

# Thousand Currents

## Terms of Reference

Learning & Evaluation Consultant

### THE OPPORTUNITY

Thousand Currents is excited to open a search for a Learning and Evaluation (L&E) consultant(s) to help us develop and co-design a movement centric framework. This Learning and Evaluation approach will be used to strengthen our internal systems and increase our capacity to collect data, impact, stories and lessons related to our 2022-2024 Strategic Direction.

### ABOUT THOUSAND CURRENTS

Thousand Currents is a public foundation funding grassroots work that addresses the interdependent issues of food sovereignty, economic justice and climate justice in the Global South. We partner with an ecosystem of grassroots-based formations, including, but not limited to, social movements, grassroots groups, and research institutions in Africa, Asia, the Pacific, and Latin America.

In addition to global grantmaking, Thousand Currents uses its position and influence as a vocal and visible advocate for grassroots-led social change, to transform behaviors and practices of Global North philanthropy. We do this through our Philanthropic Partnerships program, where we work with donors to adopt transformative practices that dismantle injustice and inequity. Through training, workshops, tools, and resources, we help donors strengthen their relationships with grantee partners in alignment with their values and missions. And we bring them together to cultivate a just, equitable, and inclusive philanthropic and social impact investment sector through our practice communities: [Thousand Currents Academy](#), [Buen Vivir Fund](#), [CLIMA Fund](#) and [Africans In The Diaspora](#).

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Recently, Thousand Currents completed its 2022-2024 Strategic Direction, which outlines an ambitious vision in alignment with our [Theory of Change](#), and organizational values. We are excited to now translate our work through a movement-centric Learning & Evaluation framework.

## **PURPOSE OF CONSULTANCY**

Under the supervision of the Director of Learning Initiatives, the Learning and Evaluation consultant(s) will support Thousand Currents to develop and co-create a movement-centric framework that integrates both feminist and Indigenous principles and knowledge. This organizational framework will help track, collect and document the learnings, progress, and impact of Thousand Currents' Theory of Change and 2022-2024 Strategic Direction.

We believe traditional Western-driven monitoring and evaluation approaches do not serve the current contexts within which social change actors operate and advance change. We invite interested consultants to co-create an innovative approach to learning and evaluation that builds on Thousands Currents' commitment to redefining concepts and practices that innovate ethical and effective frameworks for understanding and sharing impact.

## **SCOPE OF SERVICES:**

The consultant will carry out the following activities:

1. Design a plan and methodology to build out the process for developing an organizational Learning and Evaluation Framework to be completed by May 2022.
2. Conduct an environmental scan of relevant learning and evaluation approaches to support the design and implementation of a movement-centric framework that integrates feminist and Indigenous principles. This foundational research report can include a literature

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review, documentation of Thousand Currents' learnings to date, scholar, practitioner, and other key informant interviews, and other inputs (TBD).

3. Conduct a praxis review by interviewing a select group of movement practitioners, foundation peers and others to learn about how to implement decolonized L&E frameworks.
4. Develop a learning and evaluation framework for Thousand Currents, including key learning questions and practices with our team.
5. Recommend and provide setup support of the implementation plan for the new learning and evaluation framework.

## **DELIVERABLES:**

1. A report on findings from environmental scan and praxis review of Learning and Evaluation approaches
2. A Learning and Evaluation Framework for Thousand Currents 2022-2024 Strategic Direction, including implementation recommendations and learning questions

## **TIMEFRAME:**

This contract will run for up to six months, with a preferred start in December 2021, but no later than January 2022. Up to 80 days will be allocated for this work through May 2022.

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## REPORTING RELATIONSHIP:

The consultant will work remotely, reporting directly to the Director of Learning Initiatives, and working with the Director of Movement Partnerships and the Executive Director.

## SELECTION CRITERIA:

- Demonstrated expertise in evaluative approaches and methods suited to learning-driven questions and qualitative data sources
- Experience in narrative and system change measurement and learning approaches
- Experience in setting up learning and evaluation frameworks
- Knowledge of feminist and indigenous values, principles and approaches to L & E
- Expertise in survey and other data collection, design, and analysis tools.
- Familiarity with philanthropy and grantmaking practices
- Excellent research, writing and communication skills. Effective at communicating results in oral and written formats
- Expertise working in a virtually connected work environment to meet deadlines and milestones
- Effective time management and organizational skills, including attention to detail.
- Strong facilitation skills and proven ability to lead and support participatory processes
- English language professional proficiency; other languages such as Spanish, Portuguese and/or French are a plus

## EXPRESSIONS OF INTEREST:

To be considered, please send a substantive cover letter that outlines experience relevant to this TOR, a CV, daily rate and availability to [jobs@thousandcurrents.org](mailto:jobs@thousandcurrents.org) with "Learning and Evaluation Consultant" in the subject line. The application window will remain open until filled.

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Interviews will be scheduled throughout December 2021, We strongly encourage people of color, Indigenous, gender-oppressed, LGBTQI+, and differently abled people to apply. Only short listed candidates will be contacted.

## **EQUAL OPPORTUNITY:**

Thousand Currents is an equal opportunity employer. As a global organization, we recognize the importance of our staff reflecting the communities our work aims to benefit. We encourage and seek applications from women, people of color, and bilingual and bicultural individuals, as well as members of the lesbian, gay, bisexual, and transgender communities. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, or medical condition including acquired immune deficiency syndrome (AIDS) and AIDS-related conditions.