



Request for Proposals (RFPs)

Date: 5 May 2026

Norwegian people's Aid invites interested qualified bidders to submit proposals for the provision of services for an external mid-term evaluation of its project, "NPA integrated mine action, SGBV and livelihood response in Ukraine," funded by the Norwegian Agency for Development Cooperation (Norad), represented by The Nansen Support Programme for Ukraine. The grant period is 1.1.2025 to 31.12.27, and the evaluation period is 1.6.26 to 31.8.26.

Eligibility Criteria

Interested bidders must meet the following minimum requirements

- Demonstrate experience of similar evaluation assignments, with a conflict sensitive approach and in line with "do no harm" principles.

The bidder must present an evaluation team that includes the minimum knowledge, experience and skills:

- Strong expertise in locally led humanitarian action, in particular mine action, sexual and gender based violence (SGBV) and livelihoods.
- Relevant qualifications and at least five years' experience in managing land release operations, and an excellent understanding of the International Mine Action Standards (IMAS).
- Strong analysis skills, including use of evaluation methods and quantitative data analysis (for mine action operational data).
- Ukrainian language skills are an advantage.
- Must be eligible to obtain a Ukrainian visa.

Submission procedure and requirements

The technical and the financial elements of the proposal must be submitted in separate emails and must include the following:

- a) Email 1 – Technical Proposal, maximum 3000 words, which should include the following:
 - i. Briefly describe the proposed evaluation methodology, which should comply with the terms of reference (appendix 1). The description of the evaluation methodology should include:
 - a. Evaluation approach and methods, and workplan
 - b. Evaluation criteria linked to the evaluation objectives
 - c. Application of evaluation principles in accordance with NPA's Monitoring, Evaluation, Accountability and Learning Policy
 - d. Address anticipated and/or known limitations to the evaluation
 - e. Planned data collection techniques and measures, including ethical and safeguarding considerations, and contingencies for remote data collection if security conditions prevent field visits.



Relevant project documentation and data will be made available to the successful bidder. This includes mine action operations data and SGBV monitoring data and dashboards.

The evaluation team will be expected to consult with NPA staff and partners, national authorities, OCHA Areas of Responsibility (AoRs), and other relevant stakeholders. They will have the opportunity to visit mine action operations, Explosive Ordnance Risk Education (EORE)/Conflict Preparedness and Protection (CPP) sessions, and visit SGBV center and mobile teams (female evaluators only), contingent on security and logistics conditions. They will not have access to survivors of SGBV for ethical and safeguarding reasons, and are not expected to conduct in-depth research with affected populations.

Evaluators are expected to visit the following oblasts. More detailed information about the areas of operation will be shared once a bid is accepted and prior to the inception report:

- Mykolaiv, Kherson and Sumi (Humanitarian Mine Action)
- Dnipro and Kharkiv (partner-led SGBV, Livelihood, CPP).

Key references:

1. [NPA Monitoring, Evaluation, Accountability and Learning Policy](#)
2. [NPA partnership policy](#)

- ii. Team composition and CVs of evaluators (including qualifications and skills, general professional experience, and specific professional experience with NGOs/UN/international organisations) in accordance with the eligibility criteria. There should be at least one woman in the consultancy team with relevant SGBV training.

An indicative workplan for the evaluation (briefly without details) in accordance with the ToR.

- b) Email 2 – Financial Proposal:

Detailed cost breakdown (consultant fees – between 40 to 50 working days in total, travel costs to and from Ukraine). NPA will provide in country transport and accommodation, in accordance with NPA's security regulations.

The proposal (all emails/elements) shall be sent to the email address tenders@npaid.org no later than Wednesday 20 May 2026 08:00 CEST.

Proposals arriving after the deadline will not be considered. The proposal shall be valid for 30 days after the submission deadline. Costs related to the development of the proposal will not be refunded. The proposal must be made with firm, non-revisable prices.



Language of the bid

Proposals, all correspondence and documents related to this Request for Proposals exchanged by the bidder and the NPA must be written in English.

Questions and NPA contact details

Questions can be sent by email to jenree334@npaid.org. All questions received by 08.00 CEST on Friday 15 May will be responded to within two working days. The questions received after this date will not be answered.

Bid opening date

Shortly after deadline.

