

**Vacancy Announcement - Individual Consultant to Conduct a Review of the Implementation of
NAP-VAC 2024–2028 and Progress of the Udhuhilan Campaign**

TOR Reference Number: TOR/2026/19

Title of TOR	Individual Consultant to Conduct a Review of the Implementation of NAP-VAC 2024–2028 and Progress of the Udhuhilan Campaign
Contract Type	Individual Consultant
Anticipated start date	01.11.2026
Anticipated end date	11.12.2026
Contract Supervisor	Child Protection Specialist
Section / Programme	Care and Protection Programme
Duty Station	Malé, Maldives

BACKGROUND UNICEF Maldives is collaborating with the Government of Maldives to strengthen national systems for the prevention of and response to violence against children, in line with the Convention on the Rights of the Child, the Child Rights Protection Act, the Juvenile Justice Act, the Education Act, and the National Action Plan on Prevention and Response to Violence Against Children 2024–2028 (NAP-VAC).

The NAP-VAC provides the national framework for coordinated action to prevent and respond to violence against children across homes, schools, communities, institutions and digital environments. It outlines strategic priorities and planned interventions to strengthen prevention, protection and response mechanisms, improve multisectoral coordination, and promote safe and supportive environments for all children. Effective implementation requires sustained engagement across government institutions, civil society, communities and other partners, supported by clear responsibilities, adequate resources and effective monitoring and accountability mechanisms.

As part of efforts to advance the NAP-VAC, UNICEF Maldives is supporting Udhuhilan – For a Happy, Safe Community, a two-year programme launched in partnership with the Family Protection Authority in September 2025. The programme contributes to the prevention of violence against children, particularly domestic violence, through initiatives promoting positive parenting and caregiving, child and youth participation, community awareness, and stronger community and institutional safeguarding.

As the NAP-VAC progresses through its implementation period, there is a need to strengthen the evidence base on national progress and implementation experiences, including learning from

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programmes such as Udhuhilan. An updated understanding of implementation can support more informed decision-making, reinforce accountability and help direct attention towards areas requiring further action.

The review will also inform preparations for the upcoming End Violence Against Children (EVAC) Conference by providing an evidence base for national discussions on progress, remaining challenges and priority actions. Its findings will support UNICEF's engagement with the Government and partners to advance coordinated, evidence-based and accountable implementation of the NAP-VAC.

PURPOSE AND OBJECTIVES

The overall purpose of this consultancy is to assess progress in the implementation of the National Action Plan on Prevention and Response to Violence Against Children 2024–2028 (NAP-VAC), review progress and learning from the Udhuhilan campaign, identify implementation gaps and bottlenecks, and generate evidence to inform continued implementation and Link NAP-VAC interventions to the main EVAC Conference pledges, identify implementation gaps, and accelerate progress towards fulfilling commitments.

The specific objectives are to:

- Assess NAP-VAC implementation against the activities, outputs, indicators and targets in the existing NAP-VAC results and monitoring framework.
- Document progress, achievements, implementation gaps, bottlenecks and evidence gaps, including issues related to coordination, responsibilities, resources, capacity, service delivery, data and reporting.
- Review Udhuhilan progress against its strategic pillars, planned activities and intended results, including achievements, lessons, gaps and its contribution to NAP-VAC prevention priorities.
- Consolidate findings through stakeholder engagement and validation and identify priority areas requiring acceleration during the remaining implementation period.
- Prepare evidence-based inputs for the EVAC Conference by linking the NAP-VAC review to the main conference pledges, identifying priority actions to accelerate implementation, and informing the final consultancy report with practical recommendation

SCOPE OF WORK, METHODOLOGY AND WORKING LOCATIONS

The consultant will work under the supervision of the UNICEF Child Protection Specialist and in close coordination with UNICEF programme colleagues, the Ministry of Health, Family and Welfare,

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relevant government ministries and institutions, state bodies, local government and island-level stakeholders, development partners, civil society and community-based organisations, and other relevant partners identified as lead or supporting agencies under the NAP-VAC.

