CARE Nederland is currently looking for a

Research Consultant for the Every Voice Counts Programme

The research consultant will investigate the interaction between and efficacy of Every Voice Counts’ four domains of change for inclusive governance programming in fragile and (post-) conflict-affected settings.

Background about CARE Nederland and Every Voice Counts

We are CARE Nederland, part of CARE, an international development organization active in more than 90 countries. Originating from American food aid to Europe after the Second World War, we have been committed for 75 years to those who need it most. CARE strives for a world without poverty. We are committed to equal rights and fair distribution of wealth. We work in the most difficult places in the world. For the poorest, the most affected, the least heard. Together with local partners and communities, we save lives and ensure sustainable change. We do this by, among other things, providing emergency aid, facilitating female entrepreneurship and encouraging public participation in decision-making. We also make communities resilient against the effects of climate change and natural disasters. Our approach is pragmatic, and tailor made: In consultation with local partners and communities, we determine what is needed and what works. Because only together can we achieve sustainable results.

CARE Nederland’s Every Voice Counts (EVC) programme (2016-2020) aims to contribute to building effective inclusive governance (IG) efforts and processes in six fragile and (post) conflict-affected settings (FCAS): Afghanistan, Burundi, Pakistan, Rwanda, Somalia, and Sudan. The programme targets women and youth in particular to increase their meaningful participation and influence in public processes regarding governance and decision-making. Since the programme began in 2016, local governments, civil society organisations (CSO), and community-based advocacy groups has been engaging women, youth, and local authorities in programme activities and advocacy efforts.

The EVC programme Theory of Change (ToC) addresses this by focusing on IG processes, referring to the extent to which governance processes provide space to overcome the systematic exclusion of disadvantaged groups seeking to participate in decision-making, in particular women and/or youth. It does so via four “domains of change” (see Box 1).

Box 1 – Every Voice Counts ‘Domains of Change’

<table>
<thead>
<tr>
<th>Domain</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domain 1</td>
<td>is centred around empowerment of members of excluded groups on lobby and advocacy, as most members of excluded groups are affected by discriminatory social structures, lack awareness of their rights and responsibilities and have limited capacities to articulate and act on their needs.</td>
</tr>
<tr>
<td>Domain 2</td>
<td>focuses on strengthening the advocacy role of civil society as it has a key role to play in lobbying on behalf of excluded groups and in holding public authorities and other power holders to account.</td>
</tr>
<tr>
<td>Domain 3</td>
<td>is about responsive public authorities and other power holders. We believe that responsiveness increases when public authorities and other powerholders have stronger capabilities as well as stronger incentives to act in reaction to people they serve.</td>
</tr>
<tr>
<td>Domain 4</td>
<td>focuses on expanding and strengthening space for dialogue and negotiation. We believe that increased engagement and effective interaction between all actors leads to policies and practices that better take into account the interests of excluded groups.</td>
</tr>
</tbody>
</table>

Source: Every Voice Counts Theory of Change
Through the ToC, EVC has utilised a variety of approaches to achieve impact. Some of these approaches include:

- Politically empowered women and youth
- Alliance-building and networking of civil society
- Use of space for dialogue (from supply and demand side perspective)
- Supportive traditional and religious leaders
- Social norm transformation in men and boys
- Social norm transformation in women and girls
- Advocating for change in laws and policies

**Governance Programming Framework (GPF)**
The foundation of EVC’s ToC is the CARE International Governance Programming Framework (GPF). The GPF outlines a high-level theory of change with 3 domains of change: if citizens are empowered, if power-holders are effective, accountable and responsive, if spaces for negotiation are expanded, effective and inclusive, then sustainable and equitable development can be achieved. This GPF aims to assist CARE staff in conceptualising and planning governance work. The GPF is represented as a pyramid with three building blocks or domains of change. The arrows represent the real-world interactions between the three domains. The fourth building block (capstone) represents the impact achieved as a result of a change in these domains. The GPF applies to all levels; from local up to global. EVC added the domain on civil society to emphasize the role civil society actors play on behalf of citizens and to lobby public authorities and powerholders.

