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**(pdf format only)**

**Position: Consultant – Providing Technical Assistance for ECC & Education Interventions In the Department of WCD**

**Employing Agency (Employer):** Inductus Limited

**Duration of the contract:** Till 30<sup>th</sup> Apr 2026 from the date of joining (extendable for further period based on the consultant's performance and fund availability)

**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](http://www.inductusjobs.com/un)

**No. of Vacancy: 1 Positions (One)**

**Duty Station** : Bhubaneswar

**Reporting Line:** (1) Administrative Supervision- Inductus Limited  
: (2) Education Specialist - Bhubaneswar

**Last Date for Application:** 16th Apr 2025 (Mid-Night)

## **TERMS OF REFERENCE (TOR)**

### **1. BACKGROUND/RATIONALE**

Early Childhood Care and Education (ECCE) encompasses the inseparable elements of care, health, nutrition, play, and early learning within a protective and enabling environment. It is an indispensable foundation for lifelong development and has a lasting impact on early childhood development. As per the National Education Policy 2020, about 85% of the child's cumulative brain development occurs by the age of 6, due to which care and stimulation are key for the child to reach developmental milestones. ECCE, thus, acts as an essential package that facilitates physical and motor, cognitive, socio-emotional-ethical, and cultural-artistic development, and enables the early learning of language and numeracy. It is imperative to accord priority attention to ECCE and invest in it since it is the most cost-effective way to break the intergenerational cycle of multiple disadvantages and remove inequity, leading to long-term social and economic benefits. About 80 percent of Odisha's children in the age group of 3-6 access early childhood education in 74154 Anganwadi centers.

The Mother Tongue-Based Early Learning Program commenced in 2013 in the state of Odisha, through a partnership between UNICEF and the Department of Women and Child Development. The initiative was implemented with the underlying objective of propagating and practicing mother tongue-based early learning to benefit young children belonging to tribal populations in Odisha, and subsequently

lay a robust foundation for future knowledge acquisition and learning. Today, this program has been implemented across 10,586 homogenous AWCs in 15 districts, with transaction materials in 21 different tribal languages being developed. During the COVID-19 pandemic, the Ghare Ghare Arunima initiative accelerated home language, or the language spoken by the local communities, for early learning as the mother tongue. The Department ensured that the AWCs were transformed into spaces where AWW, AWH, parents, community members, and children speak the local language. The materials were developed in coordination with UNICEF, the SC&ST Department, and SCSTRTI.

In addition, child survival and development can be improved through implementing policies and services that help institutions and communities identify and meet the essential developmental needs of children. Children living in poverty, malnourished, and with low birth weight are at high risk of becoming delayed in their development or are already developmentally delayed. They are not ready for school and tend to repeat grades and drop out early. Many children with developmental delays living in low-income communities are not identified until the age of three or even primary school age, and tragically by then their delays and learning disabilities have become permanent or are very difficult to reverse. Thus, it is proposed to strengthen disability prevention and awareness building on early signs for parents, communities, and institutions through the ICDS network in convergence with the SSEPD & Health & Family Welfare Departments.

Thus, looking at the range of issues i.e., languages, quality ECCE curriculum implementation, and disability early screening and interventions, UNICEF seeks a consultant's technical assistance to strengthen ECCE in the state. The ECCE Consultant will provide critical technical support to maximize ECCE learning outcomes in association with UNICEF and UNICEF's engagement with the Dept. of Women & Child Development by coordinating with SCERT, Department of School and Mass Education, Govt. of Odisha and ST & SC Development, Minorities & Backward Classes Welfare Department, etc. for ECCE interventions. This role will entail planning, capacity building, drafting of technical documents, and research to support evidence-based decision-making.

This technical support will strengthen UNICEF's contribution to the design of policy and delivery of programmes for school education.

## **2. PURPOSE OF ASSIGNMENT**

The incumbent will provide technical input and support in the area of strengthening Early Childhood Care and Education and early learning interventions with the Department of Women and Child Development, and the Department of School & Mass Education, Government of Odisha. As a priority area of UNICEF Education's programme, ECCE and especially mother-tongue-based ECCE interventions in AWCs require the development of technical material, capacity building of Anganwadi Workers, Supervisors, CDPOs and DSWOs, engagement for positive parenting, monitoring, and compilation of good practices. Thus, this consultancy will encompass technical input for planning, reporting, documentation, development of technical materials, capacity building, and coordination and convergence between the two government departments.

## **3. PROGRAMME AREA AND SPECIFIC PROJECT AREA**

**Project:** Education, MWP 2025-2027

**Output 302:** By 2027 Government and partners have increased capacity and mechanisms to provide equitable access to quality gender-responsive learning and skills for children aged 3-10 years within a safe inclusive environment.

