



## **Terms of Reference (ToR)**

### **Endline Evaluation**

**Supporting Climate Adaptation and Durable Solutions for Displacement Affected Communities (DACs) in the Shabelle River Basin, Networking with & Enhancing Efforts by Government & Administration in Afgoye District (NEGAAD) Project**

**Under Boosting Resilience and Adaptation to Climate Change (BREACH) Programme supported by the European Union**

**Concern Worldwide  
Somalia Programme**



**Funded by  
the European Union**

## Summary information

<b>Project Name</b>	Supporting Climate Adaptation and Durable Solutions for Displacement Affected Communities (DACs) in the Shabelle River Basin, Networking with & Enhancing Efforts by Government & Administration in Afgoye District (NEGAAD) Project	
<b>Target location</b>	<ul style="list-style-type: none"> <li>• Hawa Tako and Doolawe IDP dominant areas in Afgoye town</li> <li>• Lafoole IDP settlements, Afgoye district</li> <li>• Mareerey village, Afgoye district</li> </ul>	
<b>Project Goal</b>	To contribute to sustainable (re)integration of IDPs and strengthen the resilience of DACs through climate-resilient early and durable solutions.	
<b>Project Outcomes</b>	<p><b>Outcome 1:</b> The short-term needs (food security, basic services and HLP) of displacement- and drought-affected communities in Afgoye District are addressed through Early Solutions interventions.</p> <p><b>Outcome 2:</b> DACs are supported to attain a durable solution to their displacement through improved land tenure security, expanded access to basic services and social protection, improved environmental protection approaches and inclusive, disaster-resilient and sustainable livelihoods interventions</p>	
<b>Beneficiaries</b>	42,000 DAC members in Afgoye town, Lafoole settlement and Mareerey village. Government authorities, DACs include IDPs, host community households and institutions, and returnees who are settled within a given defined area; Water and Environmental Sanitation (WES) committees and Community Education Committees (CECs).	
<b>Key Partners</b>	<p>Concern Worldwide –Partnership Lead (Livelihoods, Education, Health and WASH)</p> <p>Shabelle Community Development Organisation (SHACDO) -Livelihoods, WASH and Health</p> <p>Norwegian Refugee Council-HLP/ICLA</p>	
<b>Project Period</b>	36 months	
<b>Endline Evaluation purpose</b>	The purpose of the endline evaluation is to assess the extent to which the EU–NEGAAD project has achieved its intended objectives, outcomes, and impacts across the targeted sectors and locations. It will measure changes in beneficiaries’ conditions compared to the baseline, analyse factors contributing to success and shortfalls, and document key lessons learned. The evaluation will also generate practical, evidence-based recommendations to inform future programming, improve implementation strategies and guide policy decisions.	
<b>Primary Methods</b>	<ul style="list-style-type: none"> <li>• Quantitative household survey</li> <li>• Qualitative interviews and focus group discussions</li> <li>• Document and secondary data review</li> <li>• Outcome harvesting</li> <li>• Most Significant Change (MSC) technique to collect and analyse personal stories.</li> </ul>	
Proposed Endline Evaluation start and end dates	November , 2025	
Anticipated Endline evaluation report release date	<b>December, 2025</b>	

## 1. Introduction

### 1.1 Organizational Background

Concern has been operational in Somalia since its response to a devastating famine in 1986. Since then, Concern has expanded its operations, reaching communities in Banadir, South West State, Jubbaland and Somaliland with Livelihoods, Health and Nutrition, WASH, Education, Durable Solutions and Emergency programming. Focusing on putting the furthest behind first, Concern programming prioritizes reaching people living in extreme poverty and improving coping mechanisms through provision of basic services and livelihood support. Concern is the lead agency of the Somali Cash Consortium and co-chair of the Somalia Cash Working Group, Consequently, Concern is a sector leader in cash programming and is currently implementing an EU-funded Social Transfers programme and has strong relationships with Government and other key stakeholders which further complements Durable Solutions programme. Concern also led the EIDACS Durable Solutions consortium and is currently part of the Danwadaag consortium led by IOM, implementing Durable Solutions programming in Baidoa, Xudur, Bardhere and Banadir. Concern is the lead agency for the EU BREACH in Afgoye in partnership with NRC and SHACDO, who are as co-applicants in the project. Concern and its partners have been implementing Durable Solutions programming in Somalia - and specifically Southwest State and Afgoye - since 2017 (i.e. EU Re-Integ EIDACS programme, FCDO Danwadaag programme and current EU BRECAH locally know as EU NEGAAD)

