



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 Short-Course Development (Mining Expert)

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

Makerere University, Kampala, Uganda, with travel to selected stakeholder locations within Uganda.

Consultancy Type

Individual Consultants

Duration

Eight (8) months on a call-off/one-off assignment basis.

Expected Physical Presence

The consultant will be required to travel to Uganda for up to 30 days during the assignment period to participate in stakeholder consultations, curriculum development workshops, and validation meetings.

Background

The Government of Uganda continues to prioritize the development of the mineral sector as a key driver of economic transformation, industrialization, employment creation, and sustainable development. However, the rapidly evolving mining industry requires a workforce equipped with relevant technical competencies, practical skills, and knowledge aligned with current industry needs.

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



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Aligned Curricula Reforms: A Comprehensive Review of BSc/MSc/PhD Geology Curricula and Development of Industry-Aligned Short Courses at Makerere University.” under the Sustainable Development of the Mining Sector in Uganda (SDMU) Project supported by GIZ.

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 the design and development of high-quality short courses, Makerere University seeks to engage a qualified Mining training Expert/Consultant with strong academic and industry experience in mining and mineral development.

Objective of the Consultancy

The purpose of this consultancy is to provide technical expertise and advisory support in the identification, design, review, and validation of mining-related short courses to ensure they are relevant, practical, industry-responsive, and aligned with national and international best practices.

The consultant will support the development of short courses in areas including but not limited to:

- Mineral Processing
- Mineral Beneficiation and Value Addition
- Health, Safety and Environment (HSE)
- Sustainable Mining Practices
- Mineral economics and Policy
- Mine Operations and Management
- Artisanal and Small-Scale Mining Capacity Development
- Computer science and Machine learning in the mining value chain

This consultancy is open to both **local and international applicants** with experience in mining education, training, and workforce development.

Scope of Work

The consultant shall undertake the following tasks:

Advisory Support on Short Course Selection and Design

- Provide expert guidance on priority short courses required by Uganda's mineral sector.
- Advise on emerging skills demands and labour market needs within the mining industry.
- Recommend appropriate course structures, delivery modalities, and certification approaches.



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Benchmarking and Best Practices

- Advise on suitable national, regional, and international institutions for benchmarking.
- Ensure the developed questionnaire for benchmarking and stakeholder engagements are detailed and valid, and will lead to generation of appropriate feedback for sound curriculum content.
- Identify best practices in mining-related professional development and short-course delivery.
- Recommend models for adaptation to the Ugandan context.

Technical Review of Developed Course Content

- Review draft short-course syllabi and training materials.
- Evaluate technical accuracy, scientific rigor, practical relevance, and industry applicability.
- Ensure alignment with international standards and current mining sector developments.

Industry Alignment and Emerging Trends

- Advise on modern mining technologies, digital transformation, sustainability considerations, and industry trends.
- Ensure integration of environmental, social, governance (ESG), and occupational health and safety considerations.

Relevance Assessment

- Assess suitability of the developed short courses for:
 - Early-career professionals;
 - Mid-career professionals;
 - Artisanal and small-scale miners;
 - Literate and semi-literate mine workers;
 - Prospective entrants into the mining workforce.

Stakeholder Engagement

- Participate in stakeholder consultations, workshops, validation meetings, and technical review sessions.
- Provide expert input during discussions with industry, government, academia, professional bodies, and mining communities.

Incorporation of Stakeholder Feedback

- Review stakeholder comments and recommendations.
- Incorporate relevant feedback into draft and final short-course syllabi.

3.8 Reporting

- Prepare technical reports for each assignment undertaken.



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- Produce a final consultancy report summarizing activities, findings, recommendations, and outcomes.

Deliverables

The consultant shall provide the following deliverables:

1. Inception Report and Work Plan in 2 weeks after taking on the assignment.
2. Recommendations on priority short courses and benchmarking institutions.
3. Technical review reports for draft short-course syllabi in 2 weeks after the submission of the draft short course content by the respective consultant.
4. .
5. Stakeholder consultation participation reports in 2 weeks after every stakeholder meeting.
6. Recommendations for incorporation of stakeholder feedback.
7. Validation and quality assurance report in two weeks after validation workshop.
8. Final consultancy report consolidating all assignments undertaken during the consultancy period in 2 weeks after every the dissemination workshop .

Required Qualifications and Experience

The consultant should possess the following qualifications:

Academic Qualifications

- PhD in Mining Engineering, Mineral Processing, Mining Geology, Extractive Metallurgy, or a closely related field.

Professional Experience

- At least ten (10) years of demonstrated experience in the mining sector.
- Proven experience in curriculum development, professional training, or capacity-building programmes.
- Experience designing or reviewing mining-related short courses.
- Strong understanding of mineral processing, value addition, mining operations, and HSE practices.
- Experience working with universities, technical institutions, government agencies, mining companies, or development partners.
- Familiarity with artisanal and small-scale mining challenges is an added advantage.
- Experience in Africa and developing-country contexts is highly desirable.

Competencies

- Excellent analytical and report-writing skills.
- Strong communication and stakeholder engagement abilities.
- Ability to work effectively with multidisciplinary teams.



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- Demonstrated understanding of labour-market-driven education and training approaches.

Reporting and Supervision

The consultant shall report to the Project Principal Investigator and work closely with the team developing short-course content, the accreditation lead on the project, the Department of Geology and Petroleum Studies, and relevant project stakeholders.

Duration of Assignment

The consultancy shall span a period of eight (8) months. Specific assignments shall be issued on a need basis during the consultancy period.

Application Requirements

Interested consultants should submit:

1. Technical Proposal outlining:
 - Understanding of the assignment;
 - Proposed methodology and approach;
 - Relevant experience;
 - Availability during the assignment period.
2. Financial Proposal indicating:
 - Daily professional fees;
 - Travel and subsistence costs (where applicable);
 - Any other relevant costs.
3. Detailed Curriculum Vitae.
4. Copies of academic and professional qualifications.
5. Contact details of at least three professional referees.
6. Evidence of similar assignments undertaken in the last five years.

Evaluation Criteria

Applications shall be evaluated using the following criteria:

Criterion	Weight (%)
Academic qualifications	15
Relevant professional experience	30
Experience in curriculum and short-course development	25
Technical proposal and methodology	20



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Criterion	Weight (%)
Regional/international mining experience	10
<i>Total</i>	<i>100</i>

Only candidates attaining the minimum technical score specified in the procurement guidelines shall proceed to financial evaluation.

ETHICAL CONSIDERATIONS

The consultant shall maintain confidentiality of all project information, documents, stakeholder inputs, and curriculum materials obtained during the assignment.

Application Submission

Applications should be submitted electronically in PDF format with the subject line:

"Consultancy Application – Mining Expert for Development of Industry-Aligned Short Courses"

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)

Equal Opportunity Statement

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



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