

SC-PR-37 Terms of Reference (ToR)-ALB 2026 0788

Expert for the Assessment of Beneficiary Outcomes

19-10-2026

Terms of Reference (ToR)

Background on Save the Children

Save the Children is the leading global independent organisation for children. Save the Children believes every child deserves a future. Around the world, we work every day to give children a healthy start in life, the opportunity to learn and protection from harm. When crisis strikes, and children are most vulnerable, we are always among the first to respond and the last to leave. We ensure children's unique needs are met and their voices are heard. We deliver lasting results for millions of children, including those hardest to reach.

We do whatever it takes for children – every day and in times of crisis – transforming their lives and the future we share.

Our vision: A world in which every child attains the right to survival, protection, development and participation.

Our mission: To inspire breakthroughs in the way the world treats children, and to achieve immediate and lasting change in their lives.

Our values: Accountability, ambition, collaboration, creativity and integrity.

We are committed to ensuring our resources are used as efficiently as possible, in order to focus them on achieving maximum impact for children.

Background information/context

- The Skill Up – Pathways to Success project supported vulnerable jobseekers through an integrated approach combining Supported Continuous Unemployed Learning (SCUL), Life Skills training, individualised mentoring, Individual Development Plans (IDPs), and employment-oriented referrals.

By the project's completion, 207 beneficiaries had successfully completed the SCUL programme, including NEET youth, persons with disabilities, and beneficiaries receiving economic assistance. The project also strengthened cooperation with Employment Offices, municipalities, employers, and other local stakeholders to facilitate access to employment opportunities.

Building on these results, a complementary grant was designed to support selected beneficiaries in transitioning from training to employment through tailored employment support and coordination with local stakeholders and NAES.

The Assessment of Beneficiary Outcomes will evaluate progress towards employment, the results achieved through the support provided, remaining barriers, and lessons learned, generating recommendations to strengthen the sustainability of the project's outcomes.

Objective

Save the Children is looking for an expert to:

- Assess beneficiaries' experiences and outcomes throughout and following their participation in the Skill Up – Pathways to Success project.
- Explore beneficiaries' experiences with SCUL, Life Skills training, mentoring and individualised support, focusing on changes in skills, confidence and employability.
- Examine beneficiaries' pathways following programme completion, including employment, participation in employment promotion measures, vocational education and training, and engagement with Employment Offices.
- Identify key achievements, remaining barriers and lessons learned from beneficiaries' perspectives.
- Analyse findings alongside the project's quantitative monitoring data.
- Develop practical recommendations to inform future interventions supporting vulnerable jobseekers.

Location and official travel involved

Elbasan Region, Tirana

Services the Supplier will provide

The expert will develop and implement a qualitative assessment of beneficiaries' experiences and outcomes throughout and following their participation in the Skill Up – Pathways to Success project. This will include developing the assessment methodology and data collection tools, conducting interviews and/or focus group discussions with selected beneficiaries, and exploring their experiences with SCUL, Life Skills training, mentoring and individualized support.

The assessment will examine beneficiaries' progress towards employment and socio-economic inclusion, including their engagement with Employment Offices, participation in employment promotion measures, vocational education and training, and access to employment opportunities. The expert will analyse the findings alongside available project monitoring data, identify achievements and remaining barriers, and document lessons learned regarding the relevance and effectiveness of the project's integrated support model.

Based on the findings, the expert will prepare a final assessment report presenting the methodology, key findings, conclusions and practical recommendations to inform future interventions supporting vulnerable jobseekers.

Experience and skill set required

- Master's degree in Social Sciences, Social Work, Sociology, Psychology, Public Policy or a related field.



- At least 3 years of relevant professional experience in qualitative research, assessments or evaluations.
- Demonstrated experience in conducting interviews, focus group discussions and qualitative data analysis.
- Experience in employment, social inclusion or programmes targeting vulnerable groups is an asset.
- Proven report-writing skills and fluency in Albanian, with good written and spoken English.

Previous experience assessing employment, skills development or social inclusion programmes. Knowledge of Albania's labour market, public employment services and employment promotion measures. Experience working with NEET youth, persons with disabilities and other vulnerable groups. Familiarity with the Supported Continuous Unemployed Learning (SCUL) approach or similar employability support models.

Expected Deliverables

SCiA expects the following deliverables to be provided:

Deliverable Number	Deliverable Title	Description	Format and Style
1	Assessment Methodology and Tools	Assessment framework and data collection tools, including interview and/or focus group discussion guides.	Word Document
2	Data Collection and Analysis	Conducting consultations with selected beneficiaries and analysing their experiences, progress and post-programme outcomes.	Word Document
3	Final Assessment Report	An analysis report presenting the methodology, key findings, beneficiaries' outcomes, progress towards employment and socio-economic inclusion, challenges, lessons learned, conclusions and practical recommendations for future interventions.	Word Document

Timeline

Estimated Commencement Date: 22-10-2026

Estimated End Date: 15-11-2026

Deliverable Number	Deliverable Title	Submit To	Delivery Date
1	Assessment Methodology and Tools		
2	Data Collection and Analysis		
3	Final Assessment Report		

Out of Scope

It may be useful to define what work is out of scope to better ring fence the required services. Delete this section if not appropriate.

Status updates/reporting



Acceptance

All deliverables will be reviewed and approved by Save the Children. The expert may be required to revise and resubmit deliverables based on feedback before final approval and payment.

General assumptions and dependencies

Payment information

The assignment is expected to require 13 working days, with a total fee of ALL 25,000 gross, inclusive of all expenses incurred by the expert in delivering the services. Payment will be made upon satisfactory completion and approval of the agreed deliverables, including the Final Assessment Report, and submission of a valid invoice, in accordance with the terms of the contract.

The Fees are inclusive of all costs, overheads and expenses, including travel, subsistence and accommodation.

Other important information

Beneficiary Consent: The expert must obtain informed consent from beneficiaries before conducting interviews, focus group discussions or any other data collection activities, ensuring that participation is voluntary, and that confidentiality and personal data protection are maintained.

How to apply for the services

The service provider is expected to submit a proposal, including:

The deadline for responses is: 22 October 2026

The application should be submitted by e-mail info.albania@savethechildren.org

e-mail subject "Application for Expert for the Assessment of Beneficiary Outcomes"

The award criteria consist of the following:

Criteria	Description	Score
Education and Qualifications	Relevance of the academic background and qualifications to the assignment.	30
Relevant Professional Experience	Demonstrated experience in qualitative research, assessments and evaluations, particularly in employment, social inclusion and programmes targeting vulnerable groups.	40
Technical Approach and Methodology	Understanding of the assignment, appropriateness of the proposed methodology, and feasibility of completing the work within the required timeframe.	30

TOTAL SCORE	100
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