### 1.2 Description of the Project:

Concern Worldwide under the EU NEGAAD project is supporting Climate Adaptation and Durable Solutions for Displacement Affected Communities (DACs) in the Shabelle River Basin, Networking with & Enhancing Efforts by Government & Administration in Afgoye District (NEGAAD), Concern is working with NRC and SHACDO in close collaboration with the government authorities of Southwest State to ensure effective implementation. NRC and SHACDO as co-applicants in this project, brings extensive experience in similar projects in Southwest State, including community engagement activities, ensuring effective community participation, coordination, and advocacy. The project targets Afgoye town, Lafoole settlement, and Mareerey village in the Afgoye district.

**Overall objective:** to contribute to sustainable (re)integration of IDPs and strengthen the resilience of DACs through climate-resilient early and durable solutions.

To achieve this objective, the two outcomes were described.

**Outcome 1:** The short-term needs (food security, basic services and HLP) of displacement- and drought-affected communities in Afgoye District are addressed through Early Solutions interventions.

**Outcome 2:** DACs are supported to attain a durable solution to their displacement through improved land tenure security, expanded access to basic services and social protection, improved environmental protection approaches and inclusive, disaster-resilient and sustainable livelihoods interventions.

The project includes the set of specific interventions that focuses on strengthening various elements especially HLP, sustainable livelihoods, access to basic services that supports sustainable reintegration / durable solutions for IDPs, returnees and host communities. Recognising that climate change and

migration affects members of the community differently, with women and girls facing higher levels of malnutrition, negative coping mechanisms and poverty, the programme addresses these unique disadvantages. It ensures inclusive participation through community sensitization and engagement especially for women, girls and people with disabilities and those from minority clans to create space for these groups to participate meaningfully in programme interventions. Wider conflict-sensitive approaches including social cohesion and conflict resolution activities under the HLP component will enhance programme acceptance and impact. This project will promote positive health-seeking behaviours amongst the DAC communities and provides women of childbearing age with access to antenatal and post-natal consultations, as well as immunizations for children under one year old, treatment for acute malnutrition and counselling on optimal infant and young child feeding (IYCF) practices. Education and skills training interventions also contribute to Specific Objective 2 under Priority Area 2, in increasing access to equitable and inclusive quality education and supporting youth and adults with training linked to employment and economic opportunities.

## **2.0 Purpose of the Endline evaluation**

The purpose of the endline evaluation is to assess the extent to which the EU–NEGAAD project has achieved its intended objectives, outcomes, and impacts across the targeted sectors and locations. It will measure changes in beneficiaries’ conditions compared to the baseline, analyse factors contributing to successes or shortfalls, and document key lessons learned. The evaluation will also generate practical, evidence-based recommendations to inform future programming, improve implementation strategies, and guide policy decisions.

### **2.1 Specifics objectives of the Endline evaluation include:**

1. **Assess Overall Project Performance:** Building on mid-term evaluation findings, measure the extent to which each sector achieved its planned objectives, outcomes, and targets in the respective locations and among the populations served.
2. **Evaluate Final Changes and Impact:** Compare baseline, mid-term and endline data to assess sustained or improved beneficiaries’ outcomes such as income, food security, school enrolment and retention, access to clean water and sanitation, and health status.
3. **Analyze Relevance and Effectiveness:** Review how well project interventions addressed the evolving specific needs of target communities, considering adjustments made after the mid-term evaluation in each sector.
4. **Assess Efficiency:** Evaluate whether financial, human, and material resources were used optimally to deliver planned outcomes, with attention to the improvements made since the mid-term evaluation.
5. **Determine Sustainability:** Assess the readiness and capacity of local actors, institutions, and communities to sustain benefits such as livelihood gains, improved education services, water system maintenance, ensure that the local population involvement in the planned and the feedback loops of the community engagement will be sustained as well as local governance beyond project completion.
6. **Document Final Lessons Learned:** Consolidate learning from baseline, mid-term and endline stages to highlight effective practices, capture sector-specific successes, persistent challenges, and opportunities for replication and scale-up.
7. **Provide evidence-based Recommendations:** Offer tailored, actionable recommendations per sector to inform future project design, delivery, and policy, based on lessons from the whole project.

### **3. Scope of the Evaluation**

#### **3.1 Coverage & focus**

- Assess all outcome- and impact-level indicators in the EU–NEGAAD logframe, including relevant cross-cutting core indicators (gender, disability, protection, inclusion).
- Programme components covered: Climate-Resilient Solutions, Durable Solutions for IDPs, Housing, Land & Property (HLP) rights, Employment & Economic Opportunities, and Basic Services.

