



Terms of Reference: Knowledge Mobilisation Expert – Barnahus Evaluation

We seek a knowledge mobilisation expert to advise a project evaluating the impact of Barnahus- a child-friendly, multidisciplinary and interagency response for children who are or may be victims of violence.

Background

Barnahus (translates to “children house” in English) is a child-friendly, interdisciplinary, and multi-agency centre for children for whom there is suspicion or evidence that they have been victims of violence or abuse. These centres aim to provide coordinated child-appropriate assessments and responses by child protection, social services, criminal justice, and medical and mental health professionals. Inspired by Child Advocacy Centres in the US, the first Barnahus centres were implemented in Iceland in 1998 and have since been implemented in many European countries, with model variations and local adaptations. Despite the rapid expansion, there is little evidence about the effectiveness and impact of the approach on child wellbeing or their contribution to securing justice for child victims.

Although Barnahus has expanded rapidly across Europe in recent years, there is limited evidence to date on its effectiveness in improving child well-being or access to justice. Barnahus also report needing tools to measure that they are working the way they intend to. Therefore, building a strong evidence base is a priority to inform practice improvements and policy development.

The current project, supported by the Barnahus Network and Oak Foundation, aims to **evaluate how Barnahus contributes to children’s access to justice, prevention of trauma, and recovery**. In practice, this means the evaluation will measure outcomes such as child victims’ access to child-specific justice safeguards, reduction of (re)traumatisation, and improvements in well-being, using the Barnahus Quality Standards and international legal obligations as benchmarks. Findings aim to harmonise and elevate Barnahus practices across countries, ensuring high-quality, evidence-led services that can inform policy reform and standards. Findings will also feed into the creation of quality assurance system that informs evidence-based policy reform and practice development.

Key stakeholders

The **Barnahus Network**, a member-led network of 44 organisations across 27 countries, is leading the project. The Network provides a platform for Barnahus, child protection professionals, policymakers, researchers, and advocates to collaborate and share knowledge toward meeting common quality standards.

The **Oak Foundation**, through its Prevent Child Sexual Abuse Programme, is co-funding and guiding the project – aligning with Oak’s mission to end child sexual abuse by supporting effective solutions and accountability.

The **University of South Australia** is the lead research institution for this work. They will work as a team with experts from Scotland to develop the evaluation framework, oversee its pilot in select countries, and integrate the results into the final European framework for Barnahus evaluation. They work in partnership with the Network and under the guidance of this Scientific Committee.



A multidisciplinary **Scientific Committee** has been established jointly to advise on the evaluation's scope and methodology, assist in selecting the lead research partner, and oversee the project's scientific rigor.

We seek a **Knowledge Mobilisation Expert** (consultant) to support the team in ensuring that the evaluation methodology is robust and that our work starting in the early stages is designed and supported to ensure its results are effectively integrated into practice and policy.

How we work

A review conducted by the Oak foundation of their grant recipients found that when quality engagement with stakeholders happens before, during, and after the research is conducted, the potential utilisation of the evidence is significantly greater than when the engagement only happens once the evidence is published. When there are established relationships with the audiences and they are actively involved in the process, the results are significantly more likely to influence policy and practice than those that start the engagement process only after the evidence has been produced.

Our current methodology within the Network's activities generally takes this approach, in that everything we develop starts based on what our members say that they need. The new tools, protocols, training, and other resources are developed through a combination of harnessing top expertise in Europe and globally, with detailed and inclusive consultations with policymakers and practitioners representing the diversity of Europe.

We foresee that an evidence-into-impact strategy will support us to systematically, based on scientific models, harness the evidence and the resources this project to achieve or exceed the foreseen impact. It will further connect our routines to proven methods and elaborate any additional opportunities, challenges, and needs.

Scope of Work

The Knowledge Mobilisation Expert will help the project team to bridge research and practice. The consultant will design and support the team to implement strategies to mobilise research findings to ensure that data and evidence emerging from the evaluation are accessible and used by practitioners and decision-makers. In addition, the expert will support the integration of key evaluation findings into policy reform and practice change, working alongside the Barnahus Network and its partners so that recommendations from the research are supported to be embedded in institutional policies and everyday Barnahus operations.

