DEVELOPMENT OF AN INTEGRATED NATIONAL QUALIFICATIONS SYSTEM IN SERBIA

Terms of Reference

Senior Non-key expert for qualifications and linking qualifications and occupations up to level 5 NOKS

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 sectoral 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 Result 1, Result 2, activity 2.1.4 by preparing a list of old and new qualifications up to the level of NOKS 5 in accordance with the agreed data and placed in ISCED 2013 fields. Preparing opinion to the Conceptual Framework for linking the list of qualifications and the list of occupations of the Republic of Serbia up to level 5NOKS. This will require a proposal for the classification of work areas of education (existing method of classification) and the field of ISCED 2013 F and classification of qualifications. A list of (old and new) qualifications is needed to complete the Register of qualifications and the distribution of qualifications and related occupations by sector. In this way, the implementation of the Methodology for the Development of the Sector Profile, which is the basis for the decisions of the Sectoral Councils, will be possible.

5. Main Tasks/Activities

The Senior Expert will, in cooperation with the Team Leader, the Agency for Qualifications staff, Working Group, Sectoral committees, MoESTD and stakeholders, provide:

- Completion of the list of qualifications up to NOKS level 5
- Classification of qualifications up to NOKS level 5 by fields of work
- Preparation of proposals for the list of qualifications up to level 5 of NOCS for archiving and proposals for linking archived qualifications with qualifications that are part of the educational offer
- Cooperation with experts in establishing links between the field of work and ISCED 2013F
- Opinions and comments on the conceptual framework for linking the list of qualifications with level 5 of the NQF and the list of professions of the Republic of Serbia
- Drafting a table of links between qualifications up to level 5 of the NQF and occupations in accordance with the Conceptual Framework
- Creating a link between the “old” and the “new” list of qualifications up to NOCS level 5
- Mapping of sectoral qualifications to NOKS level 5 and sectoral occupations.
- Presentation and discussion of the results at the invitation of MPNTR and the project

6. Related Outputs

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

- List of qualifications up to level 5 NOKS classified by area of work and ISCED 2013F.
- List of qualifications up to level 5 NOKS to be archived.
- Proposal for linking work areas with ISCED 2013F fields,
- Write opinion on Conceptual Framework for linking the list of qualifications and the list of occupations of the Republic of Serbia
- Draft table of links between qualifications up to level 5 of the NQF and occupations in accordance with the Conceptual Framework
- Active participation in different working groups that prepares the link between qualification and occupations, concrete suggestion on the proposed link between old and new qualifications and proposed mapping of the qualifications in sectors.
- Presentation of results to the beneficiary
- Brief monthly reports (as per paragraph 8)
7. Timing and duration of mission/s

The assignment shall be implemented in Belgrade, Serbia, EU MS country, in the period from December 2020 to the end of the project, up to 27 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 TOR

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

Qualifications and skills

- University degree, or relevant professional experience of minimum 3 years in addition to the required years of the 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

Specific Professional Experience

- A minimum of 5 years of specific professional experience
- Participation in the development of strategic documents in the field of pre-university education
- Experience in regulation of formal and non-formal education at national level
- Experience in monitoring the work of secondary education institutions in formal and non-formal education and proposing corrective measures for improvement of the educational system

Specific requirements for the assignment:

- Experience and participation in the process of applying the sectoral approach in the development of qualifications.
- Experience in developing dual reflection profiles (qualification)

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 and the Beneficiary’s representative.