

TERMS OF REFERENCE FOR CONSULTANTS

1. The Asian Development Bank (ADB) will provide Southeast Asian developing member countries (DMCs) with policy advice and technical support for projects in the pipeline and ongoing projects in human and social development. This transaction technical assistance (TA) facility is aligned with ADB Strategy 2030's operational priorities 1 (addressing remaining poverty and reducing inequalities) and 2 (accelerating progress in gender equality). It will help to: generate quality jobs, strengthen human capital, achieve better health for all, and provide more social protection for those in need, especially during the COVID-19 pandemic. This TA facility has three outputs: (i) preparation of human and social development projects strengthened; (ii) evidence-based policy and technical advice and capacity building for project implementation supported; and (iii) diagnostic and knowledge development and sharing among countries in the Southeast Asian region enhanced.

2. The consultants recruited under this TA facility will prepare projects and programs which are planned in five countries in Southeast Asia over the period 2021–2024. It is expected that up to six projects will be prepared. The number of projects covered by the TA facility may increase, depending on budget availability. Under the TA facility, a firm will be engaged to support due diligence assessments in preparing various projects. It will provide specialists on environmental safeguards, climate change, social safeguards, financial management, gender, monitoring and evaluation, procurement, and economic analysis. For more specialized expertise, the TA facility will hire individual consultants.

3. The individual consultants and consulting firm(s) will be engaged following the ADB Procurement Policy (2017, as amended from time to time) and its associated project administration instructions and/or staff instructions. Firm(s) will be selected based on a simplified technical proposal in accordance with quality- and cost-based selection (QCBS) procedures.¹ A quality to cost ratio of 90:10 will be followed for QCBS. All disbursements under the TA will follow ADB's Technical Assistance Disbursement Handbook (2020, as amended).

A. Consulting firms

4. **Required expertise.** A consulting firm will be recruited to provide support for processing the projects listed in Table 1. The firm will bring expertise on environmental safeguards, climate change, social safeguards, financial management, gender, monitoring and evaluation, procurement, and economic analysis.

Table 1: Pipeline projects

Country	Project or Program Name	Indicative Approval Year
Indonesia	Promoting Research and Innovation through Modern and Efficient Science and Technology Parks	2022
	Supporting Essential Health Action and Transformation Project	2022
Philippines	Build Universal Health Care Project	2023
	Build Universal Health Care (Subprogram 2)	2023
Cambodia	Building Resilience and Protecting Livelihoods Project	2023
Lao PDR	Skills Development for Inclusive and Sustainable Growth Project	2024

Lao PDR = Lao People's Democratic Republic.

¹ Other selection methods, including quality-based selection and consultant qualification selection, are also possible options.

5. **Key experts.** Table 2 provides a summary list of key experts with the required minimum person-months. The minimum qualifications and indicative key responsibilities are summarized below.

Table 2: Summary List of Key Experts

Item	Total	INO	PHI	CAM	VIE	LAO
International						
Economist	6.0	2.0	4.0			
Procurement specialist	10.0	3.0	3.0			4.0
Monitoring and evaluation specialist	7.0			7.0		
Environment/climate change and social safeguards specialist	3.0	1.0	1.0			1.0
Financial management specialist	10.0	3.0	3.0	4.0		
Gender specialist	4.0			4.0		
Subtotal (international experts)	40.0					
National						
Economist	4.0			4.0		
Monitoring and evaluation specialist	6.0	6.0				
Financial management specialist	6.0	6.0				
Gender specialist	7.0	4.0	3.0			
Procurement specialist	13.0	3.0	3.0	3.0		4.0
Social safeguards specialist	6.0		6.0			
Environment/climate change specialist	3.0					3.0
Subtotal (national experts)	45.0					
Grand total	85.0					

B. Required expertise with indicative key responsibilities by position

- (i) **Economist** (international for Indonesia and Philippines, 6 person-months; national for Cambodia, 4 person-months)

6. **Qualifications.** The consultant should have experience preparing economic and/or financial analysis of projects in the education sector. The consultant should have mastery of Excel software. He or she should have an advanced degree in economics, statistics, or another relevant area and at least 15 years of work experience, preferably with a focus in Southeast Asia.

7. **Detailed tasks.** The specialist will (i) conduct economic and financial analyses of the project; and (ii) ensure that the financial and economic analyses are conducted in accordance with ADB's Guidelines for the Economic Analysis of Projects (1997) and Guidelines for Financial Management and Analysis of Projects (2005) and that they comply with the requirements of the respective governments.

- (ii) **Procurement Specialist** (international for Indonesia, Lao People's Democratic Republic [Lao PDR], and Philippines, 10 person-months; national for Cambodia, Indonesia, Lao PDR, and Philippines, 13 person-months).

8. **Qualifications.** The consultant should hold preferably a graduate degree in a relevant discipline, e.g., procurement, engineering, law, management, or business, with more than 10 years of experience in procurement. Expert knowledge and familiarity with the procurement procedures of international financing institutions and working experience in the region is essential. Detailed knowledge of ADB procurement is an asset.

9. **Detailed tasks.** The consultant will: (i) conduct strategic procurement planning in accordance with the ADB Procurement Policy (2017), Procurement Regulations for ADB Borrowers (2017), and related guidance notes for a procurement risk framework and a strategic procurement plan; (ii) identify the constraints and challenges in procurement operations, incorporating these into the project procurement risk assessment and management plan, including the risk categorization and risk register; (iii) conduct market analysis, including but not limited to collecting relevant data, conducting market research on potential suppliers and contractors, analyzing the nature and level of competition within the target market, and analyzing pricing trends and methodologies; (iv) analyze the options and work out a procurement strategy, including preparing a proposal for packaging, the procurement method, bidding procedures, specifications, review requirements, the standard bidding document and contract form to be used, the evaluation method, the key performance indicators, and the contract management approach; (v) generate a procurement plan using ADB's procurement plan template; (vi) finalize a strategic procurement planning report; (vii) support executing and implementing agencies to prepare the draft bidding document and conduct advance contracting activities whenever they are required; and (viii) provide inputs for the preparation of arrangements for project implementation, and the preparation of terms of reference for consultants being selected for project implementation.

(iii) Monitoring and Evaluation Specialist (international for Cambodia, 7 person-months; national for Indonesia, 6 person-months)

10. **Qualifications.** The consultant should have a postgraduate degree in economics, statistics, public policy, development, social science, or a related field. He or she should have at least 10 years of experience undertaking rigorous evaluations of social protection programs, establishing monitoring and feedback mechanisms, and integrating lessons from evaluations (including randomized controlled trial and quasi-experimental evaluations) into program design.

