Terms of Reference (TOR)

MANAGER FIELD IMPLEMENTATION
(INDIVIDUAL CONSULTANT)

Background

The Government of Punjab (GoPb) is implementing the project "Getting Results: Access and Delivery of Quality Education Services' (GRADES)" in Punjab with the assistance of the World Bank for Improvement of education outcomes which remains a crucial way for Punjab to build human capital. In Pakistan, an additional year of schooling is associated with an improved income of 7%, due to both increased labor force participation as well as improved productivity. Improving education also has important benefits for fertility reduction, later marriage, reduced crime, and other social indicators. This project will improve both social and economic outcomes for Punjab as a whole.

The GRADES project consolidates and brings more focus to Punjab's reform agenda in education, making sure that the education system delivers improved results for both girls and boys. It draws lessons from the reform program that the Government of Punjab has been implementing in the education sector over the last two decades, with support from various donors.

Project Objectives:

In alignment with the sectoral objectives, the goal of this project is *'to increase girls' and boys' participation rates in pre-primary to elementary grades and enhance reading proficiency in primary grades*.

The project objectives are as follows:

- Improving education indicators for enrolment, retention and completion with concentrated focus on improving NER and improving learning conditions for children in Punjab's public schools.
- Special focus on primary and pre-primary education including provision of quality ECCE as per ECE Policy 2017.
- Improving access to schools by improving 'Student Classroom Ratio', with the provision of necessary infrastructure.
- Improving education governance systems by enabling the use of data systems at the district level to empower decision making.
- Expansion of Public Private Partnerships by providing technical and financial support to the School Education Department's attached departments working on these modalities.
- Improvement in quality of education by strengthening the curriculum and manuscript wings functioning within PCTB.
- Project will aim to recover learning losses from COVID19, which have had a roll-on effect in subsequent years. A contingency plan for any future unforeseen learning losses will be developed and capacity development for officials to cope with these circumstances will be incorporated.
- Capacity building by expanding the CPD models for teacher training currently in place. The aim will be to build on the use of technology in teacher training as introduced under the PESP-III Programme.
- Leadership training is to be introduced to improve education management in districts and strengthen the governance systems.

- Improving the assessment systems in place after the implementation of the Assessment Policy Framework. Strengthen shift towards conceptual learning from rote learning.
- Build on policy frameworks for the uplifting and strengthening of the education sector in Punjab in order to fulfil Pakistan's commitments for SDG-4 and for the implementation of Article 25-A.

Responsibilities

As Manager Field Implementation, is to ensure the quality standards and monitoring & evaluation framework for the GRADES Programme. The consultant will provide technical assistance to all related donor/government bodies including coordinating agencies when support on data/field observations is required

Scope of functions

Key tasks and responsibilities of the consultant are outlined below:

1. Working closely with District Education Authority (DEA) officials, School Education Department and the field teams to oversee and support scaling and implementation of programmes and initiatives under the project in all districts of Punjab.
2. Support officials in successful implementation of all interventions under GRADES.
3. Identifying areas of improvements in the field and providing tailored training/solution.
4. Responsible for all field level coordination, data requirements, and communication among field teams and officials.
5. Conduct field visits and spot checks to ensure effective implementation.
6. Facilitate and manage meetings at field level, and follow up on decisions taken.
7. Provide hands-on support to DCs, DMOs, CEOs, DEOs, DDEOs, AEOs and head teachers on a regular basis.
8. Conduct trainings, awareness sessions and orientation sessions in districts as required by select programs.
9. Disseminate information and material to districts as required by select programmes.
10. Providing direct support and problem-solving assistance to district teams to overcome hurdles to execution.
11. Provide routine updates, analyses and documentation of field activities.
12. Any other task assigned by competent authority.

Qualification and Professional Experience

Qualification

- At least, Master's degree or equivalent (sixteen (16) years of education) in Development Studies/Business Administration/ Public Policy/ Public Administration / Environmental Sciences / Social Sciences or relevant discipline, from a foreign or local university, duly recognized by the Higher Education Commission (HEC) of Pakistan.

Experience

- At least, five (05) years of documentary verifiable relevant experience, after acquiring stipulated qualifications, in public and/or private sector national/international organizations, preferably in education.
- Prior knowledge of existing district systems being used across the province.
- Extensive travel experience in the Punjab
- Experience of implementing projects in the field and coordinating with various stakeholders
- Strong project management and human resource management skills.
- Comprehensive understanding of the public sector and broader educational challenges in education in Pakistan.

Selection Process

The appointment will be made in accordance with the "World Bank Procurement Regulations for Investment Project Financing Goods, Works, Non-Consulting and Consulting Services" (July 2016) revised in November 2017, August 2018, November 2020 & September 2023.

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