

GENERAL INFORMATION

Title of Consultancy: Open call for an independent consultant or a team of consultants for the final evaluation of project “Integrity Watch in the Western Balkans and Turkey: civil society combating corruption with political integrity data”

Application Closing Date: 30 June 2026

Consultancy Start and End Date: 13 July to 30 September 2026

Location of Consultancy: Remote (home-based)

BACKGROUND

Kosova Democratic Institute (KDI) is a non-for-profit organization based in Kosovo, and its work is guided towards a corruption free environment where institutions, business and citizens exercise their rights and roles with integrity and dignity. Its mission is to support the development of participatory democracy and the fight against corruption in Kosovo and the region through promotion of transparency, accountability and integrity at all levels and sectors of society.

KDI is looking for an independent evaluator to conduct final evaluation of the project “Integrity Watch in the Western Balkans and Turkey: civil society combating corruption with political integrity data”, by collating and analysing evidence about the achieved levels of impact the action either generated or contributed to.

This regional EU-funded project with an implementation period extending from March 2023 to June 2026, aimed to empower citizens and civil society actors in Bosnia and Herzegovina, Kosovo, North Macedonia, Serbia and Türkiye to hold their political office holders to account for the integrity of political finance, law-making and resource allocation. Hence, strengthened political integrity had to foster more public decisions consistent with the common good. The project is an innovative civil society initiative in the field of anti-corruption and political integrity implemented by lead CSO Kosova Democratic Institute based in Kosovo in partnership with Transparency International chapters in Bosnia and Herzegovina, North Macedonia, Serbia and Türkiye. In addition, Transparency International Secretariat based in Berlin provided thematic and technical support. Over the course of 40 months, the project generated important milestones which contribute to the fight against corruption in Western Balkans and Türkiye through open-data tools and advocacy actions, primarily in the field of public procurement, political finance and asset declarations. In this regard, project partners built, developed and launched Integrity Watch digital platforms¹ in Kosovo, Bosnia and Herzegovina, North Macedonia, Serbia and Türkiye allowing the public and stakeholders to explore how money and power intersect in public decision-making processes. Platforms expose and connect key datasets in political financing, public procurement, asset declarations and other areas related to political integrity representing most vulnerable areas to corruption and abuse of public office. Furthermore, the action enhanced national and regional cooperation between project partners with public institutions, civil society, media and academia through Regional Community of Practice to promote political integrity and advocate for integrity reforms in the region. The action implemented a complex sub-granting scheme in the five project countries and provided tangible recommendations for policy changes in procurement, political finance and asset declarations in Western Balkans and Türkiye.

OBJECTIVES OF THE FINAL EVALUATION

¹ See the following links: [Integrity Watch Kosova](#), [Integrity Watch Bosnia and Herzegovina](#), [Integrity Watch North Macedonia](#), [Integrity Watch Serbia](#) and [Integrity Watch Türkiye](#).

The main purpose of the evaluation exercise is to provide an external and independent assessment, prioritising the project's impact, sustainability and overall performance, including its achievements and contribution to any positive or negative changes. The assessment will stimulate learning and may inform KDI's future project design and development as well.

The overall objectives of the evaluation are the following:

- Provide an independent, systematic and objective assessment of the impact and sustainability, evaluating outcomes of the project against the initial goals specified in the project's logical framework and the extent to which the net benefits of the project are sustainable over time.
- Document lessons learned and good practices to generate clear forward-looking and actionable recommendations to guide KDI, Transparency International chapters and other stakeholders in developing strategies for future related work at national and regional levels.

A key audience for this evaluation is KDI and project partners which will use the results to sustain the project results/outcomes and inform the design of future related projects. The European Commission may use the evaluation for accountability and verification purposes.

KEY ISSUES TO BE ADDRESSED

The following OECD DAC criteria and evaluation questions should be addressed during the project evaluation but are subject to discussion and agreement between KDI and the evaluator(s) during the designing of the evaluation approach in the inception phase. Given the prior Mid-Term Review and the Results Oriented Monitoring (ROM) review of the project, the final evaluation should streamline the proposed evaluation questions to avoid duplicating efforts and should include a stronger focus on Impact and Sustainability. Some questions may be deprioritised or omitted to reduce the workload, especially if they were likely addressed in earlier reviews or are less critical for the final evaluation of the project. The evaluator is free to further prioritise these questions in the proposal and suggest others as deemed necessary.

RELEVANCE/ COHERENCE

- How well did the project outcomes align with the priorities and policies of the beneficiaries, strategies of the key project implementing countries, regional strategies and EU stakeholders?
- To what extent did the project contribute to advancing EU objectives in the Western Balkans (Kosovo, Bosnia and Herzegovina, North Macedonia and Serbia) and Türkiye, particularly in promoting political integrity, transparency and accountability, and contribution to the EU Enlargement agenda?
- Were the activities and outputs of the project consistent with the intended project goals and objectives (i.e. was the planned chain of causality coherent)? Or did this coherence remain consistent throughout implementation? To what extent were the project's interventions complementary to other anti-corruption initiatives in the region?

