

Terms of reference

# Consultant, Training and eLearning – Ukraine

## **About the Basel Institute on Governance**

The Basel Institute on Governance is a hands-on centre of competence dedicated to promoting good governance and countering corruption for a more peaceful, just and sustainable world. Established in 2003 in Basel, Switzerland, the Institute works with partners worldwide to advance knowledge, practice and policy on anti-corruption, asset recovery and business integrity. With field operations worldwide, it has some 150 staff covering 32 nationalities. The Basel Institute is an Associated Institute of the University of Basel.

The National Anti-Corruption Bureau of Ukraine (NABU), established in October 2014, is a central executive body with special status mandated to prevent, detect, stop and investigate high-level corruption and related criminal offences within its jurisdiction, as well as to deter future violations.

The Basel Institute has cooperated with NABU for over a decade, providing hands-on support in strengthening institutional capacity in financial investigations and asset recovery. This collaboration has placed particular emphasis on developing sustainable training systems and building a strong cadre of in-house trainers.

## **Project: Building up the eLearning and training capacity of the National Anti-Corruption Bureau of Ukraine**

The Consultant, Training and eLearning is to provide professional support to NABU and its internal trainers in developing high-quality, structured and practice-oriented training programmes for eLearning, online and in-person delivery. The role focuses on translating the operational expertise of detectives into effective training modules for both in-person delivery and online learning via the Moodle platform and supporting the Basel Institute in the delivery of training assistance.

This is a deliverable-based short-term assignment for a duration of up to 5 (five) months, from May to September 2026 with the possibility of extension, subject to the availability of donor funding.

## Assignment

- Design interactive and learner-centred eLearning training programmes and courses, preparing curricula. Develop the architecture and methodological structure of courses in the following areas: hard skills (investigation methodologies under Articles 191, 209, 364 of the Criminal Code of Ukraine, etc.; OSINT; HUMINT; asset detection and seizure, etc.) and soft skills (leadership, mentoring, psychological self-regulation, etc.), ensuring a strong emphasis on practical, hands-on learning (“learning by doing”) rather than just content delivery.
- Work closely with internal trainers, experts and the Basel Institute’s eLearning and Training teams in the development of the training programmes.
- Adapt complex legal and procedural materials into comprehensible micro-learning modules; developing end-to-end case studies.
- Incorporate performance-oriented and competency-based approaches into training design.
- Align learning content with the detective competency matrix and key performance indicators (KPIs) under the detective performance evaluation system.
- Ensure a progressive (“spiral”) learning approach, from foundational (onboarding) to advanced levels.
- Integrate digital and AI-supported tools into learning design and delivery.
- Support the planning phase by creating pilot interactions, storyboards and course mock-ups.
- Support the transformation of best practices and real-life cases into simulations, case studies or workshop formats.
- Provide methodological support to experienced detectives (course authors) in preparing scripts for video lectures, presentations and practical assignments.
- Support the creation of assessment tools, including test question banks (pre- and post-assessments) and practical exercises for competency validation.
- Test, maintain and update existing eLearning content.
- Contribute to the development of methodological materials (guidelines, manuals, toolkits) to support professional practice across relevant functional areas.
- Assist in preparing methodological materials (guidelines, recommendations) for detectives across their areas of activity (detection, prevention, countering and investigation of top-tier corruption-related criminal offences).
- Deliver train-the-trainer sessions, with a focus on adult learning methodologies.
- Provide expert and organisational support of the in-person and online mentoring activities delivered by Training and eLearning specialists of the Basel Institute on Governance.

## **Reporting**

The Consultant will report directly to the designated focal points at NABU and the Basel Institute, under the overall supervision of the Director, Green Corruption / Senior Advisor for Central and Eastern Europe.

## **Qualifications**

- A university degree in Law or other relevant field with demonstrated professional experience in developing training and eLearning courses (at least 3 years)
- Experience in creating and managing course content in a learning management system (Moodle)
- Good knowledge of adult training principles, including experiential learning approaches
- Working experience with eLearning authoring tools, preferably Smartbuilder, is a plus.
- Experience in instructional design and gamification is a plus.
- Experience in video editing and animation is a plus.
- Strong understanding of the Ukrainian context and the operational context of anti-corruption institutions in Ukraine.
- Languages: proficiency in Ukrainian; good working knowledge of English.

The Consultant should be based in Kyiv or the Kyiv oblast, or be able to travel there regularly for the implementation of the assignment.

## **Applications**

Interested applicants should submit an expression of interest outlining their relevant experience for the assignment.

Expert CVs should be provided separately and limited to two pages each.

Please submit applications to [hr-kyiv@baselgovernance.org](mailto:hr-kyiv@baselgovernance.org) no later than 30 April 2026. Only shortlisted candidates will be contacted.