



## DEVELOPMENT OF AN INTEGRATED NATIONAL QUALIFICATIONS SYSTEM IN SERBIA

---

### NOTICE OF RECRUITMENT Junior Non-key ISCED F-13 expert

IBF International Consulting have commenced the implementation of the EU funded Project, “Development of an Integrated National Qualifications System” in Republic of Serbia.

The overall objective of the Project is to support the ongoing education and training reforms, including in the area of preschool education and lifelong learning process, in line with the needs of the labour market.

The purpose of the project is to establish an Integrated National Qualifications Framework system that will increase the quality of provision of training and education, while the Recognition of Prior Learning (RPL) will specially help to create a competent and qualified workforce and, in this way, support the ongoing education and training reforms in line with the needs of the labour market.

The project is aiming to achieve the following results:

1. The NQF Agency fully established and functional; providing support to building capacities so that the process of full and competent staffing can be successfully finalized, with support in establishing of the NQF register and in preparation of policy proposals on social partnership
2. Support to the processes of developing Sector profiles and qualification standards improvement
3. Support provided in development of a functional Recognition of Prior Learning system

In the next period IBF International Consulting is planning to recruit a **Junior Non-key ISCED F-13 expert** from April 2020 to the end of the project in February 2021, for up to 15 working days. The position will be based in Belgrade.

Qualified candidates are invited to submit the motivation letter and their CV in the [EU CV template](#) at [nqf.serbia@ibf.be](mailto:nqf.serbia@ibf.be) no later than **March 26, 2020**. Applications submitted in other than electronic form will not be taken into consideration. Only short-listed candidates shall be asked to provide relevant supporting documents proving their qualifications and experience. The recruitment process regarding these appointments will be conducted in strict compliance with the EU rules and procedures. By submitting your application you confirm that you have read the IBFs privacy policy (<http://www.ibf.be/Pages/PrivacyPolicy>).

The Project is an equal opportunities employer. The positions are not open to civil servants and employees of the Serbian public administration as experts must be free from any conflict of interest in the responsibilities they take on.

# Development of an Integrated National Qualifications System in Serbia

## Terms of Reference

### Junior Non-key ISCED F-13 expert

#### 1. Project Background

The project has as main objective to assist the Government of Serbia in implementing reforms in the education sector by improving the quality, equity and relevance of the education and training. The project is highly important for Serbia: its workforce, society and the economy. It helps building tools and mechanisms that will support bridging the gaps between demand and supply on the job market; will help creating a flexible, competent and employable workforce. It helps the world of education and training to understand the training needs and how to respond adequately; and it helps the world of work to articulate their needs

The project aims to support the development of the system by strengthening social dialogue; capacitating the NQF Agency staff and relevant partners; developing system-related legislation, procedures and guidelines for implementation of the system, as well as assisting the development of qualification standards and sector profiles; and implementing RPL.

The project will follow three main results for achievements of which 28 activities will be required. The main results are:

Result 1: Support and know-how provided during the process of making the NQF agency fully established and functional

- R3.1 Enhancing NQF agency organisation and capacity
- R3.2 Development of NQF register
- R3.3 Social dialogue between education/training institutions and social partners

Result 2: Process of developing sectoral profiles and qualification standards improved

- R2.1 Revision and development of sector profiles
- R2.2 Development of qualification standards

Result 3: Support provided in development of a functional recognition of prior learning system

- R3.1 Recognition of prior learning

#### 2. Reference document

Terms of Reference of the Project: EuropeAid/138043/IH/SER/RS THE DEVELOPMENT OF AN INTEGRATED NATIONAL QUALIFICATIONS SYSTEM IN SERBIA.

### 3. Terms of Reference Relevance

The assignment will contribute to the achievement of all three Results by providing expertise in the placement of the existing higher education qualifications in ISCED F-13, draw up connecting tables between the existing classification and the new one in accordance with the Law on NQFS, thus contributing to the preparation of the relevant by-law (KLASNOKS Regulation).

### 4. Assignment objective(s)

Expert will be engaged in all the activities within A1.2.1, A1.2.2 and A1.2.3. , including:

- Situation analysis of existing qualifications in higher education
- Preparing proposal for a link between the existing qualification and placement in ISCED F-13
- Preparing proposal for the classification(placement) of existing higher education qualifications

### 5. Main Tasks/Activities

The Junior Expert in cooperation with Team Leader, MoESTD and Qualification Agency will participate in:

- Collecting data for the situation analysis and presentation of findings (analysis of the existing qualifications and their placement)
- Development of a draft framework for the placement of qualifications in ISCED F-13
- Designing the process and procedures of the placement
- Preparation of a list of existing qualifications in higher education that will be implemented in the register of qualifications and their position in ISCED F-13

### 6. Related Outputs

Under the supervision of Team Leader and KE 2 the Expert shall produce the following deliverables:

Deliverables:

- List of existing qualifications in higher education to be implemented in the register of qualifications
- Proposal for placement of qualifications in the list following the principles of ISCED F-13
- Proposal of a link between the existing and the new classification on the base of the Law on NQFS

### 7. Timing and duration of mission/s

The assignment shall be implemented in Belgrade, Serbia in the period from April 2020 to the end of the project, up to 15 working days. The assignment can be expanded if the needs of the project are such.

### 8. Reporting

The expert will deliver brief monthly reports in the English language on every last workday of the month s/he worked, with attached all written deliverables. The report will be attached to the expert's draft timesheet.

## 9. Expert profile

A junior Non-Key Expert with the following qualifications and skills is required for this task:

Qualifications and skills:

- University degree in a relevant field – education; natural sciences; social sciences; political sciences; psychology, languages etc. or equivalent 3 years of relevant specific professional experience following secondary education.
- Excellent communication, reporting and teamwork skills
- Good writing and editing skills in English
- Fluency in written and spoken English
- Computer literacy

General professional experience:

- A minimum of 5 years of general professional experience in quality assurance process in the area of education
- A minimum of 3 years of experience in organization or development in the field of education (preferably higher education)
- Experience of coordinating design of systemic solution or experience in developing and classifying education programmes
- Experience with the Serbian public sector would be considered an advantage
- Experience in an EU funded project would be considered an advantage

Specific requirements for the assignment:

- Knowledge and work in systemic procedures in higher education

Expert must be independent and free from conflicts of interest in the responsibilities defined by the Terms of Reference.

The expert's performance will be assessed by the Team Leader.