#### **3.2 Geographic scope**

- All intervention areas in Afgoye District (Lower Shebelle, Southwest State): Afgoye town, Lafoole area, and Mareerey village.

#### **3.3 Populations & representation**

- Representative samples of beneficiaries and comparison groups where feasible, including women and men, youth, adults, children, persons with disabilities (PWDs), IDPs, poor host communities, and marginalised/minority clans.
- Key groups for targeted inquiry: SHG/CLA members, DAC Forum members, service users (health/education/WASH/PS-support/rental subsidy groups), teachers, health workers, local authorities, and implementing partners.

#### **3.4 Link to baseline & mid-term**

- Use baseline and mid-term datasets as anchors to measure final performance, trends, and effect sizes, validating changes over time and documenting adaptations made post mid-term.
- Where possible, examine attribution/contribution to observed changes and test key assumptions/risks from the theory of change.

#### **3.5 Methods (mixed-methods)**

- Quantitative household survey (statistically robust sample) against endline targets; disaggregate by sex, age, disability, displacement status, location, and vulnerability.
- Qualitative KIIs & FGDs with beneficiaries and stakeholders to explain “how/why” change occurred.
- Document/secondary data review (monitoring data, service records, policy/context sources) for triangulation.
- Outcome Harvesting to surface significant intended/unintended changes.
- Most Significant Change (MSC) stories to capture lived experiences and perceived impact.
- Direct observation (e.g., Community Centre functionality, accessibility features) and light service-use audits where relevant.

#### **3.6 Analysis & quality assurance**

- Descriptive and inferential analysis (pre/post comparisons with baseline and mid-term), equity and gender analysis, and contribution analysis for key outcomes.
- Data quality controls: tool piloting, enumerator training, digital data checks, back-checks/spot-checks, double-coding of qualitative data, and documented decision trails.
- Triangulation across methods/sources to confirm findings and reduce bias.

#### **4. Evaluation Questions**

The Endline evaluation will address the following key questions:

##### **4.1 Project Performance**

- *To what extent has the EU-NEGAAD project achieved its planned objectives, outcomes, and targets across all sectors (Climate-Resilient Solutions, Durable Solutions for DACs, HLP, Employment and Economic Opportunities, Basic Services)?*
- *Were project activities implemented as planned in all intervention areas, and how have implementation strategies evolved since the mid-term evaluation (MTE)?*

##### **4.2. Changes and Impact**

- *What major changes have occurred in the livelihoods, access to basic services, and overall well-being of beneficiaries since the baseline and mid-term evaluation?*
- *How have the project interventions strengthened community resilience to climate-related shocks in the situation at mid-term?*
- *What progress has been made in achieving durable solutions for DACs in the target areas since MTE?*
- *To what extent have Housing, Land, and Property rights improved for beneficiaries since MTE?*
- *What new economic opportunities and employment outcomes have been generated for youth and adults and how do these compare with MTE findings?*
- *How have basic services such as education, health, and WASH improved for the targeted populations since MTE?*
- *How have community engagement, leadership, and coordination contributed to an enabling environment for DACs, and how has this changed since MTE?*

##### **4.3. Relevance and Effectiveness**

- *How well do project interventions align with the evolving needs and priorities of the target communities since MTE?*
- *How effective have the strategies been in addressing challenges identified at baseline and mid-term?*
- *Are the project approaches inclusive and responsive to vulnerable groups such as women, children, and persons with disabilities, and has inclusivity improved since mid-term?*

##### **4.4. Efficiency**

- *How efficiently were financial, human, and material resources used to achieve results, and how does this compare to mid-term efficiency findings?*
- *What challenges or bottlenecks have affected the efficiency of project implementation?*

#### **4.5 Sustainability**

- *What is the likelihood that the benefits of the project will be sustained after completion, considering progress since mid-term?*
- *How capable are local actors, institutions, and communities in sustaining project results and has their capacity improved since the MTE?*
- *How did the implementation support training and infrastructure for local responders to ensure long-term impact?*
- *What mechanisms are in place or needed to ensure continued benefits beyond project closure?*

#### **4.6. Lessons Learned and Recommendations**

- *What best practices and innovations emerged during the project, including those developed or scaled after mid-term?*
- *What key challenges were faced and, and how were they addressed since the MTE?*
- *What evidence-Based recommendations can be made to improve future programming in similar contexts based on both mid-term and endline findings?*

### **5. Technical Approach and Methodology**

The consultant is expected to propose a relevant technical approach and methodology to conduct the evaluation as per the objectives, addressing the evaluation questions outlined above. In addition, the evaluation will assess the program's relevance, efficiency, appropriateness, sustainability, coordination, and lessons learned.

