



September 16, 2025

Request for Proposal: Feminist Monitoring, Evaluation and Learning Consultant

Deadline for submissions: September 30, 2025, 11:59 PM EST

AWID is seeking the services of a consultant to support the Alliance for Feminist Movements (AFM) on feminist monitoring, evaluation, and learning activities for a large-scale government-funded project through March 2029.

About AWID

The Association for Women's Rights in Development (AWID) is a global feminist movement support organization. AWID's mission is to support feminist, women's rights and gender justice movements to thrive, to be a driving force in challenging systems of oppression, and to co-create feminist realities and alternatives.

AWID works in a combination of strategies ranging from convening movements and allies, knowledge building and information dissemination, advocacy and engagement with influential actors and institutions, alliance building, convening strategic dialogues, and more.

About the AFM

The Alliance for Feminist Movements (AFM), currently hosted by AWID, is a collaborative multi-stakeholder initiative with members from governments, philanthropy, women's and feminist funds, civil society, and other allies. The AFM and its members are dedicated to increasing and improving the quality of resources and political support for diverse feminist movements, agendas, and policies. (<https://allianceforfeministmovements.org/>)

Introduction

The AFM has recently embarked on a partnership with Global Affairs Canada as part of its flagship Renewed Women's Voice and Leadership Program (RWVL) as one of three companion projects meant to bridge program gaps in feminist learning, crisis response and movement strengthening.

As part of this work, the AFM will provide space for women's rights organizations (WROs) to come together to network, share learning and engage in feminist strategizing at a global level to influence resourcing for WROs. The project will facilitate virtual and in-person international events to bring partners together with other WROs and donors to build alliances and increase their knowledge of the feminist funding ecosystem.

The AFM is looking for an experienced Monitoring, Evaluation and Learning (MEL) consultant to help establish its feminist Monitoring, Evaluation, and Learning (fMEL) work as part of this

new partnership and also provide critical accompaniment to the AFM Secretariat throughout the full period of this project.

Scope and objectives of the consultancy

AFM / AWID is looking for a consultant to support the AFM Secretariat to develop, implement and support a feminist Monitoring, Evaluation and Learning (fMEL) plan throughout the full term of the project.

Design the fMEL Plan

- Working with the AFM Secretariat staff to finalize the performance measurement framework in line with the standards set by Global Affairs Canada
- Developing the measurement tools and processes outlined in the performance measurement framework

Accompaniment and evaluation activities

- Training the AFM Secretariat on the use of the measurement tools
- Carrying out a baseline evaluation using the performance measurement framework tools and additional information as developed with the AFM Secretariat staff
- Carrying out annual focus group discussions with beneficiaries and preparing a report of the findings in line with the performance measurement framework
- Supporting the AFM Secretariat with reporting requirements as needed
- Updating measurement tools as needed throughout the course of the project
- Conducting a final project review

Expected deliverables

- Performance measurement framework in the format required by Global Affairs Canada
- Measurement tools as described in the performance measurement framework
- Baseline evaluation
- Report of annual focus group discussions (2026, 2027, and 2028)
- Final project review to be completed by March 2029
- Updated measurement tools, as needed and agreed upon

Proposed Timeline (subject to adjustment)

Main Steps of the Consultancy	Proposed Timeline
Finalize performance measurement framework	Mid-October - November 2025
Develop measurement tools	November - December 2025
Train relevant AFM staff on the use of the measurement tools	December - January 2025

Carry out baseline evaluation	January - February 2026
Carry out annual focus group discussions and prepare report of findings	May 2026, April 2027, April 2028 (TBC)
Final project review	November 2028 - March 2029
Updating measurement tools	As needed
Providing fMEL support to AFM Secretariat	As needed

Note: This timeline may change based on the final performance measurement framework and as agreed upon between the consultant(s) and the AFM Secretariat.

Management of consultancy: roles and responsibilities

The assignment will be managed and overseen by the AFM Co-Directors.

The AFM will have the following responsibilities:

- Day-to-day support to the Consultant, including but not limited to providing key documents and contact details, facilitating communications and meetings with staff and evaluation stakeholders as required, and identifying potential respondents;
- Reviewing all the deliverables submitted by the Consultant and coordinating internal review by intended users;
- Providing timely and consolidated feedback on the deliverables to the Consultant; and
- Quality assurance of the deliverables and process.

