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*Strengthening Uganda's Mineral Sector through Labour-Market Aligned Curricula Reforms: A Comprehensive Review of BSc/MSc/PhD in Geology Curricula and Development of Industry-aligned Short Courses at Makerere University*  
MAK- SDMU Project

# CALL FOR CONSULTANCY SERVICES

## TERMS OF REFERENCE (ToR)

### Consultancy for Short-Course Syllabi Development

#### Project Title

Strengthening Uganda's Mineral Sector through Labour-Market Aligned Curricula Reforms: A Comprehensive Review of BSc/MSc/PhD Geology Curricula and *Development of Industry-aligned Short Courses at Makerere University.*

#### Funding Programme:

Sustainable Development of the Mineral Sector in Uganda (SDMU)

#### Funding Partners:

Government of the Federal Republic of Germany and European Union through Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) and Ministry of Energy and Mineral Development (MEMD), Uganda

#### Implementing Institution

Makerere University (College of Natural Science, Department of Geology and Petroleum Studies)

#### Duty Station

Can work from anywhere

#### Consultancy Type

Individual Consultant

#### Duration

The assignment should be executed within 2 months

## Background

Makerere University, through the Department of Geology and Petroleum Studies, is implementing a project titled "Strengthening Uganda's Mineral Sector through Labour-



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Market Aligned Curricula Reforms: A Comprehensive Review of BSc/MSc/PhD Geology Curricula and Development of Industry-Aligned Short Courses at Makerere University."

The project seeks to strengthen human capital development in Uganda's mineral sector by reviewing and modernizing geology training programmes to better respond to labour market needs, emerging technologies, industry expectations, national development priorities, and international best practices. The project further seeks to develop industry-responsive short courses that enhance the competencies of professionals and practitioners within Uganda's mining and mineral value chain.

To achieve this objective, Makerere University seeks to engage a qualified Short-Course Syllabi development Consultant to lead the development of competency-based short-course syllabi and training content that meet national and international standards while addressing labour-market demands within Uganda's mining sector.

## Assignment Objective

The overall objective of this consultancy is to develop at least six competency-based, industry-aligned short-course syllabi and training content that address priority skills gaps in Uganda's mineral sector and comply with applicable national vocational and technical education guidelines.

## Scope of Work

The consultant shall undertake the following tasks:

### a) Development of Short-Course Syllabi and Content

- Develop draft syllabi and detailed course content for at least six short courses one from each of the following broad themes: *Mineral prospecting, Ore beneficiation and metallurgy, Gold exploration and production, Mineral economics and policy.*
- Develop course learning outcomes, competency frameworks, assessment strategies, delivery approaches, and recommended training resources.
- Propose appropriate duration, certification requirements, and trainee entry qualifications for each course.

### b) Alignment with National and International Standards

- Ensure that all proposed short courses align with relevant national and international education and training frameworks, including:
  - Uganda National Qualifications Framework (UNQF)
  - TVET and vocational training guidelines
  - National Council for Higher Education (NCHE) requirements where applicable

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- Other relevant national competency-based training standards
- Relevant International standards for training in geology and mining.

### c) Stakeholder Engagement

- Participate in the first stakeholder consultations, and benchmarking exercises
- Present draft syllabi and obtain feedback from industry, academia, government agencies, mining companies, and artisanal mining representatives.

### d) Incorporation of Benchmarking and Consultation Findings

- Review findings from labour-market assessments, stakeholder consultations, and benchmarking studies.
- Incorporate stakeholder recommendations and best practices into the draft short-course syllabi and training materials.

### e) Coordination with Technical Experts

- Liaise closely with the Mining Expert Consultant, Project Coordinator, and other project personnel to ensure technical accuracy, relevance, and consistency.
- Revise draft content based on technical reviews and validation feedback.

### f) Reporting

- Prepare and submit reports documenting the methodology, consultations, benchmarking outcomes, content development process, challenges encountered, and recommendations.

