SC-PR-37 Terms of Reference (ToR) -ALB 2026 0321

Terms of Reference for Final Evaluation

Pathways tO Wellbeing, Empowerment and Resilience for Adolescents and Youth (POWER 4 AY)

February 2026

Save the Children

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1. EVALUATION SUMMARY

Type of evaluation	Final Evaluation-Summative
Name of Programme	Pathways tO Wellbeing, Empowerment and Resilience for Adolescents and Youth (POWER 4 AY)
Duration, start and end dates of the Programme	5 years - From October 2021 to September 2026
Programme implementing countries	Albania
Thematic areas	Child Poverty
Main programme beneficiaries and participants	This project targets hard-reaching groups among those of early adolescents, adolescents and youth aged 10 - 24 years old and their families, who lack access to education, social protection, employment services. The selection criteria are based on the pre-developed Index of Vulnerability to identify youth experiencing multiple vulnerabilities, assessing the situation of education, social protection, housing conditions, employment, ethnicity, disability, social status
Overall objective of the programme	Improve adolescent and youth wellbeing
Donor	Bulgari [through SC Italy]
Expected start and end dates of evaluation:	March 2026 to June 2026

2. INTRODUCTION

Pathways tO Wellbeing, Empowerment and Resilience for Adolescents and Youth (POWER 4 AY) is a five-year programme funded by Bulgari and led by Save the Children Italy, implemented by SCI country offices in Albania, Bolivia, Nepal and Uganda between July 2021 and September 2026. This new initiative follows from the earlier Youth Empowerment Programme (YEB) which was also a five-year initiative funded by Bulgari and implemented in the same four countries between 2016 and 2021. Further to extensive learning activities conducted during 2019-2021 and the release of Save the Children Adolescent Wellbeing Framework, the POWER 4 AY Programme was developed as a new approach implemented for the first time in the four countries. Preceding this end line evaluation, baseline and mid-term studies were conducted in 2022 and 2024. The two studies compared the progress of the programme between two periods, with the establishment of foundational evidence for its indicators and learning questions. The final evaluation will draw evaluative judgment on the programme results and impacts achieved, its sustainability, and overall value of the approach and learning framework.

2.1 Theory of change

The POWER 4 AY Theory of Change presents a holistic approach to empower the adolescents and youths by generating a systemic response from each level of the socio-ecological model surrounding

AYs. The current structure of the Theory of Change places "wellbeing of the adolescents" as the pivotal goal of the Program. The design of outcomes and outputs incorporates the new challenges of AYs in the aftermath of COVID 19 pandemic on all facets of AYs wellbeing from protection, education, economic empowerment to agency. A summary form of the Theory of Change is presented below.

POWER 4 AY Program-Summary Theory of Change
Goal: Improve all AYs wellbeing
Outcome1: Improve AYs choices towards teenage pregnancy and early marriage/prevent violence against AYs
Outcome2: Promote gender transformative and inclusive educational pathways for AYs
Outcome3: Increase decent employment opportunities and protection from harmful work
Outcome4: Improve policies, systems, services and networks with and for AYs
Life skills are foundational across all outcomes, with strong emphasis on **gender equity, disability inclusion, WASH, and climate change resilience.**

CATALIZERS AND OUTPUTS *are placed per output and socio-ecological models (For detailed ToC, please refer to POWER 4 AY Brochure)*

2.2 Country Programme Overview

Albania: Active in Shkoder, Elbasan, and Diber, the programme targets AYs and families facing multiple vulnerabilities due to disability or socio-economic barriers. It works to prevent violence, expand livelihood opportunities, and strengthen local government capacities for participatory policies supporting AY transitions to adulthood.

Until now the project offered services to 904 children 7-18 years old (418 M/ 486 F), to 658 youth 18 – 25 years old (325M/ 333 F) and 1493 adults (503 M/ 990 F) including parents, teachers, health workers and representatives of institutions.

3. PURPOSE AND SCOPE OF THE STUDY

3.1 Purpose and objectives

The main purpose of the final evaluation is to assess the summative effects and impacts of the Programme upon its participants, identify strengths and gaps and provide strategic guidance for the design of similar programs in future. The specific objectives are:

1. Assess the POWER4AY comparative results in Albania against its objectives and indicators compared to baseline, midline and targets for its priority target groups.
2. Assess the extent to which POWER4AY was able to generate systemic and sustainable change at individual, community, service, and institutional level thanks to the adoption of the Socio-Ecological Model.

