LAO PEOPLE'S DEMOCRATIC REPUBLIC
PEACE INDEPENDENCE DEMOCRACY UNITY AND PROSPERITY

Ministry of Education and Sports
Department of Organization
Improving Frontline Worker Performance in Education and Health Project
P507442. IDA Credit No. IDA-79630

Ref. No 813 /DoO
Date: 29 SEP 2026

REQUEST FOR EXPRESSION OF INTEREST

Time-Based National Consultant for Position of Monitoring and Evaluation Specialist TA

The Government of Lao PDR (GoL) has secured an International Development Association (IDA) credit of US$35 million from the World Bank to implement the Improving Frontline Workers Performance in Education and Health Project (P507442). The project aims to strengthen human capital by enhancing the performance and management of frontline workers in education and health sectors. The project was approved on January 15. 2026 and is expected to close on April 15, 2031.

The Monitoring and Evaluation Specialist will provide leadership, technical expertise, and strategic guidance on all project management aspects, ensuring compliance with the Project Appraisal Document (PAD), World Bank requirements, applicable government regulations, the Financial Management Manual (FAM), the Project Operations Manual (POM). The Monitoring and Evaluation Specialist will establish, maintain, and oversee the overall Monitoring and Evaluation (M&E) system for the Project. The M&E Specialist will lead the development and operationalization of the Project M&E Manual, track progress against the Results Framework (RF) PDO and intermediate indicators, consolidate performance data from both MoES and MOH, ensure timely production of semi-annual progress reports, and oversee post-service beneficiary feedback surveys and third-party evaluations. The M&E Specialist will work under the direct supervision of the PMU Project Director and work closely with PMU (MoES) and PIU (MOH) and relevant technical departments, including Provincial Education and Sports Services (PESS), District Education and Sport Bureaus (DESB), and Provincial Health Offices (PHO).

The specific tasks of the Monitoring and Evaluation Specialist shall perform, but not be limited to, the following duties:

1. Draft, finalize, and maintain the comprehensive Project M&E Manual as part of the Project Operations Manual (POM), incorporating input for Component 2 provided by the MOH PIU M&E focal point.
2. Maintain systems to monitor all PDO-level and intermediate indicators set forth in the Project Results Framework, ensuring clear protocols for data sources, frequency, and responsibilities.
3. Establish mechanisms to integrate data from sectoral information systems, including the Lao Education Management and Information System (LESMIS), PMIS, and the District Health Information Software 2 (DHIS2) / HANSA II M&E framework where applicable.
4. Coordinate with line departments as well as provincial and district level to monitor and track progression of PDOs and intermediate indicators.

5. Conduct routine field visits to target districts, schools, TTCs, district hospitals, and health centers to verify data reliability, spot-check implementation progress, and address data bottlenecks.
6. Implement data quality assessments (DQAs) to ensure data reported by sub-national levels (DESBs, PESSs, PHOs) is accurate, timely, and complete.
7. Drafting reports, Learning, and Beneficiary Feedback as following:
   - **Progress Reporting:** Compile and draft consolidated semi-annual project implementation progress reports (covering PDO and intermediate results indicators) prior to World Bank implementation support missions.
   - **Beneficiary Feedback & Citizen Engagement:** Coordinate the design, implementation, and analysis of post-service monitoring surveys (scheduled for Years 2 and 4) to capture frontline worker and community satisfaction.
   - **Gender & ESS Monitoring:** Monitor gender-disaggregated indicators (e.g., share of female primary school principals, female district hospital leaders, licensed female HFWs) and feed M&E findings into the project's Environmental and Social Commitment Plan (ESCP) reporting.
   - **Mid-Term and Completion Reviews:** Prepare comprehensive baseline, mid-term, and end-of-project evaluation reports, providing evidence-based recommendations to PMU/PIU leadership and the Project Steering Committee (PSC).

In order to qualify for this position, the candidates shall meet the following experience and competence requirements:

1. Master's degree in Statistics, Economics, Public Policy, Education, Public Health, Social Sciences, Development Studies, or a closely related discipline.
2. At least 7 years of professional experience in monitoring, evaluation, and empirical research in social sector development projects.
3. Minimum 4 years of direct experience designing and managing M&E systems for official development assistance (ODA) projects, preferably World Bank-financed Investment Project Financing (IPF) operations.
4. Demonstrated expertise in managing quantitative and qualitative data collection tools, indicator tracking tables, and data analysis software (e.g., SPSS, STATA, R, or Excel).
5. Familiarity with education and/or health sector indicators, classroom observation tools (such as TEACH COT), learning assessments, or health management information systems (such as DHIS2) is highly desirable.
6. Proven track record in designing baseline surveys, mid-term reviews, and beneficiary feedback mechanisms.
7. Excellent command of written and spoken Lao and English, with proven ability to draft high-quality analytical reports for international organizations and government bodies.
8. Excellent coordination skills to work across multi-ministerial teams (MOES and MOH) and sub-national stakeholders.

The attention of interested Consultant is drawn to paragraph 1.9 of the World Bank's Guidelines: Selection and Employment of Consultants under IBRD Loans and IDA Credits & Grants by World Bank Borrowers, July 2014 ("Consultant Guidelines"), setting forth the World Bank's policy on conflict of interest. The Consultant will be selected based on Individual Consultants selection method set out in the Consultant Guidelines.

Interested eligible candidates in this position may obtain further information and the detailed TOR from ***the Ministry of Education and Sports, Department of Organization*** at the address below during office hours 08:00 to 16:00 hours or by e-mail. Please submit CVs and a letter of interest ***by 5th to 19th Octocber 2026*** to the address below. Only short-listed individual candidates will be contacted for an interview.

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Authorized Signature

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