**Expert Services on Development of the recommendations on increasing transparency and integrity at school for stakeholders in the field of education for the National Agency on Corruption Prevention**

**1. Background**

**1.1. General overview**

Supporting anti-corruption efforts in Ukraine is a high political priority for the European Union. By combating corruption, the EU contributes to the consolidation of democracy and economic growth of Ukraine, as well as successful approximation of Ukraine with the EU.

Upon the successful relaunch of the National Agency in 2020, an Anti-Corruption Strategy was developed, approved by the Cabinet of Ministers and finally adopted by the Parliament on June 20th, 2022. As the President signed the respective law on July 7th, 2022, the Strategy entered into force, and the NACP developed the State Program aimed at the Strategy’s implementation (hereinafter, SACP). The Programme, meant to detail and operationalise the Strategy by defining particular activities to achieve the strategic goals, identifying responsible authorities, and setting up deadlines and indicators for their implementation, after several rounds of Consideration by the Cabinet of Ministers, finally was adopted on March 4th, 2023 and its text was published on March 13th, 2023.

Fostering zero tolerance for corruption and promoting integrity among citizens and youth is one of the priorities of the NACP. In December 2021 the NACP adopted the Strategy of fostering zero tolerance to corruption, a document which proposed a wholesome approach based on a proactive work with the young generation. This approach includes three components: 1) integration of AC theme into educational programs; 2) launching the transformation of the educational environment and 3) promoting integrity as a part of personal success. The Strategy’s goals were incorporated as the expected results in the para 1.2.1.2. of the State Anti-Corruption Program, and include a include a series of activities that aims to create an educational environment with zero tolerance for corruption. This would both increase the transparency and integrity of educational institutions and help to form such values as integrity, honesty, etc among young people.

To achieve the goal, the National Agency has undertaken the leadership in developing and promoting recommendations on increasing transparency and integrity at school for stakeholders in the field of education. The recommendations will propose a holistic vision - the `golden standard` of ideal schools in terms of anti-corruption. The document will cover various aspects related to the activities of general secondary education institutions and include such topics:

• Transparent educational environment (prevention and settlement of conflicts of interest; ethical standards; academic integrity).

• Financial management (management of budget funds; financial autonomy of schools; additional sources of funding: charitable funds, grants, sponsorship funds, etc.)

• Digitization (electronic document management; functioning of the school website and other resources; organization of distance learning; principles of communication with the community).

• Educational management (development strategy and annual school work plan; control and analysis of task performance; personnel management; providing a modern and safe educational space).

• Motivated pedagogical community (increasing the professional level and pedagogical skills of employees; improving the qualifications of teaching staff; certification of teaching staff; increasing the inclusion of teachers in the educational process).

• Interaction of participants in the educational process (communication with students; involvement of parents, constant feedback; students’ self-government).

These recommendations will be formed through the prism of anti-corruption, therefore there will be both - a separate block dedicated to anti-corruption, and AC topic will also run through all the recommendations.

**1.2. Contracting authority**

The contracting authority is the European Union Anti-Corruption Initiative in Ukraine, hereinafter referred to as the “Customer”.

**1.3. Beneficiary**

The beneficiary is the National Agency on Corruption Prevention, Department of Corruption Detection and Prevention.

**2. Objective**

The objective of the assignment is to assist NACP with the development of recommendations on increasing transparency and integrity at school for stakeholders in the field of education (Golden standard for schools).

**3. Scope of work and expected deliverables**

**3.1. Scope of work**

The scope of work of the assignment covers provision of expert services to assist the Agency in developing the recommendations on increasing transparency and integrity at school for stakeholders in the field of education (Golden standard for schools).

The experts will advise the NACP Integrity office in the following areas:

* digitalization,
* electronic document management,
* psychology,
* conflict studies,
* pedagogy,
* educational management,
* organizational development.

The expected input is the engagement of up to 6 experts with the engagement of each expert not exceeding 60 working hours in total (3 months, 20 hours per month).

**3.2. Expected deliverables:**

The experts are expected to contribute their expertise to the development of the recommendations on increasing transparency and integrity at school for stakeholders in the field of education (Golden standard for schools) for the National Agency on Corruption Prevention.

The final report in English of up to 5 pages describing experts involvement, and time and dates spent on specific assignments by each expert should be delivered to the EUACI upon the contract completion.

Note: All the materials developed under this assignment shall include the EUACI logo as a part of the EUACI visibility strategy. Logo shall be used in accordance with the EUACI Visibility Guidelines and Brand Book. The Contractors shall consult with Yana Ryzak, the EUACI Communications Experts via e-mail at [yanryz@um.dk](mailto:yanryz@um.dk) .

**4. Timeline**

The assignment will start following a notification issued by the contracting authority, but not earlier than the date of signing the contract between the EUACI and the Contractor. The tentative start date is 24 April 2023. All activities envisaged under this contract shall be completed with a total duration of up to 3 months. The project activities are expected to take place in Kyiv.

**5. Service provider**

**EUACI will only consider applications submitted by groups of experts, or NGOs covering all the services described in the scope of work. Individual applications of experts covering assignment partially will not be considered.**

**5.1. Requirements for the Contractor**

**Each Expert on the team shall meet following criteria:**

* **Possess a Master/Specialist’s degree in the relevant field (no specific requirements added, but a degree in one of the listed fields will be an advantage: pedagogical, management (public administration), psychology);**
* **Have at least 5 (five) years proven work experience in pedagogic, educational management or the area of relevant professional expertise;**
* **Be fluent in Ukrainian (English proficiency will be an advantage);**
* **Experience in preparing educational, methodological handbooks, in particular regarding the organization of educational or management processes will be an asset.**
* **Proven experience of cooperation with the EU or other donor-funded projects will be an advantage.**

**6. Monitoring and evaluation**

Definition of indicators

The performance of the contractor will be judged upon reaching the purpose of this contract as well as obtaining its results, as indicated in the sections "Objective" and "Expected Deliverables" herein respectively. Moreover, the performance of the contractors will be judged upon successful implementation of all the specific activities indicated above.

Special requirements

By signing the contract, the contractor agrees to hold in trust and confidence any information or documents ("confidential information"), disclosed to the contractors or discovered by the contractors or prepared by the contractors in the course of or as a result of the implementation of the contract, and agrees that it shall be used only for the purposes of the contract implementation and shall not be disclosed to any third party.

The contractor reports to the EUACI. The contractor shall be briefed prior to starting with the assignment. The contractor shall de-brief the EUACI prior to finalising the assignment.

**7. Cross-cutting issues (integration of the youth, equal opportunities)**

The project will be implemented ensuring equal opportunities for men and women and integration of the youth.

**Clarification questions**

Any clarification questions for the request for bid should be addressed to olekom@um.dk not later than 18 April 2023, 18:00 Kyiv time.

**How to apply**

Deadline for submitting the proposals is 21 April 2023, 18:00 Kyiv time.

The bidder must submit the following information to be considered:

* CVs of trainers and administrative team members (if applicable).
* Financial proposal.
* Letter of interest/motivation letter

The proposals shall be submitted within the above deadline to olekom@um.dk, indicating the subject line “Development of the recommendations on increasing transparency and integrity at school for stakeholders in the field of education”.

Bidding language: English.