Education Department (SED), Government of Balochistan (GoB) with extensive support and monitoring by the Project Management Unit (PMU).

## **Purpose:**

School Development Engineers are responsible for field-level monitoring and coordination of infrastructure activities in their respective regional clusters. Each engineer will work closely with schools, district-level officials, and the EDSQA firm to verify progress and ensure quality construction in assigned schools.

## **Responsibilities:**

- Conduct regular field visits to project schools to monitor construction progress, validate MoVs submitted by contractors and EDSQA, and ensure conformity with technical drawings.
- Document observations through photographic evidence, site inspection notes, stakeholder meeting minutes, and construction quality checklists.
- Review GRNs, verify material delivery against site logs, and provide feedback on discrepancies or poor-quality inputs to the Senior Engineer.
- Engage with school heads, district engineers, and community members to gather feedback on construction quality and address minor site-level concerns.
- Work closely with EDSQA field teams to ensure real-time communication on structural issues, safety hazards, and revision requirements.
- Submit weekly site visit summaries and monthly regional reports, highlighting progress, bottlenecks, and suggested corrective measures.
- Serve as focal persons for coordinating field inspections by M&E officers, Procurement staff, or third-party validators.

- Ensure MoVs including photos, inspection reports, and material verification logs are regularly submitted to the PMU for dashboard population.
- Participate in regional review meetings, contribute data to performance evaluations, and support mid-course correction exercises.
- Any other relevant tasks assigned.

### **Requirements:**

#### Qualification and experience:

- Bachelor of Engineering in Civil
- 05 years of experience and knowledge of engineering and construction, preferably in the field of school construction
- Computer literate, having familiarity with computer-based engineering software (Auto CAD) and with MS Office applications such as Word, Excel, power point and Outlook.
- An experience of working in World Bank-funded or comparable projects with specific exposure to procurement of Goods, Works, Non-Consulting and Consulting Services under IPF Borrowers will be given preference
- Travel extensively throughout project districts

#### Skills

- Good English verbal & written communication skills.
- Knowledge of the local language and familiarity with the project area is essential
- Computer literate

### **Compensation:**

- 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.