The assignment works at both strategic and operational levels - from shaping evaluation design to facilitating user-friendly knowledge products - with the ultimate aim of turning evidence into enhanced protection, justice, and care for children.

The contract that will be awarded to the successful candidate/team will be until end 2025. If agreed between the Barnahus Network and the Consultant, future contracts may be awarded to ensure complete follow-up of the startup-phase deliverables.



Key Responsibilities and Deliverables

STARTUP PHASE (Spring 2025 to end 2025)– the consultant awarded a contract for this call will be responsible for and expected to deliver:

- **Knowledge mobilisation strategy:** Develop a comprehensive research uptake and knowledge mobilisation strategy at the project's outset. This strategy should detail how evaluation findings will be communicated and used by various audiences (Barnahus practitioners, policymakers, etc.), and will be implemented over the course of the project. The consultant will regularly update and support the team to execute this plan to maximise the impact of emerging evidence on practice and policy.
 - **Deliverable:** a knowledge mobilisation plan/methodology.
- **Contribute to the evaluation methodology:** as part of reviewing project development and joining key meetings, giving advice on indicators, data collection tools, and processes to support that the design and pilot of the evaluation framework maximises knowledge mobilisation opportunities.
 - **Deliverable:** Activity report summarising key contributions (combined into one activity report with other similar deliverables).
- **Stakeholder engagement:** Depending on the final methodology, proactively engage stakeholders through workshops, webinars, and consultation meetings to support the application of the methodology and ultimately the uptake of knowledge into policies and practices. This may include working with the Barnahus Network to consult with its members (.e.g. child protection professionals, justice sector officials) to gather feedback on preliminary results and to foster buy-in for eventual recommendations. Ensuring stakeholder input and feedback loops will help validate findings and encourage uptake of results (deliverables: stakeholder workshop reports or feedback summaries).
 - **Deliverables:**
 - Materials developed and used (if relevant).
 - Activity report summarising key contributions (combined into one activity report with other similar deliverables).
- **Strategic advice and recommendations:** Throughout the project, provide ongoing strategic advice to the Barnahus Network and partners on how to leverage the evaluation for advocacy and system improvement. At the conclusion of the project, lead the preparation of a final synthesis report that compiles the key findings, documents the knowledge mobilisation activities undertaken, and presents strategic recommendations for sustaining the use of research in Barnahus practice and child protection policy (deliverable: a final Knowledge Mobilisation Report with lessons

learned and recommendations). This should include guidance on maintaining the accreditation system and continuous learning beyond the project's lifespan.



- **Deliverable:** Activity report summarising key contributions (combined into one activity report with other similar deliverables).

FOLLOW-UP PHASE (Starting 2026, duration TBD): The contract that will be awarded to the successful candidate/team will be until end 2025. If agreed between the Barnahus Network and the Consultant, future contracts may be awarded to ensure complete follow-up of the startup-phase deliverables, or other deliverables which may be co-developed and agreed:

- **Continuing the work and routines described above.**
- **Support in translation of findings into practice:** Leading the process of translating research findings into practical guidance and policy recommendations. This may include drafting user-friendly knowledge products such as policy briefs, summary reports, and practical guidelines that highlight the evaluation's results and recommendations for improvement. These materials might, for example, target different audiences – e.g. a brief for policymakers outlining needed reforms, or a toolkit for Barnahus practitioners on applying best practices identified by the research. The consultant would ensure that all such outputs are grounded in the evidence and communicated clearly for non-research audiences.
- **Capacity building and training:** Organising and facilitating training sessions or capacity-building workshops to support the integration of evaluation findings into practice. For example, the consultant might train Barnahus staff on new protocols recommended by the study, or brief government stakeholders on how to implement policy changes. By the end of the project, key stakeholders would have increased capacity to understand and use the evaluation evidence.

These responsibilities and deliverables were selected with the aim that the Knowledge Mobilisation Expert will ensure that our work does not remain standalone research exercise, but actively informs an improvement cycle – feeding results back into the Barnahus, guiding the accreditation framework, and shaping policy reforms to ultimately strengthen child rights and protection systems. The final list of responsibilities and deliverables should be carefully co-developed by the Barnahus Network and the successful candidate.

