

## Development of Program Intervention Strategy Using Systems Approaches: Host & Displaced Sudanese Populations in Remote & Camp Contexts in Sudan and Ethiopia

### Terms of Reference

<b>Service</b>	Systems Approach Consultancy	<b>Start Date</b>	Early January 2026
<b>Sector</b>	Humanitarian / Development	<b>Duration</b>	January - March 2026
<b>Location</b>	Ethiopia & Sudan (Hybrid)	<b>Travel Required</b>	Yes (Ethiopia)
<b>Total LOE</b>	40 days	<b>Deadline to Apply</b>	<b>11 January 2026</b>

### Background

Integrity Consulting is seeking an experienced consultant/team to support the development of a program intervention strategy using systems approaches for host and displaced Sudanese populations in remote and camp contexts across Sudan and Ethiopia.

The H.E.R. (Host & Displaced Sudanese Populations) program is a two-year initiative focusing on long-term strengthening, integration, and resilience outcomes for female populations in Benishangul, Ethiopia and Gedaref, Sudan. The program takes a holistic approach across multiple sectors including health, protection (particularly women's health, GBV survivor support, documentation, and land rights), nutrition, economic recovery, and peacebuilding.

The consultancy will support local teams to adopt a systems approach, moving beyond siloed direct aid provision toward more resilient interventions that leverage existing systems and local actors to scale reach and facilitate movement towards durable solutions in protracted displacement situations.

### Purpose

The consultant will provide additional capacity and technical expertise during the program setup phase to:

- Conduct field research support and systems analysis across healthcare, agriculture, and protection systems
- Facilitate intervention analysis and design through collaborative workshops
- Develop intervention implementation strategies with local actor engagement plans
- Establish MEL/MRM systems and baselines for measuring systems change

### Team Structure & Level of Effort

The consultancy will be conducted by a team of consultants with complementary expertise. The proposed team structure and estimated level of effort (LOE) are as follows:

Position	LOE	Key Responsibilities
<b>Team Leader/ Lead Systems Specialist</b>	<b>20 days</b>	Overall consultancy design, methodology, quality assurance, stakeholder coordination, workshop facilitation, report writing and finalization
<b>Senior Protection/GBV Specialist</b>	<b>10 days</b>	Protection systems analysis, GBV/GESI integration, safeguarding considerations, contributing to intervention design and report sections
<b>MEL/MRM Specialist</b>	<b>7 days</b>	Results chain development, indicator frameworks, baseline design, adaptive management systems, MEL capacity building
<b>Research Assistant</b>	<b>3 days</b>	Desk review, data organization, transcription, note-taking, logistics and administrative support
<b>TOTAL</b>	<b>40 days</b>	

## 1. Team Leader / Lead Systems Specialist (20 days)

### Key Responsibilities

- Lead overall consultancy design, methodology development, and workplan creation
- Develop and finalize the inception report with data gap analysis and coordination mechanisms
- Conduct systems analysis across healthcare, agriculture, and protection sectors
- Facilitate co-design workshops with consortium partners in Ethiopia (in-person) and Sudan (remote)
- Provide technical backstopping and mentoring to country field teams
- Develop intervention implementation strategies with sequenced workplans and local actor engagement plans
- Lead data analysis and synthesis of findings into actionable recommendations
- Write and finalize all deliverables including inception report, intervention strategy report, and final documentation
- Coordinate with program management and present findings to Technical Advisory Committee

### Requirements

- Minimum 10 years of experience in market/systems approaches (MSD, M4P, ISA) in humanitarian/development programming
- Demonstrated experience leading systems analysis in complex/fragile environments
- Strong facilitation skills with proven experience in co-design workshops and capacity building
- Expertise in multi-sector programming (health, protection, economic recovery, peacebuilding)
- Experience working with private and public sector actors in MSD programs
- Master's degree in business management, economic development, social sciences, or equivalent experience
- Excellent report writing and presentation skills in English

## 2. Senior Protection/GBV Specialist (10 days)

### Key Responsibilities

- Lead protection systems analysis including GBV prevention and response, documentation, and land rights
- Ensure GESI-transformative approaches are integrated throughout all intervention designs
- Conduct key informant interviews with protection actors and women's organizations
- Analyse protection data and contribute to systems mapping for GBV survivor support pathways
- Advise on safeguarding considerations and do-no-harm principles in intervention design
- Support co-design workshops with specific focus on protection and inclusion components
- Contribute to protection-related sections of all reports and intervention guides

### Requirements

- Minimum 7 years of experience in protection programming, with specific expertise in GBV and/or VAWG
- Strong understanding of GESI frameworks and transformative approaches in humanitarian contexts
- Experience in protection systems analysis and referral pathway mapping
- Knowledge of women's health, SRHR, and psychosocial support services
- Excellent qualitative research and interviewing skills
- Experience working with displaced populations and in camp settings preferred

