

**Terms of Reference  
For  
Selection of Individual Consultant(s)**

Job #	N/A
Job Title	<b>Consultant (Future of Education)</b>
No. Of Positions	1
Source of Fund	GoB
Location	Dhaka, Bangladesh
Appointment	Local Hire
Job Posted	TBA
Closing Date	TBA
Language	Bangla [Essential]; English [Essential]
Appointment Type	Time Based. Duration: 11 months (Subject to the date of joining, project's extension and validity period of 31 <sup>st</sup> December 2026. Further extension is subject to the performance of the incumbent, availability of fund and project duration)

**Background of the Project:**

The Aspire to Innovate (a2i) Programme builds on the Government of Bangladesh's efforts to introduce a citizen-centric culture of innovation in civil service to improve service delivery and make services more inclusive, affordable, reliable and easier to access. This project will provide support to establish institutional mechanisms and improve accountability to accelerate SDG achievements in Bangladesh.

This project will have three components:

1. Institutionalizing Public Service Innovation and Improving Accountability
2. Catalyzing Digital Financial Services and Fintech Innovations
3. Incubating Private Sector-enabled Public Service Innovation

**Background of the assignment:**

Bangladesh has approximately 1 million teachers at all school levels- a number more than the population of many countries. Earlier evidence shows that the lack of teachers' preparedness, capacity, and in-school resources has led to teachers struggling to renew their classroom practices. The Teachers' portal, started in 2011, has now grown into a popular, full-fledged social media site and is now the largest online educational content storage and professional development platform in Bangladesh, boasting more than 656,000 teachers as active members. Teacher's Portal works as a peer-to-peer capacity development hub for teachers where they can collaborate to create more quality educational content that meets the specific needs of the pupils in their classrooms. The transformation of digital education in Bangladesh has really been teacher-led, teacher-driven, and learner-focused. The Teacher's Portal is playing a crucial role in this transformation journey. Besides the Teachers' Portal, other platforms such as the Digital Monitoring System and the Teachers' Guide, supported by a2i, are running to ensure quality Education in Bangladesh.

The consultant(s) for the future of education will play a crucial role in leveraging digital solutions such as the Teachers' Portal, Digital Monitoring System, and Teachers' Guide Application to transform the education system in Bangladesh. The incumbent will work closely with relevant stakeholders, including the government, educational institutions, technology vendors, donors, UN stakeholders, and other partners, to hand over capacity development, system transformation, and establish sustainable models for those EdTech platforms. The consultant(s) will provide technical expertise in EdTech platforms, including designing and implementing new educational programs, strengthening the platforms, conducting research on emerging trends and best practices, and co-designing capacity development

programs for teachers' professional development. The consultant(s) will also maintain and establish partnerships with donors, national, and international organizations to leverage resources and expertise in advancing EdTech solutions for an inclusive and sustainable education ecosystem.

Aspire to Innovate (a2i) Programme' is looking to recruit Consultant(s) who will provide support to strengthen partnerships, handover of the EdTech initiatives, sustainability, and capacity development of relevant stakeholders.

### **Objectives of the assignment:**

The overall objective of the assignment will be the following:

- Collaboration with different stakeholders in education, professional development, reviewing policy documents and research reports for introducing and implementing e-learning initiatives.
- Design and conduct appropriate research initiatives for education, e-Learning and policy formulation
- Develop strategy reports and identify possible implementing authority, identifying potential innovation in e-learning, developing action plans.
- Capture local and international best practices and extract lessons for policy input and draft policy documents.
- Coordinate strategic partnership with national & international organizations on customer-centricity approach.
- Guide to develop a sustainable e-learning platform for skills and professional development for the different stakeholders including youth and government employees.
- Plan and design training, seminars, conference, and workshops with relevant education stakeholders regarding the implementation of education and e-learning initiatives.
- Collaborate with government authorities and stakeholders to mainstream EdTech initiatives, online training, and content development.

### **Supervision and Performance Evaluation:**

The consultant(s) will be working with the Future of Education (FoE) team of Aspire to Innovate Programme. A performance evaluation will be conducted by the Project Director of a2i. After the contract period further continuation of the contract will depend upon subject to the performance of the incumbent and availability of funds.

### **Scope of Work, Duties and Responsibilities:**

- Develop ICT integrating skills in education of relevant education officers on different initiatives and programmes.
- Provide technical expertise in education technology to relevant stakeholders, ensuring effective implementation of EdTech initiatives.
- Support the Ministry of Education's relevant agencies on Transforming Education-related activities and EdTech system transformation information.
- Provide strategic support to execute EdTech innovations implementation and collaboration with national and international development agencies.
- Technical support and maintain collaboration with government authorities (DSHE, NCTB, NAEM, BANBEIS, DPE, ICTD, NU, Projects, etc.) on EdTech initiatives, handover, capacity building, and EdTech Innovation.
- Analyse needs, design modules, overseeing development progress, providing feedback on new modules, fixing web and app bugs, and scheduling progress meetings on Muktopaath, Konnect, Teachers' Portal and other EdTech initiatives (as an education and e-learning specialist).