Required Skills and Experience

Candidates for the Knowledge Mobilisation Expert consultancy should possess the following qualifications and experience:

- **Professional qualifications:**
 - 7-10 years' experience in knowledge mobilisation or a related specialty, such as: research uptake specialist, policy & evidence advisor, evaluation & learning consultant, others.



- An advanced degree in a relevant field (e.g. Child protection, social work, psychology, public policy, human rights, or social sciences) or equivalent professional experience.
 - A strong commitment to upholding child safeguarding and ethical standards in all project activities is mandatory.
 - Fluency in English (written and spoken) is required, as all project deliverables and communications will be in English.
 - Preference will be given to candidates based in the EU, although strong candidates from other regions will be considered.
- **Proven knowledge mobilisation experience:** demonstrated experience in translating research findings into actionable policy and practice changes. The candidate should have a track record of bridging the gap between academic research or evaluations and real-world implementation – for instance, developing frameworks, guidelines or tools based on evidence, and successfully promoting their adoption in law, policy and/or practice. Experience in research uptake, implementation science or knowledge translation in the social sector will be an advantage.
 - **Strategic thinking and advisory capability:** ability to think strategically about how to drive systems change and policy reform. The consultant should be comfortable providing high-level advice and advocacy based on research evidence, and capable of formulating clear recommendations for institutionalising best practices (for example, feeding into accreditation standards or legislative reforms).
 - **Evaluation and methodological skills:** strong understanding of evaluation methodologies (both qualitative and quantitative) and the ability to contribute to research design. Prior involvement in program evaluations or impact assessments, especially in multi-agency or service delivery settings, is expected. Familiarity with data analysis and the interpretation of research results for non-technical audiences is important.
 - **Expertise in child rights and protection:** Preference will be given to consultants with a solid knowledge of children’s rights, child protection, and child-friendly justice frameworks e.g. Un Convention on The Rights of The Child. Experience working on child welfare, child advocacy centres, or violence against children is highly desirable.
 - **Stakeholder engagement and communication:** excellent interpersonal and communication skills, with the ability to engage a wide range of stakeholders – from frontline practitioners to senior policymakers – and facilitate collaborative dialogue. The consultant should be comfortable organising and leading workshops or training sessions, and building relationships across disciplines and sectors. Proven ability to navigate sensitive topics (such as child abuse and justice processes) with cultural competence and tact is required.
 - **Child safeguarding, gender mainstreaming, non-discrimination, ethics** - We ensure that all consultants are aware of and implement principles of child

safeguarding, gender mainstreaming, non-discrimination, ethics. Our approach includes:



- **Clear Contractual Obligations:** All subcontractors are required to adhere to child safeguarding policies, and to mainstream and non-discrimination as part of their contracts.
- **Guidance and information:** Subcontractors receive guidance on how to incorporate these principles into their work. For example, trainers are instructed to ensure their content is inclusive and addresses systemic inequalities, while designers are tasked with ensuring materials reflect diversity and accessibility.
- **Monitoring Compliance:** The Network conducts regular reviews of subcontractor outputs to ensure alignment with these principles.

Timeline and Budget

- **Duration:** The consultancy is expected to run for a period of **3 years**. The anticipated start date is in early May (with an approximate start by the first week of May, pending final selection and contracting). The engagement will conclude roughly 36 months from the start date, aligning with the full duration of the Barnahus evaluation project.
- **Budget:** A total budget of **EUR 5,500** is allocated for the startup phase of the evaluation framework development (approx.. Spring 2025 through Winter 2025). Additional budget is foreseen for ongoing support during the pilot startup and execution phases (approx. Early 2026 to mid 2027) as well as the reporting, evaluation finalisation, and dissemination phase (starting mid 2027). Any travel or extraordinary costs, if required, would be agreed and covered separately by the project on a case-by-case basis. Payment schedule and terms will be finalised during contracting, commensurate with deliverables and project milestones.
- **Recruitment Timeline:** The recruitment will follow an open call process. The call for applications will be advertised for ± 30 days, during which interested individuals or teams can submit their proposals. It is expected that the call will be launched late March 2025, closing 30 days later. Candidate selection (including shortlisting and possible interviews) will take place immediately thereafter, with the goal of onboarding the selected consultant by early May. Given the project timelines, the consultant should ideally be in place and ready to join startup meetings in the beginning of May, and an in-person meeting in Tallinn, Estonia 11 June 2025.

