TERMS OF REFERENCE

Green Skill in Manggarai - End line Study

Location:	Manggarai Regency
Application Deadline:	01 Nopember 2026
Contract Type:	Professional Service Contract
Working Language:	The Report will be submitted in 2 versions, one in Bahasa Indonesia and one in English
Expected Starting Date:	15 Nopember 2026
Contract Period:	20 Nopember 2026 to 31 January 2027

1. About Plan International in Indonesia

Plan International is a development and humanitarian organization that has been working in Indonesia since 1969 and officially become a national foundation namely Yayasan Plan International Indonesia (Plan Indonesia) in 2017. Our vision is to advance children's rights and equality for girls. We work to empower and directly benefit 1 million girls and young people, particularly from marginalized and low-income communities. Our mission is we engage people and partners to: 1) Empower children, young people and communities to make vital changes that tackle the root causes of discrimination against girls, exclusion and vulnerability; 2) Drive change in practice and policy at local, national and global levels through our reach, experience and knowledge of the realities children face; 3) Work with children and communities to prepare for and respond to crises and to overcome adversity; 4) Support the safe and successful progression of children from birth to adulthood.
Plan Indonesia is currently implementing its Country Strategy 5 covering the FY 2023 to 2027, with core objective to build a healthy, educated, empowered, safe and resilient generation.
One of our primary focus programs to achieve that objective is work in partnership to create significant change, particularly for young women and youth with disabilities, to be able to enter the workforce or grow sustainable business.

2. Project Background

High unemployment rate and outward migration
With a population of 5.3 million, 80% of the population of East Nusa Tenggara (NTT) is living in rural areas with 19.96% of the population living below the poverty line and an unemployment rate of 3.14%. Manggarai is one of the districts with high poverty and unemployment rates in NTT, with 70,000 people living below the poverty line and an unemployment rate higher than the NTT average (3.70%). As a result, these populations are more vulnerable to crises, income shortages, and food insecurity. Rural communities often lack access to productive assets and markets, relying on daily job opportunities for livelihoods. However, the local job market offers

few lucrative and viable employment prospects. Young women, particularly, face significant challenges in establishing sustainable livelihood due to limited tools and available market opportunities in Manggarai. The lack of job opportunities has also resulted in a significant number of outward migrations from NTT Province.

Challenges of young farmers especially female to thrive in the agriculture sector

According to the Central Statistics Agency of NTT, the key sectors engaging the highest workforce are agriculture (30.22%1), social services (12.75%), and trade (12.69%). Agriculture remains the most crucial sector in the province, this sector stands as the largest contributor to the regional domestic product, accounting for 22% in Manggarai in 2012. Currently there are 86,511 young people recorded in Manggarai Regency and 31% of them are young farmers (Central Bureau of Statistics, 2023).

Despite agriculture's significant role in NTT's economy and 1/3 of the youth population engage in agriculture, however, young people often have less access to farming resources, they gain autonomy over land only after reaching a certain age (40 years or older) to cultivate it for themselves. Also, there is a marked demographic disparity between the ratio of male and female farmers 5: 1 (i.e., 49,000: 9,000) (Agriculture Census, BPS 2023). Gender norms often limit women's involvement and role in farming, constraining their access to land and resources which make them less favourable to develop agriculture business as a livelihood option. In rural NTT, land management authority is typically held by elders. Traditional and cultural practices hinder women's rights to property, land rights, or inheritance, as well as the right to make decisions for themselves in NTT. Young women encounter challenges from local patriarchal norms, leading to social discrimination and exclusion within families and communities. Addressing this gender imbalance is crucial for creating a more equitable and inclusive agricultural sector, fostering economic growth benefiting the entire community.

Soil and Water resources degradation And Climate Change impact

Finally, environmental sustainability concerns also need to be addressed. The extensive dependence on chemical fertilizers in agricultural practices in Manggarai poses a significant threat to the sustainability of the environment. This widespread use of chemical fertilizers not only diminishes soil health (resulting acidic and compact soil) and crop productivity, 3but also contributes to water pollution and ecosystem degradation. It is imperative to introduce sustainable farming practices to alleviate these environmental risks and guarantee the enduring viability of the agricultural sector in NTT.

