

<b>Consultancy Title</b>	<b>Short Term Consultancy - Baseline Assessment</b>
<b>Project Title</b>	Pathways to Empowerment (P2E) for Youth in South Sudan
<b>Consultancy Timeframe</b>	September 2025 – January 2026
<b>Report Deadline</b>	December 5, 2025
<b>Application Submission Deadline</b>	September 5, 2025 ( <i>Applications to be reviewed on a rolling-basis</i> )
<b>Reports to</b>	Senior Manager, Monitoring & Evaluation, Canada (War Child Canada)
<b>Supported by</b>	P2E Chief of Party; MEAL Manager P2E; P2E MEAL technical working group members; WCC project management and M&E focal points, Canada
<b>Background</b>	<p>War Child Canada is an international charity organization registered in Toronto, Canada, dedicated to helping children and their communities overcome the devastating effects of active and post war. Since being founded in 1999, War Child Canada has worked in 20 countries across the world and is currently operational in Afghanistan, Yemen, South Sudan, Democratic Republic of Congo (DRC), and Uganda.</p> <p>The Humanitarian and Development Consortium (HDC), established in 2008, is a national NGO registered in South Sudan. It implements people-centered humanitarian and development programs targeting refugees, returnees, internally displaced persons, and vulnerable host communities across South Sudan. With a team of 350 staff and volunteers, HDC delivers emergency relief and livelihood-focused initiatives that support marginalized populations across South Sudan.</p> <p>Windle Trust International (WT) is Oxford, UK based educational organisation with over 40 years of experience working across Eastern and Horn of Africa to improve access to quality education for communities affected by conflict, displacement, neglect, discrimination and/or marginalization. Operating in South Sudan, Sudan, and Somaliland. WTI delivers inclusive programs focused on teacher and English language training, girls' education, youth skills, alternative education, and emergency education responses.</p> <p>Titi Foundation, established in 2013, is a South Sudanese national NGO with over a decade of experience in humanitarian, development, and peacebuilding initiatives across six states. Supported by partners such as the Hilton Foundation, Vitol Foundation, UNICEF, and the Mastercard Foundation, it brings recognized expertise in gender and disability inclusion, particularly in GBV prevention and women's empowerment.</p> <p>UNHCR is the UN agency mandated to protect and assist refugees, working globally with governments, regional bodies, and partners to advance refugee education and economic inclusion. With a decentralized presence across Africa, UNHCR leverages its convening power to coordinate refugee responses.</p> <p><b>The Pathways to Empowerment Project:</b> War Child Canada, in partnership with Windle Trust International, Titi Foundation, the Humanitarian and Development Consortium (HDC), and the Office of the United Nations High Commissioner for Refugees (UNHCR), and a network of Refugee Led Organizations (RLOs) and Community-Based Organizations (CBOs), is delivering a critical and transformative</p>

	<p>initiative known as P2E that is aligned with the Refugees &amp; Displaced Persons Framework in South Sudan. This program aims to empower refugee and displaced youth, particularly young women, to lead prosperous and fulfilling lives. The program will be implemented in 14 locations hosting refugee/IDP settlements and camps in 9 counties across 7 states of South Sudan. A total of 98,405 individuals (70 percent women and 30 percent men) including refugees, IDPs, returnees, host communities, and people living with disabilities will benefit through the creation of prosperous lives. The overall project impact statement is <b><i>“Young people, especially women demonstrate increased resilience through improved access to education, market-relevant skills, dignified and fulfilling employment, enabled by the growth of RLOs/CBOs within a supportive environment”</i></b></p> <p>The <b>outcomes</b> of the project are outlined below.</p> <ul style="list-style-type: none"> <li>• RDP youth thrive and complete secondary education increasing their opportunities to transition to work</li> <li>• RDP young people secured sustainable market- relevant soft skills</li> <li>• Enhanced employment opportunities for RDP youth men and women attributed to business support</li> <li>• Enhanced policy enabling environment for RDPs' RLOs&amp; CBOs</li> </ul> <p>P2E will achieve these outcomes by increasing access to quality secondary education, vocational training, and business supports for young people in South Sudan, in collaboration with local refugee-led organizations (RLOs) and Community Based Organizations.</p> <p>RLOs/CBOs are on the front lines of providing essential education services for refugees and IDPs. To ensure the meaningful leadership and engagement of these organizations, this project will facilitate and provide technical and financial resources to strengthen their performance in their efforts to influence policy decisions in South Sudan.</p>
<p><b>Consultancy summary</b></p>	<p>The baseline will provide analysis of the current context of the project location in line with the project outcomes, provide thematic data on education services for refugees and IDP and provide baseline values for key project outcome-level indicators. The primary audiences are both internal/external, namely: WCC, HDC, Windle Trust International, Titi Foundation, UNHCR, RLO/CBO partners, and the Mastercard Foundation. The P2E baseline assessment will employ a mixed-methods approach, leveraging both quantitative and qualitative data.</p> <p>It is expected that the consultants leading the baseline will use a gender lens and conflict sensitivity approach. In this project, the consortium members seek to apply a feminist approach to MEAL. In doing so, it prioritizes seven key foundations, including:</p> <ol style="list-style-type: none"> <li>1. Understanding feminist MEAL as an approach,</li> <li>2. Positioning MEAL as an integral part of social transformation,</li> <li>3. Shifting power to participants in evaluations,</li> <li>4. Understanding the role of the evaluator as a facilitator,</li> <li>5. Valuing collective, context-driven knowledge generation,</li> <li>6. Providing a learning orientation to evaluative exercises, and</li> <li>7. Rooting feminist MEAL in safe programming, guided by ‘do no harm’.</li> </ol> <p>The successful consultancy team should reflect these foundations in their proposal and subsequent work.</p> <p>The indicators for measurement have not yet been defined. A MEAL workshop is being held in September during which time P2E focal points will draft the project's measurement framework. Indicators will reflect the project's theory of change which includes the following general output and outcome areas:</p>

