TETRA TECH
International Development

Term of Reference

Short-term Evaluation Consultants



Position Title	Technical Specialists/Evaluation Team Member (two positions)
Project	Mid-Term Review (MTR) of the Mekong-Australia Partnership (MAP) Phase 2
Supervisor	1. Technical report to Director, Mekong Strategy Section, Viet Nam & Mekong Strategy Branch, Southeast Asia Regional & Mainland Division, DFAT. 2. Contractual report to Michael Mutua, Deputy Executive Director, Mekong Australia Support Unit (MAP SU), Tetra-Tech, Inc
Duration of Assignment	December 2026 to 31 May 2027
Location	Mekong subregion (Cambodia, Laos, Thailand and Vietnam), with consultations in Canberra and virtual consultations as required

Tetra Tech International Development

Tetra Tech has a 40-year history in successfully delivering international development projects on behalf of donors right around the world. Our people work side by side with local partners to support stability, economic growth and good governance, positively changing people's lives.

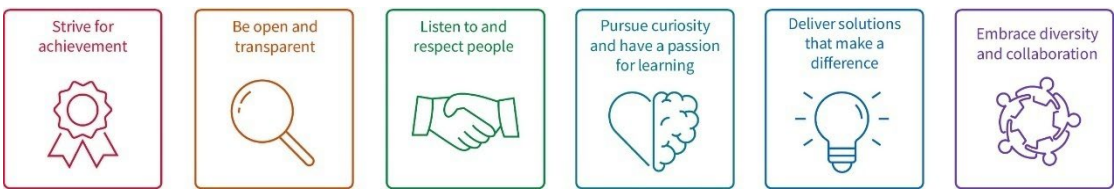
Tetra Tech International Development is part of global consulting firm Tetra Tech. The International Development team implements and manages projects designed to strengthen social and economic infrastructure and improve the lives of people in the Asia Pacific region.

Every Tetra Tech relationship is built on trust. Trust that is hard-earned through our proven expertise, our depth of global experience and our commitment to stay one step ahead. We create value throughout the project lifecycle and deliver vital international and local development projects for our clients. Our united group of specialists take enormous pride in collaborating with our project partners. By digging deeper. Thinking smarter. And seeing further. All so we can deliver the smartest solutions, every time.

We welcome applicants of all genders, disabilities, ages, ethnicities, and language groups.

Our Values

We are a values-based organisation, and our values reflect who we are and what we stand for, and strengthen our engagement with colleagues, partners and clients through our shared values and behaviours.



Overview of the Mekong-Australia Partnership (MAP)

Launched in 2020, the Mekong-Australia Partnership (MAP), (Phase 1, $242 million for 2020-2024) sought to elevate Australia's engagement with the Mekong subregion. In 2024, the Minister for Foreign Affairs announced a $222.5 million second phase of MAP (2024-29

The objective of MAP Phase 2 is to support a more resilient and inclusive Mekong subregion that pursues joint solutions to shared and transboundary challenges. MAP Phase 2 is intended to reinforce that Australia is a trusted and reliable partner supporting a resilient, inclusive and sustainable Mekong subregion. Through MAP, Australia works with regional organisations (such as the Mekong River Commission), national governments and civil society organisations. Implementation is undertaken by a range of delivery partners, including the MAP-Support Unit (MAP SU) implemented by Tetra Tech, Inc.

In announcing MAP Phase 2, there was an intention to increase efficiencies, effectiveness and coherence of MAP investments including through a revised governance model, longer-term larger scale investments and prioritisation of thematic areas in line with the priorities of Mekong partner governments including; climate resilience; water security; economic resilience; transnational crime; gender equality, disability equity and social inclusion (GEDSI); and leadership and skills as a cross-cutting theme.

MAP Phase 2 is approaching the halfway point of implementation, and an independent Midterm Review (MTR) is scheduled for the first half of 2027.

MAP-SU is seeking to engage two (2) Technical Specialists to support the Mid-Term Review (MTR) of this second phase of MAP between December 2026 and May 2027. Working under the leadership of the Team Leader, the Technical Specialists will provide technical expertise and contribute to the delivery of the review.

Purpose and Objectives of the MTR

The MTR will provide DFAT (Office of Southeast Asia) an independent review of the relevance, effectiveness, efficiency and coherence of all portfolios/thematic areas of MAP Phase 2 as listed above, and recommendations for improvement.

The primary users of the review will be:

- DFAT decision makers in Office of Southeast Asia including First Assistant Secretary Southeast Asia Regional Division, Assistant Secretary Vietnam and Mekong Branch and Heads of Mission at Mekong subregion posts
- DFAT officers responsible for design and implementation of current and future MAP investments.

Primary objectives of the MTR are to:

- Assess the extent to which MAP Phase 2 remains strategically coherent, including with respect to Partner Government priorities, DFAT funded bilateral programs and the evolving regional context.
- Assess progress against MAP Phase 2 objectives and End of Portfolio Outcomes (EOPOs) .
- Assess the extent to which resource allocations, , delivery modalities and governance arrangements remain appropriate (including allocation of resources EOPOs and investments, role of implementing partner/s and allocation of roles and responsibilities across Canberra, Mekong Hub in Bangkok and Mekong Posts and the MAP Support Unit).
- Assess extent to which MAP Phase 2 is delivering GEDSI results in line with DFAT's policies and guidelines.

