

Terms of Reference

Endline Study Consultant – Restoring Agricultural Productivity and Strengthening Agri-Food Systems

ZOA, is an international NGO with its head office in The Netherlands. ZOA provides RELIEF to people affected by conflict or natural disasters. ZOA contributes to a new perspective of HOPE in which people work together for a promising future in dignity and mutual trust. Together with the affected communities, ZOA works on the RECOVERY of their livelihoods.

Position Title

Endline Study Consultant – Restoring Agricultural Productivity and Strengthening Agri-Food Systems

Objectives of endline study

The endline assessment will be conducted towards the completion of the Land Rehabilitation and Food Systems Recovery Project to measure changes achieved during project implementation and assess the extent to which project objectives have been met. The key objectives of the endline study are to:

- **Measure endline values for project indicators and compare them against baseline values** to determine progress, outcomes, and overall project performance.
- **Assess changes in agricultural land productivity, land rehabilitation outcomes, food systems functionality, irrigation infrastructure, and access to markets and financial services** among target communities.
- **Assess changes in social cohesion, community participation, and collaboration** among different groups within target communities, including the extent to which project interventions have strengthened trust, collective action, inclusion, and peaceful cooperation in the management and use of community resources.
- **Evaluate the impact, effectiveness, relevance, sustainability and inclusiveness of project interventions**, with an emphasis on the extent to which benefits are likely to continue beyond project completion.
- **Assess the sustainability of key interventions**, such as land rehabilitation, irrigation, and financial services, including their continued use, functionality, access, management and prospects beyond project completion.
- **Assess changes for different population groups**, particularly women, youth, persons with disabilities, and other marginalized groups, to determine whether the project has contributed to more inclusive and equitable outcomes.
- **Identify factors that facilitated or constrained project achievements**, including external influences, implementation challenges, and lessons learned.
- **Generate evidence-based findings** on what changes occurred, for whom and to what extent, and identify the key factors contributing to or constraining these changes, including the contribution of project interventions and relevant external factors.
- **Generate actionable recommendations** for future programming, including which interventions and approaches should be continued, adapted, scaled-up or replicated, based on evidence of their effectiveness, efficiency, relevance, sustainability and outcomes.

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- **Document key lessons learned and best practices** from project implementation to support organizational learning and inform similar interventions in the future.

Main responsibilities consultant

- **Design and Plan the Endline Study:** Develop a detailed endline study methodology aligned with the project's results framework and indicators, ensuring methodological compatibility with the baseline study to enable valid comparison of findings over time. Review baseline tools, sampling approaches, and indicator definitions and adapt them as necessary for the endline assessment. This includes designing appropriate data collection tools such as surveys, interview guides, and focus group discussion templates.
- **Data Collection and Analysis:** Lead and oversee the collection of field data in collaboration with your team of data collectors while providing guidance and quality control. Lead and oversee endline data collection and quality assurance processes. Where feasible, verify relevant project outputs through field observation to complement reported data and beneficiary perceptions, particularly for land rehabilitation and irrigation-related interventions. Analyze and compare endline findings against baseline values to measure changes, assess progress toward targets, and determine the extent to which project outcomes and objectives have been achieved.
- **Findings presentation and validation:** Prepare and facilitate a presentation of the endline assessment findings to key stakeholders, including project staff and partner organizations. The purpose of the session is to share preliminary results, validate key findings, and gather feedback to ensure the accuracy, relevance, and contextual interpretation of the data. The consultant will incorporate stakeholder inputs where appropriate and document the validation process as part of the final reporting.
- **Outcome assessment and learning:** Assess the impact, effectiveness, relevance, and sustainability, and inclusiveness of project interventions. Identify key success factors, challenges, unintended outcomes, best practices, and lessons learned from project implementation.
- **Reporting and Recommendations:** Prepare a comprehensive endline report presenting endline results, comparison with baseline values and project targets, analysis of changes achieved, lessons learned, and evidence-based recommendations for future programming, scale-up, and sustainability. The report shall include disaggregated analysis of findings by sex, age, disability, and vulnerability status, where relevant and feasible, to identify differential outcomes and ensure inclusive interpretation of results.
- **Quality Assurance and Ethical Standards:** Ensure all data collection, analysis, and reporting processes adhere to high standards of quality, reliability, and ethical research practices, including the application of Do No Harm principles. Safeguard informed consent, privacy, confidentiality, and the dignity of participants. Ensure consistency with baseline methodologies where possible to maintain the validity of comparisons over time.

Main responsibilities ZOA

- **Contracting:** Lead the contracting process of the consultant in accordance with ZOA policies and procedures.
- **Provision of Documentation and Stakeholder Coordination:** Provide the consultant with all relevant project documents, including the proposal, logframe, MEAL framework, baseline report, monitoring data, indicator reference sheets, beneficiary databases (where appropriate), and other relevant reports.
- **Stakeholder Coordination:** Facilitate introductions and coordination with key stakeholders.

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- **Technical Review:** Review and provide feedback on the inception report, methodology, sampling approach, data collection tools, draft findings, and draft report within agreed timelines.

Time frame

The consultancy is expected to commence in the **first week of December 2026**. All activities, including planning, data collection, analysis, and report writing, must be completed within the assignment period. The **final endline report must be submitted no later than the end of February, 2027**.

Expected outputs

- **Inception report** outlining the endline study methodology, sampling approach, work plan, and data collection tools, such as surveys, interview guides, and focus group discussion templates.
- **Comprehensive endline report** presenting endline findings and comparison with baseline values and project targets.
- **Datasets:** Cleaned, anonymized, and coded quantitative datasets (Excel/SPSS/Kobo) and qualitative transcripts/FGD notes, accompanied by analysis scripts/syntax files.
- **Indicator performance matrix** summarizing progress against all project indicators.
- **Presentation** of findings and recommendations to ZOA and relevant stakeholders.
- **Final endline report** incorporating stakeholder feedback.

Required Qualities

- Has a thorough basis in data collection and analysis and is able to make critical, balanced and fair observations and analysis
- Master's in MEAL, Agricultural Economics, Rural Development, or related field)
- At least 5–7 years leading evaluations in agriculture, land restoration, or food security
- Technical software proficiency (e.g., KoboToolbox, SPSS, Stata, R)
- Clear requirement for proven experience with OECD-DAC evaluation frameworks.
- Strong writing skills in English
- Fluency in Myanmar language

Requirements for Applying:

Interested candidates are requested to send the following documents in English, and three references by email to recruitment.cdn@zoa.ngo (please include the job title in the subject line):

- **Technical proposal** including methodology, sampling design, OECD-DAC alignment, data quality controls, proposed timeline and a list of at least 3 recently completed recently similar assignments like endline studies, agricultural development, land rehabilitation, or food systems, indicating the client/organization, scope of work, and timeframes.

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- **Financial proposal** (covering all costs)

The **closing date** for submitting the financial and technical proposal is the **16th of October 2026**. Only short-listed submissions will be contacted, and interviews will be held on a rolling basis.