3. Assess the extent to which evidence and learning activities promoted through the Community of Practice (COP) contributed to improving programmatic approaches and outcomes.
4. Assess the worth, feasibility and manageability of the POWER4AY approach and its cross-country measurement systems.
5. Provide recommendations to inform similar programs based on findings.

3.2 Scope and reach of the final evaluation

The final evaluation will regard 1) the POWER4AY as programme implemented in each country, as well as 2) the overall approach designed by SC Italy and the Community of Practice and implemented through a shared learning and measurement framework.

3.2.1. The POWER4AY in Albania

The evaluation will be managed and conducted in each respective country where the programme is being implemented as a separate entity, with technical support provided by SC Italy. COs will follow similar approaches and methodologies, unless otherwise specified in their respective ToRs. The evaluation will cover all Albania respective outcomes and concerned goal level indicators of the logframe, any cross-cutting core indicators, and evaluation questions 1-6 included in this TOR (see section 4,1 below). Geographically, the evaluation shall cover all intervention areas where Albania National Office is implementing it's programme activities, with representative samples of the participants such as very young adolescents (VYAs), youths, persons with disabilities, a balanced proportion of male and female, parents, teachers, health workers and so on. It will further incorporate agencies and organizations such as Organizations of People with Disabilities, local government institutions, AYs networks etc. as required by the evaluation questions.

The geographic coverage of the country programme is presented in the following table with baseline and midline sample sizes. The consultancy firm together with Albania National Office and help of SC Italy will develop their own sample frame and sizes, taking this as a reference point.

Table 1 Target areas with baseline and midline samples

	Sample sizes (Quantitative)				Sample sizes (Qualitative)				Study Population	
Countries	AY		Parents / Caregivers		FGD		KII		AY	Parent
	B	M	B	M	B	M	B	M	M	M
Albania	989	406	-	-	18	14	10	19	607	19 (FGDs)

B=Baseline, M= Midline Beneficiary reached by Dec 2023 out of which sample was taken

3.2.2. The POWER4AY overall approach

The evaluation will also cover the POWER4AY approach as common framework developed by SC Italy and the Community of Practice and implemented with coherent learning and measurement framework. This part of the evaluation (see Evaluation Questions 7 and 8 in section 4.1 below) will be managed and executed by SC Italy, so will not be under the responsibilities of the local consultancies.

3.3 Intended users of the final evaluation

Table 2 Intended users of the final evaluation

Stakeholders	Further Information
Programme donor	Bulgari
Save the Children	Save the Children Italy, SC Albania
Implementing partners	Implementing partner Help for Children until March 2025
Government stakeholders	Municipalities of Shkoder, Diber and Elbasan, NAES, NAVETQ
Programme participants	Community groups at local level, Organizations of Persons with Disabilities, AY networks. A flyer of mid-line key findings may be distributed to them.
International development/humanitarian research community	Adolescent Wellbeing Task Team Adolescent and Work Technical Working Group LS4S Task Team

4. EVALUATION FRAMEWORK, METHODOLOGIES, AND APPROACHES

4.1 Evaluation questions

The following evaluation questions are developed following the Learning Agenda of the POWER 4 AY Program. The evaluation questions below are the guiding framework further detailed in the Evaluation Matrix (Annex I).

Table 3 Main evaluation questions

SN	Main evaluation questions	Evaluation scope
1	To what extent has the POWER4AY programme improved the wellbeing of adolescents and youth (AY) in the four countries?	Programme implemented in each country – to be answered by local evaluation teams
2	What results has the programme achieved against its stated objectives and indicators, relative to baseline, midterm and targets? What contextual or programmatic factors have enabled or constrained these results?	
3	What are the most significant changes, intended or unintended reported by specific target groups?	
4	How effectively and equitably did the programme reach and benefit priority vulnerable groups (e.g., AY with disabilities, girls, very young adolescents, and others defined by each country)?	
5	To what extent are programme outcomes likely to be sustained after programme closure, and what conditions or mechanisms support or threaten sustainability?	
6	In what ways did the adoption of the Socio-Ecological Model contribute to systemic and multi-level change for AY?	

