



## Terms of Reference (TOR) for consultancy for Edmund Rice Mission Capacity Development project

### 1. Background

Since 2008, Edmund Rice Development has partnered with development projects working to tackle poverty and injustice in their local communities in Africa, Latin America and Asia. We support projects through facilitating access to funding, building capacity and enabling collaboration to maximise impact. We proactively support projects that tackle the root causes of structural power imbalances that have historically disadvantaged women. ERD is based in Ireland and is part of a wider global network that seeks to challenge economic and climate injustice.

Our [2023-2025 Strategy](#) sets out our vision for a world where people access opportunities and live free of poverty and injustice. Our strategy outlines our core commitments:

- Gender Equality
- Locally-led development
- Safeguarding
- Rights-Based Approaches
- Collaboration

### 2. Overview of Capacity Development Programme

The Edmund Rice Mission (ERM) Capacity Development Project was established in 2017 to build the capacity of ER Development Projects to achieve better results in communities where we live and work. The project was governed by the Congregation Leadership Team until 2021 when the management and governance of the project was transferred to ERD. The project builds capacity through three strategic priorities:

- Increasing Effectiveness
- Mobilising Resources
- Learning and Improving

In 2023-24, we implemented a project focused on building capacity in gender equality in Edmund Rice development projects. Working with a consultant with expertise in gender equality and mainstreaming, we assessed gender in ERM, facilitated online and in-country trainings based on the identified gaps, and developed an [ER Gender Equality Framework](#). This approach allowed project personnel and governors to up-skill themselves in gender equality and equipped them with a resource to address the gaps in their own project. This project approach was extremely well-received by partners, and we are looking to use a similar approach to build capacity in another cross-cutting area: disability inclusion and mainstreaming.

### 3. Disability Inclusion and Mainstreaming Project

In 2024, we reviewed our project beneficiary statistics and realised that while persons with disabilities were participating in ER development projects, they had not all been systematically targeted for inclusion. ERD is committed to ensuring our projects support the furthest behind; however, we recognize that we have not sufficiently focused on ensuring that people with disabilities have had access or accommodations to project initiatives. Thus, the need to build capacity around disability inclusion and mainstreaming was identified as a priority.

ERD is committed to a rights-based approach, and we work to realise full and equal human rights for all people in the communities we serve. Building the capacity of project staff and governors on disability issues is crucial as they are working directly with communities to design, implement and monitor projects. By building the capacity of our staff to design and implement disability-inclusive projects, we are ensuring that no one is left behind. Disability-inclusive projects promote equality by ensuring equal access for people with disabilities,



reducing discrimination and minimising social isolation. We envision this training will enhance project effectiveness, strengthen social cohesion and encourage innovation, leading to more resilient and inclusive communities that benefit everyone.

## 4. Objective of Consultancy

We are seeking a consultant to support this initiative by delivering the following:

- a. Report on Disability Inclusion and Mainstreaming in ER Mission: Report that highlights status of disability inclusion in ER development projects with a focus on areas of improvement
  - a. Desk Review: Review of the 14 development projects in receipt of ERD funding in 2025
  - b. Interviews: One-on-One interviews and / or focus group with 3-4 ER projects that have a strong focus on disability
- b. Guide to Disability Inclusion and Mainstreaming for ER development projects:
  - a. Development or adoption of practical guidance document in line with best practices in disability and international development with reference to Irish and international disability-focused NGOs.
- c. Disability Inclusion and Mainstreaming Training programme:
  - a. Outline of Online training programme that includes an overview of disability inclusion and mainstreaming and addresses the gaps identified in ER Mission (with a view to delivering in Phase II).

## 5. Duration of the Evaluation

The consultancy is expected to start in March 2024 for an estimated duration of 8-10 working days over the course of 2-3 months.

## 6. Required expertise and qualification

Expertise required:

- Disability Inclusion and Mainstreaming qualification or equivalent experience
- Capacity Building and training
- Working with the International NGO sector

Consultant(s) will be selected according to the following criteria:

- Understanding of the Terms of Reference
- Proposed methodology and planning of the assignment
- Experience in disability inclusion and mainstreaming training
- Overall quality of the proposal
- Cost

## 7. Application

Application process: Please submit your expression of interest to [acarney@edmundrice.org](mailto:acarney@edmundrice.org) by Monday February 17, 2025. Please include your CV and a brief outline of the proposed methodology, budget and proposed timeframe in line with this TOR. Please include two references.