

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANTS AND CONTRACTORS

Title	Funding Code	Type of engagement	Duty Station:
Technical Support to the Internal Process Review of Education Programs’ Relevance, Effectiveness and Efficiency	RR	<input checked="" type="checkbox"/> Consultant <input type="checkbox"/> Individual Contractor Part-Time <input type="checkbox"/> Individual Contractor Full-Time	Mostly Remotely with in-country travel (two in country missions)
<p>Purpose of Activity/Assignment:</p> <p>With a population of approximately 206 million, Nigeria is the most populous country in Africa. Approximately 43 per cent of the population is below 14 years of age¹. It is estimated that one in every 13 births globally will be taking place in Nigeria by 2050². Though such demographic dividend can support the country to further stimulate its economic growth and development, it yet places an immense burden on an already heavily pressured education system. It further calls for sharpened and focused efforts to ensure quality education for all. UNICEF Nigeria has been supporting the Government of Nigeria in its efforts to systematically address the structural challenges facing its basic education system through three programmatic areas under education. These are system strengthening, increased access to formal basic education, and improved quality learning for all. During the current Country Program Document (CPD 2018-2022), UNICEF Nigeria, in collaboration with the Government of Nigeria, implemented education programs both at federal as well as at state level with a total investment of more than 204M USD. Assessing the return on such investment by evaluating the effectiveness of interventions designed to improve access and learning is key to inform future plans with evidence-based justification for targeted programming. This process should not only focus on the end results but should equally examine the process leading to these end results with the aim of verifying relevance and effectiveness among others.</p> <p>In light of the above, UNICEF Nigeria, Education Section, is seeking the support of an international individual consultant to conduct an internal process review of its ongoing education interventions over the course of the current CPD (2018-2023) to assess the extent to which such interventions, including their associated activities and sub-activities, are aligned with and can lead to the achievement of the intended results and outputs, as per the set Theory of Change (ToC).</p>			
<p>Scope of Work:</p> <p>To achieve the above, this internal process review exercise will examine different programmatic/thematic areas within education per the below evaluation criteria:</p> <ul style="list-style-type: none"> - Relevance: to what extent the ongoing activities and sub-activities align with and are directly linked to the specified intended output/outcome, and ultimately the set ToC? - Logic and complexity: Is the theory of change evidence- and experience-based and do the underlying assumptions make sense in the given context and programme? What pivots may be needed to accommodate changes in the political or social context to ensure that progress toward goals is still achievable? - Effectiveness: to what extent the ongoing activities and sub-activities are evidence-based and proved to systematically lead to the achievement of the intended output? - Efficiency: to what extent the ongoing activities and sub-activities are sufficient to achieve the intended outputs? Are there are gaps that need to be addressed to achieve the intended output? - Cost effectiveness: to what extent the ongoing activities and sub-activities are the most cost-effective in relation to the intended output, based on global and regional evidence? Are there any other evidence-based activities and/or sub-activities that have been proven to be more cost-effective and can be tailored to the Nigerian context? <p>A three-phased approach is suggested:</p> <p>Phase I will include a detailed mapping and description of all activities and sub-activities.</p>			

¹ The World Bank. (2020). Population, total - Nigeria. Retrieved from <https://data.worldbank.org/indicator/SP.POP.TOTL?locations=NG>

² UNICEF. (2017). *Generation 2030 Africa 2.0. Prioritizing investments in children to reap the demographic dividend*. New York: UNICEF.

Phase II will include assessing the mapped activities and sub-activities in light of their causality to the intended output/outcome and ToC including evaluating their robustness, fit, coherence, and adaptiveness in terms of associated evidence of effectiveness and efficiency, against an agreed upon checklist. This will involve multiple rounds of discussion with Country and Field Office colleagues and will identify adaptations that can be integrated immediately in programming to be included in the ongoing assessment.

Phase III will include a participatory internal learning process in which the education team, across NCO and FOs, collectively make informed decisions on the relevance, effectiveness, efficiency, logic, and cost-effectiveness of the different activities and sub-activities with the aim of reaching a consensus of future planning under the new CPD (2023-2027). This will enable documenting the decision-making process and how the program interventions evolve over time. Specific approach to this participatory process will be shared at a later stage of the assignment.

The selected individual consultant will be supported with an internal team from Education that will include a Review Focal Person at NCO and an Education Specialist/ Officer at each FOs. The exercise is to take place during the second quarter of 2023, with results shared by mid-2023 to inform the conduct of activities under the new CPD and 2023-2024 workplan.

Child Safeguarding

Is this project/assignment considered as "[Elevated Risk Role](#)" from a child safeguarding perspective?

YES NO If YES, check all that apply:

Direct contact role YES NO

If yes, please indicate the number of hours/months of direct interpersonal contact with children, or work in their immediately physical proximity, with limited supervision by a more senior member of personnel:

Child data role YES NO

If yes, please indicate the number of hours/months of manipulating or transmitting personal-identifiable information of children (name, national ID, location data, photos):

More information is available in the [Child Safeguarding SharePoint](#) and [Child Safeguarding FAQs and Updates](#)

Work Assignment Overview			
Tasks/Milestone	Deliverables/Outputs:	Timeline	Estimate Budget
Phase I: 1) Review existing desk review, inception report, interview notes/recordings and relevant programmatic documents. 2) Consultation meetings, mainly virtual, with UNICEF Nigeria Education team members, selected partners and stakeholders engaged in the implementation and monitoring of UNICEF Nigeria Education programs	Updated inception report including details on the process review methodology and methods, review criteria and indicators, design template for the mapping exercise, and updated timeline	8 th June 2023	25%
Phase II: 3) Recategorization, refinement, and analysis of reviewed and collected data in light of the proposed review criteria and indicators and global evidence. 4) A short narrative/report of the initial findings and recommendations including a visual and data-oriented presentation. 5) A draft and finalized agenda for a two-day internal consultation workshop to present initial findings and agree on means to address them.	A short report including 1) key findings, 2) a presentation, and 3) way forward with a draft and finalized agenda of a two-day internal consultation workshop	10 th July 2023	25%
Phase III: 6) Two-day internal consultation workshop facilitation	Draft final report including documentation of the workshop, key findings, recommendations, and way	28 th July 2023	50%

7) Findings and recommendations consolidation as per the outcomes from the workshop	forward including the rationale for the suggested changes (if any). The report to be finalized based on feedback from education team members (one round of feedback solicitation)		
8) Recommendations and way forward			

<p>Minimum Qualifications required:</p> <p><input type="checkbox"/> Bachelors <input checked="" type="checkbox"/> Masters <input type="checkbox"/> PhD <input type="checkbox"/> Other</p> <p>Enter Disciplines Education, Teacher Education, sociology, education psychology</p>	<p>Knowledge/Expertise/Skills required:</p> <p>Experience in education evaluation (preferably developmental evaluation), program design, monitoring and program performance management</p>		
<p>Administrative details:</p> <p>Visa assistance required: <input checked="" type="checkbox"/></p> <p>Transportation arranged by the office: <input type="checkbox"/></p>	<p><input type="checkbox"/> Home Based <input type="checkbox"/> Office Based:</p> <p>If office based, seating arrangement identified: <input type="checkbox"/></p> <p>IT and Communication equipment required: <input type="checkbox"/></p> <p>Internet access required: <input type="checkbox"/></p>		