



Terms of Reference

Consultancy to conduct the End Evaluation of the Working Actively Together for Children (WATCH) project

1. Background of Terre des Hommes Netherlands

Terre des Hommes Netherlands (TdH-NL) is a development organisation dedicated to the protection of children from abuse and exploitation. TdH-NL's work on child exploitation and abuse covers The Worst Forms Child Labour; Child Trafficking and Migration; Commercial Sexual Exploitation of Children; and Child Abuse. TdH-NL strives to prevent child abuse and exploitation, remove children from exploitative situations and ensure that they can develop in a secure, healthy and supportive environment.

TdH-NL works with an integrated approach to combat child exploitation, which is reflected in the organisation's Theory of Change. We first analyse the long-term causes of exploitation, the barriers to change, as well as the potential to bring about change. Within this context, we identify key actors that can play a constructive role in this process.

In each of the countries in which we operate, the intervention strategies are applied by local CSOs (partners), and in some cases, we are also involved in self implementation. We assume that a strong and united civil society, engaged in social change and capable of meaningful interaction with duty bearers and beneficiaries, can help us realise our vision. Terre des Hommes selects partner CSOs based on sound contextual analysis, provides technical and financial support for the implementation of chosen intervention strategies, and facilitates capacity building of CSOs to deliver quality action and sustain results after the end of our financial support. Strengthening civil society is thus an overall, underlying condition for the successful implementation of our Theory of Change. The TdH Cambodia office has been operational since 2007 to support the development and implementation of a number of projects, with a focus on child sexual exploitation and abuse, and trafficking.

2. Background to the WATCH Project

The WATCH Cambodia project is a three-year project designed to prevent and respond to sexual exploitation of children in travel and tourism (SECTT). The project has implemented an integrated approach that includes: 1) awareness raising in at risk communities; 2) provision of one on one case management support to survivors of sexual exploitation of children in the context of travel and tourism; and, 3) research to maximize and strengthen Cambodian technical expertise and capacity.

3. Consultancy Purpose and Use

The consultant will design research methodology and data collection tools using mixed methods to measure the outcomes of the project. The evaluation findings will be raised with project stakeholders and beneficiaries and used to inform future project design.

4. Specific Objectives of the Consultancy

1. Conduct an endline evaluation to determine the relevance, efficiency, effectiveness, lessons learned, sustainability and impact of the project, based on the initial project design
2. Identify and document best practices created by the project
3. Identify positive and negative unintended outcomes of the project
4. Provide recommendations for further planning and designing of similar projects

5. Time period and Geographical area:

The consultancy should not exceed a maximum of 25 days and should be completed by 25th January 2021.

6. Cross Cutting Issues: The research should be designed to allow for an understanding of the following cross-cutting issues: Gender: the specific threats, vulnerabilities, and resilience experienced by boys and girls. Children with disabilities: how their inclusion has been addressed by the project. Child participation: the capacity of the project to engage with children in a meaningful way.

7. Intellectual Property

All information pertaining to this project (documentary, audio, digital, cyber, project documents, etc) belonging to the client, which the service provider may come into contact with in the performance of his/her, duties under this consultancy shall remain the property of TdH-NL who shall have exclusive rights over their use. Except for purposes of this assignment, the information shall not be disclosed to the public nor used in whatever form without written permission of TdH-NL.

8. Ethics and Child Safeguarding Policy

The consultant shall sign and abide by Terre des Hommes Netherlands (TdH-NL) Child Safeguarding Policy, Code of Conduct against corruption, bribery and fraud and its related procedures.

9. Output /Deliverables

1. Conduct an inception workshop to build a draft evaluation plan
2. Design a detailed evaluation plan including data collection tools on the basis of the framework described in [Annex 1](#)
3. Pilot data collection tools with the support of TdH-NL and its partners
4. Conduct primary and secondary collection with the support of TdH-NL and partner

- project teams
5. Submit an evaluation report providing responses to the questions listed in [Annex 1](#)
 1. Conduct a dissemination workshop with TdH-NL and partner project teams and integrate feedback in final evaluation report

10. Payment Amount and Procedure

Payment shall be made according to the following schedule and based on the submission of the agreed deliverables:

Upon signature of the Service agreement	30%
Submission of detailed Evaluation plan	30%
Submission of final end evaluation report	40%

11. Profile of the Consultant:

Required:

- Minimum 8 years of work experience of conducting projects evaluations in Cambodia
- Expertise in Child Protection and child protection mechanisms at all levels
- Extensive knowledge and experience related to the provision of services to victims of child sexual abuse and exploitation
- Solid experience engaging with senior government officials
- Outstanding facilitation skills to communicate with project and partner teams in a multicultural environment
- Expertise on the development and implementation of mixed methods including participatory approaches with adults and children
- Knowledgeable in and committed to a Rights Based Approach to development
- Excellent analytical and report writing skills - both Khmer and English

Desirable

- Previous experience of engagement with law enforcement officials
- Previous experience / Strong knowledge related to SECTT
- Strong understanding of behaviour change mechanisms

12. Supervision / Management of the Assignment

The consultant will be supervised by the TdHNL Project Manager in Cambodia.

