TIDE Project: Change Management

The Transformation by Innovation in Distance Education (TIDE) project is focussed on developing capacity for new approaches to teaching and learning in distance education in Myanmar. TIDE project – a consortium of Myanmar and UK partners led by the Open University – is working to strengthen the capacity of HE people, programmes and structures in Myanmar. The project aims to build a system-wide and practical model of change in distance (and face to face) education in Myanmar.

TIDE is focussing mainly on distance education as it accounts for over 60% of Myanmar’s HE students. In addition, by enhancing the subject and teaching skills of academics and the technical and media skills of academic support staff from up to 30 universities across Myanmar, some face to face students will benefit from the project.

TIDE is looking for change management consultant to deliver a strand of work that contributes to both strategy and change management capacity for the future of Higher Education (HE) in Myanmar, acting as a catalyst for further improvement in the sector by providing a practical example of how quality and relevance can be improved. Please note that this role involves extensive travel to Myanmar and visiting universities in remote areas.

To apply for this consultancy, please send an e-mail confirming your interest, availability, how you meet the selection criteria with evidence of impact from previous similar work to oudo-international-enquiries@open.ac.uk.

The closing date is Tuesday 19th February 2019; if successful, we will be in contact with you by Tuesday, 26th February 2019.

PROJECT SUMMARY

The Ministry of Education recently announced a major structural change in the way Distance Education is delivered in the HE sector in Myanmar. This is referred to as the ‘One campus, Two systems’ model, which essentially means that the responsibility for delivering and awarding degrees for Undergraduate distance education courses is passing from Yangon University of Distance Education (YUDE) and Mandalay University of Distance Education (MUDE) to the 35 day campus Universities. Alongside this the vision for the future for YUDE is to deliver online degree courses, support professional development and potentially transform into a form of Open University.

The factors above, led to a decision to rethink the nature and focus for the TIDE change management component. The preliminary idea is to focus change management needs on the emerging priorities in Myanmar as significant changes are introduced through the ‘One Campus, Two Systems’ model. These include:

- Supporting changes in YUDE and MUDE as these institutions transform from offering 20 undergraduate programmes to over half a million students, to offering online courses (with a potential range of modes of delivery) with a focus on professional development and potentially with a new staffing structure and ‘Myanmar Open University’ agenda.

- Supporting changes in a small selection of day campus Universities, which want to take advantage of greater autonomy and use the emerging opportunity to offer new employer friendly and innovative distance education, potentially drawing on a blended learning model.
Subject to this approach being approved by the Myanmar Ministry of Education, the priority areas for TIDE input in terms of change management can be assessed.

Scope of work:
- Design, conduct, review and implement an assessment of needs.
- Delivery of any related training and workshop in Myanmar to develop capacity for change management.
- Development of change intervention support / mentoring.
- Development of a cohort of change champions and a peer network (i.e. change academy).
- Aligning this work to other TIDE work on progressing strategic plans for DE, media production, ICT piloting, etc.
- Delivering or supporting other related activities, as requested by TIDE Academic Director, TIDE Strategic Lead or TIDE Senior Project Manager.

Location:
- UK and Myanmar.

Dates:
- 5\textsuperscript{th} March 2019 to 4 March 2020. However, this is part of a longer-term agenda working on outcomes that can be sustained beyond the end of the project in 2021.

Fee:
- Subject to negotiation. Anticipated number of days for the duration of the project (ending September 2021) is 48 days minimum.

SELECTION CRITERIA

Essential:
- Proven track record in negotiating and influencing stakeholders to effect change.
- Proven experience in developing, managing, communicating and delivering projects that effect organisational change.
- Demonstrated ability to successfully building a community of change agents and supporting the team to deliver organisational change.
- Excellent interpersonal and communication skills, including the ability to consult, negotiate and liaise effectively with a diverse range of people.
- Demonstrated ability to critically analysing and evaluating information to provide advice on complex issues.
- Demonstrated self-motivation and ability to work independently.
- Proven track record in initiating and fostering strategic partnerships and networks with stakeholders to implement change.

Highly desirable:
- Professional experience of organisational change management in the HE sector.
- Professional experience of organisational change management in an international context.