11. **Detailed tasks.** The specialist will: (i) develop and recommend a monitoring and evaluation (M&E) framework for the proposed project; (ii) define project baseline numbers in support of the M&E framework; (iii) review and define design and monitoring framework (DMF) performance indicators, data, and reporting requirements, means of verification, and timelines for the achievement of targets; (iv) assist the team leader in preparing technical reports, linked documents, the DMF, and project implementation arrangements; (v) oversee collection, analysis, and interpretation of data, including sex-disaggregated data, to prepare progress reports for ADB; design a format for reporting to ADB on program progress; and (vi) identify and highlight potential risks and challenges to program implementation.

(iv) Environment/Climate Change and Social Safeguards Specialist (international for Indonesia, Lao PDR, and Philippines, 3 person-months; national for Lao PDR, 3 person-months)

12. **Qualifications.** The specialist will have a university degree in an environment or social field with at least 6 years of experience in environmental and social impact assessment, preferably for programs or projects funded by ADB and/or other international development organizations.

13. **Detailed tasks.** The specialist will (i) obtain quantified baseline information for relevant environmental indicators; (ii) undertake an assessment of possible environmental impacts and identify mitigating actions for the project, incorporating international good practice per the general International Finance Corporation's Environmental Health and Safety Guidelines (IFC EHS); (iii) assist with meaningful stakeholder's consultations; (iv) conduct capacity development workshops with executing or implementing agencies; (v) prepare relevant reports, including an initial environmental examination, environmental management plans, and climate change assessment as may be required, in close consultation with ADB project and safeguard officers, for use during construction of the facilities and environmental management thereafter; (vi) carry out a climate change risk assessment and estimate climate mitigation and/or adaptation finance as per established ADB climate finance accounting guidelines for the project; (vii) support the executing agency with further investigations and analysis, as required, to review and confirm the project safeguard classifications² in accordance with the ADB Safeguard Policy Statement (SPS, 2009); and (viii) carry out any other documentation as may be required by ADB, and the respective governments.

(v) **Financial Management Specialist** (international for Cambodia, Indonesia, Philippines, 10 person-months; national for Indonesia, 6 person-months)

14. **Qualifications.** The expert will have a degree in accounting, finance, or a related field, and will have a recognized professional accountancy qualification. The expert should have at least 15 years' (international consultant) or 8 years' (national consultant) experience, including in financial due diligence. Prior work experience should cover a combination of professional practice, including auditing, accounting, training, research, standard-setting and regulatory activities, and analyzing financial and performance audits under a risk-based approach.

15. **Detailed tasks.** The expert will conduct financial due diligence in accordance with ADB's requirements.³ The financial due diligence will include:

- (i) conducting a financial management assessment of the executing and implementing agencies, including (a) assessing whether previous financial management assessments have been conducted by ADB or other agencies and, if so, reviewing the results and ascertaining whether these can be used as an input; (b) assessing the agencies' capacity for planning and budgeting, management and financial accounting, reporting, auditing, internal controls, and information systems; (c) reviewing proposed disbursement and funds-flow arrangements; and (d) concluding the financial management risk rating and identifying and proposing measures for addressing identified deficiencies in the risk assessment and mitigation plan, the report and recommendation of the President, and other relevant program documents;
- (ii) assessing institutional integrity, fiduciary and internal controls, and anticorruption measures in place in the relevant sectors whenever needed;
- (iii) supporting the preparation and agreement of cost estimates and a financing plan which are based on verifiable data and are sufficient to support project implementation;

² <https://www.adb.org/site/safeguards/safeguard-categories>. See also:

<http://www.adb.org/projects/operations/financial-management-resources>

³ ADB. 2014. Financial Management, Cost Estimates, Financial Analysis, and Financial Performance Indicators. *Operations Manual*. OMG2/BP. Manila

- (iv) preparing financial projections and conducting financial analyses of the executing and implementing agencies, and incremental recurrent costs, to determine the project's financial sustainability, and reviewing proposed cost-recovery and tariff policies, including affordability;
- (v) conducting financial evaluations (financial cost–benefit analyses), including sensitivity analyses of project components that have a cost-recovery objective;
- (vi) where significant risks are identified to project financial sustainability or viability, proposing relevant financial performance indicators to be incorporated in financial covenants; and
- (vii) assessing and reaching agreement on financial reporting, auditing, and public disclosure arrangements for the project, and, as appropriate, identifying and agreeing arrangements for receiving financial statements from executing and/or implementing agencies.

(vi) **Gender Specialist** (international for Cambodia, 4 person-months; national for Indonesia and Philippines, 7 person-months)

16. **Qualifications.** The consultant will be an experienced gender and social development specialist, with at least 5 years of practical experience in mainstreaming gender, preferably in the education sector, and a relevant degree in social studies, gender studies, or a related area. The ability to write clearly in English language is required.

17. **Detailed tasks.** The specialist will (i) conduct a social, poverty and gender analysis related to the specific project or program; (ii) collect baseline data disaggregated by sex and other relevant factors (such as sectors and regions) for all education- and employment-related indicators which may be included in the design and monitoring framework and gender action plan (GAP); and (iii) identify gender design features for the project and develop a draft GAP for the project based on the gender gaps and issues identified in the gender analysis. All gender targets set should be informed by baseline data and local stakeholder consultations, and should be established in close consultation with the relevant ADB officers. The specialist should undertake a review of relevant documents to ensure adherence to labor standards in the construction work, and to make sure that gender-sensitive and inclusive infrastructure is proposed.

B. Individual Consultants for each Project

TERMS OF REFERENCE FOR INDONESIA: PROMOTING RESEARCH AND INNOVATION THROUGH MODERN AND EFFICIENT SCIENCE AND TECHNOLOGY PARKS PROJECT (PRIME-STEP)

1. International Consultants

a. Senior Applied Research Specialist/Team Leader (4 person-months)

18. The specialist will support the preparation of the final scope and design of the project, in collaboration with the Asian Development Bank (ADB) team; the Ministry of Research and Technology (MORT), which will serve as the project management unit (PMU); and the respective universities which will serve as the project implementing units (PIUs).

19. **Qualifications.** The expert should have at least 20 years' professional experience in education and applied research, preferably in higher education. He or she should have experience

of preparing and/or managing higher education projects in developing countries, preferably in Southeast Asia, including Indonesia. He or she should have at least a master's degree, preferably in technology and related sciences. A good understanding of the government processes, social and cultural environment in Indonesia is preferred. Knowledge of ADB and/or official development assistance is an advantage.