13. Expressions of Interest

Interested applicants are required to submit a technical proposal and a financial proposal. The following components must be included:

1. A cover letter, which includes information about the applying consultant(s), outlining their interest and motivation for applying for the consultancy.
2. Up to date CVs relating to the applying consultant(s) experience and skills to carry out this work, including contact details for two references, from previous organisations that have used the consultant's services, or two former employer references.

3. Full details of proposed consultancy team members, including CVs which relate to their experience and skills to carry out this work.
4. A technical proposal (no longer than six pages) which should include the following:
 - a. the consultant's understanding of the terms of reference
 - b. a clear and detailed work plan including timeline
 - c. a description of the proposed methodology(ies) to be used to fulfill the requirements of the ToR and how they will address cross cutting issues in the context of SECTT and socioeconomic status.
5. A Financial Proposal (one page) which should include the number of working days and the professional rates per day. It should also include a separate itemised logistic budget, broken down to identify accommodation, transport, stationary, communication, etc. where appropriate.
6. Up to three examples of similar reports and/or previous work where possible.

The full proposal and supporting documents should be submitted to asia@tdh.nl

The subject heading for the Email is '*Consultancy - End evaluation WATCH - Cambodia*' and should include any required attachments or annexes.

Deadline: All proposals should be received by Terre des Hommes Netherlands no later than 5 PM on 3rd November 2020.

Selected applications will be invited to the next round of the process.



TERMS OF REFERENCE

‘Working Together for Children in Cambodia (WATCH Cambodia)’

End Evaluation

1. Intervention Details:

Title	Working Together for Children in Cambodia (WATCH Cambodia)
Goal	To prevent and tackle Sexual Exploitation of Children in Travel and Tourism (SECTT) in Phnom Penh, Siem Reap and Sihanoukville, Cambodia.
Outcomes	<ul style="list-style-type: none"> ● Outcome 1: Government coordinates efforts of multi-stakeholders for prevention of and response to SECTT. ● Outcome 2: Government institutions relevant to criminal justice system have capacity to undertake child-centric investigations for better protection of SECTT victims and SECTT witnesses throughout the criminal justice process. ● Outcome 3: Child victims have access to appropriate support services through better coordination between NGOs, police, court and government agencies. ● Outcome 4: Communities monitor and prevent SECTT risks in their communities.
Location	Cambodia
Period	01 Jan 2018 to 31 Dec 2020
Total Budget	€970,992 EUR
Beneficiaries	<ul style="list-style-type: none"> - Government officials (relevant ministry staff) = 25 officials - Law Enforcement/Judiciary = 1,970 officials - Children = 350 children (Female 200/Male 150) - Communities = 20,000 people
Implementing partner (s)	Action Pour Les Enfants (APLE) Cambodia

2. Background

The WATCH project has been implemented by TdH NL in partnership with APLE Cambodia. The **overall objective** is to prevent and tackle Sexual Exploitation of Children in Travel and Tourism

(SECTT) in Phnom Penh, Siem Reap and Sihanoukville, Cambodia.

To contribute to the achievement of the overall objective, there are 4 outcomes with associated Intermediate Outcomes (IO) and activities which are described under each actor. For greater details, please refer to the project result framework [CLICK HERE](#).

Children

Accurate information on children affected by sexual exploitation is limited, though research indicates it to be a serious issue. The 2014 Cambodia VAC Survey revealed 5.5% of Cambodian girls/boys aged 13 - 17 are affected by sexual violence, though may underestimate the extent of sexual violence due to strong cultural stigmas & limited legal/social redress opportunities. Helplines exist, though there is a lack of adequate services for referrals, especially in rural areas, including Siem Reap. Additional problems include lack of adequate referral systems/case management processes, under resourced services, with staff lacking adequate knowledge and skills. An opportunity to establish a team of Social workers/counselors in Siem Reap to fill significant gaps in service provision therefore exists. **The 'Provision' strategy** will be comprehensively implemented, closely collaborating with NGOs, police, court/government agencies ensuring victims have access to appropriate support services including legal aid and coordinated long term support.

