



Maldives Atoll Education Development Project (AEDP: P177768)
Ministry of Education, Higher Education and Skills Development
Republic of Maldives

TERMS OF REFERENCE

SENIOR STATISTICAL SPECIALIST

1. Background:

The Maldives Atoll Education Development Project (AEDP) is organized under five components: (a) enhancing curriculum delivery; (b) continuing teacher development; (c) measuring and enhancing system performance; (d) coordination, monitoring, capacity building and technical assistance; and (e) contingent emergency response. These components and the activities under them were prepared through a process of consultation and collaboration with the Ministry of Education (MoE); the Ministry of Finance and Treasury (MoFT); the atoll education agencies; public and private employers; academics and school principals, teachers, parents and students. The components and activities are also based on the knowledge and experience gained through the implementation of the Learning Assessment and Measurement (LAMP) Global Partnership for Education (GPE) trust fund.

The Government of Maldives (GoM) is implementing the “Maldives: Atoll Education Development Project (AEDP) Project. The project is funded by the World Bank. The objective of the project is to increase access to education and enhance the quality of secondary education. The five components of this project are:

Component 1: Enhancing Curriculum Delivery and Increasing Higher Secondary Participation

The general objective of this component is to promote strategic initiatives at the country level to strengthen and develop the general education system with a special focus on access and quality at the secondary level. Under this component, procurement activities would include purchasing of teaching/learning materials to enhance literacy skills of English language and Numeracy skills of Mathematics, Promote STEM education and ICT in education as well as promote the efficient



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delivery of the curriculum by strengthening vocational education in selected secondary schools of Maldives.

Component 2: Continuing Teacher Development

The general objective of this component is to develop the schools to strategically implement the initiatives under component 1 (one) by building the capacity of teachers. Under this component in service support for teachers (professional developments of teachers) are planned. This includes developing curriculum materials, addressing pedagogical practices, promoting project-based learning etc. This component also includes activities to support effort of teaching/learning of students with complex learning needs.

Component 3: Measuring and Enhancing School and System Performance

The general objective of this component is to measure the performance of the school system through quality assurance activities and national assessments of learning outcomes. This component would provide support to academics in higher education institutions to undertake policy analyses using the information and data from the Quality Assurance activities planned as well as the National Assessments conducted under AEDP. Under this component the main procurements would be consultancies and human resource development at the atoll level.

Component 4: Coordination, Monitoring, Capacity Building and Technical Assistance

The general objective of this component is to assist the GoM to administer the project and develop institutional capacity. This component will assist GoM to carry out coordination, operations and monitoring support, capacity building and technical assistance, and communications in relation to the Project. Under this component the schools also get grants towards activities conducted by the schools to improve their learning outcomes.

Component 5: Contingent emergency response



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2. Objectives

The Senior Statistical Specialist will provide technical leadership in statistical design, data analysis, educational measurement, and reporting to support evidence-based planning, monitoring, and evaluation of the Maldives Atoll Education Development Project (AEDP), with particular emphasis on **Component 3: Measuring and Enhancing School and System Performance**, while supporting data needs across all project components ensure that it is carried out in compliance with prevailing rules and regulations of World Bank and Government of Maldives

3. Scope of Services

- Design statistical frameworks, methodologies, and sampling strategies for national assessments, surveys, evaluations, and education sector studies under AEDP.
- Develop statistically sound tools and protocols for data collection, validation, and analysis
- Ensure all statistical methods align with international standards and best practices in education measurement and assessment
- Oversee the development and implementation of data quality assurance systems for project-related and any related datasets to the ministry.
- Establish data cleaning, validation, and verification protocols for education data collected under all implementing agencies under AEDP
- Ensure reliability, consistency, and integrity of education statistics across project activities.
- Lead statistical analysis of national assessments and learning outcome measurements
- Support psychometric analysis and interpretation of student performance data.
- Provide analytical reports on student achievement trends, disparities, and performance indicators.
- Provide statistical support for policy studies and education sector research using AEDP-generated datasets
- Conduct advanced quantitative and qualitative analyses to inform education policy and strategic planning
- Collaborate with higher education institutions, academics, and researchers undertaking policy analyses



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- Analyze school quality assurance data to identify trends, strengths, and areas requiring intervention
- Provide technical training and mentoring to Ministry of Education, Higher Education and Skills Development staff, all project related implementing agencies, and relevant stakeholders on statistical methods, data analysis, and interpretation
- Build institutional capacity for education data management and evidence-based decision-making
- Data integration across EMIS, NALO, SIQAAF, and school-level datasets to highlight interoperability
- Ethical use of data and privacy safeguards, especially since student-level data will be analysed.
- Coordinate with OMSU, departments of the Ministry, all relevant implementing agencies, schools, and consultants to ensure statistical support is integrated across project activities
- Any other related tasks assigned by the Project Director/Project Head

4. Required Qualifications and Experience

- Master's degree in Statistics, Education, Economics, Data Science, or related field
- Minimum 7–10 years of relevant experience in statistical analysis, preferably in projects
- Experience with large-scale assessments, psychometrics, and data systems
- Proficiency in statistical software (SPSS, Stata, R, Python, etc.)
- Experience in education sector statistics would be an added advantage

5. Professional Competencies

- Strong analytical and problem-solving skills with attention to detail and accuracy
- Excellent knowledge of statistical analysis, data interpretation, and quantitative research methodologies.
- Proficiency in statistical and data analysis software such as SPSS, Stata, R, Python, Excel, or equivalent.



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- Ability to interpret complex datasets and translate findings into actionable policy recommendations
- Capacity to provide technical guidance and mentoring.
- Demonstrated experience in training government staff and building institutional systems.
- Excellent written and oral skills in English and Dhivehi, with the ability to produce comprehensive reports in English. .
- Ability to plan projects with complex and diverse activities.
- Project management and coordination skills, since the role involves cross-agency collaboration.

6. Other Competencies

- The successful candidate must be willing to work for extended periods without direct supervision and will be expected to travel routinely to islands within the Maldives.
- Familiarity with the relevant Government procedures and regulations.

7. Institutional Arrangements

The Senior Statistical Specialist will be based at the duty station designated by the OMSU and will report directly to the Project Director/Project Head or any other person assigned by the Ministry.

8. Duration of services and terms of payment

The service is initially for a period of one (01) year with the possibility of extension depending on successful performance evaluation for the entire project duration. The Senior Statistical Specialist will be remunerated according to the National Pay Commission's circular. The remuneration range for this position is 30,240/- to 34,740/- per month.

9. Performance Appraisal

An annual performance review will be conducted by the Project Director/ Project Head. Additional reviews may be undertaken as necessary.