

Eurocarers is looking for an External Evaluator (Freelance)

Oct. 2, 2026

Position: External Evaluator (Freelance)

Location: Hybrid

Contract Type: Freelance

Expected effort: 8-10 days

About Eurocarers:

Eurocarers is the European umbrella organisation representing informal carers and their organisations, irrespective of the age or health needs of the person they are caring for. Our network comprises 71 carers' organisations as well as relevant research and development bodies from 26 countries. We are dedicated to ensuring that the care needs of the European population are met in a fair and inclusive manner and that the crucial role of informal carers in the delivery of care is acknowledged, valued and supported.

In 2026, Eurocarers has been implementing its EaSI-funded workplan, focusing on the following four work packages:

- Work Package 1: Actions and recommendations to inform EU policy-making
- Work Package 2: Bridge-building actions between EU level and national actors
- Work Package 3: Awareness-raising and dissemination activities
- Work Package 4: Eurocarers network's organisation and management

We have also launched the Carers-Led Organisations Development Programme, which seeks to build the organisational development capacities of existing (small and young) members and support entities in countries where we do not yet have members to eventually establish their own national informal care platforms and become members of Eurocarers. Some of our members are very well established, financially secure, compose big and secure organisations with vast expertise that could be relevant for our less established member organisations newly emerging. Developing a needs/skills matching tool would be helpful for this aim and could contribute to the curriculum development of Eurocarers' learning paths.ⁱ

Vacancy Announcement: (Freelance) External Evaluator:

Eurocarers is seeking an External Evaluator to collaborate with us on a freelance basis in order to develop a survey questionnaire to be distributed among our member organisations as soon as possible, to conduct a series of interviews with specific members we agree upon together, and contribute to the consultation with our

members on our draft Strategic Framework. The past shows that it is not always easy to motivate members to complete long surveys, so other proposals for collecting the needed data can be proposed, such as focus group interviews. The ultimate aim is to gather feedback on the key areas described below:

Purpose of the evaluation:

The evaluation will assess the relevance, effectiveness, efficiency, impact, and sustainability of Eurocarers' 2026 workplan. It will also gather insights from member organisations and stakeholders to inform Eurocarers' renewed ambitions for 2027–2032, particularly regarding the launch of our new Strategic Framework and the three specific objectives (though the precise wording may change following the consultation with our members):

Strategic Objective 1: Inform European and National Policy-Making: Inform EU and European policy-making based on the lived experiences of carers, insights from national/regional member organisations, and up-to-date research.

Strategic Objective 2: Promote Multi-Level Stakeholder Awareness and Synergies: Promote awareness and alignment between EU, national, and regional stakeholders in informal care while respecting subsidiarity.

Strategic Objective 3: Build Capacity of Carer-Led Organisations across Europe: Support the development, capacity, and collective voice of carer-led organisations across European regions.

Beyond these three objectives, we also have four enabling objectives that consider our operations, management, fundraising, communications, and other factors that are vital to achieving the three strategic objectives. We will share the Strategic Framework draft with the selected consultant after signing the contract.

Objectives of the evaluation:

The evaluation aims to:

- Consult our members on the implementation of the 2026 annual work programme linked to our EaSI funding and assess Eurocarers' performance in the four work packages. Identify strengths, weaknesses, areas for improvement, and assess how evidence and best practices generated by members are used to achieve our advocacy goals.
- Consult our members, together with Eurocarers Secretariat, regarding the draft Strategic Framework 2027-2032 and incorporate proposals for change.
- Assess in what areas and pertaining to which strategic objectives Eurocarers' members are eager to engage in and whether they expect their organisations will be able to contribute to in the years ahead.

- Gather members' perspectives on their capacity building needs relative to strengthening their own organisations and carrying out national level advocacy. While at the same time, collating their skills toward eventually developing a Eurocarers' skills matching matrix.
- Collect suggestions for expanding the network to countries where Eurocarers currently has few or no members.
- Assess what type of future training, mentoring, and twinning opportunities our members would be interested in the network developing to better support them in achieving the Networks' objectives.

Possible guiding questions:

The following are possible guiding questions that could be considered in the evaluation process but this will likely need to be reduced to be able to motivate the members from contributing to the data collection process.

Relative to the 2026 Annual Work Programme (AWP)

1. Are you aware of and satisfied with the policy achievements Eurocarers made in 2026?
2. Which policy priorities addressed in Eurocarers' 2026 AWP best align with your national advocacy agenda, and did this alignment foster your impact at the national level. If yes, how so? If not, where do you see potential gaps?
3. Would you want select Eurocarers members to engage in strengthening members' organisational and advocacy capacities?
4. Are you satisfied with the way Eurocarers Secretariat has facilitated collaboration and knowledge exchange?
5. What suggestions do members have for promoting the development of in-country organisations representing informal carers?
6. How well do the proposed communication goals (including initiatives like European Carers Day) support your local outreach and awareness work?
7. What did you think of the 2026 Campaign on Flexibility and work-life-care balance? Did you engage and carry out activities domestically?
8. How effective are Eurocarers' current communication tools (e.g., member newsletters, email alerts, the member portal, webinars) in keeping your team informed?
9. Is the frequency of information shared by the Secretariat appropriate, or do you experience information overload / gaps in communication?
10. Do you feel that your organisation has adequate channels to share local insights, policy updates, and research back to the Brussels Secretariat and other members?
11. Are you aware of and satisfied with the dedicated, topic-specific working groups (e.g., Policy, Research, Young Carers, Organisational Development, and Communication) to foster direct member-to-member communication?