The Consultant will be responsible for:

- Conducting the assignment according to the agreed-upon plan as outlined in the Inception Report;
- Regular communicating with the AFM to update on the progress in conducting the consultancy;
- Conducting quality assurance of the processes and deliverables of the consultancy, by ensuring that findings are supported by robust evidence, conclusions are logical, strategic considerations are linked to findings, and that processes are participatory and effective; and
- Timely informing the AFM of any unforeseen delay or challenge in conducting the assignment and proposing appropriate solutions.

Budget

AWID would consider proposals with budgets up to US \$ 60,000 (including all taxes). Please note that selection will not be based on price only. This will be weighed up against other criteria as set out below.

Consultant Profile

The consultant shall demonstrate the following qualifications:

- Deep understanding of social movement building and/or feminist movement building work.
- Experience of carrying out MEL assignments using a feminist lens and a wide variety of evaluation methodologies.
- Demonstrated experience in project evaluations. Experience with bilateral development projects is strongly preferred.
- Strong capacity to work in coordination and collaboration with others.
- Strong analytical skills, a touch of imagination, and can deliver high quality and user-friendly outputs in a timely manner.
- Committed to the principles and values of intersectional feminism.
- An awareness of digital security and other risks for movements and communities facing different situations of vulnerability and persecution.
- Fluency in written and oral English, proficiency in Spanish and French is a plus.

The Consultant is required to disclose any relationship that might compromise their independence and will be required to declare a conflict of interest where one exists with either AWID or any part of the work.

Selection Criteria

The award pursuant to this RfP will be based upon a panel review of the proposal and an interview. Proposals will be assessed against the following criteria:

- Evidence of the consultant's qualifications to provide the above services.
- Ability to deliver the indicated service in accordance with the specifications set out in the scope of work.
- Background and experience in conducting similar assignments.
- Technical expertise and qualifications of the proposed consultant/team.
- Understanding of the assignment and the quality of the proposed approach.
- Capacity and availability to deliver within the required timeframe.
- Cost and value for money of the financial proposal.
- Compliance with eligibility requirements.
- Track record and references from previous clients.
- Added value, including innovative approaches, local knowledge, or partnerships.

AWID and the AFM reserves the right to assess submissions on a continuous basis and to proceed with selection at any time.

Grounds for exclusion

Applicants will be excluded if they:

- are bankrupt or insolvent
- have convictions for fraud, corruption, bribery, or other serious offences
- have failed to pay taxes or social security contributions
- have engaged in grave professional misconduct
- are subject to a conflict of interest that cannot be remedied
- are debarred or suspended by the commissioning organisation or donors
- are listed on U.S. sanctions lists or EU restrictive measures

Applicants must confirm, as part of their proposal, that none of these conditions apply.

Submission of proposal

Proposals are to be submitted no later than **September 30, 2025, 11:59 pm EST** to tenders@awid.org. Please include the following subject line in the application correspondence: **AFM-fMEL-Consultancy**.

Global South-based women; trans, non-binary and intersex persons; persons with disabilities and other candidates from historically oppressed groups, of all ages, are strongly encouraged to submit a proposal.

Interested consultants are requested to send the following:

- Cover letter outlining how the consultant meets the person specification, confirmation of availability in the time frame indicated.
- A proposal, not exceeding 10 pages (min. font size Arial 11),
 - Presenting the Consultant's understanding of the assignment,
 - Outlining a proposed approach, methodology, and project plan
 - Financial proposal with detailed budget (in US dollars) with consultant's fees, number of hours/days per activity proposed, and other (direct) costs. We ask that submissions are made in USD only, using the template provided in Annex 1.
- Curriculum Vitae OR Profile
- Contact details of two professional referees (ideally recent clients) relevant for this consultancy.
- A sample of a similar piece of work previously conducted and concluded. (This will be kept confidential).

If you have any questions about this RfP please contact tenders@awid.org by September 23, 2025.

Annex I: Template to Use for the Financial Proposal

***The activities, numbers, and items provided in the tables below are examples only** Please add rows where necessary*

Activities (<i>examples only below</i>)	Consultant [name] (level of effort in days, 1 day=7.5 hours)
<i>Start-up interviews...</i>	1
<i>Document review</i>	5
<i>Other activities</i>	14
TOTAL	20

ITEM	COST (in USD)	TOTAL (in USD)
Consultant fees	[Unit cost]	[Unit cost x no. of units]
Consultant name		
Production and other fees		
Communication costs		
Translation/Interpretation costs		
Other costs		
TOTAL		