In Manggarai, climate-related disasters, particularly floods, droughts, landslides, and strong winds, can directly impact agricultural production. Drought events are considered to have a potentially greater impact compared to floods on the affected land area.

Project Rasionale

CSA as a solution to promote sustainable livelihood for young farmers

Addressing the environmental degradation issues of conventional farming, gender inequality, and outward migration due to limited economic opportunities are crucial in Manggarai. The adoption of entrepreneurship through gender-transformative CSA will provide a solution to these challenges and enhance the resilience of the local economy. The proposed project is developed to tackle these issues with focused interventions intended to foster economic development through promotion of nature-based solutions like CSA to establish sustainable livelihoods in Manggarai.

We aim to encourage village-based vocational training, especially for young women, focusing on CSA as it offers several advantages over other vocational training options. By equipping

young women with CSA skills, they can not only cultivate vegetables for personal consumption, ensuring self-sustainability for their families, but also tap into the potential for promoting sustainable agriculture in the area. The region boasts productive cultivation land and fertile soil, making it conducive to successful agricultural practices. Moreover, given their geographical distance from industrial zones, and considering Manggarai's inclination towards areas with agricultural potential due to its fertile soil, CSA emerges as a more favorable option for addressing the challenges these young women face.

The green farming skills introduced in the Green Skills project are well-suited to the geographical conditions in NTT Province, characterized by a Tropical Savana climate with a short rainy season and a long dry season. The primary challenge for agricultural development in NTT is the lack of irrigation for watering. Considering that challenge, drip irrigation is an ingenious solution. Economically it can reduce labor hours for watering the plant while socially it could also lessen women's burden as watering plant is one of their main tasks in farming. The amount of water needed with the conventional irrigation method is 840 liters / 100 m2, (distributed throughout the land), while the water requirement for the drip irrigation method is only 210 liters of water / 100 m2 (dripped directly on the plants).

Sustainability and support from local government

As part of long-term intervention, Plan Indonesia has received support from the local government by developing the targeted villages as horticultural centers, showcasing a commitment to environmentally friendly and climate-smart agriculture. This aligns with the broader objective of the project to address environmental sustainability concerns by promoting sustainable agricultural practices. Through climate-smart agriculture, the project aims to mitigate the environmental impact of conventional farming.

As there is a strong commitment within the Manggarai District government to advance the supply program of horticultural products from their own villages in Manggarai as well as to carry out post-harvest processing and marketing, there is a high likelihood to replicate this initiative in other villages. Another significant potential lies in accessing the market in Labuan Bajo, a tourist destination in the West Manggarai District, which is one of the five Super Priority Destinations currently being developed by the Indonesian Government.

Needs of Climate resilience training

Plan Indonesia is committed to elevating the voices and leadership of children, adolescents, and youth (CAY), particularly girls and young women, in addressing the impacts of climate change. Our Youth-Led Climate Resilience Program, seeks to foster resilience and empower young people to overcome the challenges posed by climate change and to advocate for their rights and representation in disaster risk reduction and climate change adaptation efforts. Plan Indonesia has experiences and expertises in working on issues related to girls' leadership and climate resilience. Our programs and initiatives demonstrate our commitment to empowering young women to be at the forefront of efforts to tackle climate change. In this project, young farmers will receive awareness about risk management related to climate impact, which affect market situation.

We also include GALS method linked with climate awareness

Success from the past Green Skill Project

Plan Indonesia implements the Green Skill Project, which provides climate-smart agriculture-based jobs to young people in NTT Province. The project has been running for several phases from 2015 to 2022, and has resulted in several success stories, such as 41 farmer groups have been legally recognized by Village Government and 14 of them have also legally recognized by the Ministry of Agriculture, an increase in revenue for 39 youth champions, the selection of one young farmer as a millennial farmer ambassador by the President, and the selection of another young farmer to receive support from the Banca Tani Foundation to open a Farmer's Shop in the village. Through this project, Plan also organized "Panen Raya (Great Harvest)" event by inviting local stakeholders (regents, government agencies, community leaders, and the private sector including financial institutions) during the harvest season so that Green Skill young participants can showcase and sell their agricultural products.

