The Project is looking for:

*TNA and training programmes development – QA in pre-university and higher education*

**Project Title:** EU Support to Reform of Education in Serbia

**Contract no:** 2019/405-242

**The overall objective of the project:** 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

**Purpose of the project:** Strengthening institutional and human capacities of key institutions in the education sector to manage comprehensive education reform; and timely, efficient and effective coordination and implementation of the Sector Reform Performance Contract (SRPC)

**Main tasks:**

Senior NKE for Improvement of the system of external evaluation in pre-university education will work closely with other relevant Senior experts and support the Team Leader and Project Key Expert 2 in the delivery of activities and outcomes listed in the table below.

<table>
<thead>
<tr>
<th>Sub activity N°</th>
<th>Task</th>
<th>Indicative input:</th>
<th>Expected deliverables:</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.2.1</td>
<td>3.2.1.1. Development of TNA methodology in cooperation with IEQE and MoESTD representatives</td>
<td>40 WD</td>
<td>• TNA methodology developed, TNA conducted and a report containing identified training topics developed</td>
</tr>
<tr>
<td></td>
<td>3.2.1.2. Carrying out TNA of external evaluators, external associates and school associates in line with demands of the new concept of external evaluation, further trainings, tools and materials necessary for supporting the process of external evaluation</td>
<td></td>
<td>• Capacity building programme developed</td>
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<td></td>
<td>3.2.1.3. Based on the TNA - Development of capacity building programme and materials for each target group in cooperation with IEQE and MoESTD representatives</td>
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</tbody>
</table>
### 3.2.2

**3.2.2.1. Carrying out training of external advisors and school professional associates in order to strengthen their professional competencies for external evaluation**

<table>
<thead>
<tr>
<th>Number</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>10 WD</td>
<td>Reports on training of advisors</td>
</tr>
</tbody>
</table>

### 3.3.7.

**3.3.7.1. Development and implementation of TNA of reviewers engaged by the Commission for Accreditation**

- **3.3.7.3. In accordance with TNA results - Development of training programme for reviewers engaged by the Commission for Accreditation with a specific focus on ethical standards and the minimum standards of quality of reviews in the accreditation of university institutions and study programmes**

- **3.3.7.5. Development of the training in the form of online training**

- **3.3.7.6. Selection of online training moderators**

- **3.3.7.7. Implementing online training**

- **3.3.7.8. Evaluation of training and follow up**

<table>
<thead>
<tr>
<th>Number</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>40 WD</td>
<td>TNA of reviewers engaged by the Commission for Accreditation completed and topics to be covered within training programme identified</td>
</tr>
</tbody>
</table>

- Training programme for reviewers engaged by the Commission for Accreditation developed
- Training programme transferred into an online form
- Online training moderators selected
- Online training implemented and report on the training including evaluation of training and follow up activities developed

**Total 90 WD**

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**Note:** For more information see the ToR

**Number of required experts:** One (1) Senior Non-Key Expert

**Duration of the assignment:** Up to a total of 90 working days

**Period of assignment:** April 2020 - February 2022.

**Place of assignment:** Belgrade, Serbia
Working language: English

Requirements for the position

**Qualifications and skills:**

- A University Degree (where a university degree has been awarded on completion of three (3) years of study in a university or equivalent institution) in education, humanities, political science, pedagogy, psychology, andragogy, or other relevant human development subject or at least 5 years of relevant professional experience in addition to relevant General Professional Experience
- Proficiency in written and spoken English
- Have excellent oral and written communication and analytical skills
- Have excellent team working abilities
- Strong communication and presentation skills and the ability to transfer his/her knowledge effectively
- Knowledge of Serbian language will be considered as an advantage

**General Professional Experience:**

- At least five (10) years, preferable seven (12) of proven professional experience in education sector

**Specific Professional Experience:**

- Minimum five (5), preferably seven (7) years of experience in:
  - Development and implementation of capacity building programmes
  - Cooperation with national authorities in the field of education
  - Implementation of Training Needs Analyses (TNA) activities

- Excellent knowledge of overall Serbian education system will be considered as an advantage
- Experience in EU/donor-funded projects will be considered an advantage
- Experience in academic national and international cooperation will be considered an advantage

**Further requirements:**

The selected expert is not a Civil Servant or other staff of the public administration of the beneficiary country.

The deadline for application is: 21 April 2020, 17:00

Only short-listed applicants will be contacted.
Please submit the application: CV (EU format), relevant diplomas and employment certificates by email to: ekin.or@weglobal.org, and snezana.pavlovic@weglobal.org

All applications will be considered strictly confidential.

For more information, please contact: snezana.pavlovic@weglobal.org
REdiS 2030
EU support to Reform of Education in Serbia