

THEORY OF IMPACT FOR GCE – DATA ANALYSIS & SUPPORT TO IDEA TERMS OF REFERENCE

About IDEA

The Irish Development Education Association (IDEA) is a national network for organisations and individuals engaged in the provision, promotion and advancement of Global Citizenship Education (GCE) and Development Education (DE) throughout the island of Ireland. Our members are a range of actors, from International Development NGOs to Domestic NGOs, to Educational organisations, and individuals who practice across a wide range of formal, non-formal, and informal settings, and involve learners of all ages. IDEA currently represents 100+ members involved in the design and delivery of GCE/DE in Ireland.

About Global Citizenship Education

Global Citizenship Education (GCE) is an educational process which enables people to understand the world around them and to act to transform it. Global Citizenship Education works to tackle the root causes of injustice and inequality, globally and locally to create a more just and sustainable future for everyone. Development Education, Global Citizenship Education, Education for Sustainable Development are all terms used by our members depending on the nature of their work or their areas of specialism. For this document, we use the term Global Citizenship Education (GCE) to encompass all relevant terms and approaches within the area of education for global citizenship and sustainable development.

Background

IDEA launched our [Theory of Impact for GCE](#) in November 2025 and its related tool in May 2026. Developed in collaboration with our members, the model and tool are the first of its kind and aim to provide a consistent approach to measuring the impact of GCE. The Theory of Impact model and tool build on work done by IDEA over many years to strengthen the sector's capacity including on [Results Frameworks](#), our [Quality & Impact Working Group](#), and a [review of approaches to impact measurement in 2022/23](#). The online tool to capture data for the Theory of Impact model was piloted from May – September 2026. The aim of the tool is to capture and illustrate the long-term impact of GCE, through the gathering of quantitative and qualitative data at the level of 14 intermediate outcomes across three categories of Educators, Learners, and Organisations. There is detailed background information including documents, visuals, and videos on the IDEA website: <https://www.ideaonline.ie/theory-of-impact-for-gce>. The tool is referred to as the 'GCE impact tool' below.

Purpose and tasks

IDEA is now seeking a consultant to carry out analysis of the data captured through the pilot of the GCE impact tool. The pilot was carried out by a group of 15-20 IDEA members and the pilot open-text responses total approximately 11,000 words across ~220 qualitative answers (activity descriptions, results, outcome progress, and participant quotes).

The purpose of this assignment is both to understand what the pilot data can tell us about the contribution and reach of GCE activity, and to identify what IDEA can learn from the pilot data to strengthen the quality, consistency and usefulness of future data collection.

We believe this assignment will have the following aspects:

- To become familiar with the GCE Impact model and tool, if not already
- To review the data entered in the tool during the pilot period May – September 2026 (provided in an excel format) in both quantitative and qualitative responses based on the intermediate outcomes, related indicators and the three overall categories of Educators, Learners and Organisations.
 - To highlight overall macro trends in the data (including # of responses by sector, intermediate outcome, total hours, participants, indicator, counties etc., as well as gaps where data was not entered by pilot organisations or was of low detail/quality etc.)
 - To explore what the findings at intermediate outcome level may indicate about the contribution of GCE activity to the three long-term outcomes and overall vision of the Theory of Impact, while clearly recognising the limitations of the pilot dataset and avoiding unsupported claims of attribution or causality.
 - Where useful and feasible within the available timeframe, to identify relevant external data or evidence that may help contextualise the pilot findings.
 - To highlight lessons learned from the pilot data and what this means for the GCE impact tool going forward.
- To develop a concise report based on the analysis of the data, highlighting the possible contribution of IDEA members' GCE work to the long-term outcomes and overall vision of the Theory of Impact model.
- To provide recommendations including identifying support and training needs for IDEA members using the tool. IDEA may request that the consultant is involved in rolling out further support and training.
- To attend briefings with IDEA staff as needed throughout the process.

Deliverables

The consultant will be expected to provide:

1. Analysis of the quantitative and qualitative pilot data.
2. A concise draft report presenting key findings, trends, data gaps and recommendations based on the data analysis.
3. A final report incorporating feedback from IDEA.
4. A presentation of the findings to the pilot group and at an IDEA member/stakeholder event.
5. Recommendations on future data collection and support or training needs for IDEA members.

Budget

IDEA estimates that approximately 5 working days will be required for the core data analysis and development of the report. Applicants should indicate the number of days they consider necessary to complete the work, including the two presentations, and provide their proposed daily rate and total fee. Any subsequent training or capacity-building work would be additional to this assignment and subject to separate agreement, depending on IDEA's needs, available resources and the consultant's availability. Applicants are also asked to provide their proposed daily rate for any additional training/capacity building work.

The total fee should include all costs related to equipment and workspace. The consultant bears full responsibility for all tax and financial obligations towards relevant authorities. Applicants should clearly state whether VAT applies to their proposed fee.

Person Specification

- **Specialist impact measurement expertise:** Deep knowledge of impact measurement in GCE or strongly aligned fields (ESD, Human Rights education and other areas relating to education for social justice)
- **Data Analysis & Synthesis:** Proven expertise in analysing quantitative and qualitative datasets. Ability to assess data quality, identify structural gaps, and spot patterns across the three categories within the model (Educators, Learners, Organisations).
- **Monitoring, Evaluation, & Learning (MEL):** Strong background in evaluating impact including in GCE and related fields of education. Skilled at connecting granular detail at intermediate outcomes to high-level strategic outcomes and overarching vision/goals.
- **Stakeholder Engagement and communication:** Strong briefing, consultation, and communication skills to liaise effectively with IDEA staff and share findings.
- **Report Writing:** Demonstrated experience in translating datasets into concise analytical reports, and ability to identify supplementary external data sources to contextualise and validate member-submitted findings.
- **Sector Knowledge:** Familiarity with Global Citizenship Education (GCE), Development Education (DE), Education for Sustainable Development sectors. Wider knowledge of broader non-profit/NGO sector in Ireland is an asset.
- **Training & Capacity Building:** Capability to identify gaps and recommend support needed for GCE practitioners in impact measurement. Experience in delivering training/support for practitioners using monitoring tools.

Timeframe

- Deadline to apply: Tuesday 6 October, 1pm
- Initial Briefing with IDEA staff: Friday 9 October
- First draft of report: Wednesday 21 October, 1pm
- Comments from IDEA: Thursday 29 October
- Final draft of report: Monday 2 November
- Presentation of findings (two events with the following provisional dates):
 - Group of members involved in pilot/impact measurement: 6 November
 - Public event for all members and other interested stakeholders: 19 November

How to Apply

Please submit a concise CV (2-3 pages maximum) as well as a proposal highlighting relevant experience, referees for similar work, and a brief description of your proposed methodology. This proposal should include a proposed no. of days and staff involved (if relevant) and fee. Please send your complete application to lizzy@ideaonline.ie and elaine@ideaonline.ie by Tuesday 6 October, 1pm. Please contact us if you would like further information.