The selected methodology should be able to demonstrate the extent to which the program achieved its intended results and reached its intended target populations. The proposed methodology should also allow the program to identify and quantify the impact of contextual factors on the expected results.

#### **5.1 Document Review**

The consultant will review all relevant documents to gain a comprehensive understanding of the assignment and its context beforehand. This will provide essential secondary data to complement primary data collection. Key documents include:

- Program proposal and logical framework (including the adjustments after mid-term)
- Project progress reports and financial reports
- Baseline and Midline evaluation reports
- Third-party monitoring reports
- Joint Monitoring reports from the Ministry of Planning.

## **5.2 Qualitative method:**

The consultant will employ qualitative methods including KII (Key informant Interviews), FGDs (Focus Group Discussions), direct observations, case studies and the most significant change (MSC) technique to gather in-depth insights and capture stories of change.

The MSC technique will be used to identify and document significant changes experienced by participants, providing powerful qualitative evidence of the program's impact beyond qualitative indicators.

Data collection tools should be designed to include perspectives from marginalised and minority groups, i.e., women, youth, PLWD, as well as government authorities, project teams and partners. All suggested tools will be reviewed and finalised in consultation with Concern and its partners.

## **5.3: Quantitative method:**

Quantitative methods will include structured household surveys, programme data tracking, and statistical analysis to measure programme performance. These methods will generate reliable numerical data to support findings and recommendations.

## **5.4 Sampling strategy:**

The consultant will define a sampling approach that ensures representative coverage across key population segments, including IDPs, returnees, host communities, and other relevant groups. Along with status vulnerability, ensure capturing diversity across gender, age, accessibility and geographic location.

Sample sizes for both qualitative and quantitative methods (survey, FGDs, KIIs and MSC stories) will be determined based on information needs, statistical validity, and available resources.

## **5.5 Implementation process:**

The consultant is expected to train enumerators on data collection methodologies and tools; quality assurance; confidentiality; ethics and informed consent. The consultant will develop data collection tools and will share them with Concern before the training and thereafter pilot and revise them accordingly after the pre-test exercise to ensure they are acceptable and match the program's needs.

## **5.6 Ethics, safeguarding and data protection:**

Ensure informed consent, protect confidentiality, handle data securely, follow the do no harm principles, use referral pathways for protection of safeguarding cases, and provide accessibility and inclusive participation for persons with disabilities.

## **5.7 Validation and Verification:**

Implement processes for validating and verifying data to ensure accuracy and reliability. This may include cross-checking data sources and using triangulation methods. In addition, the consultant will be expected to supervise data collection in the field, translation, and transcription of qualitative data, ensuring quality is maintained throughout the entire process.

## **5.8 Analysis and quality assurance:**

- Descriptive and inferential analysis (pre/post comparisons with baseline and mid-term), equity and gender analysis, and contribution analysis for key outcomes.

- Data quality controls: tool piloting, enumerator training, digital data checks, back-checks/spot-checks, double-coding of qualitative data, and documented decision trails.
- Triangulation across methods/sources to confirm findings and reduce bias.

### 5.9 Limitations and Mitigation:

- Anticipate access, seasonality, recall and social desirability bias; mitigate via mixed sampling frames, careful question design, neutral facilitation, and triangulation.

### 5.10 Reporting:

Outline the process for compiling and presenting findings, including drafting reports, creating visualizations, and providing actionable recommendations based on the evaluation results. Consultant is also expected to present the findings, conclusions, and recommendations to Concern and its partners who will then share feedback for incorporation, then re-submit the final version to Concern who will formally distribute to implementing partners, the donor, and other key stakeholders.

