

Terms of Reference: Monitoring and Evaluation Officer

World Bank Operations

April 2025 – December 2029

1. Project Background:

Over the past few years, the World Bank's Group program in Jordan has grown significantly. Policy dialogue has intensified in the context of the recovery efforts from the Covid-19 pandemics as well as the launch of Economic Modernization Vision and the Public Sector Modernization which gave a new impetus to education reforms in the country to boost human capital accumulation. The World Bank plays a role in assisting the government of Jordan in upgrading the education sector, most notably in terms of improving learning outcomes across the education lifecycle and enhancing sector governance. As part of its Country Partnership Framework (CPF, 2024-29), the World Bank is providing support to the education sector through both lending and Technical Assistance with a view to assist the Government of Jordan in improving human capital outcomes and revitalizing education system for future jobs, including the investment and expansion of Technical and Vocational Education and Training (TVET).

The current portfolio of WB education related activities in Jordan includes the following:

- Jordan Education Reform Support Program for Results in the amount of US\$300 million, approved in 2017; focusing on Early Childhood Education (ECE), teaching and learning environment, student assessment and system strengthening
- Modernizing Education, Skills and Administrative Reforms (MASAR) Program for Results in the amount of US\$400 million, approved in 2024, focusing on ECE, TVET and sector governance
- A digital skills curriculum (G1-12) component in the Youth, Technology and Jobs Project.
- A digital student assessment component in the People-Centric Digital Government Project.
- Human Development Policy Loan

The Modernizing Education, Skills, and Administrative Reforms (MASAR) is the most recent program which focuses on systemic improvements in Jordan's education sector aligned with the Economic Modernization Vision (EMV). Key areas include early childhood education, foundational skills, and labor market alignment through TVET. support key elements and incentivize results to increase efficiency in the implementation of selected interventions of the government program. Specifically, it would focus on barriers at two key transition points —the home to school transition and the school to work transition— while strengthening the cross-cutting levers of governance and management of the sector to improve internal and external

efficiencies. The MASAR Operation aims to improve access to foundational learning and labor market-relevant technical and vocational education and training (TVET) while enhancing the efficiency of education sector management.

The program started on 2024 with a total loan budget of USD 400 million and includes :

- USD 384 million – PforR: Disbursing against results on key Disbursement-linked Indicators (DLI)
- USD 15 million – IPF: Intended to cover Technical Assistance (TA) activities that would support the achievement of the DLIs

The program will target three results area as follows:

RA 1: Home to school: Improving access to foundational learning: through three strategic approaches: (a) increasing access to KG2, including in camps and districts with high concentration of refugees (more than 10 percent); (b) strengthening the quality of early childhood education by approving a comprehensive curricula for KG1 and KG2 and support materials for KG2 teachers, and supporting the scale-up of the KG QAS; and (c) improving foundational literacy skills for grade 1-3 students, through the development of an implementation plan to improve foundational literacy and the implementation of targeted interventions to build foundational skills in the early grades.

RA 2: School to work: Increasing access to labor-market relevant TVET: by (a) improving the labor market-relevance of TVET programs, responding to the job market and demand in priority sectors through institutionalizing linkages with private sector and expanding apprenticeships; (b) facilitating the transition to employment and expand pathways, through implementing an equivalence system to add flexibility and portability to TVET qualifications and certificates; and (c) supporting learners through strengthened student trajectories' data for counselling and career guidance services.

RA 3: Enhancing the efficiency of the education sector management: by (a) supporting the implementation of the new governance structure of the education sector; and (b) improving human resources management of the system in terms of teacher attraction and selection policies.

The MOE is seeking to hire a Monitoring and Evaluation (M&E) Officer to support the Development Coordination Unit (DCU) in terms of the effective implementation and monitoring of the Jordan Modernizing Education, Skills, and Administrative Reforms (MASAR) Operation, as well as other WB Operations. This position will ensure the systematic monitoring and evaluation of project activities, alignment with key indicators, and adherence to World Bank and Jordanian standards.

2. Objectives of the Position:

The M&E Officer will:

- Design, implement, and manage an effective monitoring and evaluation system for all WB Operations, focusing on **MASAR and JERSP (PforR)**. Ensure alignment with the Projects Results Framework and report on progress toward achieving the Program Development Objectives (PDOs).
- Provide evidence-based insights for decision-making and ensure compliance with the World Bank's M&E requirements.
- Build on the results of the Jordan Education Reform Support (JERS) Program for Results (PforR) to inform the MASAR Operation's M&E processes, leveraging lessons learned and aligning with established best practices.
- Support the evaluation of other WB programs as needed, particularly leading the evaluation of the JERS PforR

3. Responsibilities:

- Monitoring and Evaluation System Design
- Develop a comprehensive M&E framework, including methodologies, tools, and indicators for tracking progress.
- Establish baseline data and set targets aligned with PDO indicators.
- Implementation and Monitoring
- Oversee the collection, validation, and analysis of data for all project components.
- Conduct regular field visits to monitor project activities and ensure data accuracy and quality.
- Monitor the achievement of Disbursement Linked Indicators (DLIs) and support verification protocols.

4. Reporting:

The M&E Officer will report directly to the DCU Director and work closely with World Bank task teams and relevant implementing agencies.

- Prepare semi-annual and annual progress reports on project performance.
- Document lessons learned, challenges, and best practices for future improvements.
- Report compliance with the Results Framework and provide updates on the achievement of outcomes.

5. Duration and Location:

The assignment is considered as a Full-time job, starting from April 2025 with the possibility of yearly renewal based on performance. The Specialist will be based in Amman, Jordan, with frequent field visits to project sites.

6. Capacity Building:

- Provide technical assistance to project staff and stakeholders on M&E principles and tools.
- Foster a culture of results-based management among implementing agencies.
- **Train staff and stakeholders as needed on M&E practices to enhance their capacity for effective implementation.**

7. Coordination:

- Liaise with relevant government agencies, the World Bank, and other stakeholders to ensure smooth implementation of the M&E framework.
- Collaborate with the Development Coordination Unit (DCU) and relevant directorates to ensure consistency in M&E activities.

8. Qualifications and Competencies:

- **Educational Background:**

Bachelor's degree in social sciences, Statistics, Economics, Public Policy, or a related field. A Master's degree is preferred.

- **Experience:**

- At least 7 years of relevant experience in monitoring and evaluation, preferably in education or development projects.
- Familiarity with World Bank or other international development organization frameworks.
- Proven experience in designing and implementing M&E systems and tools.

- **Skills:**

- Strong analytical, organizational, communication skills, and problem-solving skills.
- Proficiency in M&E software and data analysis tools.
- Excellent written and verbal communication skills in Arabic and English.

9. Deliverables:

- Comprehensive M&E framework and tools.
- Semi-annual and annual progress reports, including data analysis and recommendations.
- Capacity-building materials and training records.
- Documentation of field monitoring visits and lessons learned.