



European Union High Level Policy Advice Mission to the Republic of Moldova

Terms of Reference

Local Expert on the Psychological Dimension of Teachers' Profession

Background

The EU High Level Policy Advisory Mission (EU HLPAM) is a project financed by the European Union and implemented by the UNDP. The objective of the project is to support the Government to implement its EU-integration related reform Agenda and, in particular, to assist the government in developing the capacities required for the implementation of the Association Agreement, including the Deep and Comprehensive Free Trade Area, as well as the Visa Liberalisation Action Plan. Specifically, the project aims at strengthening the policy-making, strategic planning and policy management capacities of selected line Ministries and State Agencies involved in the implementation of the Association Agreement and Visa Liberalization and at enhancing stakeholders' knowledge and awareness of EU policies, legislation and regulations in sectors strategic to the implementation of the Association Agreement including the Deep and Comprehensive Free Trade Area, and to the implementation of visa liberalization.

The project is seeking to engage the services of a short term local expert on the Psychological dimension of Teachers' Profession.

Position Title: Local Expert on the Psychological Dimension of Teachers' Profession

Duty Station: Chisinau, Republic of Moldova

Type of Contract: Individual Contract

Duration of the Contract: 20 July - 10 December 2015 (up to 30 workdays)

Reporting to: Alexandru Stratulat, EUHPAM Project Manager

Description of Responsibilities:

In order to strengthen the policy-making, and strategic planning of the Ministry of Education with respect to the human resources for the educational system the local expert in Psychology will deliver a policy document and methodology for testing the psychological abilities of candidates for school teachers and managers. In addition, the expert will perform an assessment of the structure and content of the curriculum of current higher education initial training programs at bachelor and master levels for teachers, and propose restructuring of the psychology component of these programs, also drafting amendments of the contents of teachers' continuing professional development programs, in accordance with EU and international best practices.

The local expert will report primarily to the High Level Adviser to the Ministry of Education and the EUHPAM project manager.



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Key Responsibilities:

- Develop a policy paper and a mechanism for selection of potential candidates for teachers and school managers in the general education system;
- Develop a policy paper with proposed amendments for the restructuring of the psychology component of teachers' initial training and continuing professional development programs in order to comply with the current needs of the professional currently working in the general education system.

The above responsibilities will be carried out through, but not limited to: elaboration of methodology and instruments for the selection of candidates for teachers and school managers, elaboration of curricula structure analysis documents, development of policy papers, action plans, notes, methodologies, and other relevant documentation, as well as provision of technical on-the-job advice and support.

Deliverables, activities, and milestones shall follow this tentative schedule:

Deliverable/milestone	Indicative timeframe
1. Concept of psychological assessment to be used in selection of school teachers and managers	7 working days
2. Assessment tools and presentation of the tests package	10 working days
3. Report on pilot study performed in order to determine the optimum passing score and item suitability	6 working days
4. Final report	7 working days

The local expert is required to operate according to the Mission's Code of Conduct, which constitutes an integral part of the contract, and a prioritised work plan agreed with the adviser to the Ministry of Education and the project manager.

Qualifications and skills:

I. Academic Qualifications:

- A Masters' Degree in Psychology. A Bachelor's Degree in the same areas combined with minimum 5 years of experience in addition to the minimum general professional experience (7 years) mentioned below will serve in lieu of a Master's Degree.



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II. Years of experience:

- At least 7 years of proven general professional experience in the field of psychology as practitioner. Preference to 10 years of such experience will be given;
- At least 5 years of proven experience of working in the educational and/or pedagogical fields;
- At least 3 years of proven experience coordinating, facilitating and/or conducting teachers' training;
- At least 1 month of full time/or equivalent professional experience in the field gained abroad would be an asset.

III. Competencies:

- Excellent communication skills;
- Proven report writing skills;
- Computer literacy;
- Fluency in Romanian and Russian languages;
- Good understanding of written English.

Documents to be included when submitting the proposals:

Interested individual consultants must submit the following documents/information to demonstrate their qualifications:

1. Proposal: explaining why they are the most suitable for the work and providing a brief methodology on how they will approach and conduct the work
2. Financial proposal;
3. Personal CV including past experience in similar assignments, the duly filled Personal History Form (P11) and at least 3 names for a reference check.

