**A**

**Women Empowerment link (WEL):**

**Consultants Interview Report**

**Name of Assignment:** *Consultancy on Rapid Assessment Survey on SASA! Faith of the EVAWG Project*

**Name of Consultant[s]: Centre for Project Research and Resource Development\_\_\_\_ Hillary Onyango Oluoch**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Naomi** | **Mboya** | **Cynthia** |  |
| 1. **CONSULTANT’S INTRODUCTION**

**Please introduce yourself while giving some highlights in your CV. You may also introduce your organization’s profile, organizational Capacity in doing the assignment and share past experiences relevant to the current assignment.**  |
|  | **Max 20 points** | **Max 20 points** | **Max 20 points** | **Total** |
| Individual/Group presentation  |  |  |  |  |
| Structured presentation/key highlights of the CV identified  |  |  |  |  |
| The level of self confidence |  |  |  |  |
| Look for originality and validity of the qualification. |  |  |  |  |
| Teamwork and gender representation |  |  |  |  |
| Undertaken a rapid assessment survey in last 5 years |  |  |  |  |
| Undertaken data collection and analysis in last 5 years |  |  |  |  |
| Confidently mentions previous client for previous experience |  |  |  |  |
| Linkage between pervious past experience and current job |  |  |  |  |
| Look for active participation of all team members in the presentation |  |  |  |  |
| Evidently clear that the team has worked together previously |  |  |  |  |
| Clear distribution of roles among team members |  |  |  |  |
| Good oral presentation skills |  |  |  |  |
| Analytical & good writing skills evident from the bidding documents |  |  |  |  |
| **Sub-total** |  | **15** | **11** |  |
|  |
|  | **Naomi** | **Mboya** | **Cynthia** |  |
| **2. UNDESTANDING OF ASSIGNMENT****Explain to us your understanding of the TOR and the methodology you would employ to achieve the required deliverables?** |
|  | **Max 40 points** | **Max 40 points** | **Max 40 points** | **Total** |
| Understands VAW/G and prevalence in Kenya including during the COVID perioD |  |  |  |  |
| Attempts to identify gaps in the implementation of laws and/or policies |  |  |  |  |
| Knowledge of Behaviour change programming e.g SASA! |  |  |  |  |
| Knowledge of the current and past issues in GBV programming, Behaviour change programming |  |  |  |  |
| Clear understanding of the goal and/or outcomes of the project  |  |  |  |  |
| Clear interpretation of the objectives of the assignment |  |  |  |  |
| Clear understanding of the TOR |  |  |  |  |
| Links objectives of the assignment to the project goal and outcomes |  |  |  |  |
| Clearly recognizes that the assignment is a rapid assessment survey aimed to assess how communities are progressing in the four key outcomes areas: knowledge, attitudes, skills and behaviour (CRITICAL) |  |  |  |  |
| Adequate explanation of how results of the rapid assessment survey will be used to scale up programming in other areas |  |  |  |  |
| **Sub-total** |  | **33** | **29** |  |
|  |
|  | **Naomi** | **Mboya** | **Cynthia** | **Total** |
| **3. METHODOLOGY****Describe the approach that you intend to take in delivering the assignment?** What do you see as possible challenges in delivering this assignment and how would you address the challenges if they arose?  |
|  | **Max 35 points** | **Max 35 points** | **Max 35 points** | **Max 35 points** |
| * Recognizes that both quantitative and qualitative data types will be required
* Clearly identifies the possible sources of quantitative and qualitative data with clear description of how they data will be sourced including identification of interviewees
* Clear description of possible tools and methods to be used to gather relevant data based on scope (including document review guides, interview guides and virtual interviews)
* Clear description of phased methodological approach with key steps that include inception, training of enumerators, data gathering and analysis, development of draft reports, validation and development of advocacy plan in line with government priorities.
* Adequate explanation of data analysis and presentation strategy
* Clear strategy on how WEL and all stakeholders will be involved in the process from inception to the end (e.g participation in the inception meetings, review of the inception reports and tools consensus building.
* Challenges posed by COVID-19 [=(CRITICAL)
* Any other challenge such as sourcing of data from the religious leaders, time
* Look for innovative ways of addressing each challenge
 |  |  |  |  |
| **Sub-total** |  | **28** | **28** |  |
|  |
|  | **Naomi** | **Mboya** | **Cynthia** | **Total** |
| **4: WORK PLAN AND BUDGET [5 POINTS]** Should you be successful and are given this job, how soon would you be available and what would be your budget? |
|  | **Max 5 points** | **Max 5 points** | **Max 5 points** | **Max 5 points** |
| Immediately available |  |  |  |  |
| Commitment to deliver within agreed timeliness CRITICAL |  |  |  |  |
| Daily rate reasonable and competitive based on prevailing market rates |  |  |  |  |
| Clear justification for the budget |  |  |  |  |
| Willingness to negotiate on budget |  |  |  |  |
| **Sub-total** |  | **3** | **1** |  |
|  |
| **Grand Total** |  |  |  |  |
| **GENERAL QUESTIONS**  |  |  |  |  |
| How soon are you able to take up the assignment if successful? | **Readily Available** |
| What is work plan like to ensure completion of the project in time. | **Work plan not entirely flexible to complete the assignment within the required time** |
| What is your overall budget expectation  | **Had an irreducible minimum of ksh 500,000** |
|  |  |  |  |  |
| **General Comments*** Had a clear understanding of the TOR and presented clear step by step methodology for conducting the assignment.
* Have conducted previous studies targeting both men and women and currently involved in a long term project targeting SGBV, FGM and gender mainstreaming
* Team leader had clear description of the methodology approach and very articulate on research methods with demonstrated experience
* Has previously worked with WEL to develop the manual used for training the police
* Suggested to disegregate data based on gender
* Works in team, but didn’t introduce it at this stage
* Reluctant to negotiate below KSH 500,000

