

16 February 2026

EXPRESSION OF INTEREST

Consultancy to conduct a Mid-Term Review of AWID's Strategic Plan

Deadline for submission: 3 March 2026

Introduction

AWID is seeking an evaluation consultant or a group/team of consultants to conduct an independent mid-term strategic review of the implementation of AWID's Strategic Plan: Fierce Feminisms: Together We Rise (2023 - 2027). We are looking for a comprehensive assessment and actionable recommendations concerning the relevance, effectiveness, efficiency, and coherence of our work in advancing feminist movement building and social transformation globally in the current challenging context.

Context

Established in 2018, the [**Association for Women's Rights in Development \(AWID\)**](#) is a global feminist membership organization dedicated to ensuring feminist movements worldwide have the power, resources, and connections to thrive. We strengthen cross-border solidarity, drive knowledge-building and strategic advocacy collaborations, and support movements to lead transformative change. We are a part of an incredible ecosystem of feminist movements working to achieve gender justice and social justice worldwide.

AWID's current strategic plan acknowledges the multiplicity of feminisms and the value of fierce and unapologetic drive for justice. Our goal was to ensure that AWID's voice rings with courage, strength, and resilience to shape feminist realities and futures that are full of possibilities. The state of the world and of feminist movements calls for brave conversations and action. We look forward to working together with our members, partners and funders in creating the worlds we believe in, celebrating the wins and speaking truth to power in service of feminist movements globally.

Overview of AWID's Strategic Plan 2023-2027

The three foundational themes of AWID's Strategic Plan are gathering movements and allies, disrupting the status quo, and seeding emerging feminist dreams. These are the core of AWID's contribution to feminist movements globally.

- GATHER reflects the ways in which AWID brings together feminists and allies across movements, sectors and regions, and strengthens our collective power by building meaningful connections, joint agendas and solidarity.
- DISRUPT is about challenging patriarchal, fundamentalist, corporate and other oppressive narratives; equips movements with critical knowledge and practical tools they need; and, challenges institutions of power to make good on their commitments.
- SEED reflects the emerging feminist dreams and innovative ideas that AWID has sparked and supported through its work, as they take on independent life of their own.

Our strategic outcomes are:

1. Feminist movements weave closer interconnections, thereby strengthening collective power and solidarity
2. Feminist movement effectively challenge, disrupt and transform systems of international governance and global economy
3. Feminist vision of a just world and sustainable life are realised in practice
4. AWID is a thriving and learning organization delivering high-quality, cutting edge and impactful work.

We work towards our organizational outcomes via the following programs: Advancing Universal Rights and Justice, Resourcing Feminist Movements, and Building Feminist Economies, and using a variety of tactics: research and knowledge building, membership and constituency engagement, advocacy, convening, communications, solidarity, and arts & creative expression.

Our work strives to put intersectionality into practice and focuses on movements, organizations and groups led by women, trans and intersex people directly affected by compounding oppressions and at the forefront of challenging these oppressions. This includes those engaged in informalized work including sex workers, and Black, Indigenous, young, LBTIQ communities, women with disabilities, migrants, and women resisting the war on drugs.

Intended Users, uses, and purposes

The requested consultancy is meant to meet the needs of four main categories of stakeholders to whom AWID is accountable, namely AWID staff, AWID Board, funders, and AWID members & feminist movements more broadly.

The deliverables of this consultancy (listed further below) will be used for the following purposes:

- To inform decision making by: i) AWID staff around, for instance, adjustments required to our projects and initiatives for the rest of the strategic plan period, our communications, the prioritization/deprioritization of projects, or around our theory of change and results framework, in particular as we approach the next strategic planning phase; ii) the AWID Board for the approval of the upcoming workplan & budget and of the next strategic plan.
- Accountability to our Board, funders, members & movements on the use of resources.
- Learning for all AWID staff and Board not only around progress made and successful and less successful areas and/or strategies, but also on how to make our planning, monitoring, evaluation and learning (PMEL) practices and systems more adaptable to our needs and capacity in an increasingly complex context.

Objectives

Given the above, we have identified the following objectives for this consultancy:

1. Assess progress towards our Organizational Outcomes & Objectives and identify unexpected and unintended impacts of AWID's work
For example: the depth of engagement of our membership area in supporting movement building and building solidarity; the quality, reach and impact of the knowledge building and skill sharing
2. Assess the effectiveness of our communications
3. Assess whether our results are making a real difference in strengthening feminist movement in their specific contexts
4. Identify strategic considerations for AWID to inform the 2027 workplan, further refinement of our theory of change, and AWID's next strategic plan.

Proposed Evaluation Questions

1. What 'impacts', positive or negative, intended or unintended, expected or unexpected, have we had so far in the selected areas under review?
2. What have been our key contributions to the strengthening of AWID members and the feminist movements we have been working with and supporting? Do they remain relevant?
3. How can we strengthen our theory of change to best guide our work into the next strategic period?
4. What do we need to strengthen and/or change to remain responsive and accountable to movement needs?

We want to know if our work is building real power, and adapting to the realities feminists face.

