
Terms of Reference – Protection M&E Consultant

1. Background / Context

The Norwegian Refugee Council (NRC) is a non-governmental, humanitarian organisation with 75 years of experience in helping to create a safer and more dignified life for refugees and internally displaced people. NRC advocates for the rights of displaced populations and provides assistance within shelter, education, livelihood and food security, information counselling and legal assistance, and water, sanitation and hygiene as well as protection. We work in crises across 31 countries, where we help save lives and rebuild futures. In 2020 we assisted more than 11 million people.

As a result, there are 3 key elements to NRC's protection approach. We distinguish between our collective efforts to achieve the Centrality of Protection, safe and inclusive programming (protection mainstreaming), and specialised protection responses.

- 1. Collectively contributing to protection outcomes:** NRC is committed to the Centrality of Protection – ensuring that a primary goal of its humanitarian approach is to ensure that the rights of affected persons, and the obligations of duty bearers under international law, are understood, respected, protected and fulfilled without discrimination. This is achieved through the coordinated and integrated delivery of all its programming – all core competencies, policy and advocacy work; and this includes the contributions that all core competencies make to the prevention of, and response to, violence.
- 2. Safe and inclusive programming:** Often referred to by other agencies as protection mainstreaming, this is a foundational element to NRC's programming interventions and a fundamental component of its approach to programme quality and accountability. It ensures that all of its programmes and approaches respect certain standards, so they are safe, participatory, accountable, and dignified for the communities and people NRC work with and for.
- 3. Specialised technical protection responses:** NRC recognises that some of the most vulnerable people and communities NRC works with, need specialised technical services to ensure their freedom from violence and to ensure their legal protection. NRC continues to deliver specialised legal services through the Information, Counselling and Legal Assistance (ICLA) core competency; and a new specialised protection core competency – *Protection from Violence*.

During the last 5 years investment in standalone protection activities has grown with over 20 countries now delivering identifiable protection projects. Projects include protection of civilians' prevention and harm mitigation work, case management and individual protection assistance services and humanitarian mediation. It is recognised that there is significant complementarity and touch points with other core competencies, especially camp management, which should inform any future standalone protection direction.

In NRC's new global strategy (2022-2025), protection programming to make people safer is one of eight sub-objectives. NRC has put a dedicated core competency in place to oversee our specialised work on the prevention and response to violence.

2. Objectives

As NRC implements its new Protection Core Competency in 2022, it is critical that we strengthen our M&E guidance, tools and support material for our protection work.

NRC's Global M&E framework and system are designed with the goal of:

- Enhancing accountability to target groups and donors by regularly examining performance and adapting NRC's responses on the basis of findings
- Using M&E data to immediately bring about changes and improvements in practice – systemic collection of evidence is critical to flexible and responsive programme management, learning from our successes and challenges, and accountability to beneficiaries and other stakeholders
- Strengthening agency wide learning by drawing on M&E data to improve organizational approaches, strategy and policy

The consultant will be tasked with supporting the development and rollout of Protection M&E tools and guidance in line with the global M&E system, including global Protection Theories of Change, global mandatory indicators, and written guidance and support material to ensure that NRC country offices can effectively monitor the results of their protection programming, as well as to enable the global core competency to adequately oversee the scale and quality of our protection responses

3. Outputs

The consultant will be expected to:

- Finalise theories of change and indicators– we currently have theories of change for two of the new strategic areas – community safety and violence prevention; and individual response services. An additional theory of change is required for our work on *thought leadership and influence*. Draft indicators are also prepared and require finalisation.
- Develop guidance and toolkits to measure protection results: Additional guidance needs to be developed, including indicator guides/toolkits and protection program monitoring and evaluation guidelines.
- Provide coaching and mentoring support to country M&E and protection teams during country level strategy development processes. This will include facilitating theory of change development workshops, supporting the drafting of, or review of, country strategy documents and macro logframes and providing a day to day helpdesk function for regional and country level colleagues.
- Develop and commence implementing an M&E Roadmap for the next strategic period, ensuring that the Protection Core Competency has a comprehensive learning agenda and roll out plan for strengthening M&E over the next 4 years.
- Other Protection M&E Tasks, as required and delegated.

4. Management

The consultancy will be managed by the Global M&E Specialist, in close collaboration with the Global Protection Lead.

5. Timeline

The consultancy is expected to take place over a period of **6 months** between May and December 2022 (earlier start and end dates are preferred).

The below will need to be customised during the inception phase.

#	Description	W1	W2	W3	W4	M2	M3	M4	M5	M6
1	Inception phase									
2	Finalise ToCs and Indicators									
3	Development of guidance									
4	Coaching, mentoring and helpdesk									
5	Development of M&E Roadmap									

6. Application Process

An individual consultant will be recruited for this home-based consultancy. Applicants should send their CV and a brief cover note confirming the following key selection criteria, as well as availability. The latest expected start date is 01 July however, we may prioritise candidates who are available earlier.

- Minimum 8 years of professional experience in a humanitarian setting
- Minimum 5 years in an M&E role with significant experience in project design, implementation and monitoring
- Experience supporting humanitarian protection programming strongly preferred
- Experience designing and rolling out theories of change, indicators and M&E guidance, preferably at both global and operational levels;
- Experience in coaching, mentoring and training, and the facilitation of participatory workshops;
- Excellent understanding of humanitarian protection policy and standards preferred
- Excellent report writing skills
- Fluency in English required, competency in one additional language – French, Spanish or Arabic – an advantage

Applications must be received by 25 May 2022.

Applications should be submitted to Adalei Broers at adalei.broers@nrc.no