If youth gain enhanced **access to quality education**

- Establish ASEP centres with trained staff and curriculum rolled out (including online learning option)
- Equating services available to ease enrollment for displaced learners
- Learners enrolled and provided with necessary learning materials
- Learning centres provide safe and inclusive environments (including strengthened safeguarding policies)
- ASEP learners transitioned to formal school, tertiary education, TVET, and non-formal training

And if youth are accompanied through **transition pathways to TVET, tertiary education, non-formal training**

- Education and training materials (TVET and tertiary) updated to reflect market needs
- Short training provided to meet market demands
- Business skills training and mentorship and funding support for youth
- Partnerships and networks facilitated for youth businesses with sector players

And if **RDP policies and enabling environments are improved** for youth

- RDP policies and regulations for education and livelihoods integrated in government bodies
- South Sudan national qualification framework finalized
- RLOs trained and conduct policy influencing
- RLOs strengthened to provide sustained support to youth businesses

Then youth will be equipped with **increased market-relevant capabilities**

Unlocking **improved opportunities for dignified and fulfilling work** and increasing resilience of young people in South Sudan

Additional themes and questions to integrate across the assessment include:

- Social attitudes by host communities and key government stakeholders toward refugees and displaced people
- Attitudes of employers and community leaders towards youth employment, youth skills, and youth employees
- Parent and community participation levels and support for secondary education, especially for girls
- Ability and knowledge of RLOs/CBOs to collectively advocate with the government for the needs (programs and services) of refugees and displaced people

The project baseline design and tools will be reviewed and adapted for project midline and end-line assessments.

	<p>The consultancy team will be responsible for arranging their travel and logistics, with coordination and input from War Child Canada and P2E co-lead staff.</p>
<p><b>Approach and Deliverables:</b></p>	<p>The consultancy team will review all project documents and existing project data in advance of carrying out the assessment. Project staff have developed this scope of work as a general framework from which the consultancy team will propose their approach to measure project indicators and themes. The consultant team will work closely with the P2E MEAL technical working group to understand the measurement framework and develop the methodology and tools for the assessment, following the approval of the project's measurement framework in September.</p> <p>The consultancy team will be responsible for <b>design</b> of the assessment and tools, coordination and implementation of <b>data collection</b> activities, <b>analysis</b> of data, and <b>reporting</b>. The consultancy team will provide the following deliverables:</p> <ol style="list-style-type: none"> <li>3. Inception report including data collection tools, methodology and approach to data analysis <ul style="list-style-type: none"> <li>• Presentation of key findings for validation to project staff (virtual)</li> <li>• Draft report (this is expected to incorporate feedback received from the validation presentation and draft report)</li> <li>• Final report (with all feedback incorporated)</li> <li>• Final presentation of findings and recommendations to project staff and stakeholders (in-person/virtual)</li> </ul> </li> </ol> <p>The consultancy team will present a baseline report that includes:</p> <ol style="list-style-type: none"> <li>I. An executive summary that includes a table with key indicators and their baseline values</li> <li>II. One-page infographic summarizing key assessment findings</li> <li>III. Summary of findings by project outcome including thematic findings</li> <li>IV. Recommendations for project programming (i.e. barriers/assumptions, sustainability, capacity-building, gender, and inclusion)</li> <li>V. Annex of methodology, final tools, detailed tables and summary notes from qualitative data collection, list of stakeholders interviewed/consulted, bibliography of any supporting documentation reviewed, and photos/videos with credit and consent forms (if any)</li> </ol> <p>The final report will have graphic design and will be formatted by the consultancy team, with feedback from P2E co-leads and RLO partners.</p> <p>The successful consultancy team should include and address all potential ethical issues related to this review in its proposal and subsequent inception report. Additionally, the successful consultancy team is expected to undertake the baseline with high respect given to transparency, cost-effectiveness, gender transformative potential, and collaboration with a range of stakeholders.</p> <p><b>Confidentiality and data protection:</b> All the outputs – baseline reports, data base, etc., produced under this assignment will not be disseminated in part or whole without express authority from War Child Canada. Thus, the consultant shall not produce these materials in any form (electronic, hard copies, etc.) to a third party without written permission from WCC.</p> <p>The assessment is planned to occur from <b>September 2025 to January 2026</b> (exact dates and timeline to be determined with consultancy team), with final deliverables provided no later than <b>December 5, 2025</b>.</p>