The Secondary objective of the MTR is to advise the users on future strategy/approach. This includes:

- Providing advice on opportunities to strengthen programming and/or delivery arrangements to maximise strategic impact and value for money over the remainder of the implementation period.
- Identifying areas of immediate improvement and providing advice on remedial actions to strengthen performance.

Purpose and Objectives of the MTR

- Providing an initial assessment of preliminary options for future support, should MAP proceed to a third phase.

Timeline and Key Deliverables

The timeline for the MTR is between December 2026 to May 2027 inclusive of times required for reviewing deliverables by DFAT. Below are key deliverables. For more details on tasks, schedules, deliverables and products, please refer to the term of reference in the attached file.

Key Deliverables	Delivery Date
Onboarding MTR team and mobilisation	December 2026
DFAT to provide relevant materials	December 2026
Draft MTR Plan1	–Mid-December 2026
Final MTR Plan (agreed with MKS and Mekong Hub)	–Mid - December 2026
Desk review and Canberra consultations	December 2026
DFAT to provide additional materials as suitable	December 2026
Virtual Canberra consultations	Mid-January 2027
In Mekong subregion mission	Mid / late February 2027
Aid Memoire (2-3 pages and presentation)	March 2027
Draft MTR report2	Early- April 2027
Final MTR report (25-30 pages, including graphics but excluding cover pages, executive summary and annexes)	May 2027

MTR Team Composition and Estimated Level of Effort

The estimated consultancy days for each team member will be up to 30 days.

It is anticipated that the MTR will be conducted by a three-specialist team, including a Team Leader and two team members (technical specialists). The team will be supported by a local expert where and as required. The technical specialists will work under the supervision of the Team Leader, with guidance/oversight from DFAT Canberra. Specifically, the two team members will contribute to the MTR by:

- Providing inputs into the development of the MTR Plan, including the overall approach and review methodology;
- Providing inputs on regional programming, MEL and GEDSI where relevant.
- Attending key meetings and/or lead consultations with stakeholders
- Contributing to the development and presentation of the aide memoire to stakeholders and DFAT; and
- Contributing to producing a draft and final report in accordance with the agreed MTR Plan.

[1] The MTR Plan should meet DFAT's Design, Monitoring and Learning Standards (Independent Evaluation Plans – Standard 9).
[2] The Report is required to meet DFAT Design, Monitoring, Evaluation and Learning Standards (Independent Evaluation Reports - Standard 10).

Selection of the MTR team composition will be considered based on the best combination of applicants' qualifications and experience; ensuring complimentary among the team members to guarantee the team's expertise cover a range of MAP's focused areas and other requirements to the extent possible. National experts from Mekong countries are highly encouraged to apply.

MAP SU will provide necessary logistical support to the MTR team including with respect to travel arrangements.

The MTR team will be responsible for arranging detailed work schedules for key deliverables, including consultation/ data collection and appointments with DFAT and other stakeholders/partners.

Ethical Considerations

In conducting this MTR, the Team Leader should comply with:

- the Australasian Evaluation Society code of ethics, available at: https://www.aes.asn.au/images/stories/files/About/Documents%20-%20ongoing/code_of_ethics.pdf,
- DFAT Aid Evaluation Policy and
- DFAT Design and Monitoring, Evaluation and Learning Standards

In addition, the consultant is required to:

- Treat all information and findings as confidential.
- Reference appropriately all published or unpublished documents used in the review.
- Provide a statement on how the evaluation team intend to use and not use AI. The statement should consider Australia's Policy for the responsible use of AI in government and DFAT's ICT Acceptable Use Policy.

Selection Criteria

MAP SU will select individual specialists with demonstrated technical and subject matter expertise and experience in one or more MAP's focused areas and the **minimum requirements listed below**.

- A bachelor's degree in a relevant field such as international development, public policy or other social sciences fields.
- Expertise in one or more of MAP's focused areas including climate change; water security; economic resilience; GEDSI; transnational crimes; leadership and skills, organisational capacity development or regional network development/strengthening; and/or monitoring, evaluation, research and learning (MERL).
- Over seven years of relevant experience in international development, especially working with government partners or within government systems in developing countries.
- Familiarity with Australian Government development priorities, policies and guidance with the ability to provide strategic advice aligned to Australia's International Development Policy and Southeast Asia Regional Development Partnership Plan. Experience working on DFAT regional development programs, especially in Southeast Asia would be an advantage
- Demonstrated experience conducting reviews or evaluations of large, complex, and/or multi-country programs, ideally in the Mekong subregion or Southeast Asia.
- Proven ability to work independently under pressure, manage competing priorities, and deliver high-quality outputs within tight timeframes, as well as ability to work collaboratively in multicultural teams and coordinating across diverse stakeholder groups.
- Experience contributing to learning, reporting, and adaptive management processes through practical insights and recommendations.
- Excellent analytical, interpersonal and communication skills both in writing and oral skills in English.

Selection Criteria

Application Requirements

If you are interested to be considered and available to pursue this opportunity, please submit:

1. An updated CV highlighting relevant qualifications, experience and skills related to the term of reference. The CV must be no more than three pages, with appropriate font and size.
2. A cover letter highlighting your area(s) of expertise related to MAP's portfolio.
3. The cover letter should include a clear statement of the applicable rates and any associated cost assumptions where applicable.

A Term of Reference is not intended to limit the scope of a position but to highlight the key aspects of the position. The requirements of the position may be altered in order to meet the changing operational needs of Tetra Tech International Development.