Families & Communities

Insufficient awareness of SECTT exists in Child Protection Groups and networks, resulting in child protection mechanisms lagging behind developments, contributing to continued vulnerability of children. **The 'Prevention' strategy** will address understanding of communities, children/young people, duty bearers and community based informant networks on SECTT, enabling them to monitor and identify children at risk, report SECTT cases and engage with appropriate individuals/CSOs to provide services/support. These groups will also contribute to community awareness raising initiatives. The project will liaise with CSOs with an established presence in communities (WVI, PLAN, Care, SCI etc).

Government

Cambodia launched a VAC NAP in 2017 although government capacity to implement the plan is a challenge, exacerbated by lack of coordination amongst government departments including CNCC, NCCT and related ministries. Specific awareness of SECTT is limited, partly due to a paucity of accurate data collection systems, and subsequently, data on prevalence/ incidence. This can result in a lack of strategic focus/planning of SECTT related activities. Consultation with CSOs also indicates the need for immigration laws to be more creatively used to prevent convicted abusers entering the country, linked with improvements notification systems of foreign police forces. To address the problems, the project implements **the 'Promotion' strategy** to work closely with government and also lobby, advocate to coordinate efforts of multi-stakeholders for prevention and response to SECTT. This will also be informed by a situational analysis carried out in Siem Reap & Sihanoukville, exploring emerging themes, trends, vulnerabilities and risks, including those posed by Asian travellers.

Law enforcement lacks sufficient capacity (child friendly procedures, confidentiality, slow to investigate and respond to reports of SECTT). The need to improve collaboration between international/national law enforcement and sharing of information and/or evidence is significant. (Including inconsistent sharing of Green Notices by many countries). The lack of (bilateral) Mutual Legal Assistance Treaties with many countries also hampers progress. A clear need for accurate information and development of systems of measurement that also reflects national/regional offenders

exists. In terms of criminal justice systems, key issues include capacity of prosecutors, common use of out-of-court settlements, and lack of protection for child witnesses.

To respond to the problems, the project implements **the strategy 'Prosecution'** to strengthen relevant government institutions capacity to undertake child-centric investigations for better protection of victims/witnesses throughout the criminal justice process. The project will work closely with international law enforcement, build national capacity and address information exchange gaps.

3. Objectives for end evaluation

This end evaluation is conducted to assess the overall achievements of the project over the total period of its implementation - 3 years. It is primarily meant to provide further analysis of and complement internal monitoring and evaluation findings, as well as inform new project design. The evidence produced by this evaluation will be primarily used by implementing partners. Secondary users will be project beneficiaries -including children and project stakeholders - who will be involved in both data collection and analysis.

Objectives:

1. To evaluate the relevance, effectiveness, efficiency, impact and sustainability of the "WATCH Cambodia" Project
2. Identify and assess key lessons learned, challenges and draw recommendation for future programming of WATCH Cambodia

A needs assessment study has been conducted for this project and can be referred to as a baseline ([Link](#)) for Outcomes 3 and 4. For other outcomes, the level of achievement of project outcomes will be assessed in the absence of a baseline.

4. Evaluation Scope

Intervention Logic:

The WATCH project overall goal is children being prevented from commercial sexual exploitation, to contribute to the achievement of the overall objective, there are 4 outcomes with associated Intermediate Outcomes (IO) described in the table below:

<u>Actor</u>	<u>Project Outcome</u>	<u>Project Intermediate Outcome</u>
Government	Outcome 1: Government coordinates efforts of multi-stakeholders for the prevention of and response to SECTT in country.	IO 1.1.: A national government committee has capacity to prevent and respond to SECTT IO 1.2.: A national government committee monitors SECTT trends and interventions.