A detailed evaluation questions matrix with specific questions, data sources, methodologies, and mapped respondents can be found in the Annex I. By clearly outlining specific questions, how the data will be collected and from whom, the goal is to support the development of high-quality data collection tools and to maximize the relevance and coherence of the data collected among the four countries. This level of specificity strengthens the overall credibility of the evaluation and reduces ambiguity during implementation.

4.2 Indicator mapping

A list of core indicators (from Baseline Synthesis Report) that were used in the baseline and midterm is presented below. The same indicators should be measured in the final evaluation for comparative data analysis. There are some country-specific indicators not stated below, which should be identified and included in the country's respective ToRs.

Table 4 Indicator mapping with the countries responsible for monitoring the indicators (or where data were available) in Baseline=B and Midline=M

SN	Indicators	Albania
1	Disability prevalence rate among AYs	BM
2	Proportion of women aged 12-24 years who were married or in union before age 15	M
3	Proportion of youth aged 15-24 years NOT in education, employment or training (NEET)	BM

4	Education Completion Rate at intended rate (Primary, secondary and upper secondary)	M
5	Minimum age AY indicate as appropriate to get married	M
6	% of female and male adolescents aged 13-17 years who experienced sexual/emotional/physical violence in the past 12 months	BM
7	Proportion of AYs aged 15-24 who are employed including apprenticeship and training	BM
8	Proportion of employed AY in decent work	M
9	Proportion of AYs whose income is equal to or higher than the national minimum wage	BM
10	Proportion of A&Y (m/f) making use of informal (e.g., VSLAs) or formal financial services to take out loans, make payments at facilitated conditions	M
11	Proportion of AYs who are satisfied with access or quality of community / private / public services	M
12	Proportion of AYs who feel they have the will and means to lead change in their community/society	**M**

4.3 Evaluation design and methodologies

4.3.1 Evaluation design

In-country programme evaluations should adopt "Before and After Study" approach where changes will be assessed through a comparative assessment between baseline, midterm and targets. In few cases of indicators where baseline data are not available, comparison will be made between midline and endline. To the extent possible, the final evaluation will be longitudinal in nature with the participation of the same respondents (AYs) as in the baseline and mid-term evaluation.

For the in-country programme evaluations (EQ 1-6), the evaluation will employ mixed methods, based on data collection tools already applied during the midterm. The POWER4AY framework evaluation (EQ 7-8) will adopt only qualitative methods as detailed below.

4.3.2. Quantitative Data Collection Methods (in-country programme evaluation only)

Quantitative data collection methods will include AY and parent/caregiver surveys, using the same questionnaires applied at midline with some improvements in coding and sequencing of questions. To ensure coherent measurement and aggregated reporting across countries, survey design will remain primarily under the responsibility of SC Italy, with country evaluation teams invited to make minor adjustments and adapting surveys to meet context-specific needs. Any revision must be agreed with SC Italy. Data analysis will also be conducted by SC Italy quantitative consultant to ensure consistent approaches and indicator measurement. Country teams will be

responsible for interpreting the results, triangulating information, and drawing conclusions, based on indicator calculations and charts shared by SC Italy to be included in their evaluation reports.

General quantitative data requirements (design, collection and analysis) are listed below to set expectations and ensure alignment with all parties involved:

- The analysis of the survey data will produce descriptive statistics such as means, percentages, confidence intervals etc.
- In all comparative data between baseline and final, analysis will be run, where feasible, to conduct hypothesis tests with the use of appropriate T tests and results should be assessed and interpreted following the findings of P values at 95% confidence level and 5% margin of errors.
- Required precision for key survey estimates is a relative standard error ≤ 0.05.
- The calculation of values for indicators will follow the definitions and calculation methods as described in the POWER 4AY M&EAL PIRS V2.xlsx
- Domains and sub-classes: the domains will be guided by the country specific geographic boundaries such as **districts, departments, municipalities** etc. They should be used as a basis for stratification.
- Data disaggregation: In addition to the domains above, data will be further disaggregated by gender (male, female and other), age group (**12-14, 15-19, and 20-24**), and disability status.
- Disability status will be identified through the **Washington Group Questionnaire**, unless there are pre-identified disability status data for the complete list of the survey participants using the same WGQ methods., in which case in KOBO, persons with disabilities should be clearly identified with clear identification code. In the event of using WG questions, apply only two variables "A lot of difficulty" and "Cannot do it at all" for qualifying a person with disability.