Collaboration Framework

The Knowledge Mobilisation Expert will operate within a collaborative project structure, engaging regularly with the core team and partners to ensure alignment and effective knowledge exchange. Key collaboration points include:

- **Barnahus Network Project Team:** The consultant will work closely with the Barnahus Network's project coordination unit (including the Project Manager and staff) on a day-to-day basis. They will participate in regular project meetings and planning sessions, ensuring that knowledge mobilisation activities are integrated

with the overall project workflow. The expert will report on progress, align on upcoming tasks, and adjust plans in coordination with the project team to meet the needs of Barnahus member organisations on the ground.



- **Scientific Committee:** The consultant will engage with the Scientific Committee (comprised of researchers, practitioners, and experts convened by Barnahus Network and Oak Foundation) at key intervals. They will attend Scientific Committee meetings to present the knowledge mobilisation strategy, receive guidance on research translation approaches, and discuss interim findings. Through this collaboration, the consultant will ensure that the evaluation design and outputs benefit from multidisciplinary insights and that the Committee is informed of how findings are being disseminated and used.
- **Lead Research Institute & and Pilot countries:** Close collaboration with the lead research institute conducting the evaluation (and any local research partners or selected Barnahus pilot sites) is essential. The Knowledge Mobilisation Expert will maintain open communication with the research team to understand ongoing data collection and emerging results. By doing so, the consultant can tailor knowledge mobilisation efforts (such as developing briefs or organising site workshops) that complement the research process. Additionally, working directly with selected Barnahus pilot sites and their staff will help in testing and refining how findings can be implemented in practice, creating feedback loops between evaluators and practitioners.
- **Other Key Partners:** Where relevant, the expert may coordinate with other partners or initiatives (for example, international agencies or networks working on child-friendly justice) to share learning and avoid duplication of efforts.

Application Submission Requirements

Applicants must submit the following documents **in English** to svb@barnahus.eu by the specified deadline: 29 April 2025.

1. Cover Letter (Maximum 3 Pages)

A **personal statement** outlining:

- Motivation for applying for the consultancy.
- Relevant experience in knowledge mobilisation, research uptake, and child protection.
- Understanding of the project's objectives and how their expertise will contribute.
- Approach to knowledge mobilisation: How the applicant will support evaluation uptake and ensure research findings are translated into policy and practice. First thought about frameworks, tools, strategies that might be appropriate for this project.
- Availability and proposed timeline for engaging in the work.

2. CV/Resume

- Education, qualifications, and relevant training.

- Work experience in knowledge mobilisation, research uptake, child protection, justice, or related fields.
- Key achievements in previous roles.



3. Portfolio or Work Samples (Optional, Maximum 3 Examples)

- Examples of past projects, publications, or resources demonstrating expertise in knowledge mobilisation, policy development, or research translation.
- Reports, toolkits, policy briefs, or similar materials are encouraged.

4. References (Minimum 2 Contacts)

- Names, titles, and contact details of at least two professional references who can speak to the applicant's expertise and past work.
- At least one reference should be from a project involving research uptake or policy engagement.

5. Financial Proposal (Maximum 2 Pages)

A breakdown of the **consultant's fees**, including:

- Total consultancy fee.
- Breakdown of costs based on expected work phases or deliverables.

References

[About Barnahus](#)

[Barnahus Quality Standards](#)

[Compendium of Law & Guidance relevant for Barnahus](#)

[Barnahus progress in Europe](#)

[Evidence Intoaction Learning Review](#), Oak Foundation, Prevent Child Sexual Abuse Programme (2024).

[Research uptake, lessons from a multi-country global programme: What Works to Prevent Violence against women and girls](#), Ramsoomar, L., Ladbury, R., & Jewkes, R. (2021).