***TERMS OF REFERENCE FOR THE POSITION OF***

***SENIOR EDUCATION SPECIALIST***

The World Bank-financed Khyber Pakhtunkhwa Rural Accessibility Project (KPRAP) aims to improve safe and climate-resilient all-weather access to schools, health facilities and markets in selected rural districts of the Khyber Pakhtunkhwa (KP) province in Pakistan. The project also aims to improve school participation and regular attendance, through the provision of subsidized transport to schools for girls from marginalized communities in selected districts (Component 2: Safe and affordable school journeys for girls).

In order to provide systematic guidance and support and to ensure implementation of commitments for the inclusion of Out of School girls to be fully benefitted from the project activities the project intends to hire a Senior Education Specialist to under the following tasks & responsibilities:

Under the direct supervision of the Project Director, **Senior Education Specialist** will:

* + - * Take responsibility for timely and high quality delivery of Component 2 of KPRAP.
      * Oversee the work of the Education Officer, who will support delivery of Component 2.
* Develop a workplan for Component 2 and take responsibility for overseeing the delivery of the workplan. This will include but not be limited to:
* Sequencing activities in coordination with other project components
* Aligning the workplan with the KPRAP PAD, Results Framework (RF) and KPRAP M&E team, as well as the Project Operations Manual
* Identifying the activities to be outsourced to consultants and firms, such as surveys, needs assessments etc
* Finalizing the workplan in coordination with the E&SED
* Ensuring timely delivery of workplan activities
* Proposing the budget for each activity in the workplan
* Develop Terms of Reference for all work to be outsourced through Component 2; supervise the work of all consultants and firms contracted to support delivery of Component 2, ensuring timely and high-quality delivery of their outputs.
* Maintain constant coordination with the E&SED and with district education offices and key project stakeholders to ensure their feedback and ownership of project activities; and availability of relevant government data to help plan project activities.
* Take initiative in coordination with donor and development partners on the project activities and other areas of interest to the project.
* Work closely with project team members to ensure project activities comply to gender and safeguards frameworks.
* Ensure the collection of secondary & primary data, its duly recording, analysis and reporting, key expert and key informant and Focus Group Discussions (FGDs) with assistance of Junior Experts.
* Coordination with other sector experts especially Gender Expert to incorporate the Gender aspect in formulation policy or implementation of an activity.
* Assess and report in impacts, social inclusion, and mitigation measures to safeguard the specific needs and problems of OOS girls during subproject implementation.
* Analyses different causes which keep the girls out of school. Formulate and advocate for addressing these issues during implementation.
* Work with the project team to ensure adherence to the education action plan associated with the activities to be executed under component 2 to address the gender related issues during the project implementation.
* Formulate guidelines for formation of mother and fathers’ groups in the selected areas to ensure sensitization of parents on the importance of girls’ education.
* Design & Facilitate training on for PTCs to facilitate enrolment drive.
* Develop, coordinate, and support the project implementation teams in establishing and carrying out monitoring, evaluation, learning and reporting systems.
* Work closely with stakeholders Government of KP Elementary and Secondary Education Department (E&SED). PTC members etc. to develop data collection and analysis tools for the baseline assessment to guarantee gender and social inclusion considerations for project implementation.
* Support and guide the Education department and other relevant projects and service provider in introducing and exercise a social accountability tool to promote project intervention particularly for enrolment enhancement.

Provide policy recommendations and guidance to strategic planning and positioning on PTCs, Mother Groups, Father Groups and other stakeholders training and education initiatives by closely working with the relevant project stakeholders.

Recommend to the Project Director of the PIU the payments that need to be made to transport service providers for the provision of transport services to beneficiaries under Component 2.

* Any other task relevant to the position and as per requirement.

**Reporting and location of assignment:**

The Senior Education Specialist will directly report to the Project Director and will be based in PIU -KP.

**Key Performance Indicators**

* Timely and quality development and delivery of the assigned TORs.
* Leadership in area of expertise in the province.
* Quality reports and other strategic documents drafted and submitted in a timely manner.
* Strong relationships with various partners and Govt. stakeholders.
* Project /donor/ relevant department is well represented in important meetings on topics related to expertise.
* Timely and quality training contents and knowledge products.

**Competencies**

**Core Values:**

* Respect for Diversity
* Integrity
* Professionalism

**Core Competencies:**

* Awareness and Sensitivity Regarding Gender Issues
* Accountability
* Creative Problem Solving
* Effective Communication
* Inclusive Collaboration
* Stakeholder Engagement
* Leading by Example

**Functional Competencies**

* Excellent knowledge and demonstrated experience of gender equality and empowerment of women.
* Excellent communication and presentation skills.
* Strong knowledge of the region.
* Excellent networking skills.
* Ability to interact with donors, identify and analyze trends, opportunities, and threats to fundraising.
* Ability to interact with stakeholders and participants from various sectors.
* Ability to develop and deliver quality training and education programmes.
* Ability to advocate and provide policy advice through training.
* Excellent analytical skills.
* Ability to write policy papers, speeches, briefing.
* Strong knowledge of programme development, implementation, results-based management, and reporting.

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| **Recruitment Qualifications** | |
| **Education and certification:** | * Preferably Master’s degree in Development Studies, Social Sciences, or any other relevant field from a reputed university. |
| **Experience:** | * At least 8 years progressively responsible experience in designing and managing programmes and advocating for enrolment enhancement * Demonstrated Work experience preferably in developing content research, incorporation of best practices and conducting focus groups for qualitative research. * In depth knowledge of girls’ education and persisting issues and relevant laws, especially for children required * Experience in programme, policy analysis, and strategic planning * Experience in developing and delivering training and education programmes * Experience working with, and building partnerships with governments, donors, and civil society organizations. |
| **Language Requirements:** | * Fluency in English & Urdu is required * Knowledge of the local language (Pashto) is a preference. |