4.3.3. Qualitative Data Collection Methods

Country programme evaluation under the responsibility of country evaluation teams

A range of qualitative data collection methods should be used to ensure comprehensive and credible evidence generation across countries. Qualitative methods should primarily include **Key Informant Interviews (KIIs)** and **Focus Group Discussions (FGDs)**, complemented, where relevant, by **Most Significant Change (MSC) methodology** in certain questions. Programme teams will assist consultancies in mapping the changes which are worth exploring further for the MSC methodology**.**

A preliminary list of potential respondent groups, drawn from the midline and expanded for the final, includes but is not limited to:

- Adolescent and youth (AY) beneficiaries, including priority groups as defined by each CO
- AY Networks representatives
- Organizations of Persons with Disabilities (OPDs)
- Parents and caregivers
- Community representatives and leaders, including cooperatives and municipal authorities
- Employers, business and private-sector representatives including incubators
- Policymakers and other relevant stakeholders, as agreed with CO teams
- Partner institutions and service providers, including health providers, school personnel, vocational training schools, formal and informal financial institutions, and local authorities

- Implementing partners (to be determined per country)
- Other groups identified through country-level mapping exercises

POWER4AY framework evaluation (under the responsibility of SC Italy-managed evaluator)

For the evaluation of the POWER4AY approach, scope of the SC Italy evaluator, the evaluation will gather learning and insights based on the experience of the Country Community of Practice and implementing teams. Focusing primarily on the qualitative data, in-depth targeted KIIs and/or FGDs, as well as the desk review, the evaluation will explore the added value, feasibility, and challenges experienced by country teams, and generate practical recommendations for strengthening future programme design.

Key stakeholders for the POWER4AY framework evaluation (questions 7-8) will be:

- Country office teams,
- SC Italy Thematic advisors,
- MEAL team,
- Portfolio management teams.
- Other stakeholders in SCI Life Skills for Success (LS4S) and Adolescent Wellbeing Task Teams may be involved.

4.3.4 Sampling strategies

Requirements and characteristics of the sampling strategy in the study are the following:

- stratified sampling method in quantitative research to ensure inclusion of special characteristics in the strata (e.g., location, gender, age group and disability).
- sampling formula used will show the **sampling universe used**, considerations of **indicator values and targets,** and a **clear formula** with details of calculation (see the Annex).
- sampling frame of the final evaluation should include AY participants of the midline evaluation and any new participants who joined programme after the mid-term evaluation was completed.
- use of any sampling formula that meets the above requirement and adequately accounts for **multi-stage sampling**, **stratifications** and **non-response**.[1]
- systematic random sampling is recommended for the selection of AY beneficiaries for interviews (based on pre-available name list of all AYs supported by the programme). The name list should include data by geographic area (district/department), age and disability to the extent possible.
- it may be advised to oversample relatively small portions of the beneficiaries' populations (such as AY with disabilities) to ensure the representativeness of the findings for relevant sub-groups. For such groups weights may be applied during the analysis to reconcile figures referring to the total population of interest. Oversampling and weighting should be discussed with the study team and should follow general recommendations (used in

[1] For reference, there is an auto calculation excel sheet that meets the all above requirement to calculate sample size, which can be found at Sample Size Calculation formula and guide.

countries where exact data on the characteristic of interest (such as disability status) of the AY who participated in the programme is available).

For qualitative data collection, the sample size used in baseline and midline can be found in the

Table 1. The list of respondents consulted during the midterm can be found in the **midterm reports** (see Annex I List of Programme documents). These can serve as a reference for maintaining continuity and ensuring comparability across evaluation phases. The **final qualitative sampling frame -** including the number of KIIs and FGDs per country, the prioritization of respondent groups, and the tools, and the distribution of questions into the tools - should be in line with **the evaluation matrix** (in the Annex), particularly the column "**information sought**" identified. It should reflect contextual considerations, feasibility, and programme priorities to be finalized during the **inception phase** in close consultation with **Save the Children country teams and SC Italy.**

5. EVALUATION MANAGEMENT and GOVERNANCE

For in-country evaluation, the Albania National Office MEAL Specialist and Programme Manager of the POWER 4 AY Programme will be primary contact people to coordinate the evaluation at their respective countries. The consultants will coordinate with them for logistics, training and data collection related matters. Consultants will receive orientation and supervision on some technical aspects, as well as feedback on the deliverables, from qualitative and quantitative evaluation consultants of STC Italy, and STC Italy MEAL team.
The table below describes evaluation management and responsibilities of each involved actor or team of actors at different stages of the evaluation:

Table 5 Responsibilities and evaluation management

Evaluation stage	Local Consultancies	Country Offices (CO)	STC Italy (Quant & Qual Consultants + MEAL)	Timeline (by)
1. Inception phase	• Prepare and submit Inception report • Review, adapt and translate quantitative and qualitative data collection tools, • Develop and set-up Kobo surveys	• Provide documents for desk review • Assist in the sampling and definition of respondents • Guide in preparation of data collection tools and Kobo survey set-up • Review inception report, data collection tools • Obtain SCI ethics approval	• Ensure standardization of quant and qual tools across countries (consultants); • Pre-develop quantitative and qualitative tools; • Review all tools before the finalization and use	02 to 06 March 2026
2. Training & tool testing	• Organize and conduct enumerators training (minimum 3 days); test tools; produce short training report (1-2 pages)	• Assist in the training set-up	• Provide training materials & technical supervision; approve tools after testing	9 to 23 March 2026
3. Data Collection	• Collect quantitative and qualitative data according to the agreed standards in the	• Coordinate with all relevant stakeholders on ethics requi rements • Assist in field work set-up	• Troubleshoot quant issues; perform QA spot checks; ensure methodological rigor	24 March to 14 April 2026

(Quantitative and Qualitative)	inception report and in line with training • Organize and manage field logistics	• Provide logistical and other support in data collection • Facilitate approval from relevant stakeholders	• Qualitative evaluator: data collection EQ 7-8 (section 4.1)	
4. Data Analysis	• Quant: Submit quantitative data and Kobo exports to SC Italy consultant; receive quant outputs and integrate in analysis • Qual: analyze all qualitative data; prepare transcriptions		• Quantitative data analysis of surveys from all four countries • Share indicator tables and outputs with the consultants • Supervise triangulation	15 to 22 April 2026
5. Country-Level Reporting	• Triangulate quant and qual data, prepare Country evaluation reports and thematic case studies	• Review corresponding country reports until finalization	• Provide detailed review and feedback; ensure cross-country consistency	23 to 30 April 2026
6. Learning	• Organize and prepare materials for results validation sessions	• Participate in learning workshops	• Produce lessons-learned PPT, and facilitate workshop	1 to 29 May

6. ROLES AND RESPONSIBILITIES, DELIVERABLES

6.1 Roles and responsibilities of local consultancy

At country level, the consultancy firm will have the following responsibilities:

Set-up and data collection

- Conduct a desk review of all relevant programme documents and baseline and midline reports. Prepare a concise inception report outlining:
    - Key approaches and methodologies, training and data collection plan
    - Reviewed and adapted evaluation questions and data collection tools (qualitative and quantitative). Tools are considered finalized after the review and confirmation of CO and SC Italy
    - Confirmed sampling plans for both qualitative and quantitative components in consultation with CO, SCI and consultants.

- Develop KOBO of the AY and parent questionnaires and get it approved by SC Italy quantitative consultant
- Translate quantitative and qualitative tools into local language
- Find/ hire enumerators for quantitative part and qualified interviewers for qualitative
- data collection
- Organize and deliver training on quantitative and qualitative tools. Topics should cover, but are not limited to, ethical protocols, interview methods, safeguarding, random sampling techniques in the field, field data collection procedures, use of the data collection tools. The training should last 3-4 days for quantitative and qualitative data collection to ensure quality. The content, duration and arrangements should finalized in coordination with SCI.
- Pilot-test quantitative and qualitative tools during the training in the field and refine instruments based on testing results.
- Finalize KOBO and the tools based on the testing results, CO and SC Italy feedback after the training
- Conduct quantitative and qualitative data collection

Data analysis and Reporting

- Analyze qualitative data in line with the evaluation questions, ensuring that all questions are answered
- After completion of quantitative data collection, submit the KOBO generated data and outputs to SC Italy consultant (who is responsible for the quantitative data analysis).
- Triangulate quantitative and qualitative data (SC Italy consultant will provide quantitative tables and graphs with the analysis)
- Organize and/or support results validation session(s), if feasible, with key stakeholders, including AYs, community members, implementing partners, CO teams, and local authorities (ideally, after first round of review).