EFFECTIVENESS

- To what extent were the project objectives achieved by the end of the project in comparison to initial plans, and how strongly can they be attributed to KDI and the project partners' work?
- What were the main internal and external factors that influenced the achievement or non-achievement of project results?
- Which specific approaches, strategies or interventions proved most effective or ineffective and what lessons can be drawn for future projects?
- To what extent did the involvement of the EU, through DG ENEST funding and EU Delegations support, enhance the project's outcomes and credibility compared to other potential funding sources, and what additional support or engagement could have further amplified its impact as well as engagement with key stakeholders, including public institutions, CSOs, media and academia?

EFFICIENCY:

- To what extent were results-based management and administration systems effective, inclusive and fit for purpose?
- Were resources (financial, human, technical support) allocated strategically and sufficiently to achieve the project outputs and outcomes? What additional capacities, resources and support, if any, were required for the successful completion of the project?

- How efficiently were project activities implemented in relation to the planned schedule? Were delays, disruptions and implementation risks adequately identified, managed and mitigated throughout the project lifecycle?
- Did the project demonstrate value for money in achieving its results relative to the resources utilised?

IMPACT

- What were the project's key outcomes and impact compared to initial expectations and what unintended positive or negative impacts, if any, resulted from the project? How were these addressed?
- To what extent did/would the project contribute to long-term systemic change in political integrity, transparency and accountability in the target countries? Which specific successful approaches and strategies proved most effective in contributing to changes at the impact level?
- What evidence exists of the project's contributions to improved policymaking and increased civic engagement in anti-corruption efforts?
- To what extent has the project contributed to strengthening the capacities of CSOs, local groups, and other stakeholders to sustain and expand its impact beyond the project's duration?
- To what extent have project outcomes fostered public scrutiny and accountability through tools such as the Integrity Watch digital platforms?
- Are there indications that the project's results have been or could be replicated or scaled by other stakeholders in the region?

SUSTAINABILITY

- What mechanisms or strategies have been established to ensure the ongoing use of tools such as the Integrity Watch digital platforms and project recommendations for policy changes in the areas of political integrity?
- What risks could threaten the sustainability of the outcomes, and to what extent have mitigation strategies been implemented?
- To what extent, if at all, has the project contributed to fostering an enabling environment for continued anti-corruption reforms and civic engagement?
- What lessons can be drawn about the added value of EU-funded initiatives in achieving systemic change in good governance and anti-corruption efforts and how can future funding for similar regional projects be designed to maximise impact in the sustained fight against corruption?

METHODOLOGY

The evaluation, including its approach and methods, will be planned, agreed and conducted in close consultation with KDI.

The evaluation consultant is ultimately responsible for the overall methodological approach and design of the final project evaluation and is expected to propose methods that it considers most appropriate and that could further strengthen the quality of the data and/or close any gaps identified to achieve the aims, which should be adapted to the requirements of this ToR.

The final project evaluation should use a participatory and inclusive approach engaging relevant staff at KDI and national chapter/partner levels through structured methods. Both quantitative and qualitative data should be utilised in assessing the project. The exact methodology should be defined, discussed, and agreed upon with KDI during the inception phase. The final project evaluation can include but not necessarily be limited to the following methods:

- Desk review of relevant documents.
- Individual and/or group online interviews with project implementing stakeholders optimally from all countries where the project was implemented.
- Survey questionnaires to project implementing TI internal and external stakeholders.

The consultant should present a detailed statement of the proposed review methods in the technical proposal. The consultant is expected to refine the scope and methodology of this assignment during the inception phase in cooperation with KDI and provide a detailed plan.

EXPECTED DELIVERABLES

This evaluation is expected to be mostly desk-based, conducted remotely.

The consultant or team of consultants is expected to deliver:

- An **inception report** outlining the proposed methodology, stakeholders for interviews and FGDs, data collection tools and timeframe of planned actions.
- A **draft evaluation report** for review and comments by KDI, including annexes. While considering the comments provided on the draft, the consultant(s) shall use their independent and impartial judgment in preparing the final report.
- An online **validation meeting** with key stakeholders to discuss findings and feedback on draft report, with design, facilitation and documentation of a participatory workshop, incl. PowerPoint presentation, to discuss and validate the draft report.
- A **final evaluation report** documenting the evaluation process and results following a clear structure. The evaluation report will contain the findings, conclusions, and recommendations as well as lessons learned with action-oriented recommendations
- An online learning/validation workshop to engage TI-S and the project partners on the evaluation findings and strengthen the recommendations.

