



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

Terms of Reference (ToR)

Consultancy for Curriculum Audit and Preliminary Review

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)

Consultancy Type

Individual Consultant

Duration

Deliver the assignment within two (2) months (inclusive of submitting the audit/preliminary review report, and responding to corrections from the Geoscience curriculum consultant).

Background

Makerere University, through the Department of Geology and Petroleum Studies, is implementing a project titled "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."



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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 support this process, the University intends to engage Curriculum Audit and Preliminary Review Consultants drawn primarily from subject specialists within the Department of Geology and Petroleum Studies. The consultants will conduct a detailed audit of assigned course units and provide evidence-based recommendations for curriculum improvement.

Assignment Objective

The objective of this consultancy is to review existing geology course units, identify gaps and weaknesses, and provide recommendations for curriculum reforms that align academic programmes with labour-market needs, industry expectations, international best practices, and National Council for Higher Education (NCHE) requirements.

Scope of Work

The consultant shall undertake the following tasks:

Curriculum Audit and Benchmarking

- Review assigned course units within the BSc (Geology subject), MSc in Geology, and PhD in Geology programmes.
- Compare each course against international academic standards, industry requirements, and benchmark programmes from leading universities and professional bodies.
- Assess the relevance, adequacy, and currency of course content in relation to emerging developments in geosciences and the mining sector.

Identification of Gaps and Areas for Improvement

- Identify outdated content, duplicated content, and obsolete teaching approaches.
- Identify missing competencies, knowledge areas, practical skills, and industry-relevant content.
- Assess alignment between existing course content and labour-market requirements within Uganda's mineral sector and related industries.

c) Curriculum Reform Recommendations



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- Recommend curriculum restructuring where necessary.
- Propose revisions to course content, learning outcomes, teaching methodologies, assessment approaches, and delivery modes.
- Recommend improvements in practical training, laboratory work, fieldwork, industry exposure, and experiential learning components.
- Suggest integration of emerging themes such as mineral processing, value addition, environmental sustainability, health, safety and environment (HSE), digital geosciences, and entrepreneurship where relevant.

d) Compliance with National Standards

Ensure that proposed curriculum amendments align with:

- National Council for Higher Education (NCHE) standards and guidelines.
- Competency-Based Curriculum (CBC) requirements for higher education.
- Uganda National Qualifications Framework (UNQF).
- Relevant professional and accreditation requirements.
- Curriculum Enhancement
- Incorporate identified missing competencies and approved recommendations into assigned course units.
- Prepare revised course descriptions, learning outcomes, content outlines, assessment methods, and practical components where required.

f) Coordination and Consultation

- Liaise regularly with the Geoscience Curriculum Consultant regarding progress and technical guidance.
- Participate in departmental review meetings, and the first stakeholder consultations workshop.
- Revise audit outputs based on comments and feedback received from project stakeholders.

Expected Deliverables

The consultant shall submit the following deliverables:

➤ **Course Audit Report(s) for assigned course units, including:**

- Benchmarking findings.
- Gap analysis.
- Identification of outdated content.
- Industry relevance assessment.
- Recommendations for improvement.

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- **Revised Course Unit Documentation, including:**
 - Updated course descriptions.
 - Revised learning outcomes.
 - Proposed content revisions.
 - Recommended teaching and assessment methods.
 - Proposed practical, laboratory, and fieldwork components.
- Compliance Assessment Report demonstrating alignment with NCHE and competency-based curriculum requirements.
- Final Curriculum Audit Report summarizing findings, recommendations, revisions undertaken, and lessons learned.

Duration of Assignment

The consultancy shall be concluded over a period of approximately two (2) months in accordance with the project implementation schedule, where the first draft report has to be submitted within the first month. Specific timelines for assigned course units shall be agreed upon at contract commencement.

Required Qualifications and Experience

Applicants should possess:

- At least a Master's degree (for Bachelor's degree course units) and a PhD (for Master's degree course units) in Geology, Geosciences, Petroleum Geoscience, Earth Sciences, or a related discipline.
- Demonstrated teaching experience at Makerere university in the relevant subject area.
- An employment contract at Makerere University or one that ran out not more than 3 months ago, at the time of applying.
- Good understanding of competency-based curriculum design and NCHE requirements.
- Knowledge of current industry trends and labour-market demands within the geoscience and mining sectors.
- Strong analytical, technical writing, and reporting skills.

Reporting and Supervision

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

- Geoscience Curriculum Consultant



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- Accreditation, Programmes and Logistics Lead
- Data Analyst, Monitoring and Evaluation and Quality Assurance Lead
- Departmental Curriculum Review Team
- Duty Station Manager

Application Requirements

Interested applicants shall submit:

- A cover letter expressing interest in the consultancy.
- Curriculum Vitae highlighting relevant academic and professional experience.
- Copies of academic and professional qualifications.
- Contact details of at least three professional referees.

Selection Criteria

Applications shall be evaluated based on:

- Academic qualifications and subject expertise (30%)
- University teaching and curriculum development experience (30%)
- Knowledge of competency-based curriculum design and NCHE requirements (20%)
- Demonstrated report writing and analytical skills (10%)

Application Submission

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

“Curriculum Audit and Preliminary Review Consultant – 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

Email: denis.mutebi@mak.ac.ug, and copy to denis2003mutebi@gmail.com and arthur.batte@mak.ac.ug

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

Only shortlisted candidates will be contacted.



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Equal Opportunity Statement

Makerere University is an equal opportunity institution and encourages applications from qualified individuals regardless of 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.