



INCREASED OFFER AND DIVERSIFICATION OF ACCREDITED NON-FORMAL TRAINING COURSES AND ADULT TRAINING PROVIDERS

Terms of Reference

Senior Non-Key Expert – Qualifications Framework Expert

Project Overall Objective

The overall objective of the project is to support the ongoing educational reform in bringing about the broad, long-term change in the political, social, economic and environmental global context which will stem from interventions as a response to the mismatch of labour supply and labour market needs.

The purpose of the project is:

- To improve the quality, relevance and accessibility of non-formal adult education in Serbia.

Scope of Work and Outputs Requested

Area of Expertise – The Qualifications Framework Expert will support the EU funded project “Increased offer and diversification of accredited non-formal training courses and adult training providers” to effectively operate its core functions in the course of project implementation. The Expert will have hands-on experience in:

- development of qualification standards.

Areas of Responsibility - The expert will work closely with Team Leader and Key Expert 2 and Key expert 3, other experts, Project staff and other project stakeholders to enable necessary upgrades of the NQFS system.

The expert will work on improvement of the permeability system in the NQFS and the harmonization of NQFS with European policies and instruments.

The project activities the expert will contribute:

1.2 Improved permeability system in the NQFS and the harmonization of NQFS with European policies and instruments (ISCED, ESCO, ISCO, etc.):

1.2.4 Preparation of an analysis of the existing qualifications standards on all levels in at least two sectors with a view to improve learning outcomes descriptions in line with European methodologies (ESCO, etc.).

1.2.6 Preparation of a study on preconditions, obstacles and effects of full implementation of CLASSNQFS (National Qualifications Classification System) in the whole education and training system.

1.2.7 Support in preparing proposals for amendments of at least 3 regulations in pre-university and tertiary education (especially in relation to the existing programme and documents classifications) and preparing an action plan for full implementation of CLASSNQFS in the whole education and training system.

1.2.8 Preparation of guidelines for full application of international instruments and classifications ESCO, ISCO, ISCED, EUROPASS etc. and provide 2 trainings: one for responsible institutions and bodies in education and one for social partners.



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2.3 Improved possibilities for RPL implementation at the system level and the level of organisers of adult education activities

2.3.6. Prepare a study on the possibilities of implementing the RPL process in tertiary education and implement preparatory activities for piloting the RPL in tertiary education (e.g. needs for such RPL, capacities of tertiary institutions, legal preconditions etc.)

3.1 Capacities of the Qualifications Agency and the experts for the implementation of adult education activities (members of expert commissions) strengthened for the assessment and monitoring of the quality of NFE and the development of qualifications that can be acquired through non-formal education and informal learning

3.1.10. Supporting and mentoring Qualifications Agency's staff in the preparation of a proposal for a qualification standard, in accordance with the findings of the Study from the activity 2.1.1

3.2. Strengthening the capacities of other key actors (MoESTD, PS APV, IIE, NES, HEIs, etc.) for the implementation of adult education activities and submitting initiatives for the development and modernisation of the qualifications relevant for the adult education sub-system;

3.2.6 Training and mentoring 20 representatives of MoESTD, PS APV, QA, IIE, NEAQA, HEIs, CONUS, CAAS, etc. for the full application of international instruments and classifications ESCO, ISCO, ISCED, EUROPASS in accordance with the prepared guidelines in 1.2.8.

Expected results/deliverables:

- 1 Analysis of the existing qualifications standards on all levels in at least two sectors prepared;
- 1 Study on preconditions, obstacles and effects of full implementation of CLASSNQFS prepared;
- 1 Report on support provided to responsible institutions and bodies in education in preparing proposals for amendments of at least 3 regulations in pre-university and tertiary education provided;
- 1 Action Plan for the full implementation of CLASSNQFS provided;
- 1 Guidelines for full application of international instruments and classifications prepared;
- 1 Study on the possibilities of implementing the RPL process in tertiary education prepared;
- 1 Set of preparatory activities for piloting the RPL in tertiary education prepared;
- Qualifications Agency's staff supported and mentored in the preparation of a proposal for a qualification standard (at least 20 QA's staff supported and mentored) and 1 Report on the provided support prepared;
- 2 Trainings for responsible institutions and bodies in education as well as for social partners organized and provided (1 for responsible institutions and bodies in education and 1 for social partners).



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Position Requirements

Qualification & Skills

- University degree with minimum 4 years of studies (i.e. Bachelor's degree) in relevant field – social sciences, political sciences, economics, management, natural sciences, etc.;
- Master degree will be considered as an advantage;
- Excellent communication and reporting skills;
- Fluency in written and spoken English and Serbian;
- Adequate computer literacy.

General Professional Experience

- Minimum 10 years of general professional experience.

Specific Professional Experiences

- Minimum 5 years of specific experience in analysing and developing qualifications standards;
- Practical experience in implementation of EQF and NQF;
- Experience in development of qualification standards in higher education;
- Experience in development and conducting of training programmes;
- Experience in working on EU and/or other donor funded projects will be considered as an advantage.

General information

Civil servants and other staff currently employed by public administrations of the beneficiary country are not eligible to apply as experts. Experts must be independent and free from conflicts of interest regarding the responsibilities defined by the Terms of Reference.

Indicative Time of Engagement: September 2024 – May 2026

Place of performance: Belgrade, Republic of Serbia

Type of engagement: Short-term position

Cover letter and CV in the attached EU format only (available on the following link <https://prosveta.gov.rs/wp-content/uploads/2024/08/CV-template.docx>), both in English, must be submitted by e-mail to projects@kpmg.rs no later than 30.08.2024, titled: "Application for the position – SNKE Qualifications Framework Expert". Please note that only CVs provided in this form will be considered.

References must be available on request.

Only short-listed candidates will be contacted.