Address gender inequality and advocate for balanced gender norms in the community

The Green Skill project also encourages gender awareness raising, with the aim of overcoming existing gender gaps, and several young women assisted by Plan Indonesia have been elected as administrators for organizations in their communities. Plan tries addressing the culture in NTT, which does not allow daughters to inherit land rights. We try to encourage families to give young women access to cultivate land, and this results in increasing family income, increasing bargaining position, and decision-making power of women within the family.

The project aims to empower young women farmers and enhance their access to agricultural resources by challenging gender norms. This involves engaging in dialogues with families by emphasizing the crucial role of women in households and how women are also capable to manage agriculture. Our goal is to enable women to generate income by securing permission from their families to utilize family-owned land or obtain access to government land. By providing women with not only agricultural skills but also business skills, they can achieve financial independence. As women earn income, they gain the ability to independently acquire or expand their land holdings. Their success will alter the community's perception, demonstrating that land ownership is not exclusive to men and showcasing evidence that women can successfully cultivate and manage land.

Overall, this project will contribute to Sustainable Development Goals (SDGs), specifically contributing to SDG Goal #8: Decent Work and Economic Growth; Goal #5: Gender Equality of the SDGs; Goal #13 (Target 13.1): Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries; and to a certain extent it will also support Goal #15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

Project Description

Working in the climate-smart agriculture sector, this project aims to address youth unemployment, environmental concerns, as well as gender inequality issues. The target location will be in Wae Codi, Timbu, Bangka Kenda, Ranaka, Golo Cador and Cireng Village, Manggarai District, East Nusa Tenggara Province. The project will closely collaborate with various stakeholders, including the Manggarai District Agriculture Service, Green Skills Youth Champions5, and local financial institutions.

Objective: Empower young people, particularly young women, in Manggarai District by integrating Climate-Smart Agriculture (CSA) practices to improve income-generating opportunities through green economy and application of gender-sensitive Green Skills.

The intended outcomes:

Outcome 1: Rural youth, especially young women, have increased capacities to apply green skills for economic empowerment

Output 1.1: 200 Youth (18-29 years old), particularly young women (60%), received training in advanced gender sensitive green skills and farming techniques

A1.1.1 Initial assessment covering aspects such as environmental impact, market assessments, and value chains to determine crops that will be planted by youth

A1.1.2 Project participant selection process to identify and nurture commitments with young farmers and obtain support from their families

A1.1.3. Training young farmers utilizing the Green Skills Module, which includes knowledge on diversifying horticultural products to create understanding of climate change and the need for climate-smart agriculture

A1.1.4. Training by utilizing GALS module to reinforce the understanding of Gender Equality and Social Inclusion (GESI) among youth participant

A1.1.5. Household monitoring to map gender inequality in the family environment and between men and women, see changes related to gender norms and division of roles in the family, and ensure family involvement in supporting youth

A1.1.6. Preparing of the land for farming, accompanied by guidance from the Manggarai District Agriculture Department.
Output 1.2: 40 champions, particularly young women (60%), have improved knowledge and skills to apply gender-sensitive and advanced Green Skills
A1.2.1. Selection of youth champion through result from participant reports and through appointment from farmer group members
A1.2.2. Soft skills training on leadership, building networks, negotiation and advocacy, and financial management skills
A1.2.2 Exchange learning activities with champions of the previous Green Skills program
Outcome 2: Rural youth, especially young women, are supported to establish green enterprises
Output 2.1: 10 groups of young farmers from 6 villages strengthened to develop their climate-smart agriculture business
A2.1.1 Establish platforms for young farmers through creation of youth farmer groups
A.2.1.2 Support youth farmer groups in gaining capacity on marketing and sales skills
A2.1.3. Support youth farmer groups to be connected to marketing networks/business ecosystems
A2.1.4 Establish Green Skills Committee, a committee focused on enhancing the economic empowerment of youth, to act as supervisors to the young farmers groups, comprising various stakeholders such as local government, individuals or NGOs working in the agricultural sector, universities, media and expert in the agricultural sector.
A2.1.5. Support youth farmer groups to obtain legality of their business from the government, which will allow them to get financial and other government assistance/program from the agricultural department and village government
Output 2.2: 10 groups of young farmers has developed comprehensive farming business plans to guide their climate-smart agriculture business
A2.2.1 Support youth for harvesting, marketing of the produced goods, and the following planting of diversified products
A2.2.2 Organize Harvest Festival event with the Regent and stakeholders in attendance
A2.2.3. Documentation of the learning process throughout the project will be conducted
A.2.2.4. Preparations for scaling up and replicating the project in other regencies, including preparations for handing over to the government.