Scope

The period under review is from January 2023 to December 2025. The Consultant is asked to assess progress towards our four Organizational Outcomes and corresponding Objectives (see Annex I: AWID Strategic Plan). A sampling strategy may be required to ensure adequate coverage of our work.

Expected Deliverables

The following deliverables are required from this consultancy:

- An Inception Report (draft and final) describing the agreed-upon methodology to conduct the assignment; the evaluation matrix; tools for data collection and analysis; a work plan with the key steps of the consultancy, timeline, corresponding risks and proposed mitigation strategies; and key deliverables. The Inception Report shall also include an explanation of the feminist evaluation principles that will be integrated throughout the assignment.
- Presentations of the proposed approach, methodology, workplan, and deliverables delivered in person/virtually to a group of AWID staff and to the Board in a session at the biannual Board meeting that will be held in May 2026;
- A Strategic Progress Review report (draft and final versions) of approximately 20-25 pages (annexes excluded), including an executive summary of the findings and strategic considerations (draft and final versions) no more than 5-page long;
- One (or more) participatory workshop(s) for the interpretation of data;
- A presentation of the findings, conclusions, and strategic considerations/insights of the consultancy, delivered virtually to the AWID Board at the Board meeting that will be held in November 2026
- For each deliverable, an explanation of how feedback provided by AWID has or has not been incorporated in the revised version and why.

The Consultant shall take note that we will seek user-friendly deliverables that present information, findings and conclusions in a creative way and with plain language.

Approach

The overall approach of the consultancy shall be informed by and integrate feminist evaluation principles.

It is expected that the evaluation will have a strong formative dimension, with appropriate weight given to the elaboration of insights and strategic considerations that AWID can take on board to adjust its current strategy (as required) and guide its next strategic planning.

The consultancy shall follow international evaluation standards including the principles and guidelines of the Development Co-operation Directorate of the Organisation for Economic Co-operation and Development (OECD-DAC) and United Nations Evaluation Group (UNEG). The Consultant shall also ensure that the assignment is conducted so as to maximize utilization of both its deliverables and process. In this regard, the Consultant shall give due consideration to the fact that as a movement support organization, engaging movement actors and partners in helping us make sense of the data is an important part of the process for AWID. Appropriate participatory methods shall therefore be used throughout the assignment.

Proposed Timeline (subject to adjustment)

The proposed timeline from the Preparatory Stage until the Final Report is 16 weeks, with a time frame from Mid-March to Mid-September 2026.

Roles and Responsibilities

The assignment will be managed and overseen by the AWID Evaluation Manager, in consultation and coordination with an internal reference group that will be established.

The AWID Evaluation Manager 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 & 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 AWID Evaluation Manager 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 logic, strategic considerations are linked to findings, and that processes are participatory and effective; and

- Timely informing the AWID Evaluation Manager of any unforeseen delay or challenge in conducting the assignment and proposing appropriate solutions.

Budget

The budget for this consultancy is established at US \$65,000.

Qualifications

We are seeking consultants/evaluators who understand feminist movement building, and are familiar with feminist monitoring, evaluation, accountability and learning approaches. Expected qualifications include:

- Deep understanding and knowledge of social movement building and/or feminist movement building work, and related monitoring and evaluation experience
- Track record of conducting strategic reviews of similar organizations
- Track record related to the use of mixed methods, participatory approaches, and feminist evaluation principles in evaluation assignments
- Strong skills in facilitating multicultural, virtual participatory meetings and M&E learning processes
- Ability to write and deliver high quality and user-friendly English products in a timely manner
- Ability to summarize and present evaluation findings and recommendations in a user-friendly and accessible way
- Committed to the principles and values of feminism, social justice and anti-oppression in all forms social justice, human rights, anti-racism, anti-homophobia, anti-transphobia, and anti-biphobia
- Fluent in English, and with knowledge of Spanish and French as a working language. Knowledge of other languages is an asset

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 organization or donors
- are listed on U.S. sanctions lists or EU restrictive measures

Applicants must confirm in writing that none of these conditions apply.

To apply

We ask that interest parties submit an Expression of Interest to tenders@awid.org by 11:59PM, 3 March 2026, using the subject heading: **AWID MTR: expression of interest**

We welcome applications from women; trans, non-binary and intersex persons; persons with disabilities and other candidates from historically oppressed groups, of all ages, based in the Global South, and/or those with lived experience in feminist organising.

Essential information:

- Brief cover letter telling us why you might be interested in this consultancy, and your availability during the proposed timeline
- Relevant and recent experience evaluating similar organizations
- Understanding of feminist advocacy and global movement contexts
- Proposed team composition and key personnel
- Indicative budget range or daily/project rate for evaluation team
- Availability and proposed timeline
- Examples of similar evaluation work (1-2 relevant examples)

Optional/Additional:

- Initial thoughts on methodology that centers grassroots voices
- Any questions or clarifications needed about the scope
- Potential challenges you foresee and how you'd address them
- References from similar projects

Please limit the submission to a total of 5 pages, not including examples of similar evaluation work.

Thank you.