

## **TERMS OF REFERENCE**

### **Job Title: TEACHERS DEVELOPMENT 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 Teacher Development Specialist will provide strategic, technical, and operational support to the Policy & Planning Implementation Unit (PPIU) and Project Management Unit (PMU) of the School Education Department, Government of Balochistan, to ensure effective implementation of teacher professional development interventions under the Education Sector Plan (ESP). The Specialist will be specifically responsible for CPD, Teacher Recruitment and Career management policy, and scholarship program design for female high school graduates

#### **Role and Responsibilities:**

- Lead the design, rollout, and monitoring of a Professional Development of Teachers training program covering pedagogy, foundational literacy, and numeracy.
- Coordinate with Provincial Institute for Teacher Education (PITE) and relevant institutions the implementation of the CDP.
- Develop annual training calendars and activity schedules to ensure timely and equitable delivery of CPD sessions.
- Facilitate Professional Development Days (PDDs) in schools to promote peer learning, mentoring, and collaborative problem-solving.
- Supervise and provide technical guidance to mentors, cluster heads, and academic supervisors engaged in CPD.
- Integrate technology-based learning, including the Learning Management System (LMS), to expand access and track teacher progress.
- Ensure that classroom observation is integrated in the CPD and that appropriate tools are used for its monitoring (e.g., TEACH Tool) to assess teacher practices and inform professional support.

- Report to the SED and the World Bank about the CPD implementation, teacher uptake, teacher performance, and impact on student learning outcomes. The reporting will also be made public on the SED website, PITE website.
- Lead the development and implementation of a comprehensive Teacher & Career Management Policy covering teacher recruitment, induction, deployment, professional growth, incentives, and retention.
- Ensure the policy addresses gender equity, rural/urban distribution, and transparent merit-based systems.
- Provide technical support to SED for institutionalizing career pathways and appraisal systems for teachers.
- Develop operational guidelines for teacher promotions, performance evaluations, and professional recognition.
- Align teacher management reforms with Education Sector Plan priorities and the World Bank's education quality frameworks.
- Design and manage the scholarship program targeting female high-school graduates, enabling them to pursue higher education while committing to serve in Community Based School for a specified period post-graduation.
- Develop selection criteria, verification protocols, and transparent processes for scholarship award and disbursement.
- Coordinate with Finance, M&E, and Access & Equity teams to ensure accountability, monitoring, and sustainability of the program.
- Provide technical support to communities and CBS administrators to integrate scholarship recipients as teachers after graduation.
- Monitor program outcomes including participation, retention, and teaching performance of scholarship awardees.
- Document lessons learned to scale up female participation in the teaching workforce.
- Collaborate closely with the Learning Specialist, Access & Equity Specialist, and PPP Specialist to ensure cross-cutting alignment.
- Develop KPIs and reporting mechanisms for CPD, teacher management reforms, and scholarship programs.
- Prepare analytical reports, policy briefs, and progress updates for SED leadership, World Bank, and other stakeholders.
- Contribute to communication, advocacy, and visibility initiatives highlighting innovations and success stories in teacher development.

### **Requirements:**

#### *Qualification and Experience*

- Master's degree in Education, Social Sciences, Public Policy, Business Administration, or related field.
- At least 07 years of progressively responsible experience in teacher training, teacher development, education policy, teacher management, service rules and human resource development.
- Demonstrated expertise in CPD and Teacher training program design and delivery, teacher policy reform, or scholarship/education incentive schemes.
- Experience in working with government institutions, teacher education bodies, and donor-funded education projects/ Programs
- Strong skills in training design, policy development, stakeholder engagement, and program monitoring.
- Proficiency in English and Urdu; knowledge of local languages of Balochistan is 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.