Guidance and quality assurance:

- The findings should be referenced.
- The consultant's approach should be guided by the Transparency International Impact Matrix methodology (www.transparency.org/whoweare/accountability/impact_monitoring/4).
- The research should abide by ethical protocols including participant confidentiality and privacy, and by data protection regulations.

The final report should not be longer than 30-35 pages, excluding the annexes and the executive summary, and should be accompanied by a summary PowerPoint presentation. All evaluation deliverables are to be submitted in English, in electronic form, in accordance with the agreed deadlines. The consultant is responsible for the quality of the final product, including editing and quality control of language.

Annexes to the Final Report should be kept to an absolute minimum, only those annexes that serve to demonstrate or clarify an issue related to a significant finding should be included. Existing documents should be referenced but not necessarily annexed.

SELECTION CRITERIA

KDI is inviting expressions of interest from individual consultants or a team of consultants to carry out the final evaluation of the project. The consultant(s) should have:

Core competencies

People's skills: be able to mediate the different expectations of the different internal stakeholders to produce a strong independent assessment that will genuinely serve the learning purposes set out in this ToR.

Work style is well planned and organised even within a fluid working environment and has a capacity for initiative with competent analytical and problem-solving skills. Maintains a strong level and flow of communication with reporting stakeholders.

Language: excellent command of English. Languages spoken in the Western Balkans and Türkiye are an asset.

Technical competencies

Applicants should have the following skills and experience:

- Substantial experience in conducting evaluations, including in the anti-corruption field.
- At least 7 years of proven relevant professional experience in an international development environment, of which at least 5 years should be in Monitoring & Evaluation of multiple country projects & programmes. Experience with the evaluation of EU-funded projects would be considered an advantage.

- University degree in social sciences or a related area. A post-graduate degree in project management, and/or related fields would be an advantage.
- Excellent drafting and report-writing capacities.
- Knowledge and experience of working with advocacy-oriented organisations.
- Proven experience in the conceptualisation and facilitation of participatory workshops.
- Highly motivated and committed to the values of transparency and integrity.
- Regional experience and a good understanding of political and socio-economic issues in the Western Balkans and Türkiye, as well as the EU enlargement policy priorities in the region, would be an advantage.

The evaluators will communicate with KDI's team in regular MS Teams calls and keep it in the CC of all communications.

REMUNERATION AND COSTS

The consultant(s) should provide their estimated total fee as a lump sum or as standard daily rates before any VAT or other charges. The maximum available budget for this assignment is 10,500 EUR, inclusive of all applicable taxes.

For Consultants based in Western Balkans, Türkiye, EU, EEA and Switzerland

Kosova Democratic Institute (KDI) is registered as an NGO Entity in Kosovo with registration no. 5110225-8. To determine the Value Added Tax (VAT) implications of this tender, we kindly request that the Consultants fill out the VAT Form for Tenders/Vendor Form (instructions inside the form) and submit the completed and duly signed form along with their email application.

The link to the VAT Form for Tenders/Vendor Form is available below.

LOGISTICS AND SPECIFICATION

The consultant or team are expected to work between June and September 2026. A detailed timeline needs to be agreed upon at the beginning of the assignment.

SUBMISSION OF APPLICATIONS

Applications must be submitted in English by email to procurement@kdi-kosova.org not later than **30 June 2026**. Please indicate "IW WBT Final Evaluation" in the subject line of your email application.

Applications should contain these documents in English:

- A detailed technical proposal of how the assignment will be approached, including a budget and tentative timeline.
- A letter of motivation, focusing on concrete examples relating to the necessary skills and experience requested in this Terms of Reference.
- Curriculum Vitae with a full description of the applicant's profile and experience.
- Contact details for at least two independent referees with in-depth and proven knowledge of the applicant's expertise and relevant work experience.
- A sample evaluation, as the first author, published in the last 3 years.
- A completed VAT Form for Tenders/Vendor Form.

Please note that only short-listed candidates will be contacted and that it is unfortunately not possible to provide individual feedback on applications.

KDI retains the right to reject any or all the applications and/or to enter into additional negotiations with one or more of the tendering parties.

Selection of candidates is made on a competitive basis, and we do not discriminate based on national origin, race, colour or ethnic background, religious belief, sex, gender identity and expression or sexual orientation, marital or family status, age, or ability. We kindly ask applicants to refrain from including in their application information relating to the above as well as from attaching photos.

DATA PROTECTION

When you respond to this tender and submit your application, you provide consent that KDI keeps your application materials in accordance with Kosovo's legal requirement on data protection.

Guidelines for handling overhead and travel expenses

Overhead

Regular overhead expenses associated with the Consultants maintaining their place of business, such as rent, telephone, utilities or stationery and travel costs, are included in the Consultant's professional fee, except where explicitly agreed otherwise in the contract.