Duration:
The project duration is twenty-four months (01.03.2025 - 28.02.2027).

3. End line Study Focus

3.1 Purpose of the End line

The primary purpose of the end line study is to assess the changes and impact of Green Skills: Empowering Young Farmers for Climate-Smart Agriculture in Manggarai project implemented by Yayasan Plan International Indonesia in Manggarai District, East Nusa Tenggara (NTT) Province, by comparing end line findings with baseline data. This study will also evaluate the overall effectiveness and relevance of the project interventions to inform future programming and scaling. Specifically, the end line aims to:
a. Assess the project outcomes by measuring the changes in:

1. Rural youth, especially young women, have increased capacities to apply green skills for economic empowerment;
2. Rural youth, especially young women, are supported to establish green enterprises.

b. Evaluate project performance in terms of:

1. Effectiveness: To what extent the project achieved its intended outcomes;
2. Relevance: How well the project design and interventions responded to the needs of the target groups;
3. Sustainability: The likelihood that the outcomes will continue after the project ends;
4. Inclusiveness: To what extent the project reached and benefited marginalized groups, including young women.

a. Capture and analysis the most significant stories of change experienced by individual actors (young women and men farmers, youth champions and their families) and by collective actors (youth farmer groups, the Green Skills Committee, village governments, the Manggarai District Agriculture Service and market actors), including unexpected changes, in order to explain how and why change happened and to complement the quantitative findings.

3.2 Research Question

The following are research questions for the end line study:

a. Outcome-Level Research Questions

1. To what extent has the business situation of young farmers improved, especially in relation to the adoption of climate-smart agriculture practices (e.g. reduced chemical fertilizer use, organic inputs, drip irrigation, crop diversification) and income generation?
2. To what extent have young women's access to and control over land and productive resources, their role in household decision-making, and gender norms and the division of roles within their families changed (linked to the GALS approach and household monitoring)?
3. To what extent have the 40 youth champions applied gender-sensitive green skills and influenced or mentored other young people, families and community members?
4. To what extent have the 10 youth farmer groups become functioning in green enterprises, i.e. implementing their business plans, obtaining legal recognition, and accessing markets (including Labuan Bajo), finance and government programme?
5. To what extent have young farmers strengthened their capacity to anticipate and manage climate-related risks (drought, floods, landslides, strong winds) in their farming business?

b. Project Evaluation Questions

1. How effective were the project interventions in achieving their stated objectives?
2. How relevant were the project strategies and activities to the local context and the needs of target beneficiaries?
3. What factors contributed to or hindered the achievement of outcomes?
4. To what extent are the benefits and outcomes of the project likely to be sustained after its completion?
5. To what extent did the project reach and benefit marginalized groups, including young women?

c. Stories of Change Questions (individual actors and groups)

1. What are the most significant changes experienced by individual actors (young women and men farmers, youth champions and their families) as a result of their involvement in the project, and why are these changes significant to them?

2. What are the most significant changes experienced by collective actors – youth farmer groups, the Green Skills Committee, village governments, the Manggarai District Agriculture Service, private sector and local financial institutions – in their practices, relationships, policies, budgets or resources, and how did the project contribute to these changes?
3. Through which pathways (e.g. Green Skills and GALS training, champion mentoring, exchange learning, harvest festival, market linkages, legalization of groups) did these changes happen, and what factors enabled or hindered them?
4. Which changes were unexpected (positive or negative), and who experienced them?
5. Which of these changes are most likely to be sustained or replicated after the project ends, and what does this imply for scaling up and hand-over to the government?

3.3 Users of the Research

The result of the end line study will benefit and utilized by the following users:

a. Yayasan Plan International Indonesia: Program Director, Program Manager, Impact Team, Youth Green Skill Project Team
~~b.~~ RHYTHM Fondation
~~c.~~ Agricukture Departemen, BAAPERIDA Manggarai Regency, Green Skills Committee, Village government and youth farmer group

3.4 Research Methodology

Desk Review

Through its green skills program in agriculture Plan Indonesia provides hands-on training and wrap-around support from the initial phase and accompany young people in one production cycle from improving access to resources (e.g land, cultivation technology), skills as well as including young people as potential players in the local market ecosystem. In its first phase of the program, the project created local youth champions in the agriculture business that influence families and communities that become important milestones in the expansion and adoption of the program in other areas.