### 3. MEL/MRM Specialist (7 days)

#### Key Responsibilities

- Develop results chains and theory of change documentation for each intervention area
- Design indicator frameworks capturing direct, indirect, and spillover/multiplier reach
- Create system risk monitoring tools and adaptive management guidelines
- Develop baseline methodology utilizing data collected during field research phase
- Support teams in understanding self-reliance indicators (SRI) and MINKA indicators
- Create AAER (initial systems behaviour change signal monitoring) indicators
- Build MEL capacity of country teams through coaching and tool development
- Work with Consortium MEL Lead to co-develop intervention guides

#### Requirements

- Minimum 5 years of experience in MEL/MRM in humanitarian or development programming
- Experience designing monitoring frameworks for systems change and market development programs
- Strong understanding of adaptive management and learning approaches
- Experience with results-based management and theory of change development
- Excellent data analysis skills (quantitative and qualitative)

### 4. Research Assistant (3 days)

#### Key Responsibilities

- Conduct comprehensive desk review and organize secondary data and program documentation
- Support interview scheduling and logistics coordination across both countries
- Take detailed notes during interviews and transcribe recordings
- Organize and manage all consultancy data, files, and documentation
- Support formatting and finalization of all reports and deliverables

#### Requirements

- Bachelor's degree in social sciences, development studies, or related field
- Previous experience supporting research or evaluation activities
- Strong organizational and data management skills
- Proficiency in Microsoft Office suite and data management tools

#### Scope of Work

The consultancy will deliver the following activities for both geographic areas (Benishangul, Ethiopia and Gedaref, Sudan):

#### Activity 1: Inception and Desk Review (4 days)

- Review all secondary information and program proposal
- Co-create workplan with program management
- Deliver inception report (max 5 pages) with data gaps, methodology, and coordination plan

#### Activity 2: Field Research Support (8 days)

- Identify outstanding data collection requirements
- Develop interview/data collection guides and prepare field teams
- Provide backstopping support for data collection and interpretation

#### Activity 3: Intervention Analysis & Design (17 days)

- Analyse data and convert findings into intervention design iterations
- Facilitate co-design workshops with program teams
- Deliver comprehensive report with intervention strategies, activities, local actor engagement plans, and budget recommendations

#### Activity 4: MEL/MRM Systems (11 days)

- Develop intervention guides with results chains and indicator frameworks
- Establish system risk monitoring tools and adaptive management guidelines
- Support baseline development using collected data

### Deliverables and Timeline

Activity	Deliverables	Timeline
Inception & Desk Review	Inception Report & Workplan	Mid-January 2026
Field Research Support	Data collection guides, team preparation, backstopping support	End January - Mid-February
Intervention Analysis & Design	Co-design workshops, Intervention Strategy Report	Mid-February - Early March
MEL/MRM Systems	Intervention guides, MEL framework, baselines	End of March 2026

### Required Qualifications & Experience

#### Essential Requirements

- Minimum 10 years of proven experience in market/systems approaches (MSD, M4P, ISA) in humanitarian/development programming
- Demonstrated experience leading systems analysis in complex/fragile environments
- Proven experience in Protection, Gender and/or GBV programming
- Strong facilitation and capacity development skills with proven coaching experience
- Experience working with private and public sector actors in MSD programs
- Master's degree in business management, economic development, social sciences, development studies, or equivalent experience

#### Technical Expertise Required

- Multi-sector expertise across health, protection, nutrition, economic recovery, and peacebuilding
- Experience in value chain development, business model development, and/or human-centred design
- Expertise in designing systems approach toolkits and MEL frameworks for complex programs
- Strong data analytics skills (quantitative and qualitative)

#### Desirable (Not Essential)

- Familiarity with Ethiopia and/or Sudan context
  - Working knowledge of Amharic or Arabic
  - Experience in climate-sensitive agriculture
  - GBV/VAWG specialization

## **Location & Travel**

The consultancy can be delivered through a hybrid of remote and in-country work. Travel to Benishangul and Addis Ababa, Ethiopia may be required. Sudan activities are expected to be supported remotely due to access constraints. Applicants must be able to travel within Ethiopia.

Consultants will cover costs for international travel, visa fees, insurance, and in-country personal expenses. These should be included in the financial proposal.

## **How to Apply**

Interested candidates can apply for individual positions or as a team, please apply through our jobs page. Only shortlisted applicants will be contacted for interviews. Recruitment is subject to funding availability.

*Please feel free to share this opportunity with colleagues who might be interested.*