20. **Detailed tasks.** The expert will: (i) update the sector assessment, including those parts on development partner coordination, in collaboration with higher education institutions and industry partners, particularly in the analysis of the current performance, issues, challenges, opportunities, policies and institutional factors; (ii) guide the assessment of the status of and priorities for support in key areas such as improving the quality of research and development, and promoting innovation and strengthening engagement with industry and the private sector; (iii) help to identify priorities for targeting of project investments, institutional strengthening, and capacity building; (iv) participate in the dialogue with the government to finalize the design of the project or program, and ensure it is aligned with national policies and requirements; (v) support the development and finalization of the design and monitoring framework, in coordination with ADB, MORT, and the universities; (vi) provide inputs to the technical risk assessment; (vii) coordinate with the various technical assistance (TA) projects mobilized under the project to ensure integration of their inputs into the relevant project documents; and (viii) provide overall support to the ADB team and to MORT in ensuring the timely preparation of the report and recommendation of the President (RRP) and linked documents of the project. The outputs of the consultant should comply with the standards and requirements of the Government of Indonesia and ADB.

- b. **Innovation and Technology Technical Specialists** (3 positions, 3 person-months for each position)

21. **Qualifications.** The specialists will have postgraduate degrees in engineering, life sciences, bio-science, agriculture or related fields with at least 10 years of experience in applied R&D and innovation. Experience with programs or projects funded by ADB and/or other international development organizations will be preferred.

22. **Detailed tasks.** The specialists will: (i) review the creation and adoption of frontier technologies in Indonesia in priority sectors identified under this project; (ii) identify areas for support, including the potential of identified frontier technologies, advanced technology facilities, international research and development (R&D) cooperation and links, and technology or sector cluster approaches to stimulate close cooperation between technology creators and users; and (iii) provide recommendations on innovation and technologies with a view to selecting those with the greatest return on investment on R&D and innovation.

2. National Consultants

- a. **Technology Commercialization/Science and Technology Park (STP) Specialist /Deputy Team Leader** (4 person-months)

23. **Qualifications and experience.** The specialist will have a degree in engineering or a related field, with experience in developing and managing projects in higher education and in a techno-park. The specialist should have at least 8 years of in-country experience in Indonesia. The specialist will be based in Jakarta. Excellent verbal and written English skills are required.

24. **Detailed tasks.** The specialist will assist ADB, MORT, the universities, and the international team leader to design the PRIME-STEP project. He or she will also support the

leader in coordinating with the universities and MORT and in obtaining relevant inputs from the consultants. Specific tasks will include the following: (i) assist in the updating of the sector assessment, including development partner coordination; (ii) review proposals from the government and universities and identify key areas for development; (iii) support preparing the design of the project and the finalization of all documents in compliance with the requirements of ADB and the government; (iv) develop the monitoring and evaluation (M&E) framework for the project; (v) conduct policy dialogue with the government and development partners and collect relevant information and data and solicit inputs from key stakeholders; (vi) identify, engage and maintain networks with national and local higher education and technical and vocational education and training (higher education and technical and vocational education and training [TVET]) experts, development partners and knowledge providers; (vii) prepare reports and documents, oversee organization of meetings and workshops; and (viii) attend relevant meetings and undertake any other activity in support of MORT, universities, the TA project, and as requested by ADB. The outputs of the consultant should comply with the Government of Indonesia and ADB standards and requirements.

b. Capacity Development Specialist (2 person-months)

25. **Qualifications.** The capacity development specialist will have an advanced degree in social sciences or related fields. He or she will have experience in preparing capacity development plans for public institutions, including higher education and research institutions in Indonesia. Good verbal and written English skills are required.

26. **Detailed tasks.** The specialist will conduct analysis of the needs of capacity building and certification for staff at the universities and research clusters. The purpose of the assignment is to identify the capacity building needs of staff to promote innovation and research commercialization. The specialist will work with the universities and research clusters to analyze the capacity building needs for relevant functions.

TERMS OF REFERENCE FOR INDONESIA: SUPPORTING ESSENTIAL HEALTH ACTION AND TRANSFORMATION PROJECT

1. **Pool of experts⁴** (international, 8 person-months; national, 6 person-months).

27. The experts will cover universal health coverage, coronavirus disease (COVID-19) vaccine, health technologies, and/or regional health cooperation and will be drawn on as resource persons or short-term consultants to provide technical expertise and capacity building support for the proposed and ongoing projects, as needed. National experts will also be used as facilitators and resource persons for analytical works, seminars, and training.

TERMS OF REFERENCE FOR PHILIPPINES: BUILD UNIVERSAL HEALTH CARE PROJECT and PROGRAM (SUBPROGRAM 2)

1. **Health Economists⁵** (international, 4 person-months)

⁴ May also include due diligence experts with expertise in procurement, economics, financial management, environment and climate change, safeguards and/or gender that will be engaged as individual consultants as may be determined by the project team leader.

⁵ To be part of the due diligence team that will be engaged through a firm.

28. The health economists will take the lead in the preparation of the economic analysis (including demand analysis, internal rate of returns, cost–benefit analysis) and program impact assessment for the proposed program according to the Asian Development Bank (ADB) guidelines. The consultants will contribute to the project design by estimating the macro- and microeconomic impacts and cost of the reform. The consultants will also participate in the consultations with potential provinces and cities to estimate the economic impacts of the program. They will consult with the Department of Health (DOH), ADB and relevant stakeholders.

29. **Qualifications.** The consultants ideally will have postgraduate qualifications in economics, health policy, or public health from an internationally recognized institution with a minimum of 8 years of professional experience in international health financing and financial or economic analyses, policy, and programmatic work on health issues. They should be well-versed in health and economics policies in the Philippines. They must have demonstrated skills in report preparation in English. Previous ADB work experience is preferred.

2. **Data Scientist** (national, 4 person-months)

30. **Qualifications.** The consultant should have an advanced degree in public health, statistics, demography, economics, or epidemiology. He or she should have at least 10 years of relevant experience with a strong research background in health, population, and poverty. He or she should have experience in analyzing data from household surveys, health facility surveys, and administrative health-related data, and measuring quality of health care service, utilization of health care services, client satisfaction, poverty, benefit incidence, national health accounts, and expenditure tracking.

31. **Detailed tasks:**

- (i) undertake analysis to assess the supply side elements of health care and demand side factors behind health care utilization; and
- (ii) assess performance of local governments and hospitals.

3. **Health Infrastructure/Architect Specialists** (international, 2 months; national, 4 months)

32. **Qualifications.** The consultants ideally will have a bachelor's degree in architecture, engineering, or a related field with at least 8 years of experience in infrastructure design, preferably design of health facilities with knowledge of climate-resilient green designs. Knowledge and experience of the Philippines is desirable.