  |

**B**

**Women Empowerment link (WEL):**

**Consultants Interview Report**

**Name of Assignment:** *Consultancy on Rapid Assessment Survey on SASA! Faith of the EVAWG Project*

**Name of Consultant[s]: Instream Consulting Group Limited\_\_\_ Ondiek Japheth Otieno**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Naomi** | **Mboya** | **Cynthia** |  |
| 1. **CONSULTANT’S INTRODUCTION**

**Please introduce yourself while giving some highlights in your CV. You may also introduce your organization’s profile, organizational Capacity in doing the assignment and share past experiences relevant to the current assignment.**  |
|  | **Max 20 points** | **Max 20 points** | **Max 20 points** | **Total** |
| Individual/Group presentation  |  |  |  |  |
| Structured presentation/key highlights of the CV identified  |  |  |  |  |
| The level of self confidence |  |  |  |  |
| Look for originality and validity of the qualification. |  |  |  |  |
| Teamwork and gender representation |  |  |  |  |
| Undertaken a rapid assessment survey in last 5 years |  |  |  |  |
| Undertaken data collection and analysis in last 5 years |  |  |  |  |
| Confidently mentions previous client for previous experience |  |  |  |  |
| Linkage between pervious past experience and current job |  |  |  |  |
| Look for active participation of all team members in the presentation |  |  |  |  |
| Evidently clear that the team has worked together previously |  |  |  |  |
| Clear distribution of roles among team members |  |  |  |  |
| Good oral presentation skills |  |  |  |  |
| Analytical & good writing skills evident from the bidding documents |  |  |  |  |
| **Sub-total** |  | **17** | **16** |  |
|  |
|  | **Naomi** | **Mboya** | **Cynthia** |  |
| **2. UNDESTANDING OF ASSIGNMENT****Explain to us your understanding of the TOR and the methodology you would employ to achieve the required deliverables?** |
|  | **Max 40 points** | **Max 40 points** | **Max 40 points** | **Total** |
| Understands VAW/G and prevalence in Kenya including during the COVID perioD |  |  |  |  |
| Attempts to identify gaps in the implementation of laws and/or policies |  |  |  |  |
| Knowledge of Behaviour change programming e.g SASA! |  |  |  |  |
| Knowledge of the current and past issues in GBV programming, Behaviour change programming |  |  |  |  |
| Clear understanding of the goal and/or outcomes of the project  |  |  |  |  |
| Clear interpretation of the objectives of the assignment |  |  |  |  |
| Clear understanding of the TOR |  |  |  |  |
| Links objectives of the assignment to the project goal and outcomes |  |  |  |  |
| Clearly recognizes that the assignment is a rapid assessment survey aimed to assess how communities are progressing in the four key outcomes areas: knowledge, attitudes, skills and behaviour (CRITICAL) |  |  |  |  |
| Adequate explanation of how results of the rapid assessment survey will be used to scale up programming in other areas |  |  |  |  |
| **Sub-total** |  | **25** | **34.5** |  |
|  |
|  | **Naomi** | **Mboya** | **Cynthia** | **Total** |
| **3. METHODOLOGY****Describe the approach that you intend to take in delivering the assignment?** What do you see as possible challenges in delivering this assignment and how would you address the challenges if they arose?  |
|  | **Max 35 points** | **Max 35 points** | **Max 35 points** | **Max 35 points** |
| * Recognizes that both quantitative and qualitative data types will be required
* Clearly identifies the possible sources of quantitative and qualitative data with clear description of how they data will be sourced including identification of interviewees