<p>Law Enforcement Agencies</p>	<p>Outcome 2: Government institutions relevant to criminal justice system have capacity to undertake child-centric investigations for better protection of SECTT victims and SECTT witnesses throughout the criminal justice process.</p>	<p>IO 2.1.: National police have child-centric investigation skills to ensure adequate protection, child-friendly procedures, confidentiality and best interest for child victims and witnesses of SECTT during the investigations.</p> <p>IO 2.2.: National police implement child-centric investigation standards in close coordination and collaboration with international law enforcement agencies on SECTT investigations.</p> <p>IO 2.3.: National Committee for Counter Trafficking in Persons (NCCT) members have greater knowledge and commitment to sensitise and promote effective response towards SECTT.</p>
<p>Children</p>	<p>Outcome 3: Child victims have access to appropriate support services through better coordination between NGOs, police, court and government agencies.</p>	<p>IO 3.1.: Child victims receive immediate psycho-social assistance at crisis intervention stage after their rescue, or after their victimisation confirmed by police.</p> <p>IO 3.2.: Child victims receive quality free of charge, impartial legal aid services including legal advice, representation and assistance.</p> <p>IO 3.3.: Child victims and families receive long-term coordinated psycho-social assistance.</p>
<p>Communities</p>	<p>Outcome 4: Communities monitor and prevent SECTT risks in their communities.</p>	<p>IO 4.1.: Young people, duty bearers, professionals and industrial companies) have the right capacity to monitor, report and prevent SECTT</p> <p>IO 4.2.: Community based Child Protection network has stronger capacity to monitor, report and prevent SECTT</p> <p>IO 4.3.: Community based child protection workforce comprised of awareness/training participants and informants is actively promoting a robust child protection system</p> <p>IO 4.4.: Communities have a good understanding on SECTT risks and how to mitigate risks.</p>

Progress has been monitored throughout the project at the output level (comparing targets with actuals) using standard indicators on a quarterly basis. The end evaluation will focus both on the

output and outcome levels to assess to what extent the 4 pathways of intervention have been successful.

Timeline:

This period of time to be considered for this evaluation is October to January 2020. The estimated duration of the assignment is 25 days of work maximum.

Geographic scope:

The project is implemented in 2 main locations: Phnom Penh and Siem Reap.

6. Evaluation criteria

The MTE criteria include Relevance; Effectiveness; Efficiency; Sustainability and Impact.

Relevance: To what extent has the project conformed to the priorities and needs the target beneficiaries?

Effectiveness: To what extent have the expected outcomes and objectives of the project been achieved thus far?

Efficiency: Has the project been implemented efficiently, cost-effectively, and been able to adapt to any changing conditions? To what extent are project-level monitoring and evaluation systems, reporting, and project communications supporting the project's implementation?

Impact: Is the project oriented towards achieving the expected impacts? What are the effects of the program, intended or unintended, positive or negative, short term or long term?

Sustainability: To what extent are there financial, institutional, socio-economic, and/or environmental mechanisms for sustaining project results after end of external support?

Lessons Learnt: What was done or worked well and why? Identify good practices and lessons learned; Based on project successes, identify areas where knowledge generation and sharing is required; recommend clear areas of focus in future programming

Cross-cutting issues: TdH-NL has developed minimum standards to ensure that Gender Mainstreaming, Inclusion of Children with Disabilities, Child Participation and quality Alternative Care are integrated in all its projects. The evaluation shall refer to these minimum standard and assess to what extent they were followed>

7. Evaluation questions

The key overall research question this endline evaluation aims to answer relates to what extent the project activities, outputs and outcomes have contributed to the project goal. This logically results in an analysis of the achievement of project targets and challenges faced during implementation.

In order to support learning of the project and management teams and to inform future project design, the evaluation shall focus on the following objectives:

Outcome 1

- A. To assess to what extent the research on emerging forms of SECTT has been disseminated to a variety of stakeholders
- B. To assess the potential for integration of the research recommendations within government policies

Outcome 2

- A. To measure to what extent the project has resulted in an increased knowledge and understanding of child-centric investigations methods by law enforcement at different levels: national and provincial level officials of the Ministry of Interior, officials from the National Committee for Counter Trafficking - in Persons, frontline police officers
- B. To measure to what extent the project has resulted in the actual implementation of child-centric investigations methods by law enforcement at different levels
- C. To assess the capacity of the implementing partner to develop a sustainable capacity building strategy towards law enforcement

Outcome 3

- A. To assess the relevance, efficiency of the collaboration of APLE and TDH to put in place victim referral mechanisms
- B. To assess the quality and efficiency of the support provided by APLE to child victims of SECTT (crisis intervention, investigation, legal aid) against national minimum standards, including collaboration with law enforcement stakeholders at the provincial, national and international levels.
- C. To assess the capacity of TDH and APLE to engage with the local and provincial authorities to support the provision of adequate services to reintegrate child survivors of SECTT within their communities

Outcome 4

- A. To assess how the awareness raising activities conducted throughout the project were successful in engaging with the relevant stakeholders - vulnerable children, guardians, gatekeepers and duty bearers
- B. To measure to what extent the project was successful in changing knowledge, attitude and practices of the relevant stakeholders through awareness raising and local advocacy
- C. To measure to what extent the project has managed to support the improvement of community-based child protection mechanisms (monitor, report, prevent SECTT) in target areas

7. Evaluation Methodology and Approach

General framework

The end evaluation will be designed, led and implemented by the consultant(s) with the support from TDH-Netherlands Cambodia office and partner teams.