**Objectives and expected outcome**
In the final year of EVC (2020), the programme intends to analyse the four domains of change in relation to the CARE Governance Programming Framework (GPF) upon which the EVC Theory of Change (ToC) was built. Thus, the key objectives of the research are as follows:

1. To identify approaches and tools that contribute to the effectiveness of the 4 domains and in the success of achieving the IG outcomes.
2. To identify the implicit ToC assumptions and review both implicit and explicit assumptions within each domain and determine if the assumptions have been valid or not as evidenced by EVC and other CARE-related governance programming in fragile and (post) conflict-affected settings (FCAS).
3. To analyse the intersectionality and linkages between and across the four domains, including the enabling and disabiling factors related to bringing the related actors together into domain 4 (spaces for dialogue).
4. To provide insights into operational guidance on implementing inclusive governance programming, including the CARE International Governance Programme Framework (GPF), specifically related to IG programming in FCAS.
5. To provide evidence toward identifying policy implications and recommendations for policy makers and donor communities interested in promoting inclusive governance programming in FCAS.

**Research Framework:** The research framework will be guided by the EVC 4 Domains of Change structure.

**Main research question:** How do the four domains of change for the Every Voice Counts programme and their associated assumptions contribute toward inclusive governance programming in fragile and (post) conflict-affected settings?

**Sub questions:**

1. How and to what extent do the four domains interact in FCAS to produce IG outcomes?
2. Have the most appropriate and influential actors been captured by the EVC domains, or are there missing actors (domains) that are key to successful IG programming?
3. Which actors (domains) and approaches are most/least active and influential in domain 4 (spaces for dialogue) and in achieving IG outcomes?
4. What are the key implicit and explicit assumptions that are essential to the success of achieving IG outcomes?
5. Are there key pathways to change of inclusive governance in FCAS that have not been included in EVC and are essential to the success of achieving IG outcomes?

**Suggested research methods:**
The final report will result in a comprehensive document and literature review of the findings related to each of the four domains, their assumptions, and the intersectionality between the domains. Although the report will look at trends across all FCAS countries, especially the six EVC countries, examples (“cases”) will be highlighted for specific countries as appropriate to contribute to the understanding of contextual differences that exist across countries or settings.

The research methods will rely on secondary data collection and review and minimal, limited primary data collection in the form of key informant interviews. It will include recommendations for IG programme implementation and supportive policy.

- **Secondary data:** The EVC country and programme-level end-of-programme evaluations and accompanying learning documents will be key secondary data. Research and knowledge products will also form part of the literature review (e.g., programme evaluations of CARE governance programmes in FCAS, white papers, grey literature, programme reports, evaluations, etc.¹). Special focus will be paid to research and other reports generated through the EVC programme – globally and by country – to consolidate the existing EVC evidence in each of the four domains. Further, CARE International knowledge products including evaluations from other IG programmes will be key sources of secondary data.

¹ Many EVC knowledge products are already available publicly on CARExpertise: [https://www.carenederland.org/carexpertise/theme/governance-stability/](https://www.carenederland.org/carexpertise/theme/governance-stability/)
- **Primary data:** Through Key Informant Interviews (KII), data will be collected from CARE staff, partners, and other experts to glean any additional information needed to fill in gaps from the secondary data review.

**Target audiences**
The reports will be geared primarily toward CARE country offices, peer organizations, and donors (i.e., Dutch MFA). The report will be used to learn about success factors toward IG programming related to the 4 domains.

- **For CARE, civil society partners, and peer organizations,** it will be used to improve future inclusive governance programming. For CARE International specifically, relevant findings will contribute to informing the efficacy of the GPF in FCAS.
- **For donors,** it will be used to inform policy decisions on funding and implementing IG programming.

**Timeline for the consultancy**
The Final Report, including an Executive Summary, should be no more than 30 pages excluding annexes. The Executive Summary, of no more than 3 pages, should be written to stand alone as a separate summary document for external distribution.