## Expected Deliverables

The consultant shall provide the following deliverables:

1. Inception Report detailing methodology, work plan, and timeline.
2. Draft Syllabi for at least six short courses.
3. Draft Training Content and Course Manuals for all six courses.
4. Presentation Materials for stakeholder validation workshops.
5. Revised and Validated Short-Course Syllabi incorporating stakeholder feedback.
6. Final Consultancy Report documenting the content development process, consultations undertaken, benchmarking findings, lessons learned, and recommendations.

## Duration of the Assignment



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The consultancy is expected to be undertaken over a maximum period of two (2) months, in line with the project implementation schedule. The consultant will work on a task-based assignment with deliverables submitted according to an agreed work plan.

## Required Qualifications and Experience

The consultant should possess:

- Must possess a PhD in Geology or PhD in Geosciences or PhD in mining Engineering.
- A Master's degree in any of the above disciplines is mandatory; a Bachelor's degree is an added advantage.
- Must be at the rank of Lecturer and above
- A minimum of five (5) years of progressive experience in university-level teaching, curriculum design, and academic program validation within the East African higher education landscape.
- Demonstrated, documented experience in Competency-Based Education (CBE) and modular short-course architecture specifically designed for working industry professionals.
- Proven track record in developing syllabi that align with the Uganda National Qualifications Framework (UNQF) and the relevant TVET Quality Assurance standards.
- At least five (5) years of practical or research-based experience in the extractive sector (Geology, Mining, Mineral Processing, or HSE), supported by peer-reviewed publications or commissioned industry reports.
- Must possess intimate, working knowledge of the existing Makerere University Departmental curricula, examination regulations, and Senate approval protocols to ensure the new short-courses articulate seamlessly with current accredited programs.
- The consultant must hold current, active research supervision status (supervising Masters/PhD candidates) within the Ugandan geology/mining academic ecosystem, proving they are actively embedded in the local academic fabric.
- Exceptional report-writing, stakeholder facilitation, and public presentation skills, with evidence of having successfully defended similar curriculum proposals to National Council for Higher Education (NCHE) panels in Uganda.

## Reporting and Supervision

The consultant shall report to the Project Coordinator and work closely with:

- Mining Expert Consultant
- Mining Industry Liaison and Skills Mapping Lead
- Accreditation, Programmes and Logistics Lead
- Data Analyst, Monitoring and Evaluation and Quality Assurance Lead



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# Duty Station

The consultant may work from anywhere

# Application Requirements

Interested consultants shall submit:

- Technical proposal outlining understanding of the assignment and methodology (summary)
- Detailed curriculum vitae.
- Copies of academic and professional qualifications.
- Evidence of previous curriculum or short-course development assignments.
- Financial proposal indicating consultancy fees per course
- Contact details of at least three professional referees.

# Selection Criteria

Applications shall be evaluated based on:

- Academic and professional qualifications (20%)
- Relevant experience in curriculum and short-course development (35%)
- Understanding of the assignment and proposed methodology (25%)
- Experience in the mining or mineral sector (10%)
- Financial proposal (10%)

# Application Submission

Interested and eligible consultants are invited to submit their applications electronically or physically in sealed envelopes clearly marked:

**“Consultancy for Short-Course Syllabi Development – MAK-SDMU Project”**

Applications should be addressed to:

**The Project Coordinator**  
**MAK-SDMU**  
**Department of Geology and Petroleum Studies**  
**Makerere University**  
**P.O. Box 7062, Kampala, Uganda**



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Email: [denis.mutebi@mak.ac.ug](mailto:denis.mutebi@mak.ac.ug), and copy to [denis2003mutebi@gmail.com](mailto:denis2003mutebi@gmail.com) and [arthur.batte@mak.ac.ug](mailto:arthur.batte@mak.ac.ug)

Deadline for Submission: Friday June 26 2026 at 4:00 pm (EAT)

Only shortlisted candidates will be contacted.

## Equal Opportunity Statement

Makerere University is an equal opportunity institution and encourages applications from qualified individuals regardless, gender, disability, or background.

***Female Candidates are encouraged to apply.***

## Disclaimer

Makerere University reserves the right to accept or reject any application and is not bound to award the consultancy to the lowest-priced bidder. Only shortlisted applicants will be contacted.