- Prepare the final country-level mixed-methods report, address the review and comments. Consultancy may expect a maximum of 3 rounds of reviews.
- Produce thematic case studies per country following the agreed template (4-5 pages).
- Submit all raw data, transcripts, case studies, and supporting documentation to SCI.

6.2. Deliverables

The following will be the key deliverables by the consulting companies under this study. The timeline should be filled in by the respective COs as per the agreed schedule.

Table 6 Expected evaluation deliverables and responsible parties

SN	Deliverables	Timeframe	Responsibilities
1	**Inception report:** detailing main elements such as data collection approaches, data collection tools, sample plans, timeline of data collection and reporting including final qualitative tools that fully contextualize the country's requirements. The report should include a full schedule of training detailing activities to be done each day of both quantitative and qualitative parts	02 - 06 March 2026	Local consultancy
2	**Reviewed quantitative questionnaire:** Consultancy will review the questionnaire provided by SC to ensure it is clear for them.	02 - 06 March 2026	Local consultancy
3	**Developed tools in KOBO:** The consultancy will be responsible for the development of data collection tools in KOBO. It will be reviewed and approved by MEAL consultant of SC Italy.	09 - 13 March 2026	Local consultancy
4	**Training & data collection piloting report** (1–2 pages): a concise report submitted immediately after the training and piloting of data collection tools, summarizing: • Key challenges encountered during tool piloting • Any methodological or logistical issues observed • Recommendations for tool refinement and next steps • Confirmation of readiness for full data collection Tools will be reviewed by STC CO teams and STC Italy. Some time should be allowed between training and piloting and actual data collection start to address any issues.	16 - 23 March 2026	Local consultancy
5	**Country final evaluation report -** draft report with the combination of both qualitative and quantitative findings. The template for the report can be found at "Final Report Template for Research, Evaluation or Assessment". The consultancy might receive up to 3 rounds of reviews, depending on the quality and clarity of the report and findings, before the report is finalized. Report will be reviewed and approved by STC CO teams and STC Italy.	27 April 2026	Local consultancy

6	**Stakeholder results validation session materials and delivery:** consultancy will prepare the materials (slide deck) and deliver the validation session to key stakeholders identified together with the CO. After the session, any necessary revisions to the report reflecting stakeholder feedback should be made.	11 May 2026	SCI and Local consultancy
7	**Final study report** – With all comments properly incorporated, a final clean copy with deletion of comments and another copy where comments are made and addressed will be submitted to the SCI.	25 May 2026	Local consultancy
8	**Raw data sets and transcription of the collected qualitative data** – The consultancy should submit all encrypted copies and transcription of KII, FGDs and any other qualitative data, as well as all raw data sets from KOBO (CSV, excel formats).	25 May 2026	Local consultancy
9	**Case study on specific topics (one short brief per country covering 2-3 topics, total 4-5 pages document):** developed through participatory engagement with youth, staff, and implementing partners. Case studies will focus on one particular topic within a country and will explore country's experience, success factors, challenges, change mechanisms, and contextual dynamics using collaboratively adapted tools.	29 May 2026	Local consultancy

7. ETHICAL CONSIDERATIONS

It is expected that this study will be:

- **Child participatory**. Where appropriate and safe, children should be supported to participate in the evaluation process beyond simply being respondents. Opportunities for collaborative participation could include involving children in determining success certain aspects of the evaluation design, supporting children to collect some of the data required for the evaluation themselves, or involving children in the validation of findings. Any child participation, whether consultative, collaborative or child-led, must abide by the 9 Basic Requirements for meaningful and ethical child participation.
- **Inclusive**. Ensure that children from different ethnic, social and religious backgrounds have the chance to participate, as well as children with disabilities and children who may be excluded or discriminated against in their community.
- **Ethical**: The study must be guided by the following ethical considerations:
  - Safeguarding – demonstrating the highest standards of behaviour towards children and adults.
  - Sensitive – to child rights, gender, inclusion and cultural contexts.
  - Openness - of information given, to the highest possible degree to all involved parties.

- Confidentiality and data protection - measures will be put in place to protect the identity of all participants and any other information that may put them or others at risk.[2]
- Public access - to the results when there are not special considerations against this
- Broad participation - the relevant parties should be involved where possible.
- Reliability and independence - the study should be conducted so that findings and conclusions are correct and trustworthy.