* Clear description of possible tools and methods to be used to gather relevant data based on scope (including document review guides, interview guides and virtual interviews)
* Clear description of phased methodological approach with key steps that include inception, training of enumerators, data gathering and analysis, development of draft reports, validation and development of advocacy plan in line with government priorities.
* Adequate explanation of data analysis and presentation strategy
* Clear strategy on how WEL and all stakeholders will be involved in the process from inception to the end (e.g participation in the inception meetings, review of the inception reports and tools consensus building.
* Challenges posed by COVID-19 [=(CRITICAL)
* Any other challenge such as sourcing of data from the religious leaders, time
* Look for innovative ways of addressing each challenge
 |  |  |  |  |
| **Sub-total** |  | **25** | **35** |  |
|  |
|  | **Naomi** | **Mboya** | **Cynthia** | **Total** |
| **4: WORK PLAN AND BUDGET [5 POINTS]** Should you be successful and are given this job, how soon would you be available and what would be your budget? |
|  | **Max 5 points** | **Max 5 points** | **Max 5 points** | **Max 5 points** |
| Immediately available |  |  |  |  |
| Commitment to deliver within agreed timeliness CRITICAL |  |  |  |  |
| Daily rate reasonable and competitive based on prevailing market rates |  |  |  |  |
| Clear justification for the budget |  |  |  |  |
| Willingness to negotiate on budget |  |  |  |  |
| **Sub-total** |  | **4** | **5** |  |
|  |
| **Grand Total** |  |  |  |  |
| **GENERAL QUESTIONS**  |  |  |  |  |
| How soon are you able to take up the assignment if successful? | **Readily Available** |
| What is work plan like to ensure completion of the project in time. | **Work plan clearly presented to meet the set deadline**  |
| What is your overall budget expectation  | **Had quoted Kshs 352,000 and was ready to negotiate downwards** |
|  |  |  |  |  |
| **General Comments*** Initial presentation was tensed but the consultant got clearer as he proceeded.
* The interviewee is the team lead of a team, but didn’t introduce them. From their CVs, there was gender sensitivity.
* Had a clear understanding of the TOR and presented clear step by step methodology for conducting the assignment.
* Have conducted previous studies on behaviour change and that target men and women both nationally and internationally. Also mentioned the organisations that have engaged him in confidence
* Had clear description of the methodology approach and very articulate on research methods with demonstrated experience
* Team lead had a clear guidance on the stages of the evaluation which is well demonstrated in the work plan.
* Have more than 10 years’ experience in similar assignments especially women, youths and girls.
* They identified the challenges very well with relevant mitigation measures. He suggested to reduce the number of participants in the FGD from 12 to 6-8 due to COVID guidelines. Also suggested that WEL mobilizes the community members for Sunday in order to reduce physical contact in their homes due to COVID guidelines.
* They are flexible and can work outside the normal hours to deliver the work
* Their data analysis method was detailed. .
* Had a clear and convincing work plan and are negotiable downwards and accommodates the WEL budget..
 |

**C**

**Women Empowerment link (WEL):**

**Consultants Interview Report**

**Name of Assignment:** *Consultancy on Rapid Assessment Survey on SASA! Faith of the EVAWG Project*

**Name of Consultant[s]: Francis Oyoo**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Naomi** | **Mboya** | **Cynthia** |  |
| 1. **CONSULTANT’S INTRODUCTION**

