

**Support to Education Policy**

**Contract no: 2024/458-683**

**ADVERTISEMENT**

**Ad No19/ToR 18a. Senior Non-Key Expert for Educational Support for Gifted Students**

**Background:**

**Project Title:** Support to Education Policy

**Contract no:** 2024/458-683

**Main beneficiary:** Ministry of Education (MoE)

**The overall objective of the project:**

The overall objective (Impact) to which this action contributes is bringing about the broad, long-term change in the political, social, economic and environmental context by assisting the Government of Serbia to implement reforms in the field of education as foreseen in the national strategic documents and international commitments.

**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)

**The specific objective of the project:**

The specific objective (Outcome) of this contract is to strengthen institutional and human capacities in the education sector to manage and coordinate a timely, efficient and effective implementation of sector policies (Education reform).

**Main tasks and duties:**

The Senior Non-Key Expert will work closely with the Project team, SNKE 18b, JNKE 13, and support the Team Leader in the activities and outcomes listed in the table below.

Activity	Sub-Activity	Indicative tasks	Indicative input:	Expected deliverables:
2.7.1	n/a	<ul style="list-style-type: none"> <li>Consultative meetings with representatives of MoE and other partners as per MoE's suggestion</li> <li>Analysis of all relevant initiatives so far taken</li> <li>Drafting a comprehensive report summarising existing initiatives for supporting children with exceptional abilities</li> <li>Participating in the finalisation of the report based on MoE's feedback</li> </ul>	11 wd	<ul style="list-style-type: none"> <li>Report that summarises existing initiatives with recommendations</li> </ul>
2.7.3	n/a	<ul style="list-style-type: none"> <li>Consultative meetings regarding collection and preparation of the best practice examples for secondary schools in order to improve the existing Guidelines</li> <li>Preparation of the best practices for secondary schools to amend the Guidelines</li> </ul>	7 wd	<ul style="list-style-type: none"> <li>Draft on the best practices as amendments to the guidebook (part for secondary schools)</li> </ul>
2.7.4		<ul style="list-style-type: none"> <li>Consultative meetings with MoE on the training and participants</li> <li>Participating in ToT delivery</li> </ul>	2 wd	
<b>Total</b>			<b>20 WD</b>	

### **Qualifications Required:**

#### Qualifications and skills:

- A University Degree (where a university degree has been awarded on completion of three years of study in a university or equivalent institution) or at least 3 years of relevant professional experience in addition to 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

- PhD in a relevant field will be considered an advantage
- Knowledge of Serbian language (or other local languages- Bosnian, Croatian, Montenegrin) will be considered as an advantage

General Professional Experience:

- Twelve (12) years of proven professional experience in the education sector.

Specific Professional Experience:

- Minimum five (5), preferably seven (7) years of experience in any of the following fields:
  - Extensive experience connected to the practices and challenges in the area of identification and education of students with exceptional abilities in regular schools.
  - Demonstrated experience in conducting research, analyses and drafting reports, reviews and analytical overviews
  - Experience in developing and drafting manuals, guidebooks and guidelines
- Experience in development of the policy documents related to students with exceptional abilities will be considered a strong advantage
- Thorough knowledge of the Serbian Education system, policies, and legislation will be considered an advantage

**Logistics and Timing**

The activities are planned to be carried out *in the period of November 2025 until July 2026.*

The exact starting date will be agreed at a later stage, pursuant to the expert's approval by the Contracting Authority.

The number of working days foreseen for this assignment is up to 20.

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

The deadline for application is:

**1 December 2025, 17:00**

Only short-listed applicants will be contacted.

Please submit the application: CV (EU format), relevant diplomas and employment certificates by email to: [snezana.pavlovic@weglobal.org](mailto:snezana.pavlovic@weglobal.org); [jelena.jevtic@weglobal.org](mailto:jelena.jevtic@weglobal.org)

All applications will be considered strictly confidential.

For more information, please contact: [snezana.pavlovic@weglobal.org](mailto:snezana.pavlovic@weglobal.org)