



The National Society for Rehabilitation

Terms of Reference (ToR)

Monitoring, Evaluation and Learning (MEL) Consultant

1. Project Overview:

The project seeks to improve the physical, psychological, and social well-being, functional independence, and participation of persons with disabilities and caregivers through the provision of a package of rehabilitation services (physical therapy, occupational therapy, nursing, psychosocial support, and social inclusion) delivered through field teams in the Gaza and Middle Area Governorates, in addition to providing assistive devices and other services.

- Project Title: “Emergency Response, Rehabilitation, and Comprehensive Recovery for Persons with Disabilities in the Gaza Strip”
- Implementing Organization: National Society for Rehabilitation (NSR)
- Donor: Norwegian Association of Disabled (NAD)
- Project Duration: One year, renewable
- Geographic Scope: Gaza Strip – Gaza and Middle Area Governorates
- Overall Project Objective:

Improve the physical, psychological, and social well-being, functional independence, and participation of persons with disabilities and caregivers.

2. Purpose of the Consultancy:

The purpose of this consultancy is to

- design, develop, and oversee the project's Monitoring, Evaluation, and
- Learning system and work plans, and



- provide training on the project staff to ensure the implementation of activities according to approved plans, accurate measurement of indicators, and
- the preparation of periodic reports reflecting achievements and challenges, in addition to
- facilitating continuous learning processes to improve performance.

3. Key Duties and Responsibilities:

The consultant is expected to undertake the following tasks:

- Develop the Monitoring and Evaluation Framework: Review or update the project Logical Framework and develop the Monitoring and Evaluation Plan (M&E Plan), including quantitative and qualitative indicators, tools, baseline data, and targets.
- Design Data Collection Tools and Deliver Training: Develop quantitative and qualitative tools (questionnaires, pre- and post-training assessment forms, focus group discussion guides, individual interview forms, etc.) and train relevant project and organizational staff.
- Periodic Monitoring: Conduct digital monitoring of activities and field teams and verify the quality of entered data and its compliance with standards.
- Data Management and Analysis: Clean and analyze activity data and extract findings that demonstrate progress toward achieving project objectives.
- Reporting: Prepare periodic monitoring and evaluation reports (monthly, quarterly, semi final and final) and submit them to project management and donors as required, and support the review and improvement of periodic project reports submitted to the donor.
- Facilitate Learning Processes: Document lessons learned, success stories, and challenges, and organize Reflection Sessions with the project team to adjust the course of activities based on evidence.

4. Expected Deliverables:

The consultant shall submit the following deliverables according to a timeline to be agreed upon later:

- Updated Monitoring and Evaluation Plan and a package of ready-to-use data collection tools.



- Periodic monitoring reports, as agreed (quarterly or semi-annual), in line with the project's Monitoring and Evaluation Plan and donor requirements.
- Final project evaluation report presenting the impact and results achieved compared to the baseline, including a lessons learned document and success stories collected from stakeholders.

5. Required Qualifications and Experience:

- University degree in Social Sciences, Project Management, Engineering, International Development, Statistics, or a related field.
- At least 4 years of experience in designing and implementing Monitoring, Evaluation, and Learning (MEL/M&E) systems in development or humanitarian projects.
- Strong knowledge of the Logical Framework (Log frame) and Key Performance Indicators (KPIs).
- Proficiency in using digital data collection tools such as Google Forms and Kobo Toolbox, and data analysis software such as SPSS and Excel.
- Excellent analytical report-writing skills in both Arabic and English.
- Previous experience working on projects related to inclusion, empowerment, persons with disabilities, youth, and women in the Gaza Strip context, particularly during emergencies.

6. Duration and Budget:

- Type of Contract: Deliverables-based consultancy contract (field presence is required).
- Consultancy Period: From 20 July 2026 to 31 December 2026.
- Payment Mechanism: Financial entitlements shall be paid in periodic installments linked to the submission and approval of the deliverables specified in Section (4).

The National Society For Rehabilitation – (NSR)
Gaza, July 2026

