



"Empowering Vulnerable Youth and Women in Fragile Situations to Foster Community Resilience and Cohesion through Peaceful Co-existence and Promotion of Livelihood Initiatives"

Terms of Reference (ToR)

Mid-Term Evaluation of WPDI Project in the Equatoria, South Sudan

Organisation Background information

The Whitaker Peace & Development Initiative (WPDI) is an international nonprofit and non-governmental organisation founded in 2012 by artist, social activist, SDGs Advocate, and UNESCO Special Envoy for Peace and Reconciliation Forest Whitaker. It aims to promote the values of peace, reconciliation, and social development within communities impacted by conflict and violence. WPDI is officially registered by the government of South Sudan to conduct operations in the country in 2012 since then WPDI has been working with different partners to support youths, women and men to build peaceful societies through its peacebuilding and resilience pillars

Project information

The Whitaker Peace & Development Initiative (WPDI), with support from the Swiss Agency for Development and Cooperation (SDC), has been implementing a multi-year program called Promoting Inclusive Peacebuilding and Sustainable Livelihoods, Project started in July 2023 and ends on the 31st December 2025) aimed at strengthening community resilience and cohesion through Women and Youth Empowerment with business management and Entrepreneurship skills and startup grants. The project is being implemented in the counties of Ikwotos, Magwi, Torit, Budi, Lafon, of Eastern Equatoria state, Yambio and Maridi of Western Equatoria state and Juba and Terekeka counties of Central Equatoria state of South Sudan. The project focuses on empowering vulnerable youth and women through a combination of peacebuilding, conflict resolution education (CRE), vocational training, business management and entrepreneurship skills, business start-up grants, on site mentorship and coaching for business owners, community



engagement such as peace through sport. And response to emergency through crisis modifiers fund to address issues of immediate intervention to save lives

Purpose of the Evaluation

This mid-term evaluation is being conducted to assess the progress made towards the project's intended outcomes, identify successes and challenges, and provide evidence-based recommendations to inform the remaining implementation period. Helping project implementers to improve areas of weakness and maximize good practices to enable the organisation achieve the overall goal of this project and inform future engagement in the thematic areas or locations

Specific Evaluation Objectives

- Review the extent to which the project has achieved its objectives to date.
- Identify strengths, weaknesses, and any implementation gaps or delays.
- Assess the effectiveness of the project's approach to peacebuilding, skills development, and livelihoods support.
- Generate practical recommendations to guide the remaining period of implementation and enhance sustainability and impact.
- Evaluate achievement level for each component of the program and their impacts on the communities targeted by the intervention
- Record the main barriers to implementation or participation, particularly for women and vulnerable groups and attempts made to overcome these barriers
- Record community members' perception and the level of their engagement in the peacebuilding and entrepreneurship activities
- Determine the level of monitoring and feedback mechanisms applied and their effectiveness
- Verify if the beneficiaries are applying the skills and knowledge they acquired to promote peaceful co-existence and improving their economic status
- Assess whether the anticipated three components of the project (Humanitarian, Peace and Development) mutually reinforce each other's outcomes and creating the desired impacts



Evaluation criteria

The evaluation should be carried out in accordance with the criteria set by OECD/DAC and core humanitarian for project evaluation, which includes relevance, effectiveness, coherence, efficiency, impacts, sustainability, complementarity, lessons learnt, accountability, gender sensitivity, replications and scalability and cross cutting issues. This is to ensure that a holistic approach is used to perform detail analysis and understanding of the project cycle and provide comprehensive information for WPDl management decision making in strategizing its operation in South Sudan

Key Evaluation Questions

Analyze the groundwork that was put in place for the implementation of the project including but not limited to procurement of project activity materials and supplies, staffs' recruitment, needs assessment, trainings and capacity building activities using OECD/DAC and Core humanitarian evaluation Criteria to analyze The.

Relevance. How relevant was this project to the context of the underlining problems facing the targeted people or it was out of context remotely designed not matching to the issues on the ground. The evaluators will seek for facts to indicate whether the intervention has met the needs of the people affected and through the implementation there is a certain degree of relieve from their suffering or change of situations

Effectiveness. How effective were peacebuilding and resilience activities in solving or reducing the impacts of the issues affecting the targeted population through its intervention, was there relieve of suffering or not?

this will examine appropriateness of the set objectives and the activities implemented to ensure positive results were realized in the most reliable ways

Efficiency. How well were the project resources used for the benefits of the project beneficiaries, through proper staffing, control of money to ensure project activities takes the highest percentage of the budget the evaluation will capture the proper use of resources for achieving the intended project objectives, this includes staffs' recruitments, procurement and use of available resources