The end line study will be using mix-methods by combining the two approaches both quantitative and qualitative for data collection and data analysis. Quantitative data collection will be conducted by using structured questionnaires, while qualitative data will be collected through key informant interviews (KII), focus group discussions (FGD) and a participatory stories of change process with individual actors and groups (see “Measuring Stories of Change of Actors and Groups” below)

In addition, the study will include a gender analysis to examine the findings through a gender lens, ensuring that the analysis captures diverse experiences and outcomes among different groups, particularly between young women and men. This approach aims to produce more inclusive insights that can inform future programming and policy decisions.

Measuring Stories of Change of Actors and Groups

To complement the comparison with baseline data, the end line will apply the Most Significant Change (MSC) technique, combined with elements of Outcome Harvesting for institutional actors, to capture qualitative stories of change at two levels: (i) individual actors, namely young women and men farmers, youth champions and their families; and (ii) collective actors or groups, namely the 10 youth farmer groups, the Green Skills Committee, village governments, the Manggarai District Agriculture Service, private sector actors and local financial institutions. The consultant is expected to elaborate this approach in the research design.

Stories of change should be collected and analyzed under the following domains of change:

1. Changes in green skills and climate-smart agriculture practices on the farm (e.g. organic inputs, drip irrigation, crop diversification, climate risk management);
2. Changes in income, livelihood and farm business, including market access and young people's aspirations to build their future in the village rather than migrate;
3. Changes in gender relations and norms, including young women's access to land, decision-making power, division of roles and family support;
4. Changes in leadership, confidence and voice of young women and youth champions in their families, groups and communities;
5. Changes in youth farmer groups as collective actors, including organizational capacity, legal status, collective production and marketing, networks and access to finance or government programmes;
6. Changes in institutional actors (village governments, the Agriculture Service, the Green Skills Committee, private sector and financial institutions) in policies, budgets, programmes or practices that support young farmers.

Story collection: stories will be collected through individual story interviews and participatory group sessions, guided by the core question: "Looking back over the project period, what do you think was the most significant change in [domain] for you / your group, and why is it significant?" Respondents should be selected purposively to cover all six villages (Wae Codi, Timbu, Bangka Kenda, Ranaka, Golo Cador and Cireng), at least 60% young women, both champions and non-champions, youth with disabilities where present, all 10 youth farmer groups, and relevant institutional actors. As an indication, the consultant should collect at least 30 individual stories and 10 group stories (one per youth farmer group), as well as outcome statements from institutional actors.

Selection: stories will be reviewed and selected through a tiered, participatory process – first at village level by youth farmer groups and champions, then by a panel consisting of the project team, the Green Skills Committee and government representatives. The reasons for selecting each story must be documented, as they show what stakeholders value.
Verification and analysis: selected stories must be verified through triangulation (survey data, KII, documents, observation or third-party confirmation). Stories will be analysed by domain, type of actor, sex, age, disability and village, and linked to the project's Theory of Change and outcome indicators to explain the project's contribution. Negative and unexpected changes must also be documented.

Ethics: informed consent must be obtained specifically for the use of stories, names, quotes and photographs, with the option of anonymity. Stories must not expose participants to risk, for example intra-household conflict over land or inheritance

a. Sample

There will be two population of this study. The first population is the 209 direct project participants, and the second is the village population where the project is being conducted who benefits from this project. The end-line study will determine a sample from 209 potential project participants also sample from village population. This study will also conduct KII to private sectors, local governments representatives, community leaders, head of villages and other related stakeholders. This study will use random sampling method to select the research respondents for the quantitative survey, while respondents for KII, FGD and stories of change

will be selected purposively. The consultant should provide sampling matrix based on project survey instrument.
Any method proposed needs to be in line with Plan International's MERL Standards, namely that it is ethical and consider the needs and wellbeing of any respondents involved including age, sex, disability, and areas.

b. Participant Selection and Recruitment
The respondents will be selected using random sampling method by consultant as proposed in sampling matrix. YPII will share the list of potential target group to be selected as participant at the preliminary / inception briefing, once the consultant is selected.

