

Call for proposals – Training Evaluation Consultant Human Rights Defender Advocacy Programme (HRDAP) Evaluation

Type of contract: Consultancy

Location: Home-based with potential in-person training visit

Duration: 20-25 working days (over 3-4 months), no full time required.

Start date: Mid May 2025

End date: 31 August 2025

Deadline to apply: 27 April 2025

Are you passionate about the defence of human rights and capacity-building? Do you have an international experience as an evaluator? If so, this mission might be for you!

Apply [here!](#)

Organisation

The [International Service for Human Rights](#) (ISHR) is an independent, non-governmental organisation dedicated to promoting and protecting human rights. We achieve this by supporting human rights defenders, strengthening human rights systems, and leading and participating in coalitions for human rights change.

Background information

ISHR seeks to engage one or several independent consultant(s) to conduct an evaluation of its flagship training programme, the Human Rights Defenders Advocacy Programme (HRDAP) which has for over 10 years providing support to human rights defenders (HRDs) in understanding and engaging with the international human rights mechanisms, primarily those of the United Nations. HRDAP has over that period trained more than 200 human rights defenders working on diverse topics such as advancing women's rights; defending the rights of LGBTQI+ persons; combatting racism; working on human rights issues in highly restrictive environments; or working on environmental issues, Indigenous communities or corporate accountability.

HRDAP training programme

The [Human Rights Defender Advocacy Programme](#) (HRDAP) is an intensive capacity development programme created by and for human rights defenders. The programme brings together committed activists who seek to **build their international advocacy skills, expand their networks and leverage them to achieve change in their respective communities.**

Through ISHR's flagship learning programme, defenders get a chance to:

- gain new knowledge and tools to ensure their voice is central in international human rights decision-making particularly at the United Nations
- explore and compare the benefits of engagement with the UN Human Rights Council, the Special Procedures, the Universal Periodic and the Treaty Bodies, and examine how they can use them to bolster their work at the national level
- develop strategies and techniques to increase the potential of their national and regional advocacy work and contribute to human rights change on the ground.

HRDAP hybrid model combines **2 months of interactive online learning** using our [virtual platform](#), completed by an intensive **10-days training** in Geneva for on average 16 defenders.

The programme is a whole organizational effort, led by ISHR Training and Advocacy Manager with multiple staff providing support and dedicated coaching and supervision sessions to human rights defenders based on their thematic or regional focus. More information about the programme and its last 2024 edition can be found [here](#) and [here](#).

Objectives of the external evaluation

The overall objective of this study is to assess **the relevance, effectiveness (including impact), efficiency and sustainability** of HRDAP and take stock of lessons learnt to establish recommendations for future strategic planning.

HRDAP has changed in its format since 2014 and has proven to be successful for its primary audience in terms of global satisfaction. The programme has evolved significantly in terms of delivery methods, scope and management due to external factors such as the development of online learning, the covid-19 pandemic and also internal factors such as ISHR growth and staff turn-over. Although for most of the time, global surveys have been conducted among participants and within programme staff, ISHR has not conducted a dedicated external evaluation of the programme.

The **primary users** of the evaluation report will be the ISHR staff (in particular the programme team and directors' groups) who will use the findings and recommendations to inform ISHR strategies and future programming, including the building of a training strategy. The **secondary users** will be the institutional donors and human rights defenders interested in the programme.

This evaluation should:

1. **Assess HRDAP's impact and effectiveness** on its primary audience, over the past 6 years and identify its added-value in comparison to other similar programmes
2. **Identify any unexpected outcomes or impact of HRDAP** (positive or negative) on the target groups;
3. **Assess the relevancy of the programme** and its responsiveness to HRD's needs in the continuously changing external environment they operate in
4. **Evaluate ISHR's internal management processes** (including financial), and their efficiency in supporting HRDAP's objectives
5. **Provide recommendations on possible programme improvements** addressing identified gaps and building on the programme's strengths.
6. **Provide recommendations on programme's scale and components** with regards to its efficiency and sustainability in the current environment.

Scope and methodology of the evaluation

The scope of work for the evaluation should include the review of the whole HRDAP process (planning, selection of participants, online and in-person module delivery, programme evaluation) with a particular focus on the hybrid training component and impact of the programme on the HRDs' work in home countries in the past years.

We expect the evaluation to include at least the following tasks:

- Review relevant programme and organizational materials (including the e-learning tool ISHR Academy, training evaluations, monitoring reports, ISHR strategic framework etc.)

- Engage with at least 8 programme participants through a dedicated interview or a discussion (plus reviewing additional interviews or evaluation materials from HRDAP participants conducted during the past 6 years)
- Engage with at least 7 other key stakeholders through interview, surveys and solicitation of inputs
- Review existing training programmes (one or two) similar to HRDAP provided to HRDs, if relevant
- Attend selected online (and in-person if possible) sessions of the programme
- Other tasks identified by the consultant.

