

Terms of Reference for Team Lead - Final evaluation of the Safety for Children and their Rights OnLine (SCROL) programme

Terre des Hommes Netherlands is seeking to contract a Team Lead consultant to lead and supervise the implementation of the end evaluation of a 3-year multi-country programme focused on prevention and response to Online Child Sexual Exploitation (OCSE), the Safety for Children and their Rights OnLine (SCROL) programme.

1. Background Information

Terre des Hommes Netherlands (TdH NL) is an international non-governmental organisation committed to stopping child exploitation. Our mission is to protect children by preventing and stopping child exploitation, and by empowering children to make their voices count. Our vision is that children can flourish in a world free of all forms of exploitation.

The Safety for Children and their Rights Online (SCROL) Programme has been implemented under the Thematic Programme - Sexual Exploitation of Children (SEC) since October 2022. The goal of the programme is to have all children protected from Online Child Sexual Exploitation (OCSE) in a safe family and community environment and ensure that they are effectively protected by the legal system and their agency is respected by laws, policies, societal norms, and practices.

The SCROL programme's geographical scope concerns three Asian countries, namely, the Philippines, Cambodia, Nepal and Kenya in East Africa. TdH NL is collaborating with seven local partners to address the OCSE in these countries in coordination with the Terre des Hommes Country Offices.

2. Objectives of the services required

TdH NL is seeking a global team leader to oversee the entire evaluation process across the four countries, ensuring consistency, quality, and alignment with the programme's objectives. The role is strategic and focuses on coordination, methodology development, and consolidated reporting.

3. Specific objectives

Developing Tools and Methodology:

- Design the overall evaluation framework, using mixed methods and a participatory approach, including data collection tools, ethical and safeguarding protocols, and training materials.

- Ensures the methodology is standardised, accessible to the needs of children involved, and adaptable to local contexts.

Training and Capacity Building:

- Train country consultants on the evaluation methodology, tools, and ethical/safeguarding standards to maintain consistency.

Coordination and Oversight:

- Act as the central coordinator, aligning country-level activities with the evaluation timeline and resolving challenges.
- Identify and report any safeguarding concerns that may arise during the evaluation process in accordance with TdH NL's safeguarding procedures.

Quality Assurance and Consistency:

- Monitor the quality of the data collection in the field, ensure the analysis process meets the guidance provided by the Team Lead and TdH NL.
- Facilitate a validation workshop of the country-level findings with project stakeholders.

Consolidated Analysis and Reporting:

- Produces a 50 page concise report and a summary presentation synthesising outcome-level findings from all countries, offering a programme-wide perspective.

4. Timing and duration of the contract

The contract will commence from 1st July 2025 and is expected to be completed by 30th September. The total number of anticipated working days is 25 days.

The detailed workplan is described below:

#	Deliverables	Deadline
1	Inception report including the study design, work plan, final data collection tools in English, ethical and safeguarding protocol, training tools for data collectors, including data collection and quality assurance mechanisms/ instruction/guidelines/ protocol (template of the report will be provided)	5th July 2025
2	Participate in the inception meeting to discuss project details and the goal of the endline study, and receive from the project team the required information and documents needed to perform the endline study.	10th July 2025
3	Train country consultants on methodology, tools and ethical and safeguarding protocol	10th July
4	Review draft country reports	10th September

5	Produce and endline study report focusing on assessing the achievement of the programme goal and outcomes, and the relevance of its initial Theory of Change (draft)	20th September
6	Facilitate a validation workshop with representatives of project participants and stakeholders	30th September
7	Final completed programme-level endline study report in English addressing all comments/feedback from TdH NL and/ partners (template of the report will be provided)	15th October
8	Final comprehensive slide presentation of the programme-level endline study results in English	15th October

5. Qualifications and experience

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

- At least a Master's degree in a relevant area such as child protection, development studies, sociology, etc.
- At least 6 years of experience in leading project evaluations, including endline studies, with at least one on the theme of sexual exploitation of children.
- Demonstrated experience with mixed methods and participatory methodologies, including with children and youth.
- Demonstrated understanding of and commitment to child safeguarding principles and experience in integrating safeguarding considerations into evaluation methodologies.
- Expertise in sexual exploitation of children, child protection, child rights, rights-based approach and gender.
- Advanced level of English.
- High professional level of writing, accessible evaluation reports
- Experience in providing training to data collection teams.

The consultant must adhere to the TdH NL Integrity Framework; therefore, as a condition of entering into a consultancy agreement, the individual/firm must:

- Read and Sign the TdH NL Code of Conduct
- Read and Sign the Annexe 2 Conflict of Interest Policy Declaration.
- Read and Sign the TdH NL Ethical Content Policy

6. Reporting and Communication

The evaluator(s) will report directly to the Programme Manager of TdH NL and work closely with the Programme officer, MEAL Advisor, country consultants and project focal points in each country.