## 6. Deliverables

Deliverables under this consultancy will include the following:

Deliverable	Description	Responsible Party	Suggested Submission Date*
1. Inception Report	Detailed evaluation plan including methodology, sampling, tools, and timeline.	Consultant	Within 10 days of contract signing
2. Data Collection Tools & Dataset	Finalized tools and cleaned dataset with metadata.	Consultant	Tools: 1 week before fieldwork; Dataset: 1 week after fieldwork completion
3. Preliminary Findings Presentation	PowerPoint presentation summarising initial findings for validation and feedback	Consultant	Within 5 days after completion of data analysis
4. Draft Evaluation Report	Comprehensive draft report covering all evaluation components for review by Concern and partners.	Consultant	2 weeks after submission of preliminary findings
5. Final Evaluation Report	Edited and finalized report incorporating feedback from Concern and partners.	Consultant	Within 1 week after receiving consolidated feedback
6. Summary Brief / Fact Sheet	Concise 2–4-page summary highlighting key findings and actionable recommendations.	Consultant	Alongside final report submission
7. Presentation of Final Findings	Dissemination of results to Concern Worldwide, EU–NEGAAD partners, and other key stakeholders.	Consultant	Within 1 week of final report approval

## 7. Consultant Qualifications

This assignment requires a consultant or consulting firm with previous experience in conducting mid and end term evaluations of multi-sectoral and large-scale developmental programs in displacement context particularly in climate adaptation, resilience and durable solutions Programmes, preferably in

the region and/or in Somalia. **In addition, the consultant must also have experience in working in fragile, conflict-affected contexts.** The consultant will be required to devise appropriate strategies to generate as much information as possible within the allocated time frame, considering the ongoing crises and potential challenges to reach certain project locations.

#### **Education and background required:**

- Advanced Degree (master's or higher) in a relevant field such as Monitoring and Evaluation, Development Studies, Social Sciences, Economics, Statistics, Public Policy, or other related disciplines.
- Proven Experience (minimum 7–10 years) in designing and conducting evaluations of multi-sector humanitarian and development programmes, preferably in fragile or conflict-affected contexts.
- Technical Expertise in at least two of the EU–NEGAAD programme components, such as Climate-Resilient Solutions, Durable Solutions for displacement affected communities (DACs), Housing, Land, and Property rights (HLP), Employment and Economic Opportunities, and Basic Services.
- Strong Skills in both quantitative and qualitative research methodologies, including survey design, statistical analysis, participatory evaluation approaches, and data visualization.
- Excellent Knowledge of cross-cutting issues such as gender equality, protection, inclusion, and conflict sensitivity in programming.
- Experience in Somalia or Similar Contexts, with understanding of socio-political dynamics, security considerations, and cultural sensitivities.
- Proficiency in relevant software for data collection and analysis (e.g., SPSS, Stata, R, KoboToolbox, NVivo, Atlas.ti).
- Strong Writing and Communication Skills, with a track record of producing high-quality evaluation reports and presenting findings to diverse stakeholders, including donors and policymakers.
- Language Requirements: Excellent command of English (written and spoken) is required; knowledge of Somali is an advantage.

#### **7. Core Values & Critical Key Competencies**

##### Required Competencies and Skills

- **Analytical Skills:** Strong ability to synthesize quantitative and qualitative data, identify trends, and draw evidence-based conclusions.
- **Evaluation Expertise:** Proven competence in designing, managing, and conducting endline or impact evaluations in multi-sector programmes.
- **Sectoral Knowledge:** Understanding of at least two of the EU–NEGAAD programme components (Climate-Resilient Solutions, Durable Solutions for DACs, HLP, Employment and Economic Opportunities, Basic Services).
- **Methodological Proficiency:** Ability to apply mixed-methods approaches, participatory evaluation techniques, and gender- and inclusion-sensitive methodologies.
- **Project Management:** Strong organizational skills to manage timelines, deliverables, and field operations in complex or fragile contexts.
- **Communication Skills:** Excellent written and oral communication skills, with the ability to present complex findings clearly to both technical and non-technical audiences.

- **Stakeholder Engagement:** Demonstrated ability to work collaboratively with diverse stakeholders, including community members, local authorities, NGOs, and donors.
- **Cultural and Contextual Sensitivity:** Proven capacity to operate effectively in conflict-affected or humanitarian contexts, respecting cultural norms and ensuring ethical data collection.
- **Technical Tools:** Proficiency in statistical and qualitative analysis software (e.g., SPSS, Stata, R, NVivo, Atlas's) and digital data collection platforms (e.g., Kobo Toolbox, ODK).
- **Adaptability:** Ability to adjust approaches in response to field realities, emerging challenges, and evolving stakeholder needs
- Ability to think critically and strategically in difficult conditions
- Ability to work under pressure and meet tight deadlines in stressful conditions

## 9. Timeline

- The evaluation is expected to be conducted over a period of 5 weeks, with key milestones as follows:
  - Week 1: Inception phase and document review
  - Week 2-3: Field data collection
  - Week 4: Data analysis and drafting of the evaluation report
  - Week 5: Presentation of preliminary findings
  - Week 5: Finalization of the evaluation report

## 10. Budget

The consultancy company will submit to Concern a **financial proposal** covering consultancy fees, operational costs, flight costs, accommodation in line with the methodology described in the **technical proposal**.