The outline of the report will be agreed by the consultant/consultancy and CARE NL. A power point presentation should be made available with the most important findings. CARE NL retains the right to request additional, smaller deliverables as necessary within the scope of the study. The following outlines the key milestones in the delivery of the research, including deadlines and outputs.

<table>
<thead>
<tr>
<th>Activity</th>
<th>Deadline</th>
<th>Output/Deliverable</th>
<th>Estimated Consultant Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>TOR posted</td>
<td>7 Aug</td>
<td>TOR for the consultant(s) posted</td>
<td>0</td>
</tr>
<tr>
<td>Consultant(s) hired</td>
<td>1 Sept</td>
<td>Consultant(s) signed contract and ready to start</td>
<td>0</td>
</tr>
<tr>
<td>Research framework</td>
<td>15 Sept</td>
<td>Research framework and methodology delivered and finalized</td>
<td>2</td>
</tr>
<tr>
<td>Literature/document review</td>
<td>15 Oct</td>
<td>First draft of literature/document review</td>
<td>10</td>
</tr>
<tr>
<td>KII tool</td>
<td>15 Oct</td>
<td>Draft KII tool for review</td>
<td>1</td>
</tr>
<tr>
<td>KII data collection</td>
<td>1 Nov</td>
<td>KII data collection with staff and experts</td>
<td>5</td>
</tr>
<tr>
<td>Draft report</td>
<td>5 Nov</td>
<td>Draft report with executive summary to review</td>
<td>6</td>
</tr>
<tr>
<td>Final report</td>
<td>1 Dec</td>
<td>Final report with executive summary for sign-off by country offices</td>
<td>3</td>
</tr>
<tr>
<td>Final reports</td>
<td>14 Dec</td>
<td>Final version for publication</td>
<td>2</td>
</tr>
<tr>
<td>Presentation</td>
<td>14 Dec</td>
<td>PowerPoint presentation of key findings for external audiences</td>
<td>1</td>
</tr>
</tbody>
</table>

The study is anticipated to take a consultant/consultancy up to 30 days. The consultant will be managed by the Policy, Research, and Communications Officer at CARE NL with support from the EVC Programme Manager, Policy, Research, and Communications Trainee, and Knowledge
Manager. The CARE Country Offices implementing EVC will also play an advisory role throughout.

The Policy, Research, and Communications Officer and Trainee will both be available to support the consultant with collecting documents, reviewing the KII tool, supporting to coordinate KIIIs, and reviewing drafts.

Additional consultants will support EVC during the final months including a knowledge management consultant to support consolidation of learnings and a communications consultant to share human interest stories. The consultant for this research will communicate regularly with these other two consultants to ensure knowledge is being shared efficiently and to ensure the final products for EVC achieve consistency and complementarity. The Policy, Research, and Communications Officer will facilitate this exchange.

**Budget**
The consultant will work from the period of 1 September to 31 December, for a maximum of 30 total days. The maximum daily rate is 550 Euros per day (excluding VAT). Thus, a maximum budget of 16,500 Euros (excluding VAT) is available.

**Required qualifications**
Qualifications and experience required:
- Experience with policy research related to decentralization and inclusive governance;
- Experience with inclusive governance programmes;
- Familiar with socio-political dynamics in fragile and conflict affected settings (FCAS);
- Experience with qualitative research methods;
- Familiar with the countries in question;
- Proficiency in writing research and communications products;
- Fluent in English, French and/or Arabic an asset but not required;
- Proven track record in independent consultancy;
- Proven track record in research and publication.

**Recruitment process**
For inquiries and submission of interest, please email Katie Whipkey (Policy, Research, and Communications Officer) at CARE NL (whipkey@carenederland.org) with cc to Lori Cajegas (EVC Programme Manager), CARE NL (cajegas@carenederland.org) no later than 22 August 2020 at 12.00 (noon). Interviews for selected candidates will occur the week of 25 August 2020.

Please include a CV with publications listed, a writing sample, and a quote for services when submitting interest.

For further information on CARE Nederland, visit our website: [www.carenederland.org](http://www.carenederland.org)

*Acquisition with regard to this advertisement is not appreciated.*