

# Call for Consultancy

## Terms of Reference (ToR)

### 1. Position Information

Job Title	: Consultant (individual or group)
Reports to	: Education and Training Specialist
Location	: Kale or Remote
Contract Type	: Independent Contract
Duration	: 15 total working days (19 Nov 2025 – 23 Dec 2025)
Deadline for Application	: 16 Nov 2025 (24:00 hour, Myanmar Time)

### 2. Assignment Overview

The Zomi Education Working Group (ZEWG) has delivered capacity development training to both pre-service and in-service teachers at community-based learning centers in Chin State, in alignment with the Myanmar Teacher Competency Standard Framework (TCSF) and courses available on the Myanmar Teacher Platform. This assignment involves evaluating the impacts of the training provided by ZEWG. The consultant will be responsible for designing study tools to assess the training's impacts, to train enumerators, analyze the data, and to develop a comprehensive report of the study.

### 3. Scope of Work

#### A. Participant Identification

- Identify and select participants from the training program who represent diverse backgrounds and experiences (e.g., geographic, gender, age, professional setting).

#### B. Impact Case Study Development and Reporting

- Develop an outline for the case study, including clear objectives, a sound methodology, key themes, and intended outcomes, for review and approval by donors and internal stakeholders.
- Develop and provide data collection tools (e.g., interview guides, survey questionnaires, observation protocols) tailored to gather necessary qualitative and quantitative information from training participants, stakeholders, and educators.
- Produce a comprehensive draft version of the case study report that highlights the impacts of the training on teacher capacity, teaching practices, and student outcomes. The narrative must be evidence-based.
- Include relevant, high-quality visuals (e.g., photos, graphs, infographics) and supporting documents (e.g., testimonials, raw survey data summaries) as annexes to enrich the narrative of the case study.
- Revise and submit the final case study report, incorporating feedback received from donors and other internal stakeholders until final sign-off is achieved.

### 4. Deliverables

#### 1. Case Study Outline and Methodology Document.

2. **Finalized Data Collection Tools Package.**
3. **Case Study Report** with integrated visuals and annexes.

**5. Required Qualifications and Competencies**

The expected candidate must possess the following:

- **Education:** A master's degree or higher in education, social sciences, monitoring & evaluation, or a related field.
- **Experience (MEAL):** Proven experience in project monitoring, evaluation, accountability and liability with skills and experiences of producing high-quality published research or case study reports, particularly for international donors (e.g. UN agencies).
- **Technical skills:** Demonstrated expertise in developing effective quantitative and qualitative data collection tools and strong data analysis skills.
- **Communication skills:** Excellent written and verbal communication skills in English, communication skills in Burmese.
- **Contextual knowledge and skills:** Preference will be given to, but not limited to, those who have worked with ZEWG (e.g. volunteers or any previous roles), those who can fluently use any dialects speaking in Tedim and Tonzang Townships, and those who have comprehensive knowledge and respect of diversity in the two Townships.
- **Commitment:** Ability to meet tight deadlines and work collaboratively with a remote or in-person team.

## **6. Logistics and Support**

ZEWG will provide the consultant:

- Project information: Detailed training activities, curriculum and participant lists in the capacity building program
- Logistic and other support: selection of four enumerators, logistic support for online training with enumerators, and logistic arrangement for enumerators' field data collection.

## **7. Application Process**

- Interested candidates can apply for the position by filling up [this application form](#) by 16 November 2025 (24:00 hour, Myanmar Time).
- Things to prepare for the application:
  - A cover letter outlining your suitability for the role (can be written in Zolai, Burmese or English)
  - Updated full CV/resume.

## **8. Application Timeline**

- Deadline for application: 16 Nov 2025

## **9. Notes**

- If you have any inquiry for clarification about the assignment, please reach out to us through [info.zewg@zomieducation.org](mailto:info.zewg@zomieducation.org) or [zewg.edu@protonmail.com](mailto:zewg.edu@protonmail.com). **You can ask questions to these emails, but applications sent to these emails will not be considered.**
- ZEWG has the right to not employ anyone who has applied for the assignment or to cancel this job advertisement due to an unusual case, unsatisfactory candidate pool, budget cut or changes in project plan.