## 11. Logistics

Concern will provide the following support towards the successful execution of this consultancy:

- Provide all relevant internal documents needed during the desk review process.
- Provide linkages with key stakeholders and actors at all levels to facilitate key informant interviews.
- Pay consultant's fees upon satisfactory completion of the assignment.

## 12. Conditions of Work

The consultant will be supervised by the Durable Solutions Program Manager/MEAL Manager on day to day activities and with support from DS Programme Coordinator. Technical support will be provided by the National Centre for Rural Development & Durable Solutions, Durable Solutions Technical Advisor and M&E Lead as necessary. The consultant will be required to abide by the government and organization's applicable rules and regulations, code of conduct, and child safeguarding policy.

## 13. Submission of Proposals

Interested consultants or consultancy firms should submit a proposal that includes:

- A cover letter expressing interest and outlining relevant experience
- A detailed technical proposal outlining the proposed methodology and work plan
- A financial proposal detailing the budget
- CVs of the proposed evaluation team members
- Contact details for at least two references for similar evaluation work

## 14. Evaluation Criteria

### Criteria for selection

The evaluation items' expectations and maximum scores are presented in the table below.

Evaluation Item	Expectation	Max score
Consultant/firm experiences, Qualification and Expertise of Staff	<ul style="list-style-type: none"> <li>• A brief background of relevant assignments indicating scope, Geographical coverage and Budget</li> <li>• Experience of conducting studies and data collection in comparable context, ideally for similar multi-sectoral programming (livelihoods, WASH, community development, HLP)</li> <li>• Some understanding of issues affecting displacement affected communities in Somalia</li> <li>• Some understanding of climate resilience relates to this programme</li> <li>• Mixed gender team preferred</li> <li>• Native speakers of relevant local languages on the team</li> <li>• Adherence to security protocols and P4 of Concern Worldwide</li> <li>• Submit samples of relevant previous original work by the lead consultant (and any other significant team members)</li> <li>• CV for consultants and team members indicating their academic qualification and clear relevant experiences summary as well experience of working in Somalia</li> </ul>	40
Understanding of TOR and proposed Approach methodology/work plan	Consultant's perspective of what the assignment entails and the key consideration that should be made to implement it successfully	30
Cost-effectiveness of the proposal	A breakdown of costs detailed proposed staff days, daily rate, taxes, and other direct costs relating to the assignment in USD	30

Proposals will be evaluated based on:

- Technical expertise and previous experience (40%)
- Approach to project management and feasibility of timeline (20%)
- Cost-effectiveness of the proposal (30%)
- Understanding of the local context and sensitivity to the needs of the target community (10%)

## 12. Contact Information

Proposals should be submitted to Concern Worldwide Baidoa, Procurement team, at [procurement.mogadishu@concern.net](mailto:procurement.mogadishu@concern.net) by **Friday 14th November 2025**.

### Note on Safeguarding:

Concern has an organisational Code of Conduct (CCoC) with three Associated Policies; the Programme Participant Protection Policy (P4), the Child Safeguarding Policy and the Anti-Trafficking in Persons

Policy. These have been developed to ensure the maximum protection of programme participants from exploitation, and to clarify the responsibilities of Concern staff, consultants, visitors to the programme and partner organisation, and the standards of behaviour expected of them. In this context, staff have a responsibility to the organisation to strive for, and maintain, the highest standards in the day-to-day conduct in their workplace in accordance with Concern's core values and mission. Any candidate offered a consultancy opportunity with Concern Worldwide will be expected to sign the Concern Code of Conduct and Associated Policies as an appendix to their consultancy contract. By signing the Concern Code of Conduct, candidates acknowledge that they have understood the content of both the Concern Code of Conduct and the Associated Policies and agree to conduct themselves in accordance with the provisions of these policies. Additionally, Concern is committed to ensuring safeguarding and protection of vulnerable adults and children in our work. We will do everything possible to ensure that only those who are suitable to work or volunteer with vulnerable adults and children are recruited by us for such roles. Subsequently, being engaged as a consultant with Concern is subject to a range of vetting checks, which may include criminal background checking.