33. **Detailed tasks.** The specialists will assist the Department of Health and project team to develop an infrastructure development plan with the goal of upgrading the health facility capacity and quality for each selected province or city at all three levels of health services. The specialists will take into account climate change impacts in their recommendations for upgrading and construction of new health facilities. The specialists will participate in field visits to assess the current condition of facilities in selected provinces and cities. The consultants will work closely with financial management specialists to work on the costing of the project loan and with economists to calculate the costs and benefits.

4. **Pool of Experts⁶ (national, 3 person months)**

34. International experts in the areas of universal health coverage, coronavirus disease (COVID-19) vaccine, health technologies, and regional health cooperation will be drawn as resource persons or short-term consultants to provide technical expertise and capacity building support for the proposed and ongoing projects, as needed. International experts will also be used as facilitators and resource persons for analytical work, seminars, and training. National experts will provide support to international experts in their local areas of expertise and experience.

TERMS OF REFERENCE FOR CAMBODIA SOCIAL PROTECTION PROJECT: BUILDING RESILIENCE AND PROTECTING LIVELIHOODS PROJECT

1. **Social Protection Specialist/Economist and Team Leader** (international, 5 person-months)

35. **Qualifications.** The specialists should have a postgraduate degree in economics, public policy, development, or a related field. They should have at least 10 years of experience in designing, implementing, and/or evaluating social protection policies and programs.

36. **Detailed tasks:**

- (i) review reports, surveys, and social protection policies and strategies of the government and identify key gaps and areas to strengthen social protection through project outputs;
- (ii) review international development literature on effective ways to strengthen social worker capacity, social protection systems, and develop financially viable social protection schemes;
- (iii) interact, correspond, and coordinate directly with key social protection stakeholders within Cambodia to ensure and guide smooth project design and processing;
- (iv) work with the ADB project team and coordinate the tasks of all consultants to guide overall project design and implementation arrangements;
- (v) prepare technical reports and linked documents, including the project's implementation arrangements and design and monitoring framework (DMF) according to ADB guidelines; and
- (vi) coordinate required due diligence for processing.

2. **Social Worker Training Specialist.** Expert on social worker training and capacity development (national, 4 person-months)

37. **Qualifications.** The specialist should have a postgraduate degree in social work, education, development, or a related field and at least 7 years of experience in social protection and social workforce education and training.

38. **Detailed tasks:**

- (i) review Cambodia's existing supply and demand configuration of social workers delivering social protection programs in support of output 1;

⁶ May also include due diligence experts with expertise in procurement, economics, financial management, environment and climate change, safeguards and/or gender that will be engaged as individual consultants as may be determined by the project team leader.

- (ii) identify training needs and capacity development requirements of social workers, including improving core competency standards, specialized knowledge for enhancing social protection impacts on health, nutrition, gender, and education, and delivering graduation approach and/or economic inclusion interventions;
 - (iii) meet and coordinate directly with Ministry of Social Affairs, Veteran and Youth Rehabilitation, the National Institute of Social Affairs and other stakeholders involved in the education, training, and certification of social workers; and
 - (iv) support the team leader and work with the ADB team to prepare and contribute to technical reports, linked documents, DMF, and project implementation arrangements.
3. **IDPoor Technical Specialist.** Expert on the IDPoor system and social protection delivery systems (national, 4 person-months)

39. **Qualifications.** The specialist should have a postgraduate degree in statistics, economics, development, or related field. He or she should have at least 8 years of experience in monitoring, evaluating, and analyzing socioeconomic data, socioeconomic registries, poverty targeting, and social protection delivery systems.

40. **Detailed tasks:**

- (i) review and analyze data, reports, surveys, evaluations, and technical assessments of the IDPoor system, including IDPoor on Demand, to identify key gaps and challenges of the system and poverty targeting mechanisms (output 2);
- (ii) identify inclusion and exclusion errors and work with the team leader and other project consultants to determine ways in which IDPoor can adequately capture deprivation across different groups of the population and within families, paying close attention to the unique vulnerabilities of children, the elderly, people living with disabilities, and those working in the informal sector;
- (iii) coordinate closely with the Ministry of Social Affairs, Veteran and Youth Rehabilitation, the National Social Protection Council, and other relevant stakeholders to integrate lessons from evaluations of IDPoor into project design and development;
- (iv) prepare sound technical recommendations and targets for improving the efficiency and effectiveness of social protection delivery systems, particularly IDPoor, as well as integration of IDPoor across programs; and
- (v) support the team leader and work with the ADB team to prepare and contribute to technical reports, linked documents, DMF, and project implementation arrangements.

4. **Digital and Information Technology Specialist**—expert on identifying digital technology solutions for social protection (international, 3 person-months)

41. **Qualifications.** The specialist will have a postgraduate degree in information technology, computer sciences, digital technologies, data science, or related field. He or she should have at least 8 years of experience identifying and integrating digital technology solutions to improve public service delivery in the region.

42. **Detailed tasks:**

- (i) review the existing information and technology (IT) system arrangements for social protection delivery systems, including registration, beneficiary management, monitoring, and evaluation (output 2);

- (ii) identify gaps and inefficiencies in social protection systems that can be addressed by incorporating or strengthening digital technology and IT solutions; and
- (iii) support the team leader and work with the ID-Poor Technical Specialist to prepare and contribute to technical reports, linked documents, DMF, and project implementation arrangements.

TERMS OF REFERENCE FOR LAO PDR: SKILLS DEVELOPMENT FOR INCLUSIVE AND SUSTAINABLE GROWTH PROJECT (SISG)

43. The Asian Development Bank (ADB) will support preparation of the skills development for inclusive and sustainable growth. The transaction technical assistance (TA) project will support ADB and the government in the detailed formulation and preparation of a project suitable for ADB financing. It will support the technical, financial, economic, institutional, sector policy, safeguard dimensions, and preparation of gender and socioeconomic analysis, ensuring the project is aligned with the ADB country partnership strategy. The TA will build on lessons learned from Second Strengthening Technical Vocational Education and Training Project and the Second Strengthening Higher Education Project and other countries' experiences with skills development. It will provide capacity development and other support to ensure smooth project start-up.

1. Labor Market Economist/Team Leader (international, 6 person-months)

44. **Qualifications.** The expert should have relevant educational credentials (preferably at least a master's degree) and shall have expertise and demonstrated capacity in projects or projects that directly support skills development in relevant country contexts, including extensive experience in supporting TVET reforms. This should include a track record of reform-related analysis, policy development and implementation, and system and institutional strengthening at various levels to support reforms. He or she should also have significant experience as team leader for project preparation of similar education sector interventions supported by ADB and/or other development partners and should have an in-depth understanding of ADB project preparation requirements. Finally, he or she should also have extensive experience in capacity development of national counterparts in project design and/or implementation.

