



## TERMS OF REFERENCE (TOR)

**Project Title:** Regional program supporting Chad, Ethiopia, and South Sudan to respond to the Sudan crisis

**Assignment:** Consultant to Develop Master Plan for Reviving Malakal Vocational school.

**Contract Type:** Firm / Individual Contractor

**Duty Station:** Malakal, South Sudan

**Duration of Assignment:** 1 Month

**Consultancy Total Budget:** 4500 USD

**Application start:** 28<sup>th</sup> October 2024

**Application end:** 14<sup>th</sup> November 2024



### 1. Background

The 2013 crisis in South Sudan, which began in December, had devastating impacts on the infrastructure and vocational education systems in key towns like Malakal and Bentiu. The conflict, originating from a political dispute within the ruling Sudan People's Liberation Movement (SPLM), quickly escalated into widespread violence along ethnic lines. Malakal, the capital of Upper Nile State, experienced severe destruction, with key facilities, including hospitals, schools, and homes, being destroyed or severely damaged disrupting essential services like healthcare and education.

The conflict had a profound impact on the education sector, particularly vocational schools. Many vocational training centers in Malakal were either destroyed or occupied by armed forces, disrupting the education of thousands of students. The violence led to the closure of numerous schools, and many students and teachers were displaced. This disruption had long-term effects on human capital development, significantly reducing school enrolment and the quality of education. The Sudan crisis that started in April 2023 has further exacerbated the situation, leading to a humanitarian emergency characterized by a mass exodus of individuals seeking refuge from the ongoing conflict, recurrent natural disasters, and internal communal conflicts, resulting in widespread displacement and acute vulnerability.

In response to this dire situation, the International Organization for Migration (IOM), with funding from the European Union's International Partnerships (EU-INTPA), has initiated a regional project to provide essential humanitarian support to those affected by the Sudan crisis. This project, jointly implemented by IOM and the United Nations High Commissioner for Refugees (UNHCR), spans across South Sudan, Ethiopia, and Chad, with a particular focus on the most impacted regions in South Sudan: the Upper Nile, Unity State, and Northern Bahr el Ghazal. The project has a component on skill development for returnees, refugees, internally displaced persons (IDPs). An essential part of this project is a transformative skill development program for young people, men, and women through vocational skills training.

The Technical and Vocational Education and Training (TVET) sector plays a crucial role in equipping individuals with the skills and knowledge required to meet the demands of the labour market. Considering the evolving economic landscape and the need for a skilled workforce, it is imperative to develop a comprehensive Vocational School master plan that aligns with national development goals and industry





needs. This consultancy aims to provide technical assistance in the development of a master plan that will guide the revival and future direction of Malakal Vocational school.

## 2. Purpose of the Consultancy

The purpose of this consultancy is to develop a Vocational School master plan that will serve as a strategic framework for the Revival, enhancement and expansion of Vocational Training programs at Malakal Vocational School. The consultant will work closely with key stakeholders to assess the current state of Malakal Vocational School, identify gaps and opportunities, and formulate actionable recommendations to improve the quality and relevance of Vocational School offerings.

## 3. Objectives

The main objectives of the consultancy are:

- To conduct a comprehensive assessment of the current Malakal Vocational School landscape, including existing programs, infrastructure, and stakeholder engagement.
- To identify key areas for improvement and development within the Vocational School.
- To develop a strategic master plan that outlines clear goals, objectives, and implementation strategies.
- To provide recommendations for policy and institutional reforms to support the effective implementation of the master plan.

## 4. Key Deliverables

The consultant is expected to deliver the following:

