

UNICEF is committed to **diversity and inclusion** within its workforce, and encourages all qualified candidates, irrespective of nationality, religious and ethnic backgrounds, gender identity and sexual orientation, as well as persons living with disabilities, to apply to become a part of the organization. UNICEF's office is **accessible** to a certain extent, and employees are entitled to **reasonable accommodations** that are needed for ensuring equitable working conditions.

**UNICEF in Serbia is seeking a qualified consultant for the following assignment:**

## **Consultant for the selection of schools and local self-government units for capacity building programs on inclusion**

**Ref. Number: VN 94 – 547314**

UNICEF in Serbia has been identified as a partner of choice of the Government of Republic of Serbia to support the implementation of the IPA 2020/Serbia/EU support for Human Resources and Social Inclusion, Result 3: Enhanced equal access to and quality of pre-university education for disadvantaged children (inclusive education for every child), which is addressing challenges in the implementation and improvement of inclusive education (IE) as a key support to the Ministry of Education, Science and Technological Development (MoESTD) to further advance the national inclusive education agenda.

The action will take a multi-faceted approach, including building capacities of teachers and educators to adopt and implement the principles of inclusive education. The intervention encompasses a number of capacity building programs for different stakeholders, including capacity building program on inclusive pedagogy targeting 4,000 education practitioners (teachers, expert associates, pedagogical assistants, etc.) working in approximately 200 schools (which is around 12% of all schools in Serbia). The project activities also encompass intensive activities in 20 selected local self-government units (LSGs), including mentoring support for education professionals, as part of the blended capacity building program, horizontal learning and exchange and community of practice, LSG specific capacity building programs for professionals from different sectors, according to the needs of selected LSGs, as well as support to development of local inclusive policies and communication campaigns.

Duration of the assignment: **January – February 2022** (up to 20 workdays)

### **Tasks:**

1. Develop the criteria for the selection of 20 local self-government units (LSGs) which will be included in the project activities, perform data analysis and selection of LSGs;
2. Develop the criteria for the selection of approximately 200 schools (60 schools within the selected LSGs – 3 schools per LSG, and 140 schools from other 140 LSGs – 1 school per LSG), which will be included in the capacity building program on inclusive education.

### **Knowledge/Expertise/Skills required:**

- University degree in Psychology, Pedagogy, Education, Statistics or another field of Social Studies and Humanities. Advanced degree would be an asset;
- Experience in data collection and analysis;
- Knowledge of statistics;
- Strong analytical and conceptual thinking, ability to synthesise complex information;
- Excellent knowledge of the Serbian education system and education reform processes, especially related to inclusive education;
- High degree of accuracy is important;

- Good knowledge of oral and written Serbian. Knowledge of English will be considered as an asset.
- Work experience with UNICEF and/or other international organizations would be considered as an advantage.

### How to apply:

Qualified candidates are requested to submit their application through:

<https://jobs.unicef.org/en-us/job/547314/consultant-for-the-selection-of-schools-and-local-selfgovernment-units-for-capacity-building-programs-on-inclusion>

The application must include a **financial proposal in RSD** as a separate document, providing the following information:

- a) Daily rate (all costs included, e.g. usage of mobile phone).

The closing date for applications is **10<sup>th</sup> January 2022**.

### Important notes:

Incomplete applications will not be taken into consideration.

Only shortlisted candidates will be notified and advance to the next stage of the selection process.

*For every child, you must demonstrate UNICEF's **core values** of Care, Respect, Integrity, Trust and Accountability.*

*UNICEF has a **zero-tolerance policy** on conduct that is incompatible with the aims and objectives of the United Nations and UNICEF, including sexual exploitation and abuse, sexual harassment, abuse of authority and discrimination. UNICEF also adheres to **strict child safeguarding principles**. All selected candidates will, therefore, undergo rigorous reference and background checks, and will be expected to adhere to these standards and principles.*