**PROFESSIONALS FOR REFORM SUPPORT MECHANISM**

**HUMAN RESOURCE SUPPORT FOR CRITICAL REFORM INITIATIVES**

**Terms of Reference**

**IT implementation manager (2 persons)**

**for the Development of the inclusive educational environment reform initiative**

ToR Date of Issuance: **Dec 22, 2016**

Due Date for Applications: **Jan 9, 2017 CBD**

*PRSM is committed to providing equal employment opportunity without regard to race, color, religion, gender, sexual orientation, national or ethnic origin, age, disability or status as a veteran with respect to policies, programs, and activities.*

**Background**

**The Professionals for Reform Support Mechanism** (PRSM) provides human resource support – from managers to technical experts - to critical reform initiatives undertaken by national governmental agencies. PRSM is a multi-donor platform, which improves coordination of donor efforts for greater impact and avoids overlap of donor funding. It does not support routine work of the Government of Ukraine that is normally managed by the civil service. To do this, PRSM:

* **Selects initiatives** based on clearly defined links to reform initiatives
* Ensures transparent **recruitment** of human resources
* Manages the **contracting** and payment of human resources
* Provides financial **reports** for donors
* **Monitors** initiatives for results.

Being a member of the international community Ukraine ratified basic international acts in the field of provision of the rights of children, which reflect world standards of education, social protection and health care. Namely, Article 24 «Education» of the Convention about the rights of the disabled people runs about the duty of the state to bring into life an inclusive model of education that is to create a subject-and-space environment which could let all children feel equal participants of the educational process in the integrated educational space in accordance with their specifics, needs and abilities. This duty was taken up by Ukraine too and it is proved by the laws adopted by Ukraine in the sphere of education, Decrees of the President of Ukraine dated 25 August 2015 N 501 «About approval of the National strategy in the sphere of the rights of the disabled people», 3 December 2015 N 678 «About activation of the work aimed at the provision of the rights of the disabled people», where the indicator of the execution are among others the factors of implementation of the inclusive education and of the reform of the boarding schools.

In spite of the big number of the changes in the legislative and legal acts concerning the development of the inclusive education in Ukraine, the implementation is lacking. Only 40 755 children out of total 6 809 132 children with disabilities in Ukraine (including 702 680 mentally disabled) where in the comprehensive educational institutions (CEI). The majority of the rest use individual educational programs.

One of the key barriers for implementation of the inclusive education is a poorly developed mechanism of financing the inclusive education using the principle «money follow a child», this creates a major obstacle for CEIs to accept pupils with special educational needs. Thus, these institutions lack architectural facilities suited for pupils with disabilities, proper educational environment accounting for the special needs of the pupils, such as availability of the modern correction rehabilitation equipment, positions of the correction tutors, extreme shortage of the buses adapted for the disabled pupils, unsatisfactory consultation and education work regarding peculiarities of the state educational policy, etc.

That is why the Administration of the President of Ukraine has joined the efforts with the Ministry of Education and Zaporizhia region in **development of the inclusive educational environment reform**.

**Objective of the Technical Assistance:**

The team of consultants will develop an integrated IT system, which would establish a process of transparent financing by the principle «money follow a child» through the partnership between inclusive and specialized educational institutions in order to create the inclusive educational environment. Zaporizhzhia region will serve as a pilot oblast.

**Position Summary:**

**IT implementation manager** will work closely with the end customers (schools’ teachers, children with special educational needs and their parents, representative of local government and Min of Edu) to ensure that all expected results are reached. A successful candidate will work under the supervision of the team leader.

**Preferred Qualifications and Skills:**

* Degree in Computer Science, IT or any other relevant education degree.
* Experience with IT development for government
* Experience in project management, project administration, project design.
* Excellent communication skills.
* Professional knowledge of Ukrainian and good knowledge of English.

**Indicative duties and responsibilities:**

1. Work closely with developers of IT systems and with schools
2. Create implementation plan
   1. Control of tasks
   2. Control of milestones
   3. Change management in project plan
3. Risk management and risk assessment
4. Demand management
5. Implementation IT system into pilot schools.

**Expected Deliverables:**

Developed and tested IT system for transparent accounting children with special educational needs and budget spending for them.

**Timing, counterpart organization name, location of work**

Duration of the assignment: 6 months

Counterpart: Ministry of Education, Zaporizhzhya oblast administration, Zaporizhzhya schools

Location of work: Kyiv, Presidential administration with frequent visits to the Ministry of education and trips to Zaporizhzhya.

**To apply:**

Submissions must be prepared in English and delivered electronically by 17:00 Kyiv time on January 9th, 2017 to the following address: [prsm@fsr.org.ua](mailto:prsm@fsr.org.ua). We do not welcome unsolicited phone calls.

All submissions must include:

1. Applicant’s CV (in English);
2. Applicant brief letter of interest indicated related experience and achievements*.*

Please ensure to state **IT implementation manager**in the e-mail subject line.

Applications received after the indicated deadline or without letter of interest will not be reviewed and considered.

*Shortlisted candidates will be contacted after January 11 th, 2017.*