



Technical Advisory Support for Evaluation, MEL Systems, and Capacity Building TOR

Role: Technical Advisory Support for Evaluation, MEL Systems, and Capacity Building

Reports to: The consultant will report to Think Equal's MEL Lead. Oversight and quality assurance will be provided by the Chief Impact and Sustainability Officer

Regular check-ins will be agreed to ensure alignment and progress.

Engagement: The consultancy will be delivered between April and July 2026 (approximately 4 months), with sequencing and timing of outputs agreed during the inception phase.

Given the limited level of effort, outputs will be prioritised in agreement with Think Equal, focusing on high-impact areas. Indicative delivery milestones are as follows:

Output 1: April 2026

Output 2 and Output 3: May 2026

Output 4 and Output 5 (if prioritised): June to July 2026

Location: Remote, Country-based (with possibility of occasional travel within the country)

Rate: USD\$5000 consultancy fee for services performed under the agreement, against invoice. We pay in currency equivalent and are not responsible for currency losses/gains.

Time Commitment: The total estimated level of effort is 15–20 days. The allocation of time across outputs will be flexible and agreed based on final priorities, with the understanding that not all outputs may be delivered in full depth.

Location: Think Equal is a fully remote, global organisation. The Consultant will deliver services remotely from their own location and retains flexibility over working hours and work methods, subject to agreed deliverables, timelines, and coordination with the designated project lead.

Background: Think Equal implements Social and Emotional Learning (SEL) programmes across multiple countries in partnership with governments, donors, and implementing partners. As the Think Equal portfolio scales, Think Equal is strengthening its approach to Monitoring, Evaluation and Learning (MEL) systems, data quality, and capacity building, including readiness for experimental and quasi-experimental designs such as Randomised Controlled Trials (RCTs).

To support this work, Think Equal seeks to contract expert technical advisor on MEL who can provide specialist expertise across evaluation design, MEL strategy, tool quality assurance, data storage and consistency and capacity building. Depending on needs and availability, this TOR may be used to contract one or more specialists.

Overall Objective: The objective of this consultancy is to provide technical advisory support to strengthen Think Equal's evaluation and MEL systems, ensuring methodological rigour, data quality, usability, and sustainability across country programmes.

Scope of Work: The consultancy should deliver the following outputs:

Output 1: RCT & Evaluation Design Support

- Review current RCT and independent/quasi-experimental evaluations currently being undertaken, considering their evaluation frameworks, theories of change, and analytical plans
- Provide technical advice on their design, including:
- Study design options
- Sampling strategies
- Power considerations
- Ethical and safeguarding implications
- Support alignment with donor expectations (e.g. FCDO, foundations) and global evaluation standards (OECD-DAC, UNICEF, academic best practice)
- Advise on integration and triangulation of qualitative and quantitative methods
- Review existing Think Equal RCT and independent evaluation data, to assess strengths and future needs
- Consider the options for future RCTs or independent evaluations, including funding options and communication/publishing opportunities

Output 2: MEL Tool Audit and Quality Assurance

- Audit existing Think Equal MEL tools (surveys, assessments, observation tools, dashboards inputs) for:
- Conceptual clarity
- Measurement quality

- Alignment with intended outcomes
- Feasibility in low-resource contexts
- Benchmarking against internationally recognised tools for similar outcomes
- Provide recommendations to simplify, standardise, or strengthen tools
- Advise on data governance, ethical data use, and data protection considerations
- Support the development of MEL strategies at country or organisational level

Output 3: MEL Strategy

- Review the existing Think Equal MEL strategy template
- Review a sample of existing country MEL strategies, data collected and reporting against them
- Provide recommendations for strengthening the country MEL strategy template/approach
- Output 4: Capacity Building Approach
- Review the existing approach to MEL capacity building for working with Government counterparts (e.g. ministries, inspectorates) and/or Implementing Partners, using a sample of projects and existing templates.
- Provide a MEL capacity-building framework (including a sustainability model)
- Provide training materials or learning pathways to implement the framework, including:
 - Data collection and quality
 - Data analysis and interpretation
 - Use of MEL findings for decision-making
- Output 5: Data Management
- Review the approach to MEL data management across Think Equal programmes
- Provide recommendations to strengthen consistency and comparability of data, with any amends to MEL templates or data management systems

4. Deliverables

Deliverables will be agreed on a case-by-case basis, but will include:

Output 1: RCT approach

A report that provides

- (1) a review of existing RCT evidence for Think Equal
- (2) evaluates the design of any active RCTs and provides recommendations for adaptation
- (3) recommendations on the scope, location and funders for further RCTs over the next 18 months

Output 2: MEL tools

For each existing MEL tool, an evaluation audit of strengths, gaps, benchmarking and recommended amends

A summary report of actions required with costs and timelines

Output 3: MEL strategy

Revised MEL strategy approach and templates for use at country level – for review and approval by Think Equal

Output 4: MEL capacity building

Inputs into evaluation TORs, protocols, or proposals

Capacity-building plans or training materials

Dashboard prototypes or technical specifications (where applicable)

6. . Required Expertise

Essential

- Advanced expertise in evaluation methodologies, including experimental or quasi-experimental designs
- Extensive understanding of MEL systems in education, including Low-to Middle Income contexts (LMICs)
- Extensive experience undertaking independent evaluations including RCT and quasi-experimental methodologies for education programmes, including LMICs
- Strong experience working with donors and government counterparts
- Excellent report writing, analytical and written communication skills
- Excellent data management and organisation skills
- Desirable
- Experience evaluating social-emotional learning programmes in education
- Experience working with software for data collection, analysis and data management – including for constructing dashboards

If you are interested in applying for this position, please complete the application form using the link [here](#) by **24 April 2026 at 12:00pm (GMT)**.