

Applications to be submitted on: www.inductusjobs.com/un (pdf format only)

Position: State Consultant – Pedagogy & capacity building with a focus on FLN SCERT, UP
Employing Agency (Employer): Inductus Limited

Duration of the contract: Initial contract will be till 31st May 2025, from the date of joining (further extendable till 31-Dec-2025 subject to consultant's performance and funding)

Remuneration: Gross compensation budgeted for the position is very attractive. Please note that the offer made to the selected candidate shall be commensurate with qualifications, experience, and salary history. Applicants to mention their current professional fee & expected professional fee on www.inductusjobs.com/un

No. of Vacancy: 1 (ONE)

Duty Station: Lucknow

Reporting Line:

1. Administrative Supervision: Inductus Limited
2. Technical Supervision: Education Officer

Last Date for Application: 06 March 2025 (Mid-Night, IST)

TERMS OF REFERENCE(TOR)

1. Purpose of Assignment:

Support SCERT, the Department of Basic Education and SmSA Uttar Pradesh and on pedagogy and capacity building with a focus on FLN

2. Scope of Work:

To implement the schemes / programmes of Teacher Education including strengthening foundational learning, enhancing teacher training, and building academic leadership capacity among Block Education Officers (BEOs)/ Basic Shiksha Adhikar (BSA), the State Council of Education Research and Training (SCERT), Uttar Pradesh, as the Nodal department along with other Allied departments like Samagra Shiksha, Department of Women and Child Development (DWCD), Dept of Home, Judiciary, the Dept of Panchayati Raj and the Dept of Labour need specified technical support.

NIPUN Bharat Mission aims to achieve the basic language and numeracy skills among students of primary schools apart from ensuring equitable access to quality education for all children, particularly the most vulnerable, through systemic change and improving the capacity of education functionaries.

Teacher Education led by SCERT UP focuses on improving the capacity of teachers so that they implement diagnostic teaching techniques and formative assessment to substantiate the experiential approach of teaching learning process in their classes, thereby ensuring holistic development of students.

At the state level, the technical expertise will be deployed largely aimed at supporting on:

- **Foundational Learning:** Strengthening foundational literacy and numeracy (FLN) through evidence-based planning, teacher training, and community engagement
- **Teachers Training:** Building the capacity of teachers to deliver quality education through continuous professional development, mentorship, and supportive supervision
- **Leadership Training:** Enhancing the leadership and management skills of BEOs/ BSAs and DIET faculty to improve governance and monitoring of FLN initiatives.
- **Classroom based Formative Assessment:** Providing State level guidance on classroom based formative assessment and use of holistic progress card.
- **Advocacy** to bring about strategic shift in programmatic approaches and interventions

The support extended by the Technical Support Person at the SCERT level will contribute to the Educational Outcomes as aligned with the **Samagra Shiksha Abhiyan and SCERT** and will focus on equity, inclusion, and gender responsiveness.

3. DELIVERABLES AND DEADLINES

Specific service / outputs to be delivered at a specific time as per stated objectives and performance / quality requirements.

Deliverables: April – December 2025

Work Assignments Overview	Deliverables/Outputs	Delivery Deadline	Estimated Budget
Regular support on documentation, capacity building and supportive supervision and monitoring on quality education	<p>Monthly reports (as per timeline decided by government and UN ORGANISATION) with updates on the following:</p> <p>On documentation:</p> <p>Support in Review and revision of question bank for formative and summative assessments</p>	Monthly	

Work Assignments Overview	Deliverables/Outputs	Delivery Deadline	Estimated Budget
	<p>On capacity building:</p> <p>Support provided to SCERT in development of Research and Innovation Cell</p> <p>a. Monthly/Quarterly seminar of Research project done at SCERT level</p> <p>On supportive supervision:</p> <ul style="list-style-type: none"> Supporting Samagra Shiksha in the rolling out of Holistic progress card in schools Support SCERT in monitoring of implementation of Centre of Excellence (CoE) programme: <p>a. Supporting in PAB appraisal of 2nd phase DIETs</p> <p>b. Development of proposals of the 3rd phase of CoE DIETs</p> <p>c. Supporting SCERT in monitoring of CoE programme being implemented in DIETs of 1st phase</p> <p>d. Supporting in Review meetings with DIETs and MoE, GoI</p> 		
Annual support on documentation, capacity building and supportive supervision and monitoring on quality education	<ul style="list-style-type: none"> Report on support provided to SCERT in <p>a. Collecting evidence on the practices of supportive supervision by BSAs and BEOs as a result of BSA/BEO Leadership Programme</p> <p>b. Preparing report on the same</p> <p>c. Sharing the report with SCERT</p> Report on supporting Samagra Shiksha on collecting evidence on the use of holistic progress card in schools Report on pilot on BSA/BEO leadership programme implemented in one division or district 	Once in a year, as per schedule of government and UN ORGANISATION	

Work Assignments Overview	Deliverables/Outputs	Delivery Deadline	Estimated Budget
	<ul style="list-style-type: none"> • Report on sessions conducted in the FLN training of teachers facilitated by BSA/BEO • Report on support to the Samagra Shiksha/ SCERT in development of session plan on use of formative and summative assessment • Report on sessions conducted on Assessment and HPC in the state level training of MTs on FLN • Report on development of guidelines on the usage of Holistic progress card at the school level • Report on support to key indicators on the usage of HPC by schools and sharing the same with Samagra Shiksha • Report on session plan for BSA/BEO leadership programme 		

4. OFFICIAL TRAVEL INVOLVED (ITINERARY AND DURATION)

To districts for monitoring, maximum 3 days and 2 nights per month. Any travel requirement within the country but outside Uttar Pradesh will be specifically approved by contract manager.

5. QUALIFICATIONS / SPECIALIZED KNOWLEDGE / EXPERIENCE/ COMPETENCIES (CORE/TECHNICAL/FUNCTIONAL) / LANGUAGE SKILLS REQUIRED FOR THE ASSIGNMENT (Please use as applicable)

- Bachelors / Master's Degree in Education/Humanities / Social Work
- 5 years of experience working with Education Department, SCERT and SmSA
- Knowledge and experience of working with / through education systems and structures.
- Having the knowledge and experience on pedagogy related to elementary education for minimum 10 years.
- Proficiency Hindi and English (written and spoken)
- Well versed with national and state education policies
- Experience in drafting state guidelines on implementation of education interventions

6. PAYMENT SCHEDULE

Payment will be linked to deliverables. The contractors' payment will be made against monthly and yearly reports as scheduled above.

7. PERFORMANCE REVIEWS:

The consultant will provide self-assessment to the designated Supervisor who will complete the performance evaluation and forward it to the 3rd party contractor for updating of their database.