

**REQUEST FOR EXPRESSIONS OF INTEREST
(CONSULTING SERVICES – INDIVIDUAL CONSULTANTS)**

**Republic of Serbia
Ministry of Education, Science and Technological Development (MoESTD)
INCLUSIVE EARLY CHILDHOOD EDUCATION AND CARE PROJECT
Loan No. IBRD86930**

The Republic of Serbia has received financing from the World Bank (Bank) toward the cost of the Inclusive Early Childhood Education and Care (ECEC) Project and intends to apply part of the proceeds of this loan funds to payments under the contract:

**Preschool Education Associate for Component Two
(full term consultancy)
reference number: SER-ECEC-8693YF-IC-CS-19-35**

Tasks and responsibilities are:

- Participates in the operational planning and monitoring of activities aimed at supporting the implementation of the Preschool Curriculum Framework, improving the initial education of preschool teachers, strengthening the system of in-service training and professional development of preschool teachers and improving the preschool services quality evaluation system;
- Participates in the MoESTD's working groups tasked with the preparation of new and the improvement of existing by-laws relevant to successful achievement of the agreed Project Component 2 indicators;
- Participates in preparing documents for procurement and acceptance of goods and services, in problem solving and monitoring the implementation of the Project Component 2 activities;
- Participates in preparing and drafting decisions, solutions, conclusions, contracts, agreements, memos and other individual acts related to Project Component 2;
- Organizes, monitors and coordinates the preparation of training programs and the actual training activities for preschool staff by means of various learning models: study visits, joint activities, online learning and face-to-face training of staff;
- Coordinates the activities related to preparation and publication of resources supporting the new Preschool Curriculum Framework implementation;
- Participates in identifying, collecting and spreading best practices in preschool education;
- Collects and processes data necessary for the planning and implementation of the Project Component 2 activities, and monitors the results achieved;
- Participates in performing the analyses, preparing studies, conducting surveys and writing reports within the Project Component 2;
- Prepares the material on the implemented activities and achieved results in the area of preschool services quality improvement through the Project Component 2 to be published on the Project web-site;

- Cooperates with the MoESTD's Preschool Education Group, institutions, school administrations, institutes, expert ECEC associations, and LSGs, with the view to improving the quality of preschool services through the Project;
- Performs other tasks related to the Project at the request of the MoESTD official responsible for the Project and/or the Project Coordinator for Component 2 and PMU Director.

Following is **required**:

- A University degree in Pedagogy, Psychology, Sociology, or other fields of Education, Social Studies and Humanities;
- At least 5 years of relevant professional experience;
- Excellent knowledge of the Republic of Serbia's legal, social and system context of preschool education is a plus;
- Fluency in Serbian and good command of English;
- Knowledge of and experience in other projects and initiatives related to preschool education is an advantage;
- Demonstrated ability to work in team;
- Ability to work under pressure and meet deadlines.

Subject to satisfactory performance, the Consultant shall provide full time services for the life of the project i.e. December 30, 2022, with a probation period 6 months. Expected start of services is April, 2019.

The Central Fiduciary Unit (CFU) of the Ministry of Finance now invites eligible individual consultants to indicate their interest in providing the above services. Interested consultants must provide **Cover Letter** and **CV** representing description of similar assignments, experience in similar conditions and availability of appropriate skills (scanned diplomas to be sent with CV).

The following selection criteria with corresponding points will be used for the evaluation procedure:

Qualifications	20 pts
Working experience relevant to the assignment	50 pts
Knowledge of Serbian and English language and computer skills	30 pts

The attention of interested consultants is drawn to paragraph 1.9 of the World Bank's Guidelines: Selection and Employment of Consultants under IBRD Loans and IDA Credits & Grants by World Bank Borrowers January 2011, revised 2014 ("Consultant Guidelines"), setting forth the World Bank's policy on conflict of interest.

The consultant will be selected in accordance with the Individual Consultants method set out in the Consultant Guidelines.

Interested consultants may obtain further information from the CFU at the address below from 08:00 to 15:00 hours.

Expressions of interest **in English language** must be delivered to the e-mail address below by **March 28, 2019, 12:00 Noon**, local time.

When submitting Expressions of interest **please indicate assignment and reference number for which you are applying.**

Central Fiduciary Unit
Ministry of Finance
11000 Belgrade, Serbia
Sremska 3-5
Tel./Fax: +381 11 202 15 87
To: liljana.krejovic@mfin.gov.rs
Cc: liljana.dzuver@mfin.gov.rs
Cc: ecec@mpn.gov.rs

REPUBLIC OF SERBIA

INCLUSIVE EARLY CHILDHOOD EDUCATION AND CARE PROJECT TERMS OF REFERENCE PRESCHOOL EDUCATION ASSOCIATE FOR COMPONENT TWO

I. Background and objective of the project

Background Information

The Government of Serbia and the World Bank have identified skills development and inclusion of vulnerable groups as strategic priorities for their next phase of cooperation, based on a Systematic Country Diagnostic (SCD) and Country Partnership Framework between the two partners. In particular, the SCD highlights the importance of building human capital to increase labor productivity and enhance social inclusion through closing education enrollment gaps for low-income and Roma students starting in pre-primary. Quality Early Childhood Education and Care programs play a critical role in laying the necessary foundation for skills development early on and for narrowing the equity gap in education access and performance.

