

# EXTERNAL EVALUATION OF YOULEAD PROJECT

## Terms of Reference (ToR)

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### 1. Project Overview & Institutional Framework

The **YOULEAD** project is a strategic initiative funded under the **Erasmus+ Sport – Cooperation Partnerships** (Lump Sum Grant). With a total duration of **30 months**, the project is coordinated by **Panathlon International**. Following the official Kickoff in **January 2026**, the project is scheduled to conclude in **June 2028**.

### 2. General Objective

The project aims to develop more inclusive, equitable, and sustainable sport governance systems. It focuses on creating specific pathways for **gender-balanced youth leadership** and enhancing their participation in decision-making processes at local, national, and European levels.

### 3. Specific Strategic Objectives

The initiative is built upon five core pillars:

- **Barrier Identification:** Analyzing structural and cultural obstacles to youth and gender balance in sports boards.
- **Capacity Building:** Strengthening the leadership skills of young people and current sport governing body members.
- **Innovation:** Developing an **Inclusive Governance Certification Process** and an online self-evaluation tool.
- **Mentorship:** Facilitating intergenerational exchange through the "**Leaders Circle**".
- **Policy Impact:** Supporting the scalability and sustainability of inclusive governance practices across Europe.

### 4. International Partnership & Target Groups

- **Consortium:** Led by Italy (Panathlon), with partners from Montenegro, Portugal, Belgium, Sweden, Spain, and ISCA (Denmark) as an associated partner.
- **Target Groups:** Primarily young people aged 18–30 (with gender balance focus), youth organizations, sport board members, staff, and policy-makers.

### 5. Updated Work Packages (WP) & Timeline

- **WP1 – Management:** Jan 2026 – June 2028 (Continuous).
- **WP2 – Analysis & Good Practices:** Jan 2026 – March 2027 (Month 15).
- **WP3 – Educational Programme:** Dec 2026 – June 2028 (Month 12 to 30).
- **WP4 – Monitoring & Evaluation:** Jan 2026 – June 2028.
- **WP5 – Dissemination:** April 2026 – June 2028.

## 6. External Evaluation Scope

Panathlon International will subcontract an independent evaluator to conduct an **Interim** and **Final External Evaluation**. The assessment will focus on project implementation, achievement of objectives, management efficiency, and impact on gender-balanced youth participation.

## 7. Deliverables & Evaluation Deadlines (Updated)

The evaluator must deliver the following outputs in English:

- **Inception Note (5–8 pages):** Within 30 days of contract signature (Feb 2026).
- **Interim Evaluation Report (~40 pages):** Due **March 2027** (Project Month 15).
- **Draft Final Evaluation Report:** Due **May 2028** (Project Month 29).
- **Final Evaluation Report (~55 pages):** Due **June 2028** (Project Month 30).

## 8. Sources of Information

The evaluator shall identify and use appropriate information sources necessary to fulfil the objectives of the assignment. These may include, but are not limited to, relevant project documentation, data and reports, digital platforms, and information collected through stakeholder consultations using suitable qualitative and quantitative methods.

## 9. Profile of the External Evaluator

The external evaluator should possess:

- a) Proven experience in evaluating EU-funded or similar projects.
- b) Relevant expertise in thematic areas such as sport governance, gender equality, and youth engagement.
- c) Complete independence from the project and its partners to maintain objectivity and credibility.

## 10. Budget & Financial Terms

- **Total Budget:** EUR 14,000 (lump sum), excluding taxes.
- **Payment Method:** Payments will be made upon acceptance of the deliverables defined in the service contract with Panathlon

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### **11. Application Procedure and Deadline**

Applications must be sent no later than 18 February 2026 to the attention of Simona Callo, at the following email address: [simona.callo@panathlon.net](mailto:simona.callo@panathlon.net)

The date of the email sent will be considered the official date of submission.

The subject of the email must be:

“YOULEAD: External Evaluator Selection”

### **12. Selection Procedure**

The selection procedure will consist of an assessment of the applications performed by the YOULEAD Project Coordinator.

The Project Coordinator may request additional supporting documents if needed.