



## **Term of Reference (TOR)** **Consultant to review of MEL System MTG**

### **1. Background**

Moving the Goalposts (MTG) is a community-based organization committed to empowering girls and young women through football and other programs that promote gender equality, leadership, and social development. Over the years, MTG has developed a comprehensive Monitoring, Evaluation, and Learning (MEL) system to track its impact and support evidence-based decision-making. The MEL system plays a critical role in assessing program effectiveness, reporting to stakeholders, and refining strategies that align with MTG's mission and current Strategic Plan. However, with evolving programmatic goals, changes in the operating context, and new strategic priorities, MTG seeks to ensure that its MEL system remains relevant, effective, and aligned with its long-term objectives.

This TOR outlines the need for an external review of MTG's MEL system to assess its current effectiveness, identify areas for improvement, and provide practical recommendations. This review will support MTG's strategic vision, enhance accountability, and ensure that MTG's MEL framework aligns with best practices in the sector and continues to meet the needs of stakeholders.

### **2. Objectives**

1. To conduct a review of the MTG MEL system
2. To develop a MEL Policy

### **3. Tasks and Deliverables**

#### **Objective 1: Conduct a Review of the MTG MEL System**

1. Document Review
2. Interviews
3. Data Flow and Management Review
4. Feedback on Indicator Use
5. Capacity-Building Needs Assessment
6. Reporting and Communication Improvements

#### **Objective 2: To develop a MEL Policy**

1. Gap Analysis
2. MEL Policy



**Expected deliverables:**

1. Reports: Inception report, draft report and final report
2. Data Flow and System Analysis Report
3. Develop a MEL system based on the findings (not a software)
4. Revised MEL Framework
5. Capacity-Building Needs Assessment
6. A MEL Policy
7. Presentation of Key Findings and Recommendations

**4. Proposal submission**

The Proposal should be specified in terms of:

- Consultant's profile and related experience (CVs)
- Technical proposal achieving all expected objectives, team structure, timeframe (including implementation plan).
- Financial proposal that specifies number of working days required and consultancy costs per objective as above

**5. How to Apply:**

Please submit your EOI and all required documents to [humanresource@mtgk.org](mailto:humanresource@mtgk.org) . These will be reviewed on a rolling basis. The subject of the email should be "EOI for MEL Consultancy Services – Consultant/Firm Name.

For any inquiries regarding this EOI, please contact Herbert Dola at [hdola@mtgk.org](mailto:hdola@mtgk.org).

***We regret that only short-listed applicants will be contacted for an interview***