



Reimagining Industry to Support Equality

TERMS OF REFERENCE

RISE Monitoring, Evaluation & Learning (MEL) Consultant

May 2025

BACKGROUND

RISE is a collaborative effort with the goal of delivering a unified approach to women's empowerment in global supply chains. Bringing together the world's four largest women's empowerment programs in the global supply chains - BSR's HERproject, CARE International, Gap Inc.'s P.A.C.E. Program and ILO-IFC Better Work, RISE will leverage the combined experience in over 21 countries to achieve transformative change for the millions of women who work within supply chains globally.

RISE will focus on three interrelated pillars of action to tackle both immediate barriers and medium/long term structural improvements for women workers. These include increased agency, confidence, and communication, increased access to and control over financial products, services and resources, enhancement of the capabilities of unions and industry organizations, and implementation of policies at the workplace level, but also regional and national levels that promote gender equality.

Pillar 1: Capacity Strengthening: Working in factories in key countries, RISE will achieve impact with a network of local civil society partners and organizations working on gender equality to deliver worker capacity building programs. There are four options available (i) Foundation – a 13 month needs based worker training program (ii) Digital – an 8-month tablet-based learning on health, financial literacy and stress management, (iii) Respect - one year program on gender-based Violence prevention and remediation and (iv) Financial Health – a one-year program on financial capability, resilience and inclusion.

Pillar 2: Market Transformation: RISE will work with and encourage leadership from industry actors (brands, buyers, suppliers, and worker representatives) to improve operating practices at all levels in global value chains to support greater gender equality outcomes.

Pillar 3: Influencing: RISE will leverage the founding partners' existing relationships and identify opportunities to work in partnership to influence employer/company/factory policies, programs, and budgets, as well as government policies that impact workers, in particular women workers.

PURPOSE OF THE CONTRACT

The consultant will lead the implementation of RISE's MEL framework to ensure that data and insights inform the organization's work and effectively demonstrate our impact.

The consultant will embed MEL systems across the organization, provide technical support and guide the teams. In addition, the consultant will lead on evaluation, develop data collection tools, analyze data and share reports and learning to improve program effectiveness.

The consultant will also demonstrate RISE's impact to internal and external stakeholders.

Scope of Work

MEL Management and Implementation

- Implement MEL frameworks, including Theories of Change, Logical Frameworks, KPIs, and outcome indicators, ensuring they remain up-to-date and aligned with RISE values.
- Systematically integrate MEL across all programs and organizational processes to drive continuous improvement.
- Build teams' MEL capacities and capabilities through direct technical support and guidance on MEL systems, data use, and strategic alignment.
- Foster a culture of learning through strategic reviews with the teams, gathering evidence and learning: key insights, impact narratives and lessons learnt.
- Lead quality assurance of MEL processes to improve rigor and integrity. Assess their strengths and weaknesses and recommend improvements.
- Provide strategic MEL input to support organizational planning, grant reporting, and decision-making, providing insights that support RISE's aim of multistakeholder action.

Program Evaluation

- Design and implement robust evaluation methodologies. Refine measurement indicators and develop tools for data collection (quantitative and qualitative).
- Develop and oversee data collection tools such as surveys, focus group protocols, and interview guides.
- Lead baseline, midline, and endline evaluations, including analysis and reporting.
- Lead on impact assessments for RISE's program areas

Data Management, Analysis & Reporting

- Manage data collection, cleaning, analysis, and visualization using appropriate software tools.
- Ensure data integrity, consistency and compliance with ethical standards and GDPR.
- Produce high-quality, accessible impact reports for internal and external audiences.
- Develop key learning products to improve internal and external communications.
- Proactively explore innovative ways to analyze data, including the use of A.I., to support more efficient analysis.

Communications

- Demonstrate RISE's impact through a variety of channels like external publications, reports and insights, communicating value to stakeholders.
- Engage internal and external stakeholders by showcasing social impact stories and deliverables.

Note: This Scope of Work is not exhaustive but reflects a range of duties the consultant will perform. The job description will be reviewed regularly and may be changed based on experience and in consultation with the consultant.

Person specification

Essential criteria:

- Minimum 8+ years of experience in MEL roles within sustainability, development, or impact-focused organizations.
- Proven experience designing and leading MEL strategies and frameworks, preferably across multi-country or cross-sectoral programs.
- Strong background in both qualitative and quantitative methods and tools.
- Knowledge of leading global best practice and emerging trends in the collection, measurement, management and reporting of social impact data.
- Excellent analytical and research skills, including the ability to process large amounts of information, distribute it appropriately and extract critical analysis from it.
- Advanced proficiency in data analysis tools and visualization platforms.
- Demonstrated experience translating complex data into strategic insights and engaging reports.
- Strong project management, research, reporting writing and presentation skills.
- Excellent communication skills – verbal and written.
- Excellent relationship management internally and externally.
- Able to manage multiple diverse projects and prioritize workload.
- Excellent team-working and cross-team collaboration and influencing skills.
- Ability to review proposals and contribute to the development of project designs, evaluation methods, logic models, performance indicators, and monitoring and evaluation frameworks.

Desirable criteria:

- Excellent understanding of measuring women's empowerment and social impact programs on a global scale, and in emerging markets.
- Excellent understanding of programs that focus on workers employed in global supply chains.
- Experience designing and implementing gender equality approaches to MEL.
- Experience in technical advisory roles or equivalent.
- Flexibility to undertake overseas travel.

Reporting and Location

The consultant will report to the RISE Program Director. This is a remote part-time (2-3 days) role, with preference for UK-based consultants. The initial contract will be for a period of six months, at which point it will be reviewed for extension.

CONFIDENTIALITY & INTELLECTUAL PROPERTY

The consultant is expected to maintain the confidentiality of all programs related information. All reports, data and other materials generated by the consultant will be the property of RISE/ BSR.

How to Apply

Please submit your resume and cover letter by **30th May 2025** to recruitment@riseequal.org.