The evaluation shall be highly participatory and shall endeavor to gain feedback and insights of project partners and beneficiaries (children, guardians, NGO representatives, Law enforcement representatives, etc.)

SECONDARY DATA COLLECTION:

The consultant is expected to analyze the following secondary data:

- Literature review;
- Needs assessment related to risks of SECTT in Siem Reap province;
- Project monitoring data from quarterly reviews on achieved targets and expenditures per project output. This data will be made available by TDH-NL.

PRIMARY DATA COLLECTION:

The following tools are suggested for data collection:

- Mapping of vulnerabilities targeted by the project in communities targeted by the project;
- Knowledge, Attitude, Practice (KAP surveys) with children, guardians and duty bearers;
- Focus Group Discussion (FGD) with children, guardians and duty bearers;
- Most Significant Change Stories (MSC) of child survivors and vulnerable children;
- In-depth Interviews with project and partner staff (IDI);
- Key Informant Interviews with government officials (KII);
- Self assessment tools with project teams and partners: river of life, action learning activities, etc.

The consultant is expected to submit a coherent data collection plan with a mixed methodology using some of these tools.

ANALYSIS PROCESS AND WRITE-UP

Evidence maps will be prepared to ensure that all findings collected will be linked to the evaluation questions and criteria. This will help establish validity of results through triangulation of findings from project data and primary data collected for evaluation.

A project analysis of the strengths, weaknesses, opportunities/ areas of improvement and risks, including lessons learned and good practices will be done and connected to the findings in order to come up with clear conclusions and recommendations. Strategic analysis, looking at the evaluation questions and criteria, will be made and linked to the findings and to the conclusions and recommendations.

METHODOLOGY MATRIX

Note: All questions should be answered taking into account four cross-cutting issues : Gender mainstreaming, Inclusion of Children with Disabilities, Child Participation, Minimum standards of Alternative Care.

CRITERIA	SPECIFIC QUESTIONS
A. Relevance	<ul style="list-style-type: none"> ● <i>To what extent were the outcomes, outputs and activities of the project relevant to the target groups?</i> <ul style="list-style-type: none"> ○ <i>Were they well articulated? Were the objectives, outputs, outcomes and project goal consistent?</i> ○ <i>Were they realistic?</i>

	<ul style="list-style-type: none"> ○ <i>To what extent are the objectives and geographical focus of the programme still valid?</i> ● <i>How relevant were the awareness raising activities to the project target groups? Were they child-friendly?</i> ● <i>How did the project strategy adapt to the challenges brought by COVID-19 outbreak and prevention measures, and was it successful?</i>
B. Effectiveness	<ul style="list-style-type: none"> ● <i>To what extent did the project effectively achieve the outcomes, outputs and targets as defined in the indicators in the results framework?</i> <ul style="list-style-type: none"> ○ <i>What were the factors that resulted in achievement or under-achievement?</i> ○ <i>Could the challenges identified have been overcome and why?</i> ● <i>What are the major factors influencing the achievement or non-achievement of the objectives?</i> <ul style="list-style-type: none"> ○ <i>Did the project staff have the sufficient capacity to achieve the expected outcomes?</i> ○ <i>To what extent were working and learning processes efficient?</i>
C. Efficiency	<ul style="list-style-type: none"> ● <i>How efficient is the project in terms of achieving the intended result with the money and resources available?</i> <ul style="list-style-type: none"> ○ <i>Were activities of Watch Cambodia cost-efficient?</i> ○ <i>Were objectives achieved on time and with adequate amount of resources?</i> ○ <i>How efficient was the collaboration between TDH and its government and NGO partner?</i> ● <i>How adequate were the reporting and monitoring systems of the project?</i>
D. Sustainability	<ul style="list-style-type: none"> ● <i>How sustainable are the outcomes brought by the project?</i> <ul style="list-style-type: none"> ○ <i>How likely are the findings from the SECTT research to be integrated in future project and policy design by the relevant stakeholders? What needs to happen to make it more sustainable?</i> ○ <i>How likely are the provincial-level and community-based child protection mechanisms created likely to favour prevention of SECTT in the targeted communities?</i> ○ <i>What level of ownership in law enforcement stakeholders has been developed throughout the project?</i> ● <i>What will happen to the achievements if the donor funding is no longer available for the lead partner (TdH-NL)? For the implementing partner (APLE)?</i>