**Key Intervention 3** - Inclusive ECCE services delivered at anganwadi centre / pre-school. *Activity:*

*Technical support for Inclusive ECCE & FLN services design and monitoring through 2 Consultancies (ECCE & FLN)*

**4. OBJECTIVE/S:**

The Consultant will provide support to UNICEF in coordination with the Department of Women & Child Development:

- Technical support for developing key resources, action plans, guidelines, and other technical and communication materials for ECCE, and especially MTB-ECCE
- Capacity strengthening of government stakeholders and supportive supervision, for effective uptake of ECCE interventions
- Develop monitoring mechanisms for the effective rollout of ECCE activities at the state/district/field level
- Documentation of good practices in selected districts

**5. MAJOR TASKS TO BE ACCOMPLISHED IN 1<sup>st</sup> April 2025 – 30<sup>th</sup> April 2026 (subject to availability of funds)**

- (i) Work closely with stakeholder government departments to support the development of key resources, action plans, guidelines, and other technical and communication materials for ECCE, and especially MTB-ECCE
- (ii) Support capacity strengthening of government stakeholders and supportive supervision, for effective uptake of ECCE interventions
- (iii) Support the development of monitoring mechanisms for the effective rollout of ECCE activities at the state/district/field level
- (iv) Document best practices in select districts

**6. DELIVERABLES AND DEADLINES**

Work Assignments Overview (Include Major Tasks and Activities)	Deliverables/Outputs	Timeline/Date for Submission of Deliverable
<b>Deliverable 1:</b> Work closely with stakeholder government departments to support the development of key resources, action plans, guidelines, and other technical and communication materials for ECCE, and especially MTB-ECCE	i) Situation analysis: Mapping of the existing services/resource agencies/persons and desk review, monitoring, and documentation for ECCE and MTB-ECCE interventions in line with the NEP 2020 recommendations	1st May 2025
	ii) Strategy note aligning ECCE framework/curriculum design of Adharshila, Shishu Vatika and Nua Arunima	1 <sup>st</sup> June 2025
	iii) Brief on gaps and challenges in the usage of the Child Assessment Card for milestone assessment and referral for screening for disability, in convergence with SSEPD & NHM	1 <sup>st</sup> July 2025
	iv) Advocacy brief for design and activities of Shishu Vatika, preschool education from ages 5-6	1 <sup>st</sup> August 2025

	v) Secondary research report on latest evidence and research in the domain of ECCE in the field of parenting practices	1 <sup>st</sup> September 2025
	vi) AWP/B for Play Class (ECCE for ages 3-5)	1 <sup>st</sup> February 2026
	vii) Strategy Note for Strengthening of AWTC/HETC for capacity building for MTB-ECCE	1 <sup>st</sup> March 2026
	viii) Action Plan for continued convergence between the following Departments: WCD, S&ME, SSEPD, SSD, and directorates, for ECCE	1 <sup>st</sup> April 2026
<b>Deliverable 2:</b> Support capacity strengthening of government stakeholders and supportive supervision, for effective uptake of ECCE interventions	i) Development of a Capacity Building module for ICDS functionaries based on updated ECCE curriculum/materials	1 <sup>st</sup> October 2025
	ii) Comprehensive training report for Capacity Building of AWWs, CDPOs, DSWOs, etc. on quality ECCE teaching-learning activities and vibrant AWCs	1 <sup>st</sup> November 2025
<b>Deliverable 3:</b> Support the development of monitoring mechanisms for the effective rollout of ECCE activities at the state/district/field level	i) Monitoring tool for AWC ECCE day counselling sessions, AWW activities for ECCE, parental engagement designed, in alignment with guidelines and the POSHAN Tracker; tool implemented with DW&CD	1 <sup>st</sup> December 2025
<b>Deliverable 4:</b> Documentation of best practices in select districts	i) Documentation of 5 good practices from Odisha focusing on the following themes: - Play-based early learning - Positive parenting and ECCE - Early Identification of Disability - Transition from AWC to School/Shishu Vatika - ECCE governance and supportive supervision	1 <sup>st</sup> January 2026

**7. SUPERVISOR:** Education Specialist, Odisha

**8. OFFICIAL TRAVEL INVOLVED:** Any travel involved will be subject to approval and requirement of the Department of Women and Child Development

**9. ESTIMATED DURATION OF CONTRACT (PART TIME / FULL TIME):** 12 Months: 1<sup>st</sup> April 2025 – 1<sup>st</sup> April 2026 (subject to Availability of funds)

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

**A. Educational qualification:**

Applicants must have a master's degree in education, psychology, sociology, or another relevant technical field. Preference for specialization in clinical/counseling psychology, and a strong understanding of child development

**B. Experience:**

C. Work experience of min. 10 years in the field of administration and management of education

- Good analytical, negotiation, and communication (oral and written) skills
- Familiarity with government institutions and the UN, and inter-agency coordination along with strong networks at state and district levels are preferred
- Knowledge/familiarity with the national flagship programmes (ICDS, PVTG, NHM, RBSK, training policy of Gol, and others) and prior experience of working with the Government is an assets.

**D. Language and competency:** Fluency in both oral and written communication in English and Odia.

**E. Computer proficiency:**

Proficiency in computer skills like use of MS Office & GSuite, conversant with the use of the internet for emails and sharing documents.

**11. PAYMENT SCHEDULE**

UNICEF shall unless otherwise specified in the contract, make payment within 30 days of the receipt of the contractor's undisputed invoice monthly along with the monthly report of the consultant.

**12. PERFORMANCE REVIEWS:**

Evaluation of the third-party agency will be through a performance evaluation report aligned with the scope of work. The Education Specialist will do the technical performance review of the consultant.