<b>Experience, skills</b>	<p><b>The consultancy team must demonstrate the following:</b></p> <ul style="list-style-type: none"> <li>• Previous experience performing high quality mixed-method assessments and strong understanding of global best practice program assessment procedures</li> <li>• Experience utilizing feminist M&amp;E principles and practices</li> <li>• Ability to facilitate and relate to stakeholders at multiple levels and in diverse contexts</li> <li>• Proven ability to engage in quantitative analysis, with preference given to experience with mobile-based/technology enabled data collection</li> <li>• Consultancy team must have strong research, demonstrated quantitative and qualitative data analysis skill, and excellent report writing skills in English</li> <li>• Experience working on projects related to youth empowerment and education programs in similar context</li> <li>• Strong understanding of child safeguarding and PSEA practices</li> <li>• Experience working in South Sudan with key team members from South Sudan</li> <li>• Strong English language skills required; other local languages an asset</li> </ul>
<b>Travel</b>	<p>Travel to project locations as outlined in Annex 1 below in South Sudan is required, subject to security clearance and other safety considerations (determined in coordination with War Child Canada).</p>
<b>Application process</b>	<p>Interested applicants/firms are invited to submit the following:</p> <ul style="list-style-type: none"> <li>▪ A cover letter outlining relevant experiences in similar studies, three references, confirmation of availability during proposed timeframe, and confirmation of ability to travel to project locations (3 pages maximum)</li> <li>▪ Technical proposal including an outline of the study approach including collaboration approach with P2E staff, considerations on how feminist principles will be incorporated, data collection and analysis plan, possible technical and operational challenges, and strategies to ensure timely, high-quality deliverables. A list of key activities and timeframe should also be included (10 pages maximum)</li> <li>▪ A staffing and management plan, including details of the team composition and roles, and specific qualifications of key staff (1-2 pages)</li> <li>▪ Curriculum vitae of key consultancy team members</li> <li>▪ Financial proposal (detailed budget)</li> </ul> <p>Email: <a href="mailto:ssd.procurement@warchild.ca">ssd.procurement@warchild.ca</a>.</p> <p>Please ensure your submission email has the subject heading: “<i>P2E Baseline Assessment</i>”</p> <p>Final candidates will be vetted in accordance with War Child Canada’s safeguarding policies, including Child Safeguarding Policy as well as appropriate references and security checks.</p> <p><b><u>Only applicants selected for an interview will be notified.</u></b> Given the urgency in this recruitment, War Child Canada will review applications <b>on a rolling basis</b>. For more information about War Child Canada, please visit <a href="http://www.warchild.ca">www.warchild.ca</a>.</p>

## ANNEX 1: PROGRAM REACH AND TARGET PARTICIPANTS

State	County	Location			Refugees		IDPs		Returnees		Host	Total Reach	% of Total Reach
			IP	Estimate # of Schools	Total Population	Reach Target	Total	Reach Target	Total Population	Reach Target	Reach Target (30%)		
Central Equatoria	Yei	Yei	2	13	1,868	187	73,238	7,324	142,294	14,229	9,348	31,088	31.59%
	Juba	Gorom Refugee Camp	1	1	13,455	1,346					579	1,924	1.96%
		IDP 3 Camp	1	2			28,106	2,811			1,209	4,019	4.08%
		Mangalla	1	3			41,772	4,177			1,796	5,973	6.07%
Eastern Equatoria	Magwi	Magwi/Ni mule	1	2			35,249	3,525			1,516	5,041	5.12%
Western Equatoria	Yambio	Makpandu Refugee Settlement	1	1	10,960	1,096					471	1,567	1.59%
Lakes	Awerial	Awerial	1	1			21,644	2,164			931	3,095	3.15%
Upper Nile	Malakal	Malakal	1	3			45,416	4,542			1,953	6,494	6.60%
	Maban	Doro	1	6	92,914	9,291					3,995	13,287	13.50%
		Batil	1	3	53,021	5,302					2,280	7,582	7.70%
		Kaya	1	2	32,867	3,287					1,413	4,700	4.78%
		Gendarassa	0	1	18,586	1,859					799	2,658	2.70%
Ruweng Administrative Area	Jamjang	Jamjang/Aj oung Thok	1	3	40,784	4,078					1,754	5,832	5.93%
Western Bahr el Ghazal	Raja	Raja	1	2	35,965	3,597					1,546	5,143	5.23%
<b>TOTAL</b>			<b>14</b>	<b>43</b>	<b>300,420</b>	<b>30,042</b>	<b>245,425</b>	<b>24,543</b>	<b>142,294</b>	<b>14,229</b>	<b>29,590</b>	<b>98,404</b>	<b>100%</b>

## ANNEX 2: PROGRAM THEORY OF CHANGE AND RESULTS MATRIX

