I. Background

The Ministry of Education, Youth and Sport (MoEYS), under the Framework of the National Strategic Development Plan, developed the Education Strategic Plan (ESP) 2019-2023 with the ambition to develop human capital to lead Cambodia’s transformation to an upper-middle income country by 2030. To achieve these national goals, the Teacher Policy Action Plan (TPAP) was formulated to provide clear direction for systematic reform and implementation of teacher policies from 2015 to 2020, including concrete programs, activities, timelines, expected outcomes and projected budget. A TPAP revision and roadmap was recently finalized to be aligned with the new ESP as well as the recently approved Continuous Professional Development (CPD) and Action Plan.

The third consecutive grant for Cambodia from Global Partnership for Education (known as GPE-3) consists of two parts: a ‘fixed part’ of US$14.4 million managed by UNESCO as the Grant Agent, and a ‘variable part’ of US$6.2 million with UNICEF operating as the Grant Agent. The two parts of GPE-3 work in a complementary manner to achieve impactful results, with implementation taking place from 2018-2021.

For the fixed part, under the leadership of the MoEYS and in consultation with the development partners, UNESCO formulated the Strengthening Teacher Education Programmes in Cambodia (STECam) to institutionalize continuous professional development for teachers in Cambodia, as envisaged in the MoEYS CPD Policy.

The objective of STECam is to improve the quality of teaching in order to improve student learning, providing assistance at four levels: system, trainers, teachers, and the teaching and learning environment. STECam focuses on a set of interventions across four key components:

- **Component 1**: Development and implementation of a new Continuous Professional Development system, supporting teachers in their professional development
- **Component 2**: In-service training (INSET) for teachers of early grade Mathematics and Khmer Reading, using new teaching techniques, a student-centred approach and mentoring,
- **Component 3**: Upgrading the qualifications of teacher educators at Provincial Teacher Training Centres (PTTCs)
- **Component 4**: Renovation of 11 PTTCs, creating a better learning environment for students and teachers.

II. Scope of the assignment

Under the overall authority of the UNESCO Representative in Cambodia, the supervision of the Chief of the Education Unit, and direct supervision of the STECam Programme Manager, the incumbent will provide technical support to the planning and monitoring of STECam activities.

The International Consultant will work in close consultation and collaboration with the STECam team, relevant technical departments of the MoEYS and other development partners.
III. Specific tasks

Specific tasks include, but will not be limited to, the following:

1. Provide technical support in planning, implementing and monitoring activities under Component 1, 2, and 3 of STEPCam.
2. Assist MoEYS departments to improve mechanisms and tools for the data collection, cleaning, analysis and storage to regularly update the STEPCam Result and M&E Framework, in turn contributing to its finalization for the bi-annual submission to GPE.
3. Participate in monitoring visits on behalf of UNESCO and with relevant MoEYS departments, providing concrete feedback to improve activities. Also support MoEYS departments to revise the monitoring tools and structure of monitoring visits as needed.
4. Assist the Primary Education Department (PED), Teacher Training Department (TTD), the Phnom Penh Teacher Education College (PTEC), and DEMIS to plan and monitor execution of the training calendar for the academic year 2020-2021 in the five STEPCam provinces targeted for the following interventions: grade 1 and grade 2 Khmer Literacy and Mathematics packages; School-based Mentoring; INSET for 560 Provincial Teacher Training Centre (PTTC) trainers; Bachelor of Education (BEd) qualification upgrade; the Student Tracking System; and component 1’s CPD, if needed.
5. Assist PED and TTD/PTEC to plan and monitor the execution of the calendar for mentoring and monitoring visits for the academic year 2020-2021 in the five provinces targeted for: grade 1 and grade 2 Khmer Literacy and Mathematics; BEd qualification upgrades; INSET to PTTCs trainers.
6. Support PED and TTD to ensure all logistical arrangements are in place for a smooth and quality implementation of all trainings.
7. Collaborate with the MoEYS Procurement Unit (PU) and other relevant MoEYS departments to develop and regularly update procurement plans to ensure timely quality printing and procurement of all required teaching and learning materials for trainings and to use in school.
8. Support the team to monitor the implementation of the trainings taking place during the contractual period, using specific approved tools, while also providing concrete feedback to improve these tools and the quality of the trainings delivered. As needed, support relevant departments to address the main recommendations provided following a monitoring mission to improve training arrangements and delivery in a consistent manner.
9. Provide inputs to any report related to STEPCam, including the quarterly reports in occasion of the Programme Management Task Force meeting, annual report and other periodic progress reports to GPE.

IV. Deliverables

As the International Consultant will support the daily implementation of STEPCam, it is expected she/he will submit bi-monthly reports to their supervisor(s).

Final approval of deliverables will be under the authority of the UNESCO STEPCam Programme Manager, after receiving pre-approval from relevant MoEYS departments when necessary.

V. Contract duration, location and other conditions

The duration of the contract will be for a period of 11 months, from 1 April 2020 to 28 February 2021 during which the International Consultant is expected to provide continuous technical assistance. It is expected the Consultant will be based at UNESCO Phnom Penh office for the duration of the contract and to closely liaise with relevant department mentioned previously including M&E Department.

VI. Required qualifications and experience
• A relevant university degree in social science or education
• A minimum of 10 years of progressively responsible experience in the Education Sector, providing technical assistance in the implementation of projects and programmes and/or their monitoring and evaluation
• Excellent planning, organizational, monitoring and coordination skills
• Knowledge of South East Asia and Cambodia contexts considered an asset
• Excellent verbal and written English language skills
• Ability to work collaboratively with counterparts in government and at sub-national levels
• Ability to deliver results amid tight deadlines.

VII. Payment Procedures and Terms

Payment of the fees to the International Consultant are processed based upon approval of deliverables and submission of monthly reports and invoices.

VIII. Contract supervisor and other stakeholders

Under the overall authority and guidance of the UNESCO Representative to Cambodia and supervision of the Chief of the Education Unit, the International Consultant will report to the STEPCam Programme Manager, who is responsible for their direct supervision, the review of the deliverables and the recommendation to release payments linked to the deliverables.

As STEPCam aims to institutionalize the MoEYS teacher policy reform, the Consultant is expected to work in such a way to maximize the impact and sustainability of the inputs, by taking an approach that actively supports capacity development and ownership by MoEYS departments and institutions. The Consultant is required to:

• Work in close coordination with the designated MoEYS stakeholder, following reporting lines as established
• Work in close coordination with other Ministry counterparts, technical advisors, as well as those appointed by other complementary programmes, to ensure coherence
• Collaborate effectively with other relevant development partners
• Build the capacity of the MoEYS.

How to apply:

Interested candidates are kindly requested to apply and submit the following documents:

1. A letter of interest explaining how your qualifications and experience make you suitable for the position.
2. Curriculum Vitae or Resume (UNESCO CV Form should preferably be used, but not compulsory).
3. Fee proposal or price proposal by indicating daily rate (in US$) to undertake the terms of reference above, including travel costs and accommodation and other related costs. Applications submitted without a daily rate will not be considered.
4. The contact details of three referees.

Your application should be submitted by e-mail to pnp.recruitment@unesco.org, no later than, 25 March 2020 (23.59.00 GMT+0700 SE Asia Standard Time).