Sustainability. What mechanisms were put in place by the project design to ensure the project activities and impacts will continue to exist beyond the life span of the project within the communities of intervention.

the long-term future of the project will be examined to ascertain the continuity of the set activities beyond the projected period of the project activities. And seeking change of attitudes by beneficiaries to own and manage the resources established in absences of WPDl and partners

Impact and lessons learnt. What were the positive and negative lessons learnt during the implementation of the project that will help in shaping existing or upcoming projects in the near future



the assessment will also capture the impact created by the project intervention positive and negative, lesson learnt during implementation while noting intended and unintended outcomes which resulted from the intervention. And how will the situation be like if there was no intervention under the project

Replications and scalability. What were the best practices that led to successful completion of the project activities and overall achievement of the project goals, that can be replicated or scaled up in existing or future projects.

The assessment will capture the best practices which can be replicated in future programming in similar project or be step up in the future interventions

Complementary and coherence. How were the activities of the project complementing each other, did the project complement other WPDJ and partners projects implemented in the same area or at country and global stages what developmental goals was the project complementing and what were the synergies in WPDJ peacebuilding and resilience activities, and with other agencies operating in the same areas

Gender Sensitivity. How inclusive was the project in considering beneficiaries of different genders and physical status such as persons with disabilities? Are women given the opportunity to participate in implementing the activities at community levels or they were sidelined and kept as beneficiaries only. Were gender issues addressed during the implementation or not.

Accountability. This seek to understand how accountable was the organisation to the beneficiaries, stakeholders, partners and donors in providing key information that will enhance the understanding of the beneficiaries, donors and stakeholders in the targeted locations of activities

Scope of the Evaluation

The evaluation will cover project implementation from inception to the present date, in all the counties of Budi, Lafon, Ikwoto, Magwi, Terekeka, Juba, Maridi and Yambio which are distributed across the three states of the Greater Equatoria region: Central Equatoria, Eastern Equatoria, and Western Equatoria. The evaluation should ascertain whether the nexus approach of the project (Humanitarian, Peace and development) and the linkages are appropriately implemented and producing the desired results. The evaluation will assess all the six project components of the project:

1. Conflict Resolution in Schools
2. Community Dialogues and Leadership Trainings
3. CLC-based Training and Peace Advocacy



4. Business Incubation and Entrepreneurship Support
5. Peace Through Sports Activities
6. Emergency responses through crisis modifier fund

Methodology

The evaluation will adopt a **mixed-methods approach** combining both qualitative and quantitative data collection methods, including:

- Document and literature review (project reports, monitoring data, etc.)
- Key Informant Interviews (KIIs) with WPDI staff, partners, government officials
- Focus Group Discussions (FGDs) with youth, women, and community leaders
- Direct observation of activities at selected Community Learning Centers and schools
- Surveys with project beneficiaries where feasible

The evaluation should adopt a participatory approach and ensure inclusion of diverse voices, especially women and youth.

Deliverables

The evaluator(s) will be expected to provide the following deliverables as an evidence of assignment carried:

1. Inception Report including detailed methodology, tools, work plan, and evaluation matrix
2. Draft Evaluation Report presenting preliminary findings, analysis, and recommendations
3. Validation Workshop to present and discuss initial findings with WPDI, SDC, and key stakeholders
4. Provision of all the data set from the field location to WPDI
5. Final Evaluation Report, integrating feedback and following the below format of reporting
 - Executive Summary
 - Introduction and Background
 - Evaluation Methodology



- Findings by Evaluation Criteria
- Conclusions and Lessons Learned
- Log frame showing results achieved at the midterm.
- Recommendations
- Annexes (ToR, data collection tools, stakeholder lists, dataset etc.)

Timeline and Duration

The midterm evaluation will take place over a period of 4 weeks (**28 days**) tentatively starting in [1st to 28th August 2025]. The schedule below is as a guide, it will be adjusted if there is a delay from WPDI or consultant to begin the assignment on the exact stated date

TIME SCHEDULE FOR THE MIDTERM EVALUATION					
NO	WEEKS	1	2	3	4
	ACTIVITY AREA				
1	Inception meeting and contract signing	1			
2	Preparations of inception report and evaluation tools	4			
3	Training of enumerators		3		
4	Field travel and data collection process		10		
5	Presentation of findings and development of draft report			3	
6	Preparations of final evaluation report				5
7	Submission of report and hard copy printing				2

Qualifications and Experience of the Consultant

The evaluation assignment is opened to both an independent consultant or evaluation firm with the following qualifications of the lead consultants and associate consultants in case of a firm