45. **Detailed tasks.** The expert will act as team leader for the consultants and will work closely with the ADB processing team and government counterparts. In his or her role as consultant team leader, the expert will lead the team in supporting skills development for inclusive and sustainable growth project formulation, due diligence, and preparations for implementation. This will include overall planning and oversight of the consultants' delivery of various aspects of the project, various due diligence responsibilities, and the capacity development identified above to support the project approval and preparations for implementation. Specific tasks will include the following and any others as may reasonably be requested by ADB to deliver the TA outputs:

- (i) ensure the executing agency of the project to have an updated understanding of ADB processing requirements, including specific requirements for agreed project modality and ADB policies and requirements related to due diligence, ranging from safeguards to governance, procurement, and financial management;
- (ii) proactively support strong dialogue and coordination across ADB, the government, and consultants;
- (iii) at the start of the assignment, in dialogue with the ADB counterparts, prepare and propose to ADB a detailed work plan for the team; ensure periodic updating as needed, coordinate and oversee the inputs of the consultants based on the agreed work plan;

- (iv) lead the team in coordination and dialogue with relevant government and non-government stakeholders, development partners, and ADB;
- (v) take overall responsibility for the quality and timeliness of collective work of the consultant team in formulating the project, including the preparation and timely submission of related documents (including the design and monitoring framework, the project administration manual, due diligence- and safeguard-related documents, and other annexes), as well as underlying analysis and input reports, collect data and information, arrange stakeholder consultations and workshops;
- (vi) work with the technical and vocational education and training (TVET) expert, the industry development expert, and other consultants, conduct an updated assessment of the status and key gaps and constraints related to skills development and the industry transformation maps prepared for priority sectors, including identifying priorities for the project support, including sectoral and industry targeting of project investments, in view of the investments' potential impact and overall viability given resource constraints;
- (vii) coordinate inputs from the other consultants and assess the institutional capacities of relevant government departments and agencies, including (but extending beyond) evaluating executing and implementing agencies' financial management and governance capacities and risks, in particular whether the executing or implementing agency has adequate capacity or needs capacity development to manage statement of expenditure procedures with and/or without ceilings, develop related remedial measures, including risk management plans based on country and sector level governance risk assessments (covering public financial management, procurement, and corruption issues), in accordance with the revised Staff Guidance for Implementing the Second Governance and Anti-Corruption Action Plan;
- (viii) take the overall lead in assessing the broader technical and institutional capacities of relevant ministries, other key agencies, and cross-agency coordination mechanisms relevant to the reforms to be supported under the project components and identify priority gaps and interventions for addressing these;
- (ix) assess previous and existing efforts to strengthen business associations, capacity, and instructional leadership of TVET colleges and universities under the Ministry of Education and Sport (MOES) and identify priority gaps and options for support under the project; and
- (x) provide technical support to the MOES during implementation including (a) advice and guidance in the start-up activities; (b) preparation of the project's work and financial plan, refinement of terms of reference of key consultants to ensure alignment with the project's design and monitoring framework and agreed implementation arrangements; and (c) advisory support before and during the project's inception mission, as may be requested by MOES and ADB.

2. TVET Project Procurement Expert (international, 4 person-months)

46. **Qualifications.** The expert should be an experienced procurement specialist, with at least 5 years of experience and a relevant degree. The expert should be familiar with both ADB and Lao PDR government procurement systems, regulations, and procedures.

47. **Detailed tasks.** The expert will work closely with and oversee inputs from the national expert on procurement to support aspects of project design and due diligence related to procurement (defined here as including procurement of goods, works, and consultants and other services), including conducting market assessment, capacity and risk assessments, supporting

development of procurement planning, providing capacity development to government counterparts, and preparing bidding documents and other procurement-related support to ensure a rapid start-up of implementation following the project approval. Specific tasks will include the following and any others as may reasonably be requested by ADB to deliver the TA outputs:

- (i) ensure updated familiarity with (a) relevant ADB policies and requirements for project processing and procurement, including ADB's ADB Procurement Policy (2017, as amended from time to time); (b) procurement practices and risks in Lao PDR; and (c) relevant taxes and other factors that may affect project costing;
- (ii) assess existing procurement-related analysis supported by ADB and other agencies relevant to the education sector in Lao PDR and conduct due diligence on procurement dimensions, including an evaluation of the procurement capacity of the executing and implementing agencies as well as preparation of a project procurement risk assessment and management plan in accordance with ADB requirements.
- (iii) as guided by the team leader, develop lists of civil works, goods, and services to be procured under the project, along with estimated unit costs, based on the agreed procurement lists, prepare a draft procurement plan for the project (for discussion and finalization during the fact-finding mission), including proposed procurement packages and the most suitable methods of procurement;
- (iv) in coordination with the team leader and ADB project officer, prepare detailed and disaggregated cost estimates for all elements of the project, including procurement but also other elements (e.g., capacity building) that will not involve formal contracts and ensure regular updating of the costing as the project design evolves;
- (v) in addition to preparing cost tables (in COSTAB or in self-contained Excel worksheets with cells appropriately linked to facilitate any later revisions), provide a detailed reference note listing assumptions that will serve as a guide to support the use and potential revisions or updating of the project costs;
- (vi) provide other related inputs as to the project design and preparation of the project administration manual as needed; and
- (vii) prepare draft master bidding documents for each type of contract expected to be used under the project, directly support the executing and implementing agencies in preparing draft bidding documents for tendering of the project implementation consultants and other specific packages required to be bid prior to the fielding of the project implementation consultants and revise the drafts based on ADB comments.

1. Technical and Vocational Education and Training Expert/deputy team leader (national, 6 person-months)

48. **Qualifications.** The expert should have a master's degree and substantial experience in internationally supported projects or projects related to TVET, including experience as a deputy team leader or similar role in managing project design management aspects, preferably in projects supported by ADB and/or similar international organizations. He or she should have strong written and spoken English capacity. A specific background in school-to-work transitions and demonstrated knowledge of the Lao PDR labor market is also preferred.

