UNICEF in Serbia is seeking a qualified individual contractor to support the implementation of the UNICEF’s Education Programme in the areas of:

**Inclusive Education, Antidiscrimination and Violence Prevention**

Ref. Number: VN 8 – 529870

Providing quality education for all is one of the top priorities for UNICEF in Serbia. Our goal is to support the most vulnerable children to realize their full potential through participation in quality inclusive education (IE).

The results of the 2014 Multiple Indicator Cluster Survey in Serbia show equity gaps between the general population and vulnerable groups in the area of education. At the pre-school level, the majority of children from vulnerable groups, especially the Roma children, children in formal care, as well as those in the poorest households, are excluded from early education programmes. The same trend continues at primary and secondary school levels – primary school enrolment for the general population is 97%, while for Roma population it is 69%. The completion rate for the general population is 93%, compared to only 64% for children from Roma settlements. Also, 89% of the secondary-school aged adolescents among the general population attend secondary school, while this is the case for only 22% of adolescents from Roma settlements (only 15% of girls). According to the statistical data (Republic Statistical Office 2011, DevInfo), the secondary school completion rate is 84% (88% for girls, 81% for boys); it is significantly lower for children from vulnerable groups. Children with disabilities have insufficient support throughout schooling despite the existence of the inclusive education legal framework. Inclusion is hampered by the lack of resources and capacity, as well as by negative attitudes towards the full inclusion of children with disability.

Inclusive education was introduced in 2009, through the Law on the Foundations of the Education System. In 2018, new laws were adopted, introducing new measures in inclusive education such as: the establishment of the resource centre for assistive technologies, stronger links between schools aimed at inclusive education, clarification of the role of personal and pedagogical assistant, etc. The implementation of IE is of key significance for the realization of child and human rights, social inclusion and human capital development. Strengthening the system of national institutions and increasing capacity and resources allocation for further development, monitoring and implementation of the IE present the major area of partnership with UNICEF.

Through different initiatives, including all levels of governance, UNICEF has been advocating for every child’s right to inclusive quality education. UNICEF has provided coherent technical assistance and policy advice to secure inclusive policy development and to improve education quality, through the introduction of new mechanisms for school improvement and demonstrating mechanisms and implementation modalities at national, local and school levels in the area of early learning, inclusive education, drop-out and violence prevention, etc. At the policy level, UNICEF supported the development of the relevant legal framework supporting equal educational opportunities, as well as the development of a comprehensive framework for monitoring and evaluation of inclusive education in Serbia and institutional development and strengthening for inclusive and quality education. UNICEF supports research initiatives and analytical work aimed to inform policy development. In the following period, UNICEF will continue to support the efforts of different stakeholders toward building a more inclusive education system.

To support project management in its Education section, UNICEF seeks consultancy to support the design, implementation, monitoring and reporting of main projects in the area of IE at the local level towards achieving the following output: The capacity of pre-university education system - teachers, professional staff, schools are empowered for drop-out prevention and provision of quality and inclusive education enabling better learning outcomes and achievements of the most vulnerable.
Work Assignment Overview:
The work will be delivered in accordance with the yearly and subsequent more detailed monthly work plans agreed between the Individual Contractor and the Supervisor at the beginning of every month. Monthly reports will be submitted at the end of each month.

Duration of the assignment: 10 months (March – December 2020), full-time, office-based.

Detailed task description:

Task 1:
Support the implementation, monitoring and reporting of the projects and initiatives aimed at inclusive education, violence prevention and anti-discrimination at the national level.

Activities:
- Support the implementation and monitoring of projects in the area of IE, violence prevention and antidiscrimination:
  - Work closely with partners to support the implementation and synergy of activities/projects,
  - Support coordination of different partners and their activities,
  - Collect and manage project data as required by the M&E Plan,
  - Liaise with partners on timely expenditures in the implementation of individual projects,
- Follow-up on the liquidation of instalments and new payments of instalments,
- Assist in drafting the narrative and financial project reports.

Task 2:
Support the development of the project implementation strategy in the area of inclusive education.

Activities:
- Support the supervisor in the development of the overall project implementation strategy,
- Prepare project work plans and present them to UNICEF Supervisors (Education Specialist and senior management) for review/approval,
- Support the development of the Terms of References and public calls for further project implementation.

Task 3:
Support UNICEF to initiate the establishment of the national coalition on inclusive education.

Activities:
- Support UNICEF to prepare the necessary documents and background materials,
- Support the coordination of different partners and their activities,
- Support the organisation of a kick-off meeting,
- Support the development of the annual work plan of the Coalition.

Task 4:
Support the development and implementation of the capacity building of education professionals and other stakeholders in the area of IE, violence prevention and antidiscrimination supported by UNICEF.

Activities:
- Liaise with partners in the development of training programmes and materials aimed at IE, antidiscrimination and violence prevention,
- Organize knowledge exchange events between education institutions,
- Monitor the implementation of capacity building programmes.
Task 5:
Support the development of different communication and advocacy materials for parents, the general public and policymakers about the rights of children to quality IE.

Activities:
• Develop programmatic and policy content for a variety of communication materials (factsheets, policy briefs, talking points, etc.),
• Support the organisation of events and conferences.

Task 6:
Support the strengthening and leveraging of governmental and non-governmental partnerships and platforms to ensure commitment and engagement in the areas of inclusive education and violence prevention.

Activities:
• Support the development of new initiatives, projects and donor proposals related to inclusive education, anti-discrimination and violence prevention,
• Support the preparation of donor reports.

Knowledge/Expertise/Skills required:
• University degree in human sciences, preferably education, pedagogy, psychology, sociology, or other Humanities. An advanced degree will be an asset;
• At least 5 years of professional experience in education policy in Serbia in the area of inclusive education and/or in violence prevention;
• Excellent knowledge of the Serbian education system and Serbian education policies;
• Experience in education research and surveys will be an asset;
• Established network of partners in the area of IE;
• Knowledge of all relevant regulations in the field of education and, in particular, in inclusive education;
• Demonstrated flexibility and creativity in planning and problem solving;
• Excellent oral and written Serbian and English skills are required;
• Sound judgement is required in following-up on requests;
• A high degree of accuracy is important;
• Ability to meet tight deadlines through excellent time management, organization and multi-tasking skills;
• Knowledge of the UN/UNICEF mandate and UN rules/procedures is an asset.

How to apply:
Qualified candidates are requested to submit their application through: https://www.unicef.org/about/employ/?job=529870

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. health insurance, pension, usage of a mobile phone),
  b) Daily travel allowance for an overnight stay in Serbia (including accommodation),
  c) Transportation costs per km (for travel within Serbia).

The closing date for applications is 27th February 2020.

Important notes:
Incomplete applications will not be taken into consideration. Only short-listed candidates will be contacted.
For every child, you must demonstrate UNICEF’s core values of Care, Respect, Integrity, Trust and Accountability and core competencies in Communication, Working with People and Drive for Results.

UNICEF is committed to diversity and inclusion within its workforce, and encourages all candidates, irrespective of gender, nationality, religious and ethnic backgrounds, including persons living with disabilities, to apply to become a part of the organization.

UNICEF has a zero-tolerance policy on sexual exploitation and abuse, and on any kind of harassment, including sexual harassment, and discrimination. All selected candidates will therefore undergo reference and background checks.