



## INCREASED OFFER AND DIVERSIFICATION OF ACCREDITED NON-FORMAL TRAINING COURSES AND ADULT TRAINING PROVIDERS

### Terms of Reference

#### Senior Non-Key Expert – Key Competences Expert

#### Project Overall Objective

The overall objective of the project is to support the ongoing educational reform in bringing about the broad, long-term change in the political, social, economic and environmental global context which will stem from interventions as a response to the mismatch of labour supply and labour market needs.

The purpose of the project is:

- To improve the quality, relevance and accessibility of non-formal adult education in Serbia.

#### Scope of Work and Outputs Requested

Area of Expertise – The Key Competences Expert will support the EU funded project “Increased offer and diversification of accredited non-formal training courses and adult training providers” to effectively operate its core functions in the course of project implementation. The Expert will have hands-on experience in:

- development and assessment of key competencies.

Areas of Responsibility - The expert will work closely with Team Leader and Key Expert 2 and Key expert 3, other experts, Project staff and other project stakeholders to enable necessary upgrades of the NQFS system.

The expert will work on improvement of the permeability system in the NQFS and the harmonization of NQFS with European policies and instruments.

The project activities the expert will contribute:

1.2 Improved permeability system in the NQFS and the harmonization of NQFS with European policies and instruments (ISCED, ESCO, ISCO, etc.):

1.2.1 Improve Key competencies framework within qualifications standards (for all level NQFS), in line with the standards of achievement in pre-university education and European key competencies for lifelong learning framework;

1.2.2 Develop and pilot a programme for the development and assessment of key competencies in line with the Key competencies framework;

1.2.5 Prepare recommendations for improvement of the existing methodology for qualifications standards development in line with key competences framework and prepare improved learning outcomes descriptions in at least two sectors, in line with the previously prepared analysis;

3.3 Capacity building of organisers of adult education activities:

3.3.2. Capacity building of organisers of adult education activities for the assessment of key competencies, development of instruments and methods for RPL process implementation

3.3.2.1 Training and mentoring of the selected organisers of adult education activities in the development of instruments and procedures/methods for the assessment of key



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competencies in the RPL process, in line with the developed Key competencies framework and the portfolio model aligned with European policies and instruments (Europass, etc.) (for at least 2 persons per organiser of adult education activities);

### Expected results/deliverables:

- 1 key competencies framework within qualifications standards (for all level NQFS) improved;
- 1 programme for the development and assessment of key competencies developed and piloted;
- 1 set of recommendations for improvement of the existing methodology for qualifications standards development prepared;
- 1 improved learning outcomes descriptions prepared in at least 2 sectors;
- Selected organisers of adult education activities trained and mentored in the development of instruments and procedures/methods for the assessment of key competencies in the RPL process.

## Position Requirements

### Qualification & Skills

- University degree with minimum 4 years of studies (i.e. Bachelor's degree) in relevant field – social sciences, political sciences, economics, management, natural sciences, etc.;
- Master degree will be considered as an advantage;
- Excellent communication and reporting skills;
- Fluency in written and spoken English and Serbian;
- Adequate computer literacy.

### General Professional Experience

- Minimum 10 years of general professional experience.

### Specific Professional Experiences

- Minimum 5 years of specific experience in developing and reforming of the curriculum framework;
- Practical experience in improving the learning outcomes description;
- Experience in introducing key competences in the qualification standards;
- Experience in development of the achievement standards in educational programmes;
- Experience in development and conducting of training programmes;
- Experience in working on EU and/or other donor funded projects will be considered as an advantage.

## General information

***Civil servants and other staff currently employed by public administrations of the beneficiary country are not eligible to apply as experts. Experts must be independent and free from conflicts of interest regarding the responsibilities defined by the Terms of Reference.***

Indicative Time of Engagement: September 2024 – May 2026

Place of performance: Belgrade, Republic of Serbia

Type of engagement: Short-term position



Republic Of Serbia  
Ministry Of Education  
Ministry Of Finance  
Department for Contracting and Financing of EU Funded  
Programmes

This project is funded by  
the European Union



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Cover letter and CV in the attached EU format only (available on the following link <https://prosveta.gov.rs/wp-content/uploads/2024/08/CV-template.docx>), both in English, must be submitted by e-mail to [projects@kpmg.rs](mailto:projects@kpmg.rs) no later than 30.08.2024, titled: "Application for the position – SNKE Key Competences Expert". Please note that only CVs provided in this form will be considered.

References must be available on request.

Only short-listed candidates will be contacted.

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