It is expected that:

- Data collection methods will be age and gender appropriate.
- Study activities will provide a safe, creative space where children feel that their thoughts and ideas are important.
- A risk assessment will be conducted that includes any risks related to children, young people's, or adult's participation.
- A referral mechanism will be in place in case any child safeguarding or protection issues arise.
- Informed consent from individuals and/or their caregivers (if respondents are below the age of 18) will be requested before taking interviews.
- The study team will be required to obtain approval from a Human Research Ethics Committee as per SCI requirements. Save the Children in Albania will submit the study methodology and tools to the Save the Children Ethics Committee for review and facilitate communication between the committee and study team. The Ethics Committee will take approximately 2 weeks to deliver a decision about the study and provide recommendations for adaptations

8. FUTURE USE OF DATA

All datasets generated through this survey will be the sole property of Save the Children. The contractor/firm may not use the data for their own research purposes, nor license the data to be used by others, without the prior written consent of Save the Children.

9. EVALUATION TEAM AND SELECTION CRITERIA (in-country evaluation only)

9.1 Selection criteria

Interested consultants will be required to submit an Expression of Interest in line with the provided template, which should demonstrate adherence to the following requirements. To be considered, the study team members together must have demonstrated expertise and experience in:

- Designing and conducting theory-based evaluations using mixed methods

[2] If any Consultancy Service Provider, Freelancer or Contingent worker will have direct contact with children and/or vulnerable adults and/or beneficiaries and/or have access to any sensitive data on safeguarding and/or children and/or beneficiaries, it is the responsibility of the person receiving the consulting service to contact the local HR team and child safeguarding focal point to ensure vetting checks and on-boarding are conducted in line with statutory requirements, local policies and best practices guidance.

- Conducting studies in the field of adolescence and youth well-being, child poverty, protection and/or education.
- Leading socio-economic research, surveys, evaluation or consultancy work in the respective country which is sensitive to the local context and culture, particularly child rights, gender equality, ethnicity, religion and minority groups and/or other factors.
- Extensive experience designing qualitative data collection methods, tailored to different respondents and stakeholders.
- Experience conducting data collection training for enumerators
- Experience conducting/managing data collection – both quantitative (setting up and collecting data using Kobo) and qualitative (KIIs and FGDs).
- Experience with Most Significant Change methodology and development of case studies.
- Conducting ethical and inclusive studies involving children and child participatory techniques, marginalised, deprived and/or vulnerable groups in culturally appropriate and sensitive ways.
- Managing and coordinating a range of government, non-government, community groups and academic stakeholders and experience conducting study in development contexts.
- Data analysis: ability to interpret quantitative data outputs (will be produced by a centralized analyst), including understanding indicator tables, summary statistics, and visualizations, and proven experience in integrating (triangulating) quantitative and qualitative evidence to ensure robust, well-substantiated analytical insights.
- Strong written and verbal skills in communicating technical and/ or complex findings to non-specialist audiences in short, synthetic and clear way.
- A track record of open, collaborative working with clients

There is a high expectation that:

- Members (or a proportion) of the study team have a track record of previously working together.
- A team leader will be appointed who has the seniority and experience in leading complex study programmes, and who has the ability and standing to lead a team toward a common goal.
- The team can commit to the terms of the programme and have adequate and available skilled resources to dedicate to this study over its duration.
- The team has a strong track record of working flexibly to accommodate changes as the programme is implemented.

The academic qualifications are:

- Master's degree in social science or higher (ie., Phd) with proficiency in mixed methods, data analysis and report writing.
- Certification or demonstrated proficiency in quantitative data collection (Kobo), and qualitative data collection and analysis tools (Nvivo, etc).

- Highly experienced in conducting surveys and evaluation.

9.2 Proposal submission

Save the Children seeks value for money in its work. This does not necessarily mean "lowest cost", but quality of the service and reasonableness of the proposed costs. Interested consulting companies can send the proposals which should include the following at minimum:

1. Background and understanding of the work.
2. How the company is going to work further on the proposed methods and tools, if selected.
3. Team composition with roles and responsibilities.
4. CVs of key people- Main team leader, field level evaluators, data analysis and report writing team, qualitative data collection and analysis experts, quantitative team field coordinator etc.
5. An example evaluation reports of similar nature written by the consultants or similar programme that consultancy worked on in the past.
6. Financial proposal – No. of personnel, number of days allocated to each of them, daily rates, and other applicable costs.

