

Request for Proposals

Christian Aid Ireland: Support for a Mid Term Review of our Ireland Civil Society Partnership programme

1. Background

Programme and institutional: 2025 is the third year of Christian Aid Ireland's (CAI) 5-year development programme, funded by Irish Aid under Ireland Civil Society Partnership (ICSP).

CAI's **ICSP** programme comprises six country programmes, across Burundi, Colombia, El Salvador & Guatemala, Israel occupied Palestinian territory, Sierra Leone, and Zimbabwe. The Programme is largely implemented by 34 **local civil society partners**. The programme goal is, *"marginalised women and men, sexual and gender minorities and communities claim their rights and hold power holders to account to address the root causes of inequality, to live in sustainable peace."*

There is an overarching programme Theory of Change, which describes the following actors and how they interact with each other. Programme Objectives 1 – 3 are each framed around these actors:

Actor	Objective
Rights Holders	<u>Objective 1</u> : Rights Holders (women, men, groups, organisations, communities and peoples) are taking action to advance their rights and/or have been supported to have their rights met.
Power Holders	<u>Objective 2 - Power Holders</u> : Duty Bearers, decision-makers, & decision-influencers and power holders are taking action
Partner Organisations/ Civil Society	<u>Objective 3 - Partner Agency</u> : Partner organisations have increased agency; they are stronger, can do more and can relate better

Three of the six country programmes have an additional fourth objective focussing on climate change mitigation and adaptation.

Each country programme and partner organisation have their own specific theories of change.

Partners work on a wide range of context-informed issues related to governance and human rights, gender equality and social inclusion, peacebuilding and conflict prevention, and climate action. The programme's work spans from the individual and community level to national and international levels, with a strong emphasis on civil society.

The programme uses a power-informed, adaptive management approach with a strong focus on inclusion and conflict.

Monitoring, Learning and Evaluation for this programme has created the following documented evidence:

- Annual narrative reports for each of the six country programmes, as well as summary donor reports (2023, 2024), plus 2025 mid-year reflections

- Results Frameworks for each of the six country programmes (reporting at both objective and output level), against the objectives outlined above (baseline, reporting for 2023 and 2024)
- Initial identification of 'cases of change' which describe some of the observed changes that the programmes are contributing to (these will be in draft form by the time of the consultancy)
- Internal reflection and learning documentation, including a currently ongoing review of Objective 3

Adaptive programming, supported by at least annual strategy testing, has supported a strong reflective and analytical culture across the programme.

Mid Term review

At this mid-point in the programme CAI wishes to conduct a modest **mid-term review** of ICSP with the following broad objectives:

- Better articulate the progress of the programme and identify gaps, challenges and risks
- Understand similarities and differences between how change is or isn't happening, and what is described in the programme Theory of Change
- Assess the extent to which the programme is learning, documenting learning and acting on learning
- Through this process, provide a space to reflect and learn, with a view to adapting programmes
- Identify recommendations for adaptation

The **scope** of this review includes all country programmes (6) and all objectives (4), but we suggest a focus on the work of 2- 3 partners per programme (12 – 18 of a total of 34) to allow depth of analysis. The MTR will not require additional primary data collection. While the questions above guide the review, we are open to learning about the 'unexpected'. As much as possible the review should bring an inclusion lens, in particular in relation to gender, but also in relation to ethnicity, age, dis/ability, sexual orientation and gender identity, as relevant to each partner.

2. Consultancy Objectives

A consultant is sought to support CAI and the wider ICSP team to conduct the above-described Mid Term Review. The objectives of this consultant are:

- To support achievement of the above MTR Objectives through document review and facilitated reflection
- To document MTR insights and conclusions, in a brief report that is appropriate for both internal use and sharing with our donor.

Specific deliverables include:

- Conduct a desk review of the key documents outlined above, responding to the review questions
- **August:** Convene a remote reflection/ review session with each of the six programme teams. The consultant would design a format for this session, as well as a template for the teams to complete in advance, to ground the session in evidence

- **September:** With CAI, co-design a 4.5 hour in-person session with the global ICSP team as part of our global meeting, to explore emerging findings, evolve the analysis and explore adaptations. The session will be facilitated by the consultant. This session will be in Dublin, Ireland, during the week of 8th September. If there is scope, the consultant would also be welcome to attend an additional 2 day which will explore other evidence of change, and our partnership work.
- **September/ October:** Conduct a final reflection and analysis session with the CAI team.
- **By end 2025:** A draft and final MTR document.

3. Consultant Requirements

- Strong experience and expertise in two or more of the following thematic areas: Governance & Human Rights; Civil Society; Peacebuilding and Conflict Prevention; Gender Equality and Social Inclusion.
- Experience in conducting evaluations/ reviews
- Clear verbal and written communication skills
- Strong appreciative facilitation and listening skills
- Availability for key dates for this work (outlined above)
- Experience and understanding of at least some of the ICSP programme countries.

The consultant should be Dublin, or at the least Ireland, based, to enable in-person participation in the September Global Meeting.

5. Proposals & Selection process

Financial Information

The available budget for this review is €14,000 inclusive of all VAT and costs.

Content of proposals

The proposal should include:

- A *brief* application demonstrating ability to meet the requirements and deliverables, accompanied by a brief proposed methodology for the global meeting session.
- Confirmation of availability to participate in line with the agreed timelines
- A profile of the proposed person (or team, as relevant), including key roles and responsibilities
- Costed proposal in Euro, with breakdowns by key deliverables and estimated number of days, *including any additional fees and VAT*.
- Please also submit two pieces of work completed by the proposed team of relevance to the proposed consultancy.

Submission of proposals

Please submit your proposals to both recruitmentireland@christian-aid.org, cc'ing mcollison@christian-aid.org, with the subject line, 'ICSP Mid Term Review' by 30th July 2025.

We welcome any questions or clarifications to mcollison@christian-aid.org before July 25th.

Selection Process

Applications will be assessed based on the quality of the proposal, ability to meet requirements above, and overall budget. A shortlist of applicants will be requested to participate in a short interview in week 11th August, with a view to a subsequent immediate start.

The selected consultant/s will be asked to sign and abide by Christian Aid's Code of Conduct.