4. Ethics and Child Protection

Plan International is committed to ensuring that the rights of those participating in data collection or analysis are respected and protected, in accordance with Ethical MERL Framework and our Child and Youth Safeguarding Policy. All applicants should include details in their proposal on how they will ensure ethics and child protection in the data collection process. Specifically, the consultant(s) shall explain how appropriate, safe, non-discriminatory participation of all stakeholders will be ensured and how special attention will be paid to the needs of children and other vulnerable groups. The consultant(s) shall also explain how confidentiality and anonymity of participants will be guaranteed.
All Plan International staff and consultants hired by Plan International must adhere to Plan Internationals Child and Youth Safeguarding Policy. The consultant must obtain written/ verbal consent from the respondents of primary data collection. Details on child and youth safeguarding will be provided during the inception briefing.

5. Key Deliverables

Within the timeframe of the consultancy, the evaluator(s) should complete the following deliverables:

Deliverable	Format	Length	Due	Detail
Signed Contract by YPII and Consultant	YPII Consultant Contract Format	Standard YPII Consultant Contract Format	Week 2 of Nopember 2026	Consultant Contract will be prepared and provided by YPII's Procurement
Research design (design study) & Work Plan submitted	YPII Research Design and Work Plan Format		Week 3 of Nopember 2026	In English and will be sent to Youth Entrepreneurship Manager, MER Specialist and Procurement
Review Design Study by YPII			Week 4 of Nopember 2026	Reviewed by MER Manager, MER Specialist, GEDSI Lead YEM and APM
Revised Design Study by Consultant submitted			Week 4 of Nopember 2026	Consultant
Reviewed Design Study by YPII			Week 1 of December 2026	Reviewed simultaneously by YPII
Final Design Study, Workplan and Data Collection Tool	Excel and Form or other online Data Collection application		Week 1 of December 2026	Consultant will provide data collection tool using excel and YPII Form 365 application in Indonesian
Data Collection Tool trial			Week 2 & 3 of December 2026	Consultant
Quantitative and Qualitative Data Collection			Week 4 of December 2026	Consultant
Clean survey result and analysis outputs	Excel		Week 4 of December 2026	Consultant will provide clean survey result and its analysis outputs
Draft 1 report submitted	Report Template Evaluation Research YPII	Maximum of 40 pages	Week 1 of January 2027	Draft research report will be provided by consultant in English

Deliverable	Format	Length	Due	Detail
Review Draft 1 Report by YPII			Week 2 of January 2027	Reviewed by MER Manager, MER Specialist, GEDSI Lead YEM and APM
Submit Revised Draft (2) Report			Week 3 of January 2027	Consultant
Reviewed of Revised Draft Report by YPII			Week 3 of January 2027	Reviewed simultaneously by YPII
Submission of Final Study Report			Week 4 of January 2027	Consultant
Final ~~Baseline~~ Endline Report including Executive Summary, Presentation and Annexes: Completed Consent Forms; Respondent Quantitative Data (Row Data, Cleaned data, and data analysis tabulation); Qualitative Data (Transcription of the interview) **Compilation of selected Stories of Change (in Bahasa Indonesia and English, with consented photos) and the full set of collected stories with documented reasons for selection**	Report Template Evaluation Research YPII	Maximum of 40 pages	Week 4 of January 2027	Research report will be provided by consultant in English complete with Executive Summary and Annex (Research Instrument, Analysis result, etc)

6. Table of Payment Schedule

Milestone	Detail	Amount to be Paid (%)	Expected Timeframe
Inception Report approved	YPII and PLAN HKNO will provide inputs. Once the inception report is finally approved the payment will be released.	30%	Approx. 10 days after start of assignment
Draft report	After final review research and submission in English and Bahasa Indonesia.	40%	Second – Third week of Jan 2027
Final Evaluation Report approved	After final approval and submission in English and Bahasa Indonesia, the final tranche will be released.	30%	First – Second week of February

7. Budget

The total amount paid to the consultant(s) in addition to the daily rate of the consultancy includes the total budget necessary to conduct the evaluation. Specifically, it includes:

- IT equipment
- Translation costs
- Internet credit
- Travel costs
- Evaluation implementation cost
- Insurance
- Expenses/per diems
- VAT/taxes

YPII will provide support for logistic arrangements as relevant. This might include key documents, facilitating contact and support letters to access key respondents.
The consultant is expected to present a budget table outlining how the requested total budget splits into the items mentioned above.

