**MENA: External Evaluator - Aswatouna**

**ABOUT THE OPPORTUNITY**

Internews is seeking a consultant to lead a final evaluation of a US government-funded project. The project aims to improve the abilities of media professionals and women human rights defenders in Morocco to report on SGBV issues and combat harmful gender norms. The consultant will report to the Project Manager and will be responsible for producing an evaluation report to be submitted to the donor. They will also work in close collaboration with the MENA M&E team and relevant HQ departments, as required

**LOGISTICS**

This is a remote-based position.

Preference will be given to candidates in Morocco and the MENA region.  Please note that there are some locations where Internews is not able to support fully remote work.

Applications will be reviewed on a rolling basis, so candidates are encouraged to apply soon.

This a limited duration position, with an expected end date of 30 June 2023.

**OUR COMMITMENT TO FOSTERING A CULTURE OF BELONGING**

We are an organization of dynamic, mission-driven individuals who are passionate about our core values and about supporting positive change in the world. We pride ourselves on our commitment to innovation and flexibility. We believe that diverse teams are strong teams and [**work to support an ethic of belonging, dignity, and justice for all people**](https://internews.org/commentary/committing-to-change-an-update/). Our current team includes a mix of genders, parents and non-parents, and people of multiple races, nationalities, ages, sexual orientations and socioeconomic backgrounds. We are an EEO employer and encourage candidates of all races, genders, ages, orientations, ethnicities, and national origins to apply, and welcome those with alternative backgrounds and experiences.

**PROJECT BACKGROUND**

Internews, in partnership with Journalists and WHRD, implemented Aswatouna project (our voices) with a goal to improve the ability of media actors and women human rights defenders (WHRDs) to report on the issue of SGBV and combat harmful gender norms, thereby strengthening accountability of related reforms, laws, and commitments.

Project Goal & Objectives: Aswatouna aims to improve the capacity of media actors and women human rights defenders (WHRDs) in Morocco to report on the issue of SGBV and combat harmful gender norms, thereby strengthening the accountability of related reforms, laws, and commitments. Internews will

work with local partners to achieve this objective by focusing on women journalists and WHRDs and achieving the following goals:

**Objective 1:** Create a nationwide coalition of women journalists and WHRDs.

**Objective 2:** Strengthen the resilience of women journalists and women’s rights activists against gender-based attacks.

**Objective 3:**Build the capacity of journalists to report on sensitive human rights and SGBV.

The project is designed on the basis of a robust Theory of Change:

“**IF** professional journalists and human rights activists nationwide work together to reduce stigma about, and discrimination against, SGBV and to promote human rights for women and girls through targeted activities; **AND**

**IF** these journalists and activists are able to do their work because they are better prepared to respond to and mitigate against gender-based attack and harassment;**AND**

**IF** Moroccan journalists, working with women human rights defenders, have the appropriate skills to improve their reporting on SGBV issues and human rights issues affecting women and girls;

**THEN** there will be increased access to high-quality inclusive content featuring the voices of women and girls that focuses on these issues and combats harmful gender norms; **AND**

**IF** the population accesses this content and engages with it;

**THEN**it will ultimately contribute towards reduced societal stigma and discrimination around SGBV and will strengthen the accountability of related reforms, laws, and commitments.”

**EVALUATION PURPOSE AND OBJECTIVES**

The primary objective of the evaluation is to determine how effectively the Aswatouna project has assisted women journalists and WHRDs in Morocco report on SGBV and fight against harmful gender norms. The purpose of the evaluation is to determine what role women journalists and WHRDs played in promoting accountability and reform, as well as the duration of the project's effects after its conclusion. Specifically, the evaluation will assess the performance and potential success of the project against expected and impact, suggesting ways of improving where relevant, and identifying any unexpected outcomes, assess the sustainability of results, it should also attempt to measure how women journalists and WHRDs' attitudes, knowledge, and skills have evolved, as well as the quality, quantity, and diversity of their reporting on SGBV and harmful gender norms. The evaluation will also assess how well project activities and strategies, such as training, mentoring, networking, advocacy, contributed to the desired outcomes. The evaluation’s findings and recommendations will inform future programming and contribute to a broader understanding of media and gender-based violence in the region. The evaluation has the following principal tasks:

* Assess the program’s M&E design and its effectiveness in capturing expected and unexpected;
* Assess the project implementation approach and processes adopted throughout the project lifecycle;
* Analyze various feedback points from the various stakeholders involved in the project, whether internal staff, external partners, or potential beneficiaries;
* Identify expected and unexpected (undesirable) outcomes and impact and the factors leading to their achievements;
* To assess the program’s M&E design and its effectiveness;
* Analyze underlying factors beyond Internews’ control that affect the achievement of the project results;
* Understand whether expected and unexpected outcomes were achieved;
* Identify factors that affected the activities, outcomes, and impacts from occurring;
* Assess the sustainability of results; and identify the factors contributing to the sustainability; and
* Identify and draw lessons learned, areas of improvements and recommendations that may inform future programming in the country.

We envision a theory-driven evaluation that speaks to international evaluation criteria (relevance, effectiveness, potential for impact and sustainability, OECD/DAC) and pays particular attention to gender.  We welcome the use of creative evaluation methods and approaches that will help substantiate project progress and outcomes.