Evaluation criteria and procedure

NPA's opening and evaluation committee will score the technical evaluation of the bids with the following criteria and weighting:

Organisation and methodology	Maximum points
Understanding of the terms of reference	5
Proposed methodology and work plan	25
Evidence of a conflict sensitive approach, ethical and safeguarding considerations and application of “do no harm” principles in the evaluation methodology.	5
Timetable of activities linked to the number of expert days proposed.	5
Total score for organisation and methodology	40
Client Service Team	Maximum points
Technical expertise experience in managing land release operations	15
Technical expertise and experience in SGBV	15
Expertise and experience in locally led humanitarian response	10
Experience in conducting similar assignments	15
Ukrainian language skills	5



Total score for Client Service Team	60
Overall technical score	100

Please note that:

- Only bids with average scores of 75 points or more are considered technically acceptable and qualify for the financial evaluation.

The best value for money is established by weighting technical quality against price on an 80/20 basis.

The contract will be awarded to the firm achieving the highest combined technical and financial score.

The proposals will be confidential and NPA will keep all information from bidders confidentially.

NPA may contact bidders for follow-up and clarification, may request bidders to provide professional references, and NPA may interview bidders/ proposed experts as a part of the evaluation process.

Conditions of contract

Before entering into a consultancy contract, NPA may request bidders to provide the following additional documents for verification:

- a copy of the diplomas mentioned in consultant CVs,
- a copy of employer certificates or references, or signed copies of consultancy or labour contracts, proving the professional experience indicated in their CVs.

The admissibility of any other supporting documents to prove the work experience indicated in the CV will be subject to the discretion of the NPA. Only diplomas and documented experience (i.e. not self-statement from the consultants) will be considered. Previous experience which caused breach of contract and termination shall not be used as reference.

The contractor is expected to provide the experts specified in the bid and the expert(s) to be provided by the contractor must be identified and named in the consultancy services contract.



Norwegian People's Aid

During the implementation of a consultancy services contract, where an expert must be replaced, the replacement must possess at least equivalent qualifications and experience, and the fee/rate may in no circumstances exceed that of the expert replaced.

Bidders will be expected to acknowledge and abide to [The Code of Ethical Conduct for NPA Suppliers and the NPA's Ethical Standards for Procurement, Investment and Fundraising](#).

Appendixes:

Appendix 1 – Terms of Reference



Appendix 1 – Terms of Reference (ToR)

Evaluation Services for an external mid-term evaluation of the Norad funded Ukraine project “NPA integrated mine action, sexual and gender based violence (SGBV) and livelihood response in Ukraine.”

Norwegian People's Aid

1. Context for the evaluation

Norwegian People's Aid (NPA) is a politically independent membership-based organisation working in Norway and in more than 30 countries around the world. Founded in 1939 as the labour movement's humanitarian solidarity organisation, NPA aims to improve people's living conditions and to create a democratic, just and safe society.

NPA has been operational in Ukraine since May 2022, with a country office in Kyiv and field offices in Shyroke (for operations in Kherson region), Mykolaiv (Mykolaiv region), and Sumy (Sumy region). NPA Ukraine provides humanitarian assistance through broad protection programming. This includes a humanitarian mine action and disarmament programme in the Kherson, Mykolaiv, and Sumy regions through direct implementation, as well as locally led humanitarian programmes in partnership with civil society actors integrating sexual and gender-based violence (SGBV), livelihood support and conflict preparedness and protection (CPP) across the Dnipro, Kharkiv, Kyiv, Mykolaiv, and Lviv regions. The programme has five Ukrainian partners, conducting SGBV, CPP and livelihood activities.

To address the massive landmine and explosive remnants of war contamination, NPA's mine action programme includes survey and clearance, explosive ordnance risk education (EORE), Mine Detection Dog (MDD) and mechanical assets. In 2025, NPA rolled the Green Field Tool (GFT) out across the programme to assess and support the management of environmental risks at the task level. NPA also conducts conflict preparedness and protection (CPP) through partners. NPA is supporting the development of a sustainable capacity within the State Emergency Services of Ukraine (SESU). To address significant arms control challenges and widespread armed violence, NPA is also enhancing the capacity of Ukrainian security forces to manage and secure their stockpiles, increasing transparency in arms transfers, and strengthening the international community's role in facilitating dialogue and compliance with arms control agreements.

The prolongation of the war has heightened risks of intimate partner violence (IPV), conflict-related sexual violence (CRSV), sexual exploitation and abuse (SEA), trafficking in



human beings, sexual harassment and other forms of SGBV. NPA runs an SGBV programme with partners, consisting of implementation of a comprehensive range of SGBV services, including case management, psychosocial support (PSS), legal aid, cash-for-protection and vocation and job skills trainings delivered via women and girls' safe spaces and mobile teams. NPA has played a pivotal role in establishing and operating shelters for IDPs, as well as creating domestic violence hotline and crisis rooms for SGBV survivors, and capacity development of SGBV first responders.