49. **Detailed tasks.** The expert will work closely with the team leader in coordinating inputs by the consultant team and providing technical inputs. He or she will support completion of the tasks noted in the team leader's terms of reference and will provide other inputs to support development of a sound design for the proposed project that aligns with the context, capacities,

and needs in Lao PDR and target industries and institutions. He or she will generally support the team leader in project design dialogue, as well as in coordinating inputs from the other national consultants and ensuring the quality of social analyses and safeguards. The specific division of labor (in terms of both team management and technical inputs) between the team leader and specialist/deputy team leader will be detailed in the proposed work plan to be proposed and agreed at the start of the assignment.

2. Civil Works Expert (national, 3 person-months)

50. **Qualifications.** The expert should have a tertiary level civil engineering qualification and at least 10 years' experience in civil engineering projects.

51. **Detailed tasks.** The expert will work closely with and be guided by the team leader and deputy team leader as well as by the ADB project officer to assess civil work plan for the project and conduct required due diligence on the ADB environment safeguards. Specific tasks will include the following and any others as may reasonably be requested by ADB to deliver the TA outputs:

- (i) assess any civil work needs at training institutes for upgrading the existing building to offer skills trainings; and
- (ii) prepare a civil work plan by conducting the proposed site investigation and discussing preliminary civil works designs with the executing agencies.

TERMS OF REFERENCE FOR INDONESIA ADVANCING SOCIAL PROTECTION FOR POVERTY AND INEQUALITY REDUCTION (ASPIRE)

A. International Consultant

1. Social Assistance / Social Protection (2 person-months)

52. **Qualifications.** The consultant should have a degree in economics, public policy or social sciences, and or a related field with at least 15 years of work experience in designing and implementing social protection and social assistance programs, preferably with ADB and World Bank. Familiarity with cash and non-cash transfer approaches is preferred.

53. **Detailed tasks:**

- (i) monitor the overall implementation of ASPIRE and help the staff of the Ministry of Social Affairs (MoSA) to strengthen the operational guidelines and relevant policies and procedures of the Sembako food assistance;
- (ii) guide how MoSA's M&E systems can be used to track the disbursement-linked indicators and results indicators of ASPIRE;
- (iii) based on an analysis of Sembako data (including how the beneficiaries are using their food assistance, what average prices they are paying, and how good their access is), recommend ways in which MoSA can improve project implementation;
- (iv) train MoSA staff in how to use data analysis and evidence to improve the design and delivery of Sembako;
- (v) help to prepare detailed work plans and deliverables for the national consultants; and
- (vi) participate in review missions and support the ADB team leader in monitoring program progress.

B. National Consultants

2. Social Work Specialist (3 person-months)

54. **Qualifications.** The specialist should have a masters' degree in social work from a reputed university, with more than 10 years' relevant work experience working on Indonesia's social protection programs

55. Detailed tasks:

- (i) support the implementation of the social work certification requirements of the executing or implementing agency;
- (ii) review the competency requirements of social workers in MoSA and local social welfare offices;
- (iii) develop a curriculum, in coordination with universities, social workers' associations and certification agencies, to improve the capacity of social workers and their continuing education requirements; and
- (iv) identify the competencies or expertise required by social assistance and institution-based programs of MOSA and develop learning and training plans to support gaps.

3. Capacity Building Specialist (4 person-months)

56. **Qualifications.** The specialist should have a degree in public administration, management, social sciences, economics, or a related field; at least 10 years of experience in design, delivery, management, and monitoring of training programs in various contexts; and a good knowledge and understanding of local culture and institutional or organizational systems.

57. Detailed tasks:

- (i) develop training curricula for Sembako facilitators (for communication and redressing grievances) based on the results of needs analysis and in consultation with MoSA;
- (ii) establish curriculum and training standards;
- (iii) consolidate and review the training modules in coordination with other TA consultants;
- (iv) develop a training plan in consultation with MOSA, and coordinate and monitor all training activities;
- (v) conduct and administer training, seminars, and conferences;
- (vi) coordinate the procurement of resource persons and logistical requirements of trainings; and
- (vii) document lessons and good practices in training delivery to enhance the design of modules and conduct of training.

4. Project/TA Coordinator (12 person-months)

58. **Qualifications.** The consultant should have a degree in social science, economics, public administration, management, or a related discipline, with at least 10 years of experience in project management, particularly some years in social development programs.

59. Detailed tasks:

- (i) serve as the ADB focal person for the TA;

- (ii) support MoSA staff in loan implementation and preparation of results-based lending monitoring reports;
- (iii) provide technical support in the planning, execution, and assessment of activities;
- (iv) manage and maintain TA records; and
- (v) liaise with MoSA and program stakeholders in securing appropriate decisions or actions on time to support the effective implementation of ASPIRE.

TERMS OF REFERENCE FOR INDONESIA HIGHER EDUCATION FOR TECHNOLOGY AND INNOVATION PROJECT (HETI)

A. Introduction

60. The Asian Development Bank (ADB) is providing technical assistance (TA) grant funds to mobilize a team of individual consultants to provide technical support in the implementation of the proposed Higher Education for Technology and Innovation Project. The Ministry of Education, Culture, Research and Technology (MOECRT) will be the executing agency, while the University of Lampung (UNILA) and the Sepuluh Nopember Institute of Technology (ITS) will be the implementing agencies. The project will be aligned with key strategies and priorities defined in Indonesia's National Medium-Term Development Plan, 2020–2024 which emphasizes strengthening higher education to support technological change, innovation, and entrepreneurship for human capital development. The project is strategically aligned with the government priorities of improving access to quality higher education in science, engineering, and health; establishing stronger collaborations with industry to increase the relevance of education and research; increasing the commercialization of research; and strengthening teacher quality.

B. International Consultant

1. Education Specialist (6 person-months)

61. **Qualifications.** The expert should have at least 10 years' professional experience in higher education, developing strategies and plans for the government, and managing complex higher education projects, preferably in both emerging and developed economies. In particular, he or she should have a background in higher education and its evolution, including the use of technology. He or she should have an advanced degree in education, or a comparable qualification. An understanding of government processes, and the social and cultural environment in Indonesia would be an advantage. Knowledge of ADB and/or official development assistance TA administration procedures and experience implementing TA would be an advantage.

62. **Detailed tasks.** These include the following:

- (i) support the MOECRT project management unit (PMU) and the UNILA and ITS project implementation units (PIUs) in identifying key stakeholders, critical steps, and activities to develop a detailed workplan for strengthening higher education, including active learning and experiential and work-integrated learning; strengthening research, innovation, and entrepreneurship capacity; building knowledge partnerships; and knowledge management;
- (ii) identify interventions, including policy change and relevant training, required to modernize higher education, including the adoption of active learning as well as hybrid and blended learning using technology appropriate for the target disciplines, existing academic staff, and a broad range of students, and help the executing and implementing agencies to develop unique strategies and policies to help bridge the digital divide, which the agencies will eventually test on a pilot basis; and

- (iii) provide technical support and advice to the executing and implementing agencies on the project's capacity development component, research strengthening, and partnerships engagement, as maybe required.