The Inclusive Early Childhood Education and Care project also directly contributes to the goals outlined in the Strategy for the Development of Education in Serbia until 2020 (SED 2020) and to its related Action Plan. This strategy, which was adopted in 2012, defines mechanisms for assuring accessibility, quality, and equity in ECEC and sets clear priorities for: (i) increasing coverage; (ii) enhancing quality of the service delivery and outcomes; (iii) increasing efficiency; and (iv) attaining and maintaining relevance for the overall system. The project will directly support these priorities through its various components.

Objective

The objective of the project is to improve access to quality Early Childhood Education and Care, with a focus on children from socially disadvantaged backgrounds for all children ages 0 to 6.5 years. Activities for children ages 3 to 6.5 years focus on increasing access to inclusive quality preschools (i.e. child-centered and with age-appropriate learning opportunities) while also supporting their transition to the early grades of primary education. Activities for younger children, i.e. from birth onwards focus on empowering parents and families to support children's holistic development through increased knowledge about the importance of early stimulation at home and access to relevant services in the community.

The Project is implemented by the Ministry of Education, Science and Technological Development (MoESTD) and is relying on the existing structures of the MoESTD and the Working Group. A Project Management Unit (PMU) is being formed to support the existing structures for managing the Project. The Preschool Education Unit within the MoESTD, and the PMU, would be responsible for the technical implementation of the project activities. In addition, professionals of the MoESTD (civil servants) in coordination with the Institute for Improvement of Education and the Institute for

Education Quality and Evaluation, will facilitate the technical inputs for specific project implementation activities.

The overall fiduciary responsibilities of the proposed Project, procurement, financial management and disbursement issues, rest on the Central Fiduciary Unit (CFU). The CFU is housed under the Ministry of Finance (MoF) as per the agreement reached between the MoF and the MoESTD.

II. Objective and Scope of the Assignment Required

The Component 2: Strengthening the Quality of Preschool Services aims at building the foundation of a quality preschool system characterized by a holistic approach in supporting children's physical, emotional and cognitive development. The component is consisted of three sub-components: 1) Supporting quality implementation of the new curriculum; 2) Improving pre- and in-service training and preschool teacher career path; and 3) Improving monitoring and evaluation of quality of preschool. A key outcome (to be measured as part of the project's results framework) would be improved quality of service delivery in the classroom, which would then be expected to translate into improved child wellbeing and development, including those from vulnerable social and economic backgrounds.

Preschool Education Associate participates in the operational elaboration of the planned activities and the implementation of measures within the Project Component 2, monitors the implementation of the activities, recommends new measures and reports on the implemented activities and the achieved results. Preschool Education Associate cooperates primarily with the Coordinator of the Project Component 2 and the MoESTD's Preschool Education Group.

Detailed Tasks and Responsibility

Without limiting the generalities of the foregoing, the following are the specific tasks and responsibilities of the Preschool Education Associate for Component 2:

- Participates in the operational planning and monitoring of activities aimed at supporting the implementation of the Preschool Curriculum Framework, improving the initial education of preschool teachers, strengthening the system of in-service training and professional development of preschool teachers and improving the preschool services quality evaluation system;
- Participates in the MoESTD's working groups tasked with the preparation of new and the improvement of existing by-laws relevant to successful achievement of the agreed Project Component 2 indicators;
- Participates in preparing documents for procurement and acceptance of goods and services, in problem solving and monitoring the implementation of the Project Component 2 activities;
- Participates in preparing and drafting decisions, solutions, conclusions, contracts, agreements, memos and other individual acts related to Project Component 2;
- Organizes, monitors and coordinates the preparation of training programs and the actual training activities for preschool staff by means of various learning models: study visits, joint activities, online learning and face-to-face training of staff;
- Coordinates the activities related to preparation and publication of resources supporting the new Preschool Curriculum Framework implementation;
- Participates in identifying, collecting and spreading best practices in preschool education;

- Collects and processes data necessary for the planning and implementation of the Project Component 2 activities, and monitors the results achieved;
- Participates in performing the analyses, preparing studies, conducting surveys and writing reports within the Project Component 2;
- Prepares the material on the implemented activities and achieved results in the area of preschool services quality improvement through the Project Component 2 to be published on the Project website;
- Cooperates with the MoESTD's Preschool Education Group, institutions, school administrations, institutes, expert ECEC associations, and LSGs, with the view to improving the quality of preschool services through the Project;
- Performs other tasks related to the Project at the request of the MoESTD official responsible for the Project and/or the Project Coordinator for Component 2 and PMU Director.

III. Reporting obligations

The Preschool Education Associate for Component 2 will work under supervision of and report directly to the Project Coordinator for Component 2 and PMU Project Director.

IV. Consultants Qualification

- A University degree in Pedagogy, Psychology, Sociology, or other fields of Education, Social Studies and Humanities;
- At least 5 years of relevant professional experience;
- Excellent knowledge of the Republic of Serbia's legal, social and system context of preschool education is a plus;
- Fluency in Serbian and good command of English;
- Knowledge of and experience in other projects and initiatives related to preschool education is an advantage;
- Demonstrated ability to work in team;
- Ability to work under pressure and meet deadlines.

V. Duration of the assignment

Subject to satisfactory performance, the Consultant shall provide full time services for the life of the project i.e. December 30, 2022, with a probation period 6 months. Expected start of services is April 1, 2019.

VI. Facilities to be provided by the client

The Consultant will be provided with suitable office space and local phone service.

VII. Selection method

The selection method is Individual Consultant in accordance with the procedures specified in the Guidelines: Selection and Employment of Consultants under IBRD Loans and IDA Credits & Grants by the World Bank Borrowers, January 2011 (revised July 2014).