Applicants are encouraged to work with the ‘Most significant change methodology’, but can also propose other evaluation methodologies. Applicants should provide details on the methods for the verification of information and are expected to propose a plan that would include both quantitative (number of engagements with UN human rights mechanisms, number of participants who have conducted their own trainings after HRDAP etc) and qualitative data (testimonies from participants, case studies, examples of resolutions or actions taken by UN bodies in response to participants’ engagement, accounts of new collaborations or networks formed as result of HRDAP etc).

The external evaluator(s) will be provided with all data and information and tools relevant to the evaluation. The evaluator(s) will also be provided with contact details for relevant stakeholders and trainees.

Timeframe and budget

The evaluation is expected to be conducted between May – July 2025 and completed by August 2025. Candidates should include an estimate of the time required to complete the assignment in the proposal.

The estimated budget for this evaluation should not exceed USD 11,000 and should specify daily or hourly rates, other costs and include a total cost.

Governance and accountability

The consultant(s) will work in close collaboration and report to the Training and Advocacy Support Manager to deliver the work required. They may also contact other relevant members of staff, including to solicit contacts with partners and trainees. The evaluator(s) may seek support from ISHR in order to get introduced to relevant stakeholders, although they are expected to work independently.

The evaluator should take into consideration and respect gender and cultural sensitivity throughout the whole evaluation process. Appropriate ethical procedures should be established and included in the report and a formal ethical statement should be submitted. The evaluator is responsible for maintaining confidentiality of all the information gathered during the evaluation, particularly personal data of the defenders and programme staff, and the content of programme documents.

Deliverables

1. Evaluation workplan
2. 1 oral presentation of key findings (in-person or remotely) to the director group
3. 1 oral workshop or presentation to ISHR Staff during their strategic retreat
4. Summary of interviews (lately to be included in the report)

5. Final evaluation report (10-15 pages, excluding annexes), including an Executive Summary (2-3 pages) in an accessible, easy-to-read format. The final evaluation report will be full and detailed, intended for internal use and possibly donors. It shall include recommendations.

All deliverables should be written in English.

Expected planning

This is not exhaustive and needs to be adjusted according to the induction phase.

Dates (<i>tentative</i>)	Activities	Deliverables	Comments
20 May	Induction period, discovery phase, observation of some sessions	Work plan	HRDAP 2025 has started since April 2024
20 - 31 May	Desk review and analysis, observation of some sessions	Key data and figures	
01 June – 30 June	Interview with key stakeholders and sessions, observation of some sessions	Summary and conclusions of interviews	Some of the interviews will be completed by focus group discussions.
15 July	Presentation of the main findings with ISHR Directors group and training manager	PPT and draft report	
31 July	Report and recommendations	Report	
23 August	Presentation to ISHR Staff (session Q&A)	PPT and final report	In collaboration with ISHR.
23-31 August	Last refinements	Delivery of all the documents	

Profile of the consultant

- Minimum Bachelor's degree in education, human rights, social sciences, political sciences, international relations, or related fields
- Demonstrated experience in designing, implementing and overseeing project evaluations or combination of education, training and experience
- Demonstrated experience with qualitative and quantitative Monitoring & Evaluation data collection and analysis methods
- Inter-cultural communication skills
- Strong facilitation, presentation, and communication skills
- Ability to use online tools to conduct interviews such as Teams, Zoom etc.

Desirable:

- Experience and knowledge of UN human rights bodies
- Experience as Trainer of Trainers .
- Experience as a human rights defender appreciated.

The evaluator will need to demonstrate that no perceived or actual conflict of interest would arise during the evaluation. The evaluator will need to work within the timeframe outlined above. The evaluator will need to be able to demonstrate the ability to gain the trust of the partner organizations and defenders targeted in this programme.

Application process

Please submit [here](#) your application with documents in PDF format.

Applications need to be submitted by 27 April 2025 **(11:59 pm CET)**

Documents to be included:CV

- Cover letter
- Brief statement of work plan (3 pages max) including: evaluation approach and methodology, data collection strategy, data analysis plan
- Examples of, or links to, evaluations completed with similar elements
- 2 references
- Detailed costs of the evaluation in USD (20-25 days envisaged). **Payments will be made according to the schedule above in several times.**

Dates	Activity
27 March – 27 Avril	Call for application
05 May – 14 May	Interviews
16 May	Final decision
20 May – 31 August	Contracting period

ISHR's commitment to equal employment opportunity

ISHR is firmly committed to having a diverse team and to the principle of equal employment opportunity. ISHR's policy is to practice fair and non-discriminatory recruitment and selection procedures and strive for diverse, international and multicultural personnel. We welcome all kinds of diversity. Applications are encouraged from all qualified candidates without distinction including on grounds of race, colour, national origin, age, religion, disability status, sexual orientation, gender identity and expression or sex characteristics, pregnancy, genetic information, protected veteran status, socio-economic status, or any other characteristic protected by law.

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