**Please introduce yourself while giving some highlights in your CV. You may also introduce your organization’s profile, organizational Capacity in doing the assignment and share past experiences relevant to the current assignment.**  |
|  | **Max 20 points** | **Max 20 points** | **Max 20 points** | **Total** |
| Individual/Group presentation  |  |  |  |  |
| Structured presentation/key highlights of the CV identified  |  |  |  |  |
| The level of self confidence |  |  |  |  |
| Look for originality and validity of the qualification. |  |  |  |  |
| Teamwork and gender representation |  |  |  |  |
| Undertaken a rapid assessment survey in last 5 years |  |  |  |  |
| Undertaken data collection and analysis in last 5 years |  |  |  |  |
| Confidently mentions previous client for previous experience |  |  |  |  |
| Linkage between pervious past experience and current job |  |  |  |  |
| Look for active participation of all team members in the presentation |  |  |  |  |
| Evidently clear that the team has worked together previously |  |  |  |  |
| Clear distribution of roles among team members |  |  |  |  |
| Good oral presentation skills |  |  |  |  |
| Analytical & good writing skills evident from the bidding documents |  |  |  |  |
| **Sub-total** |  | **16.5** | **16** |  |
|  |
|  | **Naomi** | **Mboya** | **Cynthia** |  |
| **2. UNDESTANDING OF ASSIGNMENT****Explain to us your understanding of the TOR and the methodology you would employ to achieve the required deliverables?** |
|  | **Max 40 points** | **Max 40 points** | **Max 40 points** | **Total** |
| Understands VAW/G and prevalence in Kenya including during the COVID perioD |  |  |  |  |
| Attempts to identify gaps in the implementation of laws and/or policies |  |  |  |  |
| Knowledge of Behaviour change programming e.g SASA! |  |  |  |  |
| Knowledge of the current and past issues in GBV programming, Behaviour change programming |  |  |  |  |
| Clear understanding of the goal and/or outcomes of the project  |  |  |  |  |
| Clear interpretation of the objectives of the assignment |  |  |  |  |
| Clear understanding of the TOR |  |  |  |  |
| Links objectives of the assignment to the project goal and outcomes |  |  |  |  |
| Clearly recognizes that the assignment is a rapid assessment survey aimed to assess how communities are progressing in the four key outcomes areas: knowledge, attitudes, skills and behaviour (CRITICAL) |  |  |  |  |
| Adequate explanation of how results of the rapid assessment survey will be used to scale up programming in other areas |  |  |  |  |
| **Sub-total** |  | **33.5** | **24** |  |
|  |
|  | **Naomi** | **Mboya** | **Cynthia** | **Total** |
| **3. METHODOLOGY****Describe the approach that you intend to take in delivering the assignment?** What do you see as possible challenges in delivering this assignment and how would you address the challenges if they arose?  |
|  | **Max 35 points** | **Max 35 points** | **Max 35 points** | **Max 35 points** |
| * Recognizes that both quantitative and qualitative data types will be required
* Clearly identifies the possible sources of quantitative and qualitative data with clear description of how they data will be sourced including identification of interviewees
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* Adequate explanation of data analysis and presentation strategy
* Clear strategy on how WEL and all stakeholders will be involved in the process from inception to the end (e.g participation in the inception meetings, review of the inception reports and tools consensus building.
* Challenges posed by COVID-19 [=(CRITICAL)
* Any other challenge such as sourcing of data from the religious leaders, time
* Look for innovative ways of addressing each challenge
 |  |  |  |  |
| **Sub-total** |  | **27** | **34** |  |
|  |
|  | **Naomi** | **Mboya** | **Cynthia** | **Total** |
| **4: WORK PLAN AND BUDGET [5 POINTS]** Should you be successful and are given this job, how soon would you be available and what would be your budget? |
|  | **Max 5 points** | **Max 5 points** | **Max 5 points** | **Max 5 points** |
| Immediately available |  |  |  |  |
| Commitment to deliver within agreed timeliness CRITICAL |  |  |  |  |
| Daily rate reasonable and competitive based on prevailing market rates |  |  |  |  |
| Clear justification for the budget |  |  |  |  |
| Willingness to negotiate on budget |  | **5** | **4** |  |
| **Sub-total** |  |  |  |  |
|  |
| **Grand Total** |  |  |  |  |
| **GENERAL QUESTIONS**  |  |  |  |  |
| How soon are you able to take up the assignment if successful? | **Readily Available** |
| What is work plan like to ensure completion of the project in time. | **Work plan clearly presented to meet the set deadline**  |
| What is your overall budget expectation  | **Were ready to negotiate their budget downwards** |
|  |  |  |  |  |
| **General Comments*** Had a clear understanding of the TOR and presented clear step by step methodology for conducting the assignment.
* Have conducted previous studies on behaviour change. He was however heavily invested on studied that focused on children
* Leads a team, and introduced the data analyst in the interview
* Team leader had clear description of the methodology approach and very articulate on research methods with demonstrated experience
* Team lead had a clear guidance on the stages of the evaluation which is well demonstrated in the workplan. .
* They are flexible and can work outside the normal hours to deliver the work
* Their data analysis method was detailed and well explained by the teammate who was part of the interview
* Clear distribution of tasks between the two with proper coordination. Gender in the team was however not balanced.
* Had a clear and convincing work plan and are negotiable downwards.
 |