



**Short-term consultant (STC) for the Education, Policy and Performance (EPP) team**  
**Teachers and Teaching**  
**Global Partnership for Education**  
**Terms of Reference**

**May 2019**

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## **Background**

The Global Partnership for Education (GPE) works with 67+ developing countries to ensure that every child receives a quality basic education, prioritizing the poorest, the most vulnerable and those living in fragile and conflict-affected countries. GPE mobilizes financing for education and supports developing countries to build effective education systems founded on evidence-based planning and policies.

GPE is a global fund and a partnership whose members include developing country governments, more than 20 donor nations, multilateral development and humanitarian agencies, as well as organizations from the private sector, philanthropy, civil society and the teaching profession. The GPE Secretariat of over 100 full-time staff is hosted by the World Bank with headquarters in Washington DC. A constituency-based Board of Directors sets policies and strategies and approves performance-based funding grants to improve learning outcomes and equity through building stronger education systems. In recent years, GPE has disbursed approximately US\$500 million annually with the ambition to disburse US\$ 2 billion annually by 2020.

GPE's five-year Strategic Plan, GPE 2020, aligns with the new global development agenda. While GPE's vision mirrors Sustainable Development Goal 4, 'to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all', GPE recognizes that education is the foundation for reaching the full suite of agreed global goals. Focusing resources on securing equity and inclusion for the most marginalized children and youth, including those affected by fragility and conflict, and achieving gender equality are core principles.

GPE works through inclusive partnership, focusing on increasing both domestic and external financing and building effective and efficient education systems that can deliver equitable, quality education and learning for all. It helps member countries to develop and implement sound gender-responsive education sector plans, mobilizes international financing and promotes/ efficient use of international and national resources to support developing countries' education goals and sector strategies.

Because of the partnership taking a greater leadership role in achieving international development goals in education, the Secretariat is developing its capacity to support country-level processes and to meet expectations from the partnership's stakeholders to achieve concrete results and education outcomes for children in developing countries.

## *GPE's Education Policy and Performance Team*

The Secretariat's Education Policy and Performance (EPP) Team plays a critical role in strengthening the overall technical rigor and quality of GPE's support to education development and ensuring a results-based focus in all GPE activities. The team is led by GPE's Chief Technical Officer and includes three sub-teams: Education Policy and Learning (EPL), Quality Assurance (QA), and Results and Performance (R&P).

The position under recruitment sits with EPL which mission is to mobilize evidence to inform and support the implementation and monitoring of strategies to achieve equitable, quality education in GPE partner countries. The primary objective of EPL is to consolidate and build a solid evidence base on the challenges and what works in GPE's priority policy areas, including identifying cross-country needs, mobilizing and curating relevant knowledge across the partnership, collaborating in technical initiatives and disseminating knowledge and evidence throughout the partnership.

## **Purpose of the Consultancy**

Under the supervision of the Senior Thematic Lead for Teachers and Teaching, the consultant will support the GPE Secretariat's work in this thematic area. This will include 1) reviewing education sector plans and project documents; 2) tracking and summarizing new international research on teachers and teaching; 3) supporting technical work, 4) preparing a variety of written work; 5) acting as the knowledge manager for teachers and teaching; 6) supporting knowledge sharing events; and 7) other support as needed.

## **Duties and Clearly Defined Deliverables**

This is a full-time contract from July 1st, 2019 to June 30th 2020. An initial 30 days will be offered which will be extended to the full 150 based on satisfactory performance during the 30 day period. Work will be conducted primarily at the GPE office in Washington D.C.

1. **Reviewing education sector plans and project documents**  
The consultant will review education sector plans, education sector analyses and documentation of projects funded by GPE to build and maintain a database of their content in relation to teachers and teaching. This information will form a basis for reflecting on the work of GPE and its developing country partners in this area and for work on future strategy.
2. **Track new research on teachers and teaching in education**  
The consultant will keep up to date on the latest global research related to teachers and teaching, including specific pieces of research and broader trends, and share this with colleagues, including through a bibliographic database, informal discussion sessions, contributing to an email newsletter, and occasional blog posts.
3. **Technical work on teachers and teaching**  
The consultant will assist with the development, coordination, production and review of technical pieces on teachers and teaching. Projects may include, for example, pieces on improving teacher management policies; the effective deployment of the education workforce; transparency and accountability in teacher recruitment and career progression; and system strengthening to improve the effectiveness of teachers and increase effective teacher numbers; policies to make

sure the best teachers and education workers are where they are needed the most educating the children who need them the most. The consultant will assist with the recruitment of experts, contribute to the data collection process and assure its quality, assist with analysis and writing, and with coordination and management of the research. The consultant will also be asked to review and provide contributions to other technical reports, and contribute to calls for proposals under the Knowledge Innovation and Exchange initiative.

4. Prepare a variety of written work

The consultant will be asked to prepare blogs, fact sheets, promotional material, policy papers, case studies, literature reviews, internal updates and briefs in the area of teachers and teaching as needed. S/he will also assist with responding to internal and external requests teachers and teaching sub-team, and will be asked to take notes and document internal meetings, exchanges with partners, and external events.

5. Act as the knowledge manager for teachers and teaching

The consultant will maintain a shared folder housing all documents relevant to the sub-team.

6. Coordinate and manage knowledge sharing events

The consultant will be responsible for knowledge-sharing events such as webinars and 'brown bag' lunch seminars, including by identifying potential presentations, inviting and coordinating presenters, engaging in discussions, and writing up the events.

7. Partner relationship management

The consultant will deal with the day to management of engagement with a range of partners who support GPE's work on teachers and teaching. This will include arranging and minuting meeting and ensuring good communications and information sharing.

8. Other support as needed

Work in the area of teachers and teaching is developing at the GPE and we are entering a new strategic planning process. The consultant will need to be adaptable and flexible to new requirements and developing workstreams.

## **Timeframe and Reporting Relationships**

This consultancy is for 150 **days**. The assignment will commence on **July 1<sup>st</sup> 2019** and will end on **June 30<sup>th</sup> 2020**.

The consultant will work under the supervision of Senior Thematic Lead for Teachers and Teaching and will report to the Senior Thematic Lead or the EPL team lead.

The consultant will be based in Washington DC.

## **Selection Criteria**

- Postgraduate qualification in education and international development.

- At least 7 years of professional experience working in education and international development. Experience of working in developing countries in education will be an advantage.
- Excellent research, writing, and communication skills in English. Excellent writing and communication skills in French will be an advantage.
- Ability to meet deadlines and deliver high quality work.
- Effective time management and organizational skills.
- Attentive to detail.
- Good knowledge of research and innovation in education in developing countries, preferably on areas relating to teachers and teaching; teacher and teaching policies and planning; school, improvement and leadership; teacher training and performance management; education finance, teacher payroll and incentives; broader education workforce issues and research; effective pedagogies.
- Knowledge and use of international educational statistics and data and the issues that may relate to them.
- Ability to understand and interpret qualitative and quantitative analysis in education.
- Ability to produce tables and graphs of descriptive statistics (using Excel, Stata, R or similar).
- Knowledge and experience with the Global Partnership for Education and the GPE operational model. Experience of working with a range of development partners is an advantage.

Interested candidates should send a cover letter of no more than 1 page and a CV to **Carine Belinga Bianda** [cbelingabianda@globalpartnership.org](mailto:cbelingabianda@globalpartnership.org) *Only shortlisted candidates will be contacted.*