- Provide technical expertise in education technology to relevant stakeholders, including government authorities, partners, and Future of Education team members.
- Design and implement professional development programs for teachers, including curriculum implementation, and content creation.
- Provide domain support and technical guidance in the education system transformation.
- Collaborate and maintain liaison with the ICT Division to initiate different activities and programmes from the Future of Education team and ensure smooth coordination and implementation.
- Coordinate partnerships with government authorities, donors, and national/international organizations.
- Coordinate relevant meetings, workshops, and conferences to represent the Future of Education and share expertise on EdTech innovation, education technology and blended learning.
- Coordinate all programmes (trainings/workshops/Conference) to implement Future of Education missions.

### **Required Competencies:**

#### **Technical Competencies:**

- Understanding education systems of Bangladesh and working capacity with education authorities;
- Strong capacity of developing and reviewing educational contents with pedagogical skills;
- Domain knowledge on assessment system and integrating it in digital platform;
- Foundational understanding of e-learning technologies and EdTech tools, including their application in digital and blended learning environments.
- Proficiency in data collection, analysis, and visualization, with hands-on experience using survey platforms and analytical software.
- Experience applying education-focused research methodologies, such as conducting literature reviews, developing case studies, and synthesizing findings.
- Familiarity with education policies and policy analysis, with an understanding of how policies influence education system development and reform in Bangladesh.
- Basic knowledge of education system structures and their integration with technology and e-learning solutions, particularly within developing-country contexts.
- Strong understanding of digital platforms and their use in blended learning models, virtual classrooms, and remote instruction.
- Knowledge of AI-driven learning tools, including their applications in personalized, adaptive, and competency-based learning environments.
- Understanding of cybersecurity and data privacy principles relevant to digital education systems and online learning platforms.

#### **Functional Competencies:**

- Strong organizational skills by managing multiple priorities and consistently meeting deadlines with efficiency.
- Experience to produce clear, effective written and verbal communications through high-quality reports and stakeholder correspondence.
- Experience of collaborating seamlessly within multidisciplinary teams to drive shared outcomes.
- Demonstration of strong problem-solving skills to resolve challenges in e-learning implementation and ensure smooth project delivery.
- Ability of actively adopt and integrate new tools and technologies to enhance education and e-learning initiatives.

- Experience of engaging diverse stakeholders and facilitate workshops and training sessions to ensure meaningful participation and knowledge transfer.
- Experience of design engaging, interactive e-learning courses using modern instructional design tools and methodologies

**Deliverables and Timeframe:**

The assignment will be for 11 months. Completed tasks under each area and activity will be as follows:

Deliverables	Timeline
<ul style="list-style-type: none"> <li>• Design and deliver at least 2 programme frameworks on ICT in Education innovation and transformation, aligned with national and international policies.</li> <li>• Guide and complete the vendor procurement workflow for the assigned EdTech platforms, ensuring full compliance with GoB procurement procedures.</li> <li>• Plan and host 3 webinars in collaboration with local and international partners to promote EdTech advancements and knowledge sharing.</li> <li>• Coordinate with NSDA and relevant authorities to secure accreditation for 10 online courses targeted at youth skill development.</li> <li>• Plan and conduct 10 EdTech Innovation Workshops, ensuring participation from key education stakeholders.</li> <li>• Organize 2 national-level consultations on the sustainability and institutionalization of the Teachers' Portal.</li> <li>• Facilitate 3 capacity-building workshops to enhance technology ownership and operational understanding of the Teachers' Portal among relevant government officials.</li> <li>• Deliver 8 divisional capacity-building workshops for DEO and USEO as part of the national rollout and handover plan for EdTech platforms.</li> <li>• Coordinate 2 online teacher-training programmes with partners to support continuous capacity development.</li> <li>• Provide strategic advocacy and operational guidance to the Future of Education team, ensuring all ongoing programmes are successfully executed under the team's portfolio.</li> </ul>	11 Months (Subject to the date of joining, project's extension and validity period of 31 <sup>st</sup> December 2026)

The incumbent(s) will perform other related duties and responsibilities as and when required and assigned. The incumbent(s) should function as an effective team member(s).

Payment: The Consultant(s) will be paid equal instalments on monthly basis upon completion of the above deliverables.

**Requirements for Experience and Qualifications:**

I. Academic Qualifications:

- Minimum Bachelor's Degree in any discipline from any reputed Public/Private University.

II. Experience:

- At least 8 years' experience in national/International organization.
- At least 4 years' working experience in education/ICT in Education/e-learning and related activities