Month	Deliverable	Payment
10 days	<ul style="list-style-type: none"><li>• Inception report outlining the methodology, work plan, and timeline for the consultancy.</li><li>• KII and FGD with Key stakeholders including partners implementing Vocational skills activities in the Malakal.</li><li>• Comprehensive assessment of the current state of Malakal Vocational school, including stakeholder consultations and data analysis.</li></ul>	20%
20 days	<ul style="list-style-type: none"><li>• Draft TVET master plan with strategic goals, objectives, and implementation strategies</li><li>• Draft up Plan sketch map for locating various facilities at Malakal Vocational schools stating the operations and non-operation facilities, including all the items required for the revival of the nonfunctional facilities.</li><li>• Validation of the draft master plan to key stakeholders and fine tuning</li><li>• Instructors Gaps assessment Report</li></ul>	40%
10 days	<ul style="list-style-type: none"><li>• Final TVET master plan incorporating feedback from stakeholders.</li><li>• Presentation of the TVET master plan to key stakeholders for validation and endorsement</li></ul>	30%
	<ul style="list-style-type: none"><li>• Final report</li></ul>	10%
Total contract period 15 November - 15 <sup>th</sup> December 2024		

## 5. Qualifications





The ideal consultant should possess the following qualifications:

- Master's degree in education, Social Sciences or other relevant field.
- Very good knowledge of the educational context of South Sudan, its issues and opportunities and of the role played by the republic of South Sudan and private sector institutions, especially in relation to vocational skill development.
- A solid professional background (7 years or more) in the domain of policy making and/or policy research and institutional strengthening in public and private sector, including education
- Experience in developing and delivery of competency base vocational skill curriculum for both formal and informal training.
- Extensive knowledge in analysing labour market and/or economic data and producing reports.
- Ability to work with various stakeholders (including governments, business/employer and labour/employee organizations).
- Very good analytical (conducting surveys and data analysis), synthesis, and report writing skills.
- Proven experience in developing strategic plans, preferably in the Vocational sector.
- Good understanding and application of conflict sensitive communication
- Strong analytical and research skills, with the ability to synthesize complex information.
- Excellent communication and stakeholder engagement skills.
- Familiarity with the national vocational skills policies and frameworks.
- Ability to work under pressure and meet deadlines
- Excellent community facilitation, coordination, and mentorship skills

## 6. Requirements for Applications

Interested candidates are required to submit the following:

- A detailed CV highlighting relevant experience and qualifications.
- A cover letter outlining their approach to the consultancy and how they meet the qualifications.
- Examples of previous work related to strategic planning or TVET development.
- Contact information for at least three professional references.

## 7. Desirable Competencies

### *Behavioural*

- Takes responsibility and manages constructive criticism.
- Works effectively with all clients and stakeholders.
- Promotes continuous learning and communicates clearly.
- Takes initiative and drives high levels of performance management.
- Plans work and sets goals within area of responsibility.
- Displays mastery of subject matter.
- Contributes to a collegial team environment.
- Incorporates gender-related needs, perspectives, and concerns, and promotes equal gender participation.
- Works with internal and external stakeholders to meet resource needs of IOM.
- Ability to work independently with minimum supervision.
- High sense of confidentiality.





- Personal commitment, efficiency, flexibility and drive for results.
- Capacity to work effectively and harmoniously with colleagues from various cultures and professional background.
- Works effectively in high-pressure, rapidly changing environments.
- Coordinates actions with emergency response actors, making use of coordination structures; supports adequate levels of information sharing between internal units, cluster partners, IOM and other emergency response actors.
- Ability to work under extreme pressure in difficult conditions while maintaining security awareness

#### **8. Technical**

- Displays awareness of relevant technological solutions.
- Executes tasks in a timely and accurate manner.
- Coordinates and corresponds in a clear and concise manner.
- Follows up tasks to ensure timely completion.
- Seeks to improve efficiency in tracking and monitoring.

#### **Languages:**

Fluent knowledge of English language is required.

**Qualified female candidates are encouraged to apply for this role.**

In order to apply for this role please deliver your CV, and Cover letter, most preferably by email to the address [southsudan@ctg.org](mailto:southsudan@ctg.org)

Please make sure **the subject of your email states “Consultant to develop Master plan for Malakal Vocational School”**, or your application might be overlooked

In Juba – Please deliver to CTG Office in Rock City, next to South Sudan Football Association, Suk Mamur Roa

Deadline of application: **14<sup>th</sup> November 2024.**

#### **IMPORTANT REQUEST**

- Kindly avoid naming your CV as CV, *Updated CV*, or by Job title or organization name
- For hard copy deliveries kindly include position applied for on the envelope.

