



**GLOBAL NETWORK OF
YOUNG PEOPLE
LIVING WITH HIV**

Call for Applications: Consultant for the End-Term Evaluation of the LEAP Programme

Terms of Reference

Background

The **Leadership, Empowerment, Advocacy and Pride (LEAP)** Programme is implemented by Y+ Global in partnership with Frontline AIDS and funded by the Elton John AIDS Foundation (EJAF). Delivered between 2025 and 2026, the 18-month programme aims to strengthen the leadership, advocacy and engagement of young LGBTIQ+ leaders (aged 18–30) across Cameroon, Côte d'Ivoire, Ghana, Nigeria and Senegal.

Through regional leadership academies, mentorship, seed grants and peer networking opportunities, the programme has supported young advocates to build the knowledge, skills and confidence needed to influence policies and programmes that advance the health, wellbeing and rights of LGBTIQ+ communities.

As the programme comes to an end, Y+ Global is seeking an experienced consultant (or team of consultants) to conduct an independent end-term evaluation. The evaluation will assess the programme's effectiveness, relevance, implementation and sustainability, while identifying key lessons learned and recommendations to inform future programming and investments.

About the consultancy

Y+ Global is seeking a qualified consultant (or team of consultants) to lead the end-term evaluation of the LEAP Programme. Working closely with Y+ Global and Frontline AIDS, the consultant will assess the programme's overall performance, achievements and contribution to strengthening youth leadership and advocacy among young LGBTIQ+ leaders in West and Central Africa. Specifically, the evaluation should:

- Assess the effectiveness, relevance and sustainability of the LEAP Programme.
- Examine the programme's contribution to strengthening leadership, advocacy and meaningful participation of young LGBTIQ+ leaders.
- Identify key lessons learned, good practices and areas for improvement.
- Provide practical recommendations to inform future programming, partnerships and investments.

The consultant will be expected to propose an appropriate evaluation methodology during the inception phase, drawing on existing project documentation, monitoring data and additional data collection where appropriate.

Scope of work

The consultant (or team of consultants) will be responsible for designing and implementing the end-term evaluation of the LEAP Programme. This will include:

- Reviewing relevant project documentation and monitoring data.
- Developing an inception report outlining the proposed methodology, workplan and data collection tools.
- Conducting data collection using appropriate qualitative and quantitative methods.
- Analysing findings against the agreed evaluation objectives.
- Facilitating a validation session with programme stakeholders.
- Producing draft and final evaluation reports with practical, evidence-based recommendations.
- Presenting the final evaluation findings to Y+ Global, Frontline AIDS and the EJAF.

The consultant is expected to propose a robust mixed-methods evaluation approach appropriate to the programme context and objectives.

Expected deliverables

Deliverable	Description
Inception report/ workplan	Evaluation methodology, workplan and data collection tools.
Data collection	Completion of agreed qualitative and quantitative data collection activities.
Validation workshop	Facilitation of a validation session with programme stakeholders to review preliminary findings.
Draft evaluation report	Draft report for review by Y+ Global and Frontline AIDS.
Final evaluation report	Final report incorporating feedback, including findings, conclusions and recommendations.
Presentation	Presentation of the final evaluation findings to key stakeholders.

Detailed expectations for each deliverable will be agreed during the inception phase.

Timeline

Activity	Timeline
Consultancy period	28 September – 30 November 2026
Estimated level of effort	Approximately 20 consultancy days

Consultant profile

Y+ Global is seeking an experienced consultant or consultancy team with demonstrated expertise in programme evaluation, particularly within HIV, SRHR, human rights and youth-led programming.

The successful consultant(s) should demonstrate:

- Proven experience conducting programme evaluations using qualitative and quantitative research methods.
- Experience evaluating programmes related to HIV, sexual and reproductive health and rights (SRHR), youth leadership, advocacy or LGBTIQ+ rights.
- Strong understanding of the social, political and programmatic context of West and Central Africa.
- Excellent analytical, facilitation and report-writing skills.
- Fluency in English is required; proficiency in French is highly desirable.

Applications from consultants who identify as members of the LGBTIQ+ community are strongly encouraged.

The successful consultant(s) must be independent of Y+ Global, Frontline AIDS and the EJAF and disclose any actual, potential or perceived conflicts of interest that may affect, or be perceived to affect, the impartiality and independence of the evaluation.

The successful consultant(s) will also be required to adhere to Y+ Global's safeguarding policies, including its Prevention of Sexual Exploitation, Abuse and Harassment (PSEAH) Policy and Code of Conduct, maintain the confidentiality of all information obtained during the assignment, and uphold the highest standards of integrity, ethical practice and professionalism throughout the consultancy.

Budget and duration

The consultancy will be carried out between **28 September and 30 November 2026**, with an estimated level of effort of 20 consultancy days.

The **total budget available for this consultancy is USD 6,000**, inclusive of all consultant fees, taxes and any associated costs. The final work plan will be agreed upon with the successful consultant during the inception phase.

How to apply?

Interested consultant(s) are invited to submit an application by **completing the [online application form](#)**.

As part of the application, applicants will be required to upload the following documents:

- CV(s) of the proposed consultant(s)
- A cover letter outlining relevant experience
- A technical proposal and proposed daily rate (maximum three pages)
- Samples of recent programme evaluations, assessment reports, or similar documents (no more than three).

Applications must be submitted via the [online application form](#) by 30 August, 2026. Incomplete or late applications may not be considered. Only shortlisted applicants will be contacted.