



Call for Applications:

Independent Consultant for Evaluation of Intersex Asia Fellowship Program

Duty station: home-based

Expected duration: 60 working days between 1 March- 30 May 2024

Deadline for submission: 15 February 2024

Consultancy Fee: USD 3000

General background

Intersex Asia (IA) is a regional network established in 2018 with a mission to advocate for the rights and well-being of intersex people across the Asia region. We recognize the unique challenges that intersex people face in society, including discrimination, stigmatization, and lack of access to appropriate healthcare. Our organization is led by a dedicated team of intersex activists and allies who are committed to raising awareness about intersex issues, promoting intersex rights, and building a supportive community for intersex people across Asia. We work closely with intersex-led organizations and other human rights groups to advance our mission and create positive change for intersex people. Through our advocacy, education, and community-building initiatives, we strive to ensure that intersex people are recognized, respected, and protected in society. We believe that every individual, regardless of their gender identity or bodily differences, deserves to live a life free from discrimination and with access to equal opportunities.

Growing the intersex rights movement in the Asian region is a strategic goal of Intersex Asia. In alignment with this goal, Intersex Asia started the IA fellowship program in 2020 which aimed at incubating new and young intersex activists and promoting leadership in the Asian intersex human rights movement. Intersex Asia firmly believes that intersex people must be considered important stakeholders while laws and policies are made by governments. At the moment, intersex people are invisibilized in the public discourse, and hence, they are not given their due space. Further, intersex people in the region themselves are not aware of their rights, which disempowers them. The primary aim of the fellowship program has been the capacity-building of intersex people to enable them to participate, contribute, and lead the national, regional, and global efforts to advocate for the rights of

intersex people. It also aimed to increase the visibility of intersex issues and build local intersex communities.

After completing three editions of the fellowship program, the organisation has decided to carry out a comprehensive evaluation of the initiative. In this regard, the organisation is looking to engage a consultant to help us evaluate the program in terms of drawing lessons with regard to the overall structure and impact of the project, and curriculum of the fellowship, and explore strategies to continue relationships with the graduated fellows.

Objectives

The consultant will conduct an evaluation and support Intersex Asia and its members by achieving the following objectives:

1. To understand the impact of the fellowship program on the overall intersex movement and how it has contributed to increasing the leadership within the movement.
2. To measure the gap between the current curriculum and the capacity needs of young intersex activists.
3. To evaluate the existing approach of continuing partnerships with fellows and how to continue the effectiveness of future partnerships.
4. To propose strategic recommendations based on key lessons learned and challenges so as to improve the programming of future fellowship-like initiatives.

Scope of work

1. The consultant is expected to deliver the following outputs:
 - The detailed evaluation plan has to be submitted to Intersex Asia within 7 working days of the service contract. The plan should include the appropriate methodologies, selection of members and relevant stakeholders, specific activities such as literature review and interviews with members and stakeholders, and timelines.
 - The consultant will evaluate according to the approved plan between 1 March-30 May 2024.
 - The draft report based on preliminary analysis of data (both desk review and meeting with members) and recommendations has to be presented and submitted to IA in the first week of June.
 - The final deliverable is the final evaluation report with strategic recommendations of no more than 20 pages, including an annex submitted in English.
2. Assignment duration
 - The consultant will work a total number of 60 consultancy days for this assignment, ranging from 1 March to 30 May 2024.

- Bidders have to make their own estimate of the time and travel taken to complete the assignment in line with this TOR and use the estimate as the basis of financial proposals to be submitted.
3. Methodology: The evaluation methodology should include but not be limited to:
- Desk review of relevant project documentation and data (provided by Intersex Asia)
 - Interviews with relevant project stakeholders, including (approx. 5-8 interviews).
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4. Provision of Monitoring and Progress Controls
- The consultant will work under the supervision of and report to Intersex Asia Executive Director.
5. Budget:
- The total budget available for the mid-term evaluation is USD 3000 (inclusive of taxes). The fixed fee will be paid according to the following payment schedule:
- 50% of the value of the contract upon the start of the contract
 - 50% of the value of the contract upon satisfactory completion of the work

Qualification

- Master's degree with a strong professional background in the fields of social science, humanitarian science, and development studies;
- Strong experience in Monitoring Evaluation and assessment;
- Experience working on SOGIESC-related issues;
- Experience working on intersex movement-related issues is a plus;
- Experience working on crisis responses in the Asia;
- Demonstrated track record in research and writing skills;
- Strong analytical, conceptual, and facilitation skills;
- Competence in teamwork, interview, and communication;
- Ability to work independently and remotely
- Good command of speaking and writing English (interested consultant will be asked to submit writing samples);
- Interested consultants will be asked to tender a short outline methodology of how they would tackle this evaluation.

Instruction for submission

Consulting firms interested in this call for proposals should send the following documents to research@intersexasia.org with the subject “[Name] Submission of proposal: Intersex Asia Fellowship Program Evaluation”:

- CV of the lead consultant and team members (if applicable)
- Technical proposal outlining the methodology and timeline
- Financial proposal, including the hourly rate of the consultants and the cost of conducting the evaluation

For more inquiries regarding this call, please direct your email to research@intersexasia.org with the subject "INQUIRY: Intersex Asia Fellowship Program Evaluation".