8. Expected Qualifications

The required skills and competences for the consultant are:

- At least 7 years' experience in conducting baseline, mid-term and end-term evaluations with (I)NGOs
- Specific knowledge and expertise in economic growth or youth entrepreneurship, green business
- Regional working experience in Eastern Indonesia
- Proven experience in quantitative and qualitative data methodology and analysis
- Proven experience with a portfolio and recommendations
- Good communication skills, with the ability to explain complex problems or concepts in simple and easy-to-understand language

- Experience in researches involving marginalized or vulnerable youth and communities (desirable)
- Demonstrated understanding of and commitment to children's rights, gender equality disability and development issues and include GESI Specialist as team member
- Proven experience in applying participatory qualitative methods for capturing change, such as Most Significant Change (MSC), Outcome Harvesting or Outcome Mapping, including story collection, participatory selection and verification
- Experience in working across multiple sectors including with INGOs. Knowledge of Plan International/Plan Indonesia and its work (desirable)
- Fluent in Indonesia language and proficient in the use of English both oral and written

2. Application Procedure

Yayasan Plan International Indonesia (Plan Indonesia) will coordinate the application and hiring process locally. Firms/teams of consultants with relevant expertise and portfolio are invited to apply for the assignment by sending:

1. A letter of intent expressing the consultant's or firm's capabilities and qualifications including a response to the ToR
2. Proposal of the assignment with the following content:
   (a) background; (b) approach and methodology of the assignment outlining key activities and key deliverables produced and proposed content of the evaluation; (c) workplan; (d) Ethics and child safeguarding approaches, including any identified risks and associated mitigation strategies; (e) personnel involved including their CVs and detail task and responsibilities related to the evaluation;
3. Proposed detailed budget, including daily fee rates, expenses, taxes, etc. for all personnel involved as outlined above
4. Proposed timelines
5. Organization Profile with the information on: (a) current and previous relevant works and clients/users; (b) CV of the personnel involved in the assignment and their key responsibilities/roles in the assignment.
6. Police Certificates of Good Conduct

The above documents should be sent electronically through the email: yayasan.procurement@plan-international.org and CC danti.amindya@plan-international.org mentioning the code [Green Skill Project_Endline Study] in the email subject, before 24.00 WIB, latest on 13 November 2026.

Or send in hard copy in a sealed envelope with the code [**Green Skill Project_Endline Study**] in the left corner of the envelope to:
Yayasan Plan International Indonesia
Graha Inti Fauzi Lantai 10
Jl. Buncit Raya No. 22
Pejaten Barat, Pasar Minggu
Jakarta Selatan 12510, Indonesia
Tel: 62-21-27873111
Fax: 62-21-27876435
Mobile: +628111538303

Only applicants with complete documents including sample of the previous work will go through the selection process.

9. Budget

The total budget for project evaluation and learning activities is using Green Skill in Manggarai Project's.

Annex 1: Structure of evaluation report

Cover Page
- Tittle of research
- Month of report submission

Contents
- Table of Contents
- List of tables and figures Acronyms

Executive Summary (no more than 1,5 pages)

Background and Method

Evaluation/Assessment/ Research Purpose

Evaluation/Assessment/ Research Question

Theory of Change and Program Structure

Evaluation/Assessment/ Research Methodology

- Methodological approach
  Methodology of the evaluation
  - methodological approach and tools used
  - measures to secure safe-guarding of participants

  Critical reflection
  usability and limitation of methodological approach

Findings and Discussion
Relevance
- Was the implementation approach meeting the needs and situation?

Conclusions and Recommendations

- Main observations and results
- recommendations
- lessons learned

Annexes
- TORs and List of evaluators involved Annex 3: Project Logframe
- verified final logframe and indicator values
- evaluation Getting To Answer matrix
- Questionnaires/tools used
- Itinerary/schedule

- List of persons interviewed
- Sources used/List of documents reviewed
- minutes of final debriefing with project team

Annex 2: Plan International Child Safeguarding Policy

Annex 4: Checklist for Completeness for evaluation report

Annex 5: Framework for Ethical MER