E. <i>Lessons Learned</i>	<ul style="list-style-type: none"> ● <i>What are the areas of improvement of the project?</i> <ul style="list-style-type: none"> ○ <i>What resources are needed to improve on these areas in the future?</i> ○ <i>What capacity building is needed to improve on these areas in the future?</i> ● <i>What are the replicable practices and those that should be avoided?</i> <ul style="list-style-type: none"> ○ <i>Which practices were particularly relevant and / or effective?</i>
F. <i>Impact</i>	<ul style="list-style-type: none"> ● <i>What is the positive and negative impact that resulted from the interventions of WATCH Cambodia?</i> ● <i>What difference have the interventions made to the beneficiaries?</i> ● <i>How many people have been (positively and negatively) affected?</i>

8. Deliverables and Timeline

Key Deliverable	Estimated number of working days	Deadline for submission
Evaluation design	5	25th November
Piloting of data collection tools	2	30th November
Data collection	6	20th December
Submission of draft report	8	5th January 2021
Dissemination workshop and documentation	1	25th January 2021
Submission of final report	3	25th January 2021

9. Evaluator (s) Competencies, Experience and Skill requirements

The evaluator engaged to undertake the assignment must fulfil the following requirements:

Required:

- Minimum 8 years of work experience of conducting projects evaluations in Cambodia
- Expertise in Child Protection and child protection mechanisms at all levels
- Extensive knowledge and experience related to the provision of services to victims of child sexual abuse and exploitation
- Solid experience engaging with senior government officials
- Outstanding facilitation skills to communicate with project and partner teams in a multicultural environment
- Expertise on the development and implementation of mixed methods including participatory

- approaches with adults and children
- Knowledgeable in and committed to a Rights Based Approach to development
- Excellent analytical and report writing skills - both Khmer and English

Desirable

- Previous experience of engagement with law enforcement officials
- Previous experience / Strong knowledge related to Sexual Exploitation of Children in the context of Travel and Tourism (SECTT)
- Strong understanding of behaviour change mechanisms

10. Budget

Financial proposal has to be indicated all-inclusive costs for conducting the end evaluation.

11. Final report format (LINK)

- Title pageTable of Contents
- Acronyms
- Acknowledgments
- Executive Summary (not more than 2 pages) providing an overview of the evaluation, summary of main findings/lessons learned/promising practices, and three key recommendations
- Brief description of the history TdH-NL and the implementing partner and previous projects and achievements
- Background and Project Description, including analysis of the Cambodian context and other related projects
- Limitations to the research
- Evaluation Objectives and Methodology including justification of selected methodologies and an understanding of ethical considerations or safeguarding measures for this research
- Findings – Includes all relevant issues stated under specific objectives of the assignment and gaps identified
- Conclusions
- Recommendations
- Annexes:
 - ToR
 - CVs of evaluation team members
 - Raw primary data collected for the evaluation
 - Key Summary of data

12. Management and supervision

The evaluator (s) will work in close consultation with the Country Manager and Regional PM&E Coordinator for the coordination of the agreed activities.

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Ms. Ratana Hourn

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13. Child safeguarding

The consultant shall sign and abide by Terre des Hommes Netherlands (TdH-NL) Child Safeguarding Policy and its related procedures. Terre des Hommes Netherlands is committed to keeping children safe and considers child abuse unacceptable under all circumstances. We therefore implement child safeguarding measures as part of our selection and recruitment process.

14. Application process and timeline

TdH *Cambodia* invites interested individuals and companies to submit the following application documents:

1. Technical proposal (max. 5 pages) outlining their motivation for the application, the methodological approach on how to conduct the assignment, and the resources required (documents, survey questions, FGD and KII checklists, etc).
2. A proposed activities schedule/ Work plan with time frame.
3. Copy of CV of the evaluator (s) who will undertake the study.
4. One recent example of a similar evaluation report written by the applicant.
5. Financial proposal detailing evaluators itemized fees, data collection and administrative costs.

Please address queries and applications to the Country Manager of TdH Cambodia at the following email address: asia@tdh.nl . The deadline for applying is 3rd November. The aim is to select the evaluator by 15th November and start the contract immediately.