2. Subject, purpose and scope of the evaluation

The evaluation is an external mid-term review for its project, "NPA integrated mine action, SGBV and livelihood response in Ukraine," funded by the Norwegian Agency for Development Cooperation (Norad), represented by The Nansen Support Programme for Ukraine. The Nansen Support Programme for Ukraine reflects Norway's Humanitarian Strategy. The grant period is 1.1.2025 to 31.12.27, and the evaluation period is 1.6.26 to 31.8.26. The annual budget in 2025 and 2026 is 164 million NOK, of which 153 million NOK is for Protection against Explosive Weapons (PaEW) and 12 million NOK is for SGBV and livelihoods.

The evaluation should focus on progress and results to date and recommendations for adjustments.

The expected outcomes of the project are as follows:

Protection against Explosive weapons (PaEW):

The project supports universal adherence to the Mine Ban Treaty and the Convention on Cluster Munitions, and has the objective that fewer civilians are affected by the use of weapons.

Outcome 1: Safety from explosive ordnance contamination of civilians is enhanced, and safe humanitarian assistance and early recovery measures can take place in targeted project areas.

Outcome 2: At-risk populations are aware of risks related to explosive ordnance and conflict hazards and adopt safe behaviours in targeted locations.

Outcome 3: Operational capacity and efficiency to NMAA to deal with explosive ordnance contamination problem are strengthened through the development of sustainable national MDD capabilities.



Outcome 4: Arms control risks and needs of communities in and around conflict zones are identified, and capacities to reduce the risk of armed violence and weapons proliferation are developed.

Sexual and Gender Based Violence (SGBV): Women and girls live with enhanced safety and dignity.

Outcome 1: Women and children at risk/survivors of SGBV from vulnerable groups, including IDPs, are overcoming trauma, recover and have stronger resilience.

Outcome 2: First responders to SGBV (police officers, social workers, hotline and mobile teams case managers, operators, etc.) increased their individual and institutional capacity to respond to cases of SGBV in an appropriate and safe manner according to the survivor-centered approach.

Outcome 3: Women from vulnerable groups, including SGBV survivors/at risk, those affected by war, IDPs, women from rural and isolated communities, and members of veterans' families have diversified skills and inputs for sustainable employment and income opportunities.

3. Specific objectives of the evaluation

The following evaluation objectives are specifically linked to NPA's activities funded under the Nansen Support Agreement to Ukraine:

1. Mine Action and Disarmament

- Review how and to what extent NPA plans and implements its mine action activities in accordance with the needs and priorities of affected population.
- Assess operational efficiency in the use of the full mine action toolbox of non-technical survey teams, drones, manual demining teams, MDDs and mechanical assets. This should assess the integration of environmental and climate considerations into operations.
- Assess progress towards the sustainable capacity development of SESU's MDD programme, and of national stakeholders to reduce the risk of armed violence and weapons proliferation.

2. Sexual and Gender Based Violence and Livelihoods

- Review the relevance, effectiveness and sustainability of NPA and partners' approach to SGBV in Ukraine.



- Review the relevance and effectiveness of integrated CPP and SGBV programming, especially related to behaviour change.
- Review the relevance and effectiveness of livelihood linked to SGBV programming.
- Assess whether and how NPA's partnership approach supports locally led SGBV and livelihood implementation.

NPA has an ongoing global learning partnership with PRIO on advancing locally-led humanitarian responses. The results of this evaluation should contribute evidence-based learning to this partnership.

3. Risk management and cross cutting issues

- Assess how proactively cross-cutting issues have been integrated into programme design: anti-corruption; climate and environment; women's rights and gender equality: and, human rights (with a particular focus on participation, accountability and non-discrimination). Examine unintended effects of the intervention, both positive and negative.

4. Provide recommendations for the adjustments to the project

- Based on the findings, provide recommendations for adjustments to the project, including recommendations on NPA's data collection methodology and tools.

4. Deliverables and timeframe

The following deliverables are expected, using between 40 to 50 consultancy days, including a field visit to NPA areas of operation in Ukraine, according to the following timeframe.

- An inception report to be delivered by 30 June 2026
- A draft evaluation report by 15 August 2026 for review by NPA and Norad
- A final evaluation report, based on NPA feedback, by 31 August 2026