C. National Consultant

1. University Research and Development Specialist (6 person-months)

63. **Qualifications.** The specialist will preferably have a master's degree or PhD from an accredited institution of higher education. English language capacity is essential. At least 10 years of relevant experience, or the equivalent, is necessary, including expertise in research or research administration at a top research university. Prior successful experience with national, industry, and foundation funding proposal writing is preferred, including experience in Southeast Asia. Prior experience in developing proposals for national and international agencies or foundations and in working with large cross-disciplinary faculty groups is preferred. Working knowledge of the principles and current trends in national, international and/or foundation funding is preferred. Strong analytical, technical writing, and communications skills are essential. Demonstrated competence in interdisciplinary environments, communications, or research administration and familiarity with inter-university and inter-institutional collaborations is preferred. Experience working with private and/or public sector executives and high-level academic officials is preferred.

64. **Detailed tasks.** The specialist will provide research development guidance and support to UNILA and ITS, with a view to strengthening their distinctive research cultures. The specialist will help develop strategies and "how to" guidance regarding the provision of services to enhance institutional support for research, create and advance a cohesive and vibrant trans-institutional research agenda, and build strategic partnerships on and off campus around shared priorities in research. Detailed tasks include:

- (i) assess, at each institution, a faculty or center of excellence and research capacity;
- (ii) provide training on the research process:
 - identify research topics of local, regional, national, international interest or need and research trends in particular topic areas,
 - assess what has already been done in the topic area and who are potential collaborators,
 - identify appropriate sources that can form the basis for the planned publications,
 - identify the pre-publication tasks and train staff in how to write for successful publication,
 - train staff in how to find the right journal and in publishing ethics,
 - explain how to increase research visibility and research profile nationally and internationally,
 - train staff in self-evaluation and the communication of performance to stakeholders, and
 - create awareness of relevant external funding opportunities and advise on strategies to create connections between each institution's strengths and sponsor priorities;
- (iii) advise on the development and provision of services, effective team organization, and credible administrative, management, education and outreach, and/or data sharing plans to assist faculty and technical staff in the complex process of developing competitive proposals for funding opportunities;

- (iv) advise on how to bring together strategic teams of faculty and academic leadership that cross departmental and disciplinary lines to create and pursue opportunities where trans-institutional support is available; and
- (v) advise on how to work effectively and collaboratively with diverse stakeholders.

2. **Civil Engineering Consultant** (6 person-months)

65. **Qualifications.** The engineering consultant should have an advanced degree in civil engineering or comparable qualifications. The expert should have experience in advising and reviewing complex engineering projects, including at least 5 years' experience in infrastructure development projects for universities in Indonesia, or for comparable projects. This includes involvement in the design, procurement, management, and implementation of infrastructure projects, preferably supported by international development agencies. The consultant should have a thorough knowledge of the construction sector in Indonesia. He or she will ensure that the specifications for infrastructure and equipment support the objectives of the project. The consultant needs to be able to report in English.

66. **Detailed tasks.** Key tasks include the following:

- (i) support the executing and implementing agencies in developing the draft bidding documents as compared to the design principles that were agreed during the design of the HETI project;
- (ii) provide training or any other capacity development activities for relevant project staff and consultants on how to apply the design principles;
- (iii) support the project management consultants in the project management unit, and the project implementation consultants in the project implementing unit.
- (iv) provide additional independent quality assurance to ensure that the driving principles are applied, especially during the start-up phase of the project, to instill a culture of quality, keep abreast of new best practices and other relevant developments in the design and construction of university buildings, and apply the latest best practices in the design approach.

TERMS OF REFERENCE FOR PHILIPPINES: HEALTH SYSTEM ENHANCEMENT TO ADDRESS AND LIMIT COVID-19

A. National Consultants

1. Data Scientists and Analysts (4 positions, 6 person-months for each position)

67. **Qualifications.** The consultants will have at least a bachelor's degree in natural science, computer science, or related fields and a master's degree or graduate studies in data science or related fields. They will have a minimum of 2 years' work experience in data science or related fields. They will have experience in (i) handling large-scale computation tasks, preferably in a cloud-based system, (ii) operationalizing scalable computing methods, and (iii) engaging industrial applications of data science projects. Fluency in oral and written English and Filipino with excellent organizational, interpersonal, and time management skills are required.

68. **Detailed tasks:**

- (i) design an algorithm to prioritize the people to be covered by contact tracing;
- (ii) identify factors that would affect the probability of a person getting infected by the coronavirus disease (COVID-19);
- (iii) identify factors affecting the fatality of COVID-19 infection on a person;

- (iv) design a scoring system that would identify potential super spreaders and inform the vulnerable close contacts
- (v) execute the algorithm to catch potential super-spreaders and alert and priorities people at greatest risk to contact;
- (vi) conduct research into human mobility during quarantine periods;
- (vii) generate probability scores for each individual who came into contact with COVID-19 positive patients;
- (viii) generate the number of connections each exposed individual has to calculate degree;
- (ix) produce data frames of individuals that are (a) likely to be infected and are possible super spreaders, and (b) are likely to be infected and are vulnerable;
- (x) produce research to understand the underlying mechanisms behind mobility and the spread of COVID-19;
- (xi) identify “hot spots” for likely COVID-19 transmission; and
- (xii) present analysis to technical working groups and participate in relevant meetings.

2. **Pool of experts**⁷ (12 person-months)

69. The pool of experts will be made up of national experts in the areas of universal health coverage, COVID-19 vaccine, health technologies, and/or regional health cooperation. They will be drawn on either as resource persons or as short-term consultants to provide technical expertise and capacity building support for the project, as needed. They may also be used as facilitators and resource persons for analytical work, seminars, and training, as the need arises.

TERMS OF REFERENCE FOR VIET NAM: GREATER MEKONG SUBREGION HEALTH SECURITY PROJECT

A. Health Equipment Assessment/Procurement Specialist (national, 6 person-months)

70. **Objective and purpose of the assignment.** The coronavirus disease (COVID-19) pandemic has created an unprecedented global health crisis. Despite Viet Nam’s remarkable success in containing the spread of COVID-19 throughout 2020, the country saw a rapid increase in case numbers in the first half of 2021. The General Department of Preventive Medicine (GDPM) is charged with overseeing the preventive medicine sector’s response to COVID-19. GDPM is also the executing agency for the ADB-financed GMS Health Security Project in Viet Nam. GDPM is currently undertaking a rapid assessment with the provincial communicable disease control centers to ascertain the equipment needs for responding to COVID-19.