The scope of work will include reviewing and documenting the implementation status of the NAP-VAC 2024–2028, using the existing NAP-VAC results framework, activities, indicators, timelines and identified lead and supporting agencies as the primary basis for assessment. The review will also assess progress and learning from the Udhuhilan campaign as a relevant UNICEF-supported violence prevention initiative and generate evidence and key findings to inform preparations for the upcoming End Violence Against Children (EVAC) Conference.

To keep the scope proportionate to the six-week consultancy period and budget, the work will be organised around four consolidated areas:

1. NAP-VAC Implementation Review and Tracking

Review the NAP-VAC and available evidence; assess progress against the existing Results Framework; document achievements, gaps, bottlenecks and evidence gaps; and develop a consolidated implementation tracking matrix based on the existing NAP-VAC Results Framework to capture implementation status, available evidence, gaps, bottlenecks and priority areas against existing activities, indicators and targets. The tracking matrix will serve as a tool to consolidate and assess implementation progress and will not constitute a new or parallel monitoring framework.

2. Udhuhilan Campaign Review

Review relevant campaign documentation and assess progress against strategic pillars, planned activities and intended results; document achievements, lessons, implementation gaps and opportunities to strengthen its contribution to violence prevention and NAP-VAC priorities.

3. Stakeholder Validation and EVAC Inputs

Conduct targeted stakeholder discussions to validate progress and gather evidence on the five identified EVAC pledges. Identify implementation gaps, bottlenecks and opportunities to accelerate delivery, and develop practical, evidence-based recommendations to support their implementation through NAP-VAC and related interventions.

4. Consolidated Analysis and Final Reporting

Consolidate the NAP-VAC assessment, Udhuhilan review, tracking analysis and stakeholder inputs into a final report, including practical recommendations for implementation, coordination, monitoring and accountability during the remaining NAP-VAC period.

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The consultancy will primarily be undertaken in Malé and remotely, with meetings and consultations conducted in person or virtually as appropriate. Any approved travel outside Malé required for the consultancy will be arranged and/or reimbursed separately by UNICEF in accordance with applicable UNICEF policies and procedures and will not form part of the consultant's professional fee. Any such travel must be agreed with UNICEF in advance.

DELIVERABLES AND PAYMENT SCHEDULE

Payments will be made upon satisfactory completion and written acceptance of the corresponding deliverable by UNICEF. Acceptance means that the deliverable is complete, evidence-based, aligned with the agreed scope and methodology, submitted in an editable format, and incorporates consolidated UNICEF feedback.

No.	Deliverable	Indicative timing	Payment	Acceptance criteria
1	Inception note and review plan, including refined methodology, document/data requirements, stakeholder engagement approach and workplan.	Week 1	20%	Clear methodology and feasible workplan; confirms use of existing NAP-VAC framework; identifies evidence sources, stakeholders and key analytical questions.
2	Draft NAP-VAC implementation assessment and Udhuhilan review, including an implementation tracking matrix based on the existing NAP-VAC Results Framework and preliminary findings.	Weeks 3–4	30%	Evidence-based assessment against existing NAP-VAC indicators/targets; clear documentation of progress, gaps, bottlenecks and evidence limitations; Udhuhilan findings and lessons supported by available evidence.
3	Validated findings and EVAC pledge implementation inputs, including an assessment of implementation gaps, priority actions, and practical recommendations to accelerate delivery of the five EVAC pledges through NAP-VAC and related interventions.	Week 5	20%	Findings are validated through agreed stakeholder engagement; the five EVAC pledges are clearly linked to relevant NAP-VAC interventions; and recommendations are evidence-based, actionable, and focused on accelerating implementation.
4	Final NAP-VAC Implementation Review Report incorporating Udhuhilan findings,	Week 6	30%	Complete, coherent and quality-assured report; incorporates agreed feedback; recommendations are

