

## Job Announcement

### School-based Assessment (SBA) Specialist

World Education, a division of JSI Research & Training Institute, Inc. (JSI/WE) is dedicated to improving people's lives around the world through greater health, education and socioeconomic equity for individuals and communities, and to providing an environment where people of passion can pursue this cause.

JSI/WE, is seeking a qualified Cambodian national to fill the School-based Assessment (SBA) Specialist position to support the Secondary Education for Human Capital Competitiveness project (SE4HC) ADB LOAN NO. 4517-CAM.

#### Background Information on the ADB-supported SE4HC Project:

The six-year ADB-supported SE4HC project of MoEYS aims to strengthen upper secondary education to be more inclusive with interactive teaching and learning that prepares young people for jobs, instills a passion for science, technology, engineering and mathematics (STEM) and imparts 21st century skills, while improving the assessment system and introducing new pathways for students to progress to post-secondary education.

Expected project outputs are as follows:

1. **Output 1: Access to quality upper secondary education improved.** This output will increase student access to well-equipped, safe, climate resilient school facilities. The project will support (i) school facility construction, (ii) equipping of interactive teaching and learning spaces, (iii) the development of guidelines for climate-resilient schools, (iv) minimum service standards (MSS) for general technical high schools (GTHS), (v) an integrated education data center, (vi) updating of the MOEYS Gender Mainstreaming Strategic Plan for Education, and (vii) activities targeted at inclusive education for students with learning difficulties and disabilities.
2. **Output 2: Upper secondary education aligned with 21st century skills.** This output aims to improve skills in high-demand areas by (i) improving teacher competency in pedagogy for STEM, green and digital skills, and English; and (ii) attracting students to the science stream.
3. **Output 3: Quality of upper secondary education student assessment systems improved.** This output will address the binding constraint of high-stakes summative examinations and the impact it has on secondary education teaching and learning. The project will support a new strategy for grade 12 national examinations and promote recognition of school-based summative assessment. The project will also strengthen classroom-based formative assessment and school-based summative assessment.
4. **Output 4: Post-secondary education pathways strengthened.** This output aims to strengthen the pipeline of human resources skilled in science and priority fields by piloting an innovative program in USE and higher education. The project will also support a study on recognition of prior learning and competencies and transfer credits in higher education to inform the development of a policy framework and guidelines in this area.

Details on the SBA specialist position for which JSI/WE is seeking Cambodian applicants are as below.

#### School-based Assessment (SBA) Specialist (1 position) Based in Phnom Penh

This position would be 8 months intermittent over the 6 year project.

The national SBA Specialist will:

- Work with and support the International SBA CPD Specialist, and in coordination with Team Leader and Deputy Team Leader.
- Support the Executing Agency (EA), particularly Project Implementation Units (PIU1) and CPD providers, to implement and deliver the tasks as below:
  - Conducting a needs assessment to identify the strengths and weaknesses of current SBA practices in participating schools, assessment skills and knowledge gaps of the secondary teachers, school leaders, and inspectors
  - Designing and developing a comprehensive SBA CPD program that is engaging, relevant, and addresses the identified needs of the target audience. This will involve: (a) defining learning objectives and outcomes, (b) electing appropriate assessment tools and techniques, (c) developing a program schedule and activities, (d) creating or identifying relevant resources and materials,
  - Facilitating the implementation of the SBA CPD program, including delivering training sessions on various assessment tools and techniques,
  - Supporting schools in developing and implementing SBA plans,
  - Collaborating with teachers, school leaders, inspectors and Education Quality Inspection Department (EQID) and ensuring alignment with the broader project goals (if applicable),
  - Developing and delivering high-quality resources and materials to support the SBA CPD program,
  - Monitoring and evaluating the effectiveness of the program using a variety of methods, and documenting the SBA CPD program and good stories.
- Provide support to the Project Management Unit (PMU)'s and PIU1, particularly EQID counterpart staff, and Deputy Team Leader in updating the progress of Design Monitoring Framework (DMF)'s and Gender Action Plan (GAP)'s relevant targets and performance indicators.
- Capacity development training and/ or support to PMU, Implementing Agencies (IAs), Phnom Penh Teacher Education College (PTEC), and Battambang Teacher Education College (BTEC) in the implementation of SBA CPD program;
- Ensure that all documents related to the results of the SBA CPD program activities are properly filed and accessible for reference,
- Perform other tasks as may be required by the international school-based assessment specialist during his/her absence.
- Preparing end-of-assignment reports for submission to the EA and ADB.

### **Qualifications and Experience**

- A master's degree in education, Assessment and Evaluation, Curriculum and Instruction, or a related field.
- A minimum of 5 years of experience in high-stake national examination, large-scale assessment and school-based assessment practices.
- Strong understanding of national curriculum, teacher's training curriculum and assessment policies.
- Proven experience in developing and implementing effective assessment tools and strategies.
- Experience in providing professional development to teachers on assessment practices.
- Excellent communication, facilitation, and presentation skills in English and Khmer.
- The ability to work collaboratively with teachers, school administrators, and other stakeholders.

Below are the responsibilities of International SBA Specialist for your reference:

The international SBA Specialist will lead the conceptualization of SBA CPD designs and support the implementation with PTEC and BTEC. The specialist will collaborate closely with International Teacher Training and Capacity Building Program Specialist and be responsible for :

- . conducting a needs assessment to identify the strengths and weaknesses of current SBA practices in participating schools, assessment skills and knowledge gaps of the secondary teachers, school leaders, and inspectors
- . designing and developing a comprehensive SBA CPD program that is engaging, relevant, and addresses the identified needs of the target audience. This will involve: (a) defining learning objectives and outcomes, (b) electing appropriate assessment tools and techniques,(c) developing a program

**Strict compliance with Organizational Safeguarding Code of Conduct:**

All of these positions will entail having direct or indirect contact with children on occasion. All positions must strictly comply with the employing organization's Safeguarding Policy. Any breach or failure to comply with this will be taken seriously and will result in disciplinary action.

Interested candidates should submit a cover letter and CV through email to: mouykear.leng@jsi.org. Please note that any certificates will not be accepted at this time. Only short-listed candidates will be notified and called for an interview.

This position will involve direct and indirect contact with children and therefore additional screening measures will be carried out, including the requirement to sign a Declaration of Prior Convictions and specific safeguarding questions being asked during interview and in reference checks.

Contact details: World Education, a division of JSI Research and Training Institute Inc. Phnom Penh, No. 116K, Street 05A, Sangkat Dangkor, Khan Dangkor, Phnom Penh.  
Tel: 023 881 198/017 698 001

**Closing date: July 8, 2026**

*World Education, a division of JSI Research and Training Institute Inc. is an Equal Opportunity, Affirmative Action Employer committed to workplace diversity.*

*World Education, a division of JSI Research and Training Institute Inc. is a child-safe organization, and the safety and well-being of children is a priority of our organization. We have robust recruitment procedures to ensure that all staff are suited to work with the children served by our programs.*

*Women and minority candidates are encouraged to apply.*