- A master's degree or equivalent experience in peacebuilding and conflict analysis; social sciences; gender studies, economics or a related field with strong background in data analysis and reporting while A PHD will be added advantage.
- At least 5 years' experience working in development programming, including experience working within the agricultural sector and livelihoods development of rural poor
- Ability to demonstrate experience in research, findings documentation and presentation.
- A demonstrated understanding of working with a gender transformative approach within the Peacebuilding and resilience sectors in international development.
- Proven experience in designing executing outcome harvesting in challenging environment



- High quality communication skills, including the ability to speak and write effectively, listen to and document findings from cross-cultural contexts.
- Strong time management skills: ability to work with limited supervision.
- Adequate monitoring and evaluation knowledge in humanitarian setting

Anticipated Support Required from WPDI South Sudan

WPDI South Sudan will provide the following facilitation to enable successful completion of the assignment.

- All relevant project documents.
- Linkage to the beneficiaries and key stakeholders within the areas of the study.
- Identification of training Venue and Lunch Allowance for participants
- Facilitation of transport within the field locations
- Facilitating flights booking, accommodation, vehicle hire and enumerator training at the cost of the consultant
- Provision of contacts of focal persons in the various states and counties
- Introducing the evaluators to relevant county authorities during data collections

Expected actions from consultant for smooth assignment completion

- If international organize for their tickets and visas from country of origin for visiting South Sudan
- Prepare emergency plan for their team or individuals in case of unforeseen evacuation need from South Sudan to their country of origin
- Develop appropriate evaluation tools tailored to this assignment and log frame indicators
- Trained enumerators on the tools developed for the assessment
- Provide monitoring and coordination leadership during the assignment with WPDI team and data collectors alike
- Gather information about the areas of the survey before engaging in data collection to enable him or her to have knowledge of the places

Budgeting for the assignment

The consultant or consulting firm should include all the costs for the assignment in the below provided format as WPDI will not provide additional fund rather than the quoted costs for this assignment



FINANCIAL PROPOSAL FOR MIDTERM EVALUATION				
SNO	COST COMPONENT	UNIT COST (USD)	QUANTITY #DAYS	TOTAL AMOUNT
	PROFESSIONAL COST			USD
1	Inception and tools development			
2	Data collection coordination			
3	Data Analysis and Cleaning			
4	Report Development			
5	Enumerators incentives and training			
6	TOTAL CONSULTANCY FEE			
7	Tax payment			
8	Sub total Professional Minus Tax			
9	Logistical cost and ground movement			
10	Accommodation			
11	Sub total logistics			
12	Grand total			

Potential risks: List potential risk and possible mitigation measures

- Accessibility to some places maybe interrupted by weather conditions or security issues such as communal fighting. In this scenario data can be collected remotely using online meeting with stakeholders and beneficiaries
- Flight delay to the state and from the states leading to prolonged data collection time. Consultant should be ready to engage remotely to cover for lost days and apply rolling approach of data analysis
- Accommodations in the field locations can be substandard for visiting consultants in rural areas but community-based data collectors can be used to collect data electronically to avoid much days spend in the rural locations
- Data collectors may not have their electronic gadgets, consultant should be able to coordinate with WPDJ coordinators to support
- Communication break down in some locations mobile phone connections maybe unstable and irregular but WPDJ has internet connectivity in the targeted counties

Ownership of Information?

Any data collected in whichever form and reports delivered under this consultancy are properties of WPDJ



Ethics and Safeguarding

The evaluation must adhere to ethical standards, including:

- Do no harm principles
 - Informed consent
 - Confidentiality of participants
 - Child and vulnerable population protection
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12. Use of the Evaluation

The findings and recommendations of the interim evaluation will inform:

- Strategic and operational adjustments to enhance project outcomes
 - Stakeholder engagement and advocacy
 - Learning for future WPDI programming and SDC partnerships
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Application submissions should include the following documents:

- A detailed technical proposal document including sample experience in harvesting outcome Detailed financial proposal with detailed budget clearly broken down per clear headings.
- Curriculum Vitae of the head consultant (s), and 3 references/referees preferably previous organizations for whom the consultant worked. companies.
- Profile of the consultancy firm- with proof of compliance to South Sudan legal operation
- Applications should be submitted to applications@wpdi.org on or before **July 27, 2025** (South Sudan time), with the subject title of **"Midterm Evaluation for Promoting Inclusive Peacebuilding and Sustainable Livelihoods"**

CLOSING DATE FOR APPLICATION IS 27th July 2025

NB: WPDI will furnish the successful evaluator/s with all the documents needed such as our detailed Theory of Change document, Log frame, project documents, internal reports pertaining the project, internal monitoring reports etc.