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	recommendations and final tracking analysis.			practical, evidence-based and prioritised; submitted in editable format.
QUALIFICATIONS AND EXPERIENCE REQUIRED The consultant should have the following qualifications and experience: • Advanced university degree in social sciences, public policy, development studies, child rights, child protection, monitoring and evaluation, social work, psychology, education, law, or a related field. • At least 3–5 years of relevant professional experience in child protection, violence prevention, child rights, policy/programme implementation, monitoring and evaluation, or related areas. • Demonstrated experience in desk reviews, implementation assessments, results-based monitoring, and analysis of policies, programmes or national action plans, with strong analytical and research skills to review qualitative and quantitative evidence, identify progress, gaps and implementation bottlenecks, and develop practical, evidence-based recommendations. • Experience developing analytical reports, implementation tracking tools, policy briefs or similar evidence-based products. • Experience working with government institutions, development partners, civil society and other stakeholders, preferably in the Maldives or a comparable context. • Good understanding of child protection, violence against children and multisectoral approaches. Familiarity with NAP-VAC 2024–2028 and the Maldives child protection system is an advantage. • Excellent written and verbal communication skills in English and Dhivehi.				
PROPOSAL SUBMISSION REQUIREMENTS AND EVALUATION CRITERIA Applicants should submit a brief technical proposal outlining their proposed methodology and analytical approach for the consultancy, including the proposed approach to document and evidence review, stakeholder engagement and validation, implementation tracking, and development of recommendations. The proposal should also include a proposed workplan aligned with the consultancy timeline and deliverables. Proposals will be assessed using a combined technical and financial evaluation. The technical proposal will carry 70 per cent of the total score and the financial proposal will carry 30 per cent. Technical Evaluation – 70 points 1. Relevant academic qualifications – 10 points				

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2. Relevant professional experience in child protection, child rights, violence prevention, policy/programme implementation or monitoring and evaluation – 15 points
3. Demonstrated experience in desk reviews, implementation assessments, results-based monitoring and analytical research, including identifying implementation gaps, bottlenecks and evidence gaps, and developing practical, evidence-based recommendations – 20 points
4. Knowledge of the Maldives context, NAP-VAC 2024–2028 and relevant national child protection systems – 10 points
5. Quality and feasibility of proposed methodology, analytical approach and workplan, including approach to evidence assessment, stakeholder engagement and validation – 15 points

Financial Evaluation – 30 points

The financial proposal will be assessed based on overall value for money. The lowest technically compliant financial proposal will receive the maximum financial score, and other proposals will be scored proportionately.

Only candidates who meet the minimum technical threshold of 50 out of 70 points will be considered for financial evaluation.

MANAGEMENT OVERSIGHT AND QUALITY ASSURANCE

The consultant will work under the direct supervision of the UNICEF Child Protection Specialist, Care and Protection Programme, UNICEF Maldives, and in close coordination with relevant UNICEF colleagues and government counterparts involved in the implementation and monitoring of NAP-VAC 2024–2028 and relevant Udhuhilan campaign stakeholders.

UNICEF will provide overall technical guidance, facilitate coordination with relevant stakeholders, and review the consultant's deliverables. The consultant will be responsible for delivering high-quality outputs within the agreed timelines, undertaking the NAP-VAC implementation assessment and Udhuhilan campaign review, and incorporating feedback from UNICEF and relevant partners.

All deliverables must be submitted electronically in an editable format. UNICEF will review outputs against the agreed scope of work, quality standards, child safeguarding requirements, and programme needs. Deliverables will be considered accepted when they are complete, responsive to the requirements of the TOR, evidence-based, submitted in the agreed format and incorporate comments provided by UNICEF and relevant stakeholders, as applicable.

The consultant must comply with UNICEF standards on child safeguarding, ethics, confidentiality, prevention of sexual exploitation and abuse, and data protection. Any engagement with children, where required under the consultancy, must be conducted in accordance with approved

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safeguarding procedures and ensure that participation is voluntary, informed, safe, inclusive, and respectful.