**EVALUATION SCOPE**

Internews and the evaluator will collaborate and agree on the design methodology of evaluation's. The evaluator will then be responsible for implementing the agreed-upon methodology objectively. To ensure that the evaluation accurately represents the experiences and perspectives of all relevant stakeholders, the methodological approach should be inclusive, gender-sensitive, participatory, and culturally relevant. The recommended methodology should justify the choice of data collection tools and data analysis methods that will provide sufficient evidence to answer each question. Prospective evaluators will be informed of the materials and connections/logistics that Internews will be able to provide to facilitate the evaluation activities, such as:

* Project documentation, data, and information: Internews can provide evaluators with all relevant project documentation, including project proposals, reports, and any other documentation, data, and information related to the project.
* Orientation: Internews can provide orientation to evaluators, including an introduction to our organization and project.
* Access to stakeholders, communication, and logistics support: Internews can facilitate connections between evaluators and project stakeholders, including staff, partners, and beneficiaries. We can also provide contact information for stakeholders as needed in addition to any communication and logistical support for evaluators as needed.

 The evaluation should include, but not necessarily be limited to, the following tools:

* Desk review of relevant documents;
* Individual and/or group interviews with internal and external stakeholders;
* Online meetings with external stakeholders; and
* Survey questionnaires to internal and external stakeholders, if relevant.

The key evaluation questions are:

* Relevance:
  + To what extent did the theory of change align with the program's objectives and the context in which it was implemented?
  + Evaluate the project's objectives in relation to the needs and priorities of the intended beneficiaries, as well as the broader context of SGBV and gender equality in Morocco.
  + Evaluate the quality and relevance of the project's training and capacity-building activities, as well as their impact on the beneficiaries' skills and knowledge.
  + How did stakeholders perceive the program's relevance in addressing the identified problem?
* Effectiveness:
  + Evaluate the effectiveness of the Aswatouna project in improving the ability of women journalists and WHRDs in Morocco to report on the issue of SGBV and combat harmful gender norms.
  + What outcomes (both expected and unexpected) were achieved by the program?
  + What factors facilitated or hindered the achievement of outcomes?
  + What was the contribution of the program to the achievement of outcomes?
  + To what extent were the qualitative and quantitative tools used to gather data effective in assessing program progress and outcomes?
  + What was the quality of the data collected, and how usable was it for program improvement?
* Efficiency:
  + Evaluate the efficiency of the project's engagement with media outlets and other stakeholders, including government agencies, civil society organizations, and the public.
* Impact:
  + What are the long-term effects of the program beyond its intended outcomes, and what unintended consequences emerged?
  + Evaluate the project's contribution to strengthening accountability for related reforms, laws, and commitments in Morocco.
* Sustainability:
  + How sustainable are the program results beyond the program's lifespan, and what measures were taken to plan and ensure its sustainability?
  + Evaluate the sustainability of the project's outcomes and impact, including its potential for replication and expansion.
* Learning:
  + Identify key challenges and lessons learned from the project’s implementation and provide recommendations for future programming.
  + How will the findings of the evaluation be used to inform future programming and decision-making processes?

**TIMEFRAME AND DELIVERABLES**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Activity | comments | April | May | June |
| Launch of ToR and bids reception |  | x |  |  |
| Appointment of evaluator and initial briefing | The consultant is expected to conduct preliminary interviews with Internews personnel in order to inform the inception report. | X |  |  |
| Inception report | Relevant documentation will  be made available and the  inception report will include:  -Literature review  -Draft methodology  -Data collection tools  -Outline of final report structure | x | x |  |
| First draft report |  |  | X | X |
| Final report |  |  |  | X |

Internews anticipate conducting this evaluation within 35 workable days in the following flexible manner:

* Both the draft and final reports must be written in English and should not exceed 30 pages (excluding essential appendices).
* The reports must include an Executive Summary of the most important findings and recommendations for both Internews and the donor.
* In addition, a section on methodology should be included, explaining how the evaluation was carried out and any potential limitations that it may have.
* In all services, an understanding of and demonstrated commitment to upholding [**Internews' Core Values**](https://internews.org/about-us#values).

**QUALIFICATIONS WE'RE LOOKING FOR:**

* MA or PhD degree in media, journalism, gender, evaluation, or related field;
* At least 5 years of experience conducting evaluations in Morocco;
* Experience with qualitative and quantitative M&E data collection, analysis methods, and data software;
* Great skills in data visualization;
* Fluent in French, English and Arabic;
* Strong facilitation, presentation, writing and communication skills;
* Experience conducting evaluations for media development, Gender, or a related field for 5 years’ experience as evaluator;
* Experience in evaluation of grants funded by the USG;
* Knowledge and understanding of the Moroccan context.

**TO APPLY**

Interested applicants are required to provide the following documents through [Position Description (taleo.net)](https://phf.tbe.taleo.net/phf04/ats/careers/v2/viewRequisition?org=INTERNEWS&cws=38&rid=2032) :

* A two to three-page statement of interest/draft proposal, highlighting how your methodological approach will address the scope planned for this evaluation as well as describing how your profile meets criteria. The methodological note should explain the evaluation approach, the tools that will be used, and a preliminary plan for any interviews, focus groups, and/or surveys that will be conducted;
* A CV and two professional references;
* A summary budget in MS Excel covering labor costs and travel and other expenses.