7. Budget

Interested consultants are invited to submit a detailed financial proposal, including consultancy fees excluding / including VAT, travel expenses, and any other relevant costs.

8. How to apply

TdH NL invites interested individuals and agencies to submit the following application documents:

1. Technical proposal (max. 10 pages) outlining their motivation for the application, the methodological approach including specific strategies for ensuring ethical data collection and obtaining informed consent from all participants and the resources required (documents, survey questions, FGD and KII checklists, etc).
2. A proposed activity schedule/work plan with a time frame.
3. CVs of the lead consultant and the team members, if applicable.
4. Two recent writing samples of similar assignments.
5. Financial proposal detailing evaluators' itemised fees, data collection and administrative costs. Applicable taxes must be included in the financial proposal.

Selection criteria:

- Quality of endline proposal & methodological strength (30%)
- Experience and knowledge of the consultant (40%)
- Schedule & Budget (15%)
- Contextual Understanding (15%)

Please address queries and applications to the Programme Manager of TdH NL at the following email address: **z.demelo@tdh.nl**. The deadline for applying is **16th June 2025**.

About Terre des Hommes Netherlands

Terre des Hommes Netherlands is part of the International Federation of Terre des Hommes organisations, a strategic partnership of member organisations sharing the same brand name and core values for joint lobby and advocacy around children's rights. Terre des Hommes Netherlands (TdH NL) protects children by preventing and stopping child exploitation, and by empowering children to make their voices count. Our work is grounded in the UN Convention on the Rights of the Child and seeks to support the achievement of the Sustainable Development Goals.

Under our new Global Strategy (2023 - 2030), TdH NL is redefining and refining our role as a child rights organisation, with the strategic ambition that "by 2030, Terre des Hommes Netherlands is a catalyst for systemic change to stop child exploitation. We do this by empowering children and their communities, connecting them with those who have power to enact change, and utilising our knowledge and expertise to co-create sustainable, evidence-based solutions."

TdH Netherlands is led by a two-headed Executive Team: the Executive Director and the CEO.

The values of TdH Netherlands are: Responsible, Bold, Human-Centred and Playful.

The organisation's core principles are: (1) Children at the Centre, (2) Intersectionality and Power Awareness, (3) Safety and Wellbeing, (4) Sustainability, and (5) Meaningful and Strategic Partnerships.

In line with our new strategy, TdH NL is in the process of establishing three thematic programmes under which our portfolio of humanitarian and development projects and programmes will be managed. These are: 1. Child Labour, 2. Sexual Exploitation of Children, and 3. Humanitarian Action. Our programmatic work is supported by two cross-programmatic units: Programme Development and Quality (PDQ), and Research, Expertise and Influencing (REI). Aligned to our new strategy, and based on many years of experience as a child rights organisation, we aim to consolidate our expertise and programme management, informed by research, to bring about sustainable and systemic change in the lives of children, and to hold duty bearers accountable.

The focus of TdH NL regarding humanitarian action is on child protection in emergencies (CPiE), with a particular focus on the protection of children from exploitation.

Our Commitment to Diversity, Integrity and Child Safeguarding

We are not looking for just one type of person - we want to recruit people who can add fresh perspectives, innovative ideas and challenge our thinking. We are especially interested in people whose lived experiences help us to see things we might otherwise

miss, and enable us to do better work with and for children. Whether or not you meet 100% of the criteria, we want to hear from you, because we know that different voices, ideas, perspectives and knowledge, working together will enable us to better the lives of children around the world.

TdH NL is committed to ensuring diversity and gender equality within our organisation. We continue to learn about intersectional considerations and power distribution within our organisation and our work. We are dedicated to preventing and eradicating any type of misconduct including sexual harassment, exploitation and abuse, any other type of misuse of power, lack of integrity or financial misconduct.

Note: We place a high priority on ensuring that only those who share and demonstrate our values are recruited to work for us, this includes a commitment to diversity and inclusion at all levels of our work. All offers of employment will therefore be subject to satisfactory references and appropriate screening checks, which include a valid criminal record check, terrorism finance checks, and/or integrity screenings/references relating to misconduct and disciplinary actions in prior employment.

TdH NL is particularly committed to keeping children and vulnerable individuals safe, and has zero tolerance on (child) abuse. Every TdH NL employee is bound by the TdH NL Code of Conduct that describes the expected behaviour by staff, in particular with regards to Safeguarding children and (young) adults in our programmes. Child safeguarding measures are part of our selection and recruitment process. By submitting your application you accept that TdH NL will conduct such pre-employment screening for successful candidates. TdH NL participates in the Inter-Agency Misconduct Disclosure Scheme.