



REFORM SUPPORT UNIT (RSU)  
SCHOOL EDUCATION & LITERACY DEPARTMENT  
GOVERNMENT OF SINDH



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**TERMS OF REFERENCE (TORs)**  
**(Well-being and Nutritional Specialist- PPS-9)**  
**ASPIRE-AF project, Reform Support Unit (RSU)**  
School Education and Literacy Department (SE&LD)  
Government of Sindh

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In order to strengthen the Project Coordination and enhance the overall efficacy of Action to Strengthen Performance for Inclusive Education (ASPIRE), project there is a need to hire (consultants) on a short-term basis (consultants for initially one-year period) in order to effectively manage the extensive impact of the projects in question.

Applications will be evaluated in accordance with SPPRA rules.

The candidates are required to submit their CVs, at following address.

**Reform Support Unit, SE&LD (RSU)**

### **Project Background**

Actions to strengthen Performance for Inclusive and Responsive Education (ASPIRE-AF) additional finance was approved on 30<sup>th</sup> July, 2025 with the amount of 30 Million \$ (25% share to be given to Sindh province). The Program's support for improved equity in service delivery (both in access and quality) and sector management, is highly justified, based on Pakistan's needs to: (i) respond to school disruption caused by various crisis; (ii) expand access and improve education quality; and (iii) enhance sector resilience and management through better coordination, with a focus on lagging districts generally and girls and OOSC specifically. To achieve these goals, the Program will: support the safe reopening of schools; expand access to quality traditional and multi-modal education as a mechanism to support students during emergencies and to engage the high number of OOSC into the system; and, create stronger coordination and management practices between Federal and Provincial governments.



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## Terms of References

### SCOPE OF WORK:

The specialist will develop a plan/policy and implement plan/ policy considering the indicators like Nutrition and feeding, physical health, mental health and psychosocial support (MHPSS), child protection and safeguarding, menstrual hygiene management and school related gender based violence (SRGBV). The specialist will develop plan/policy by adopting following steps **mapping and gap analysis** ( map all existing plans/policies, programs and initiatives related to wellbeing, nutrition, health, child protection, SRGBV, MHM, etc. Identify best practices local and international. Highlight gaps and duplication, conducting consultation with World Bank, UNICEF, WFP, JICA, UNHCR etc. **Develop a wellbeing and nutrition plan/policy**:, use the mapping to define a provincial vision of wellbeing and nutrition in schools, engage multiple stakeholders, including children, CSOs and line departments and technical working groups. Decide whether this will be standalone plan/policy, a thematic chapter in the ESP, or sectoral plan. **Develop a costed implementation plan**, translate the approved plan/policy into actionable and costed activities, and prioritize lagging districts and vulnerable groups including girls, OOSC and children with disabilities. Coordinate with the P&D and Finance departments to ensure alignment with development plans.. **Pilot and rollout in lagging districts of ASPIRE project**, select 2-3 lagging districts of ASPIRE project based on education and nutrition indicators. Pilot priority components e.g MHM program in girl schools, school feeding in insecure areas. Either the pilot can inform the plan/policy, or the plan/policy can lead to implementation

### Roles & Responsibilities:

The specialist will perform the following functions, duties, and tasks:

1. Lead the design and drafting of the Nutrition and Wellbeing plan/ Policy for student generally and early grade children specifically.



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2. Ensure policy alignment with national priorities, SDGs, and international best practices (WHO, UNICEF, FAO).
3. Provide technical guidance on nutrition-sensitive and nutrition-specific interventions.
4. Develop strategic action plans and frameworks for integrating nutrition in schools.
5. Design and deliver training modules for teachers, staff, and community workers.
6. Prepare IEC (Information, Education, and Communication) materials on nutrition and wellbeing.
7. Provide technical assistance for implementation of school-based nutrition initiatives.
8. Ensure inclusion of gender, equity, and vulnerable groups in nutrition programming.
9. Develop monitoring indicators, tools, and checklists for nutrition and wellbeing activities.
10. Support baseline, midline, and end line surveys on nutrition and health outcomes.
11. Document lessons learned, best practices, and prepare technical reports.
12. Represent **ASPIRE** in coordination meetings with government, and World Bank.
13. Advocate for sustainable nutrition and wellbeing interventions in schools.
14. Conduct needs assessments, situational analyses, and policy reviews.
15. Promote evidence-based decision making through data collection and analysis.
16. Contribute to knowledge sharing through manuals, guidelines, and publications.

**Qualification and professional experience**

- MBBS and Master's degree in Human Nutrition, Public Health, Dietetics, Food & Nutrition Sciences, or a closely related field.
- Additional certification or diploma in Public Health Nutrition, Maternal & Child Health, or Food Security will be an asset.
- Minimum 5 years of professional experience in nutrition programming, develop wellbeing and nutrition plan/policy and implementation of plans preferably in development/humanitarian context.



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**Professional training in:**

- Infant and Young Child Feeding (IYCF)
- Community-based Management of Acute Malnutrition (CMAM)
- Nutrition Assessment Tools and Techniques (SMART, MUAC, growth monitoring, etc.)
- Health Promotion, Hygiene, and Wellbeing.
- Certification in Monitoring & Evaluation, Research Methods, or Project Management (desirable).
- Knowledge of international guidelines and frameworks (WHO, UNICEF, Sphere, SDGs) relevant to nutrition and wellbeing.
- Strong knowledge of CMAM, IYCF, micronutrient programs, and nutrition surveillance.
- Experience in training, mentoring, and capacity building.
- Strong analytical, writing, and reporting skills.
- Ability to work with government, UN, NGOs, and community structures.

**Skills**

- Ability to apply good judgement in the context of assignments given.
- Strong leadership and negotiation skills.
- Strong and demonstrated capacity for planning, organization, and management with excellent reporting and coordination skills.
- Ability to work in a team, develop synergies and establish effective working relations with various stakeholders.
- Strong interpersonal and communications skills, resourcefulness, initiative, tact and ability to cope with challenging situations.
- Written and oral fluency in Urdu/Sindhi and English language.
- Proficient in using MS Office (Word, Excel, & Power Point).