71. **Scope of work.** The procurement specialist will support GDPM and the project management unit (PMU) of the GMS Health Security Project to (i) complete an assessment of equipment needs for COVID-19 response at provincial communicable disease control centers, district health centers and international borders, and (ii) prepare procurement documentation as required by GDPM and the PMU in-line with government regulations.

72. **Qualifications.** The consultant will have a bachelor's degree in a relevant field and certificate of procurement training, bidding practice. He or she will have up-to-date knowledge of the procurement regulations of the government of Viet Nam and ADB. The consultant will have a

⁷ May also include due diligence experts with expertise in procurement, economics, financial management, environment/climate change, safeguards and/or gender that will be engaged as individual consultants as may be determined by the project team leader.

minimum of 5 years' experience in procurement of goods and services for official development assistance financed projects of ADB or the World Bank. The consultant will be fluent in written and spoken English.

73. **Detailed tasks.** Under the direction of the GDPM deputy director general (planning and finance), the consultant will carry out the following tasks:

- (i) collaborate with technical specialists within GDPM and the PMU to prepare assessment documents and tools with reference to current government guidelines;
- (ii) support assessments with target provinces to determine equipment requirements;
- (iii) support the preparation of technical specifications, draft bidding documents and other procurement related documents; and
- (iv) support the GDPM and PMU on other COVID-19 related procurement as required.

74. **Deliverables:**

- (i) assessment report on COVID-19-related equipment and works for target provinces, and
- (ii) technical procurement documents as required by GDPM.

TERMS OF REFERENCE FOR CAMBODIA SCIENCE AND TECHNOLOGY PROJECT IN UPPER SECONDARY EDUCATION (STEP UP)

A. Introduction

75. The Asian Development Bank (ADB) is providing technical assistance (TA) grant funds to mobilize a team of individual consultants to design the proposed Science and Technology Project (Upper Secondary Education). The Ministry of Education, Youth and Sport (MoEYS) will be the executing agency. The project will be aligned with key strategies and priorities defined in Cambodia's long-term blueprint for secondary education, 2020-2030, currently being prepared with MoEYS with ADB TA support. It will strengthen and expand science, technology, engineering, and mathematics education (STEM) at the upper secondary level through the provision of technology-supported, high-quality teaching-learning environments. The project will support high-quality upper secondary schools to adopt and integrate the latest technologies in the teaching, learning, and assessment process, with specialized STEM teachers. Partnerships with higher education institutions, the private sector, industry, business and the labor market on standards development, curriculum development, and teacher qualifications upgrading will be developed and expanded. Reforms to enhance adaptation to 21st century skills, knowledge, and values through innovations and enhanced links with higher education and technical and vocational education and training on STEM education will also be an integral component of the project.

76. The TA consultants will (i) identify the scope and coverage of a proposed project suitable for ADB financing, (ii) complete due diligence requirements, and (iii) prepare implementation arrangements. This will involve undertaking analytical work; preparing technical, financial, economic, institutional, safeguard, gender, and socioeconomic due diligence; developing government capacity; and supporting implementation once the project becomes effective. With reference to the coronavirus disease (COVID-19) pandemic, any need for international and/or national travel will be assessed by ADB and the consultant using ADB's advice at the time of travel. Subject to ADB's approval, the consultant may use remote video technology meetings to replace face-to-face meetings as considered necessary.

1. **Education Specialist** (international, 3 person-months)

77. **Qualifications.** The specialist will preferably have experience in the secondary education subsector, including on secondary education policy and program reform and implementation, subsector management, and institutional aspects. The consultant should have considerable international experience, preferably in Southeast Asia. Experience working in Cambodia education sector will be an advantage. He or she should hold an advanced degree in education, economics or other related discipline from an internationally recognized university and have at least 15 years of experience in leading the preparation and implementation of education sector programs and projects. He or she should preferably have considerable awareness of ADB project preparation requirements. The consultant should have good knowledge of projects supported by development partners and strong interpersonal skills that will allow the development and maintenance of effective relations with government counterpart staff. The consultant will work closely with officials from the MoEYS and other relevant agencies to provide strategic advice and assistance.

78. **Detailed tasks.** The specialist will provide overall support in the implementation of the project, in collaboration with the ADB team, MoEYS, and other key stakeholders and partners. The detailed tasks will include:

- (i) support the development and refinement of the minimum service standards for inputs and outputs in secondary education, which will inform budget planning, and policy formulation and quality assurance measures across secondary education schools;
- (ii) provide technical inputs in the preparation of terms of reference for the technical specialists to be engaged under the project to facilitate procurement and subsequent mobilization of required expertise;
- (iii) provide technical inputs and advice on relevant soft components of the STEP UP project, including on assessment, education, continuous professional development of teachers and directors; and
- (iv) support dialogue with nongovernment stakeholders, including industry, the private sector and business, as well as with development partners, to facilitate project implementation.

2. **Senior Education Economist** (international, 3 person-months)

79. **Qualifications.** The specialist will preferably have at least 15 years of experience in public finance and/or policy development, and at least 10 years of relevant experience working in secondary education. The specialist will preferably have experience in the secondary education subsector, including on secondary education policy and program reform and implementation, and/or financing. He or she should hold an advanced degree in education, economics or another related discipline from an internationally recognized university and have at least experience in preparing expenditure frameworks, and/or estimating resource requirements to implement education sector plans and priorities. Knowledge of the Cambodia secondary education priorities, plans, directions, strategies will be an advantage.

80. **Detailed tasks.** The specialist will:

- (i) Provide overall technical support to the MoEYS in carrying out necessary activities to prepare the medium-term expenditure framework for secondary education, 2024–2030, including:

- conducting consultations with key MoEYS officials and staff to confirm and verify the key strategic directions and major initiatives in the medium term, in line with the Cambodia Secondary Education Blueprint 2030;
 - assess the budget implications of the proposed new planning parameters (i.e., minimum service standards for critical inputs) not only in terms of their medium-term budget implications but also in terms of a realistic phasing of these new parameters;
 - identify the resource requirements for 2024–2030 against available resources, and determining the funding gaps;
 - create projection models for the growth of secondary education enrolments, taking into account the targets and priorities as set out in the Cambodia Secondary Education Blueprint; and
 - conduct consultations and focused group discussions with the Ministry of Economy and Finance.
- (ii) Conduct training of MoEYS staff on the tools used in preparing the multi-year estimates through formal workshops and training and on-the-job application of methodology and techniques.