



DEVELOPMENT OF AN INTEGRATED NATIONAL QUALIFICATIONS SYSTEM IN SERBIA

NOTICE OF RECRUITMENT

Senior Non-key expert for Sector Skill Council Organization

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 **Senior Non-key expert for Sector Skill Council Organization** 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 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

Senior Non-key Expert for Sector Skill Council Organization

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 task will contribute to the achievement of the planned outputs of Result1 and Result 2 by preparation of the Sector Skill Councils analysis with recommendations. Sector Skill Councils were foreseen by the Law. Their responsibilities are related to the combination of the ISCED classification and the ISCO-8 classification. There are 12 Sector Skill Councils established, but their composition is slightly different from the ISCED F sectors and sub-sectors. Therefore, it is necessary to develop an analysis of possible optimization of their work and decision-making processes, in line with their sectoral competences as well as in line with optimal financial, decision-making and organisational conditions and effects. It will be necessary to make an analysis of the current situation and to compare it with good solutions from the EU and to propose optimization or changes.

4. Main Tasks/Activities

The Senior Expert will, in cooperation with the Team Leader, the Qualifications Agency staff, Working Group, Sector Skill Councils, MoESTD and stakeholders, provide:

- Findings on organisational difficulties through discussion with the MoESTD, stakeholders and Working Group
- Analysis of the existing situation and made a comparison with solutions in three EU country (best practices)
- Recommendations regarding optimization needs

5. Related Outputs

Under the supervision of the Team Leader and in cooperation with other SNKE, the Senior Expert shall produce the following deliverables:

- Minutes from the meetings with Qualifications Agency, Sector Skill Councils, Work Group, MoESTD and other institutions
- Comparative analysis of the existing situation in at least three EU countries with recommendations for optimization or changes needed
- Brief monthly reports (as per paragraph 8)

6. Timing and duration of mission/s

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

7. 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.

8. Expert profile TOR

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

Project implemented by



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Development of an Integrated National Qualifications System in Serbia

Qualifications and skills

- Master's degree, or equivalent 6 years of relevant specific professional experience following professional education (in addition to the required years of General professional experience)
- Excellent communication, reporting and teamwork skills
- Good writing and editing skills in Serbian shall be considered as an advantage
- Fluency in written and spoken English
- Computer literacy

General professional experience:

- A minimum of 10 years of general professional experience in education with at least 2 years in a management position

Specific Professional Experience

- Experience of coordinating different kind of analysis and consulting, with the focus on organization
- Experience of qualifications system for LLL or EHEA system

Specific requirements for the assignment:

- Experience in developing at least one feasibility study in the field of Education at different levels
- Experience in developing or analysing qualifications framework
- Knowledgeable about classification of education (ISCED) or professions (ISCO)

Experts 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.