Evaluation criteria: 60 points for technical specifications and 40 points for financial offer.	
1. Background and understanding of the work	**10 points**
2. Proposed methods and tools	**30 points**
3. Team composition with roles and responsibilities	**5 points**
4. CVs of key people	**10 points**
5. Experience in evaluation report of similar nature	**5 points**
6. Financial proposal	**40 points**

10. SCHEDULE OF PAYMENT

The following payments will be made to the consultant using an agreed mode of payment;

- Upon approval of inception report and tools: [20%]
- Upon submission of First Draft study Report: [30%]
- Upon approval of final study report: [50%]

11. HOW TO APPLY

If interested in applying for this study, interested candidates should present the followings and should not exceed 7 pages:

- CV and References and ID copy;
- Proposed approach and outline design of the study including work plan reflecting the key outputs/deliverables and proposed timeframes;

- Written evidence (e.g. study reports attached) of previous work, meeting the requirements laid out in this Terms of Reference or online links to access the reports;
- A statement of availability and commitment to undertake and complete the consultancy within indicative assignment dates;
- The proposed Fee expressed in Euro for the completion of the study and number of days planned to be engaged in this task (fee should be inclusive of income taxes withheld at the source). The fee doesn't need to include costs for meal or transportation when in field trips

The application should be submitted in a closed envelope at the following address: Procurement Team Save the Children Albania, Rr. Mihal Popi, ndertesa 7 (Vila Lami), Tirana, Shqiperi

Application for **"Consultancy to Conduct the Final Evaluation of Pathways to Wellbeing, Empowerment and Resilience for Adolescents and Youth (POWER 4 AY)"** by close of business day, **05th of March 2026.**

Application must be submitted in English.

12. Annex I: Evaluation Matrix

Evaluation Matrix Final

ALBANIA_POWER4AY Evaluation Matrix Fi

13. Annexes II: List of programme documents

Common documents

- POWER 4 AY Theory of Change.pdf

  POWER 4 AY Theory of Change.pdf
- POWER4AY brochure.pdf

  brochure POWER4AY.pdf
- Adolescent Wellbeing Framework

adolescent_wellbeing
_framework.pdf

- POWER 4AY M&EAL PIRS V2.xlsx

POWER 4AY M&EAL
PIRS V2.xlsx

- POWER for AYs M&EAL PIRS's Model Questions and guide.docx

POWER for AYs
M&EAL PIRS's Model

- Baseline Synthesis Report

Power4AY Baseline
Synthesis Report_fina

- Power 4AY Midterm Synthesis Report Final and clean vers.docx

Power 4AY Midterm
Synthesis Report Fina

- Final Report Template for Research, Evaluation or Assessment.docx

8. Final Report
Template for Researc

- Expression of Interest Template for Research, Evaluation or Assessment.docx

6. Expression of
Interest Template for

- Sample Size Calculation formula and guide

Sample Size
Caluation fomula and

Country specific documents

- Baseline and midline reports
- Final Version Alb Baseline Research Power4AY_FINAL 100822.docx (Albania)

  Final VersionAlb Baseline Research Pov
- ACER POWER4AY Midline Evaluation (08.08.2024)_final.docx (Albania)

  ACER POWER4AY Midline Evaluation (08

Other documents

- ALB_POWER4AY_Standard Award Proposal Update_GJGS.docx (Albania)

  ALB_POWER4AY_Standard Award Proposa
- ALB_POWER4AY_LF Updated_GJGS.docx (Albania)

  POWER4AY_Logframe review_Jan 2026 wit
- POWER4AY - Compilation of Strategic and AY Case Stories.docx.

  POWER4AY - Compilation of Strate
- POWER4AY Strategies for Disability Inclusion.

  Systematization - Disability Inclusion V2
- POWER4AY Strategies for Applying an Environmental Lens

  Systematization- Applying an Environm
- POWER4AY Strategies for Gender Equality

Systematization - Gender.xlsx

- Pathways to Economic Empowerment_2025-08-05_01-41-33.pdf

Pathways to Economic Empowerm

- Washington Group Questionnaire

TECHNI1.pdf

- 9 Basic Requirements for meaningful and ethical child participation

9_basic_requirements_for_child_participati