

REQUEST FOR EXPRESSIONS OF INTEREST (CONSULTING SERVICES)

Country: Pakistan

Project: Getting Results: Access and Delivery of Quality Education Services in Balochistan (GRADES-B)

Project Number: P507512

Assignment Title: Hiring of Consulting Firm for Development of Teacher Career Progression and Professional Pathway Framework

Reference No. PK-PMU-SED GOB-534523-CS-CQS

The Government of Balochistan, through the Government of Pakistan, has secured **USD \$100 Million** funded through IDA capital credit financing from the World Bank to implement the **Getting Results: Access and Delivery of Quality Education Services in Balochistan (GRADES-B)** project. The project is designed to increase girls' and boys' enrollment in pre-primary and primary grades, and to improve reading and numeracy proficiency in primary grades, all in project-supported schools.

The GRADES-B project aims to address educational disparities in Balochistan by enhancing access, quality, and equity in education. The initiative focuses on foundational literacy and numeracy, increased enrollment, and sustainable systemic reforms. The proposed project is structured around four components to address systemic challenges in the education sector of the province. They focus on improving access to education and enhancing teaching quality, strengthening data-driven accountability, building resilience to climate change, and introducing emergency preparedness mechanisms to minimize disruptions.

Project Management Unit (here and after as the Client) intends to apply part of the proceeds to cover eligible payments for hiring the services of qualified Consulting Firm for Development of Teacher Career Progression and Professional Pathway Framework (here and after as the Consulting Firm).

The consulting services ("the Services") include provision of technical assistance for developing a comprehensive Teacher Career Progression and Professional Pathway Framework, ensuring full consistency with the TOR's referred to in this REOI.

The Terms of Reference (TOR) for the primary procurement stage for the assignment can be found at the following website: <https://pmused.gob.pk/Tenders> or can be obtained at the Office Address, House # 74-A Chaman Housing Scheme, Airport Road Quetta.

The Project Management Unit, **Balochistan Education Support Project** now invites eligible consulting firms ("Consultants") to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services.

The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers" September 2023 setting forth the World Bank's policy on conflict of interest.

Consultants may associate with other firms to enhance their qualifications, but should indicate clearly whether the association is in the form of a joint venture and/or a sub-consultancy. In the case of a joint venture, all the partners in the joint venture shall be jointly and severally liable for the entire contract, if selected.

A consulting firm(s)/ Joint Venture(s) will be selected in accordance with the Consultant Qualification based Selection (CQS) method set out in the World Bank's Procurement Regulations for Investment Project Financing Goods, Works, Non-Consulting and Consulting Services" September, 2023.

Mandatory Eligibility

Company Registration Certificate, Valid NTN Registration, Audited Financial Statements (Last 3 Years), Minimum Average Annual Turnover (Last 3 Years \geq PKR 40 Million)

Shortlisting Qualification Criteria

1. Proven track record with at least two similar assignments in education policy, HR reform, teacher management systems, and career pathways/service rules.
2. Minimum of 10 years' relevant professional experience, with demonstrable implementation in Pakistan or comparable contexts, including government and development partner projects.
3. Strong understanding of teacher management reform challenges and provincial education context, covering CPD integration, competency-based progression, and performance management systems.
4. Robust methodology and implementation plan, including diagnostics, consultations, research, policy drafting, and phased execution, emphasizing feasibility and clarity.
5. Experienced and qualified key experts (Team Leader, Legal/Service Rules Expert, Policy Specialist, Data/Research Specialist) with clearly defined roles and sufficient person-month allocation. Must attached CVs.
6. Experience in policy development, large-scale stakeholder engagement, evidence-based research, and gender-sensitive analysis.
7. Capacity for institutional strengthening, including field research, capacity building of SED/PMU, and sustainability planning with clear handover and system institutionalization.

Further information can be obtained at the address below during office hours, i.e. 0900 to 1700 hours.

Expressions of Interest (EOI) must be delivered in written form to the address given below (in person, or by mail, or by fax, or by e-mail) by 13th May, 2026. EOI can be transmitted electronically by email to the email address ps.gradesb@gmail.com.

Project Management Unit, Balochistan Education Support Project
House # 74-A Chaman Housing Scheme Quetta
Quetta, Pakistan
Tel: +92812864295-6
Fax: +92812864297