12. Are you satisfied with the approach Eurocarers takes to involve member organisations in shaping official EU policy response papers before they are submitted to EU institutions? Are you aware of this approach?

Relative to the Strategic Framework:

1. Do the overarching vision and strategic goals accurately reflect the current challenges facing informal carers in your country/region?
2. Are there any emerging trends or critical issues (e.g., impact of digital care tools, diminished digital skills of elderly carers, aging populations, migrant carers, gendered poverty) that are underrepresented or missing from the draft framework?
3. Do the Strategic Framework and values adequately capture Eurocarers' commitment to human rights, viewing carers as equal partners in care, choice, and subsidiarity?
4. Which proposed policy priorities in the framework align best with your national advocacy agenda, and where do you see potential gaps?
5. Does the strategy place sufficient emphasis on key policy objectives, such as formal recognition of carers, flexible working conditions, and respite care entitlements?
6. Which planned activities and capacity-building measures (e.g., peer-learning events, toolkits, small-grant schemes) would provide the greatest value to your organisation?
7. What additional support or resources do you need from Eurocarers to help implement these strategic objectives locally? How are you and your organisation willing to engage and contribute to achieving these aims?
8. How can the framework better facilitate the direct involvement of carers with lived experience in Eurocarers' EU-level activities?
9. Are the proposed indicators for tracking strategic progress clear, realistic, and meaningful for you as members?
10. Do you have any specific text edits or additional comments or red flags about the draft Strategic framework before it is finalised?

Relative to the Carer-Led Organisations Development Programme (CLOD-P):

1. What specific needs do you have and on what topics/issues would you think Eurocarers could help facilitate learning and growth for you or your organisation in response to these needs?
2. What ideas do you have for expanding the network into countries where Eurocarers currently has few or no members?
3. What barriers and opportunities exist for outreach and engagement in existing member countries as well as in new countries? What suggestions / contacts do you have?
4. What types of trainings would members wish for over the long-term and at what frequency?

5. If you were to take part in a capacity building training organised by Eurocarers, please rank the factors that would impede your commitment to join:
 - Frequency (more than two sessions)
 - Duration (~2 days at a time)
 - Distance from your home (requires travel to another country but costs would be covered)
 - Number of participants (ranging from 5-20)
 - Participation fee (to ensure your commitment)
 - ...
6. What ideas do members have to reach out to potential contacts with the aim of developing in-country organisations representing informal carers?

Relative to Membership (i.e. benefits and value proposition, Fees, Board elections and co-option)

1. Which current membership benefits provide the highest impact for your local/national operations (e.g., EU policy advocacy, EU project partnerships, research repository access, networking events)?
2. Do you feel your organisation's national achievements and advocacy campaigns are sufficiently highlighted and recognised across the broader Eurocarers network?
3. What additional services or tangible outputs (e.g., tailored advocacy toolkits, translated policy briefs, direct EU grant writing support) would make your Eurocarers' membership more beneficial?
4. Does the current financial tier system (e.g., Tier 1 vs Tier 2 based on organisational turnover) accurately reflect your organisation's financial capacity?
5. Should Eurocarers introduce temporary fee-waiver or sliding-scale mechanisms for smaller, grassroots, or newly established carer-led organisations in underrepresented regions?
6. Would your organisation contribute to a solidarity fund to support smaller, grassroots members?
7. We know the current Board composition does not adequately reflect the geographic and gender diversity of our network. What prevents your organisation from nominating a candidate for the Board of Directors during election cycles (e.g., workload, language barriers, travel requirements, lack of role clarity)?
8. What suggestions do you have to ensure the application and selection process for co-opting Board members is transparent to the general membership prior to Board appointment?
9. We are currently in the process of developing a policy for Board co-option (as well as an induction handbook for Board members). Can you think of any other specific skill sets the Board should prioritise when co-opting independent experts (e.g., legal/EU affairs, non-profit auditing, fundraising, digital transformation, policy and advocacy, lived experience)?

Methodology:

The evaluation is expected to combine:

- Survey questionnaire distributed to all member organisations.
- Possible focus group interviews – especially if members are not completing the survey.
- Interviews with a selection of members and stakeholders.
- Document review of 2026 EaSI grant application, Eurocarers' Strategic Framework draft, Eurocarers' website, 2027 annual workplan, CLOD Programme description, and any other relevant reports and communication materials.
- Analysis of evidence generated by members and stakeholders.

The questionnaire will be disseminated by Eurocarers Secretariat. The external evaluator will be responsible for collecting and analysing the responses to develop a summary report with the following key findings:

1. Presentation of findings to Eurocarers Secretariat and Board
2. Identification of urgent issues ("red flags")
3. Recommendations for future evaluations and strategic development

The questionnaire is to also be complemented by interviews with a selection of colleagues from the network and possible focus group interviews.

Deliverables:

- Survey questionnaire (to be approved by Eurocarers Secretariat)
- Summary of questionnaire responses and all types of interviews
- Final evaluation report (around 20 pages)

Timeline:

- Survey questionnaire and interview questions development by 22 October 2026
- Survey dissemination by 28 October 2026
- Data collection and analysis end of November 2026
- Draft report submission by 8 December 2026
- Revision and final draft submission by 21 December 2026

Profile of the Evaluator:

- Proven experience in evaluation of EU-funded programmes, NGO networks, or Strategic Framework consultations.
- Strong knowledge of social policy, carers' issues, and advocacy at EU/national levels.

- Excellent analytical, writing, and English communication skills.
- Ability to work independently, respect deadlines and deliver quality outputs.

Submission Details:

Offers should be **submitted no later than 14 October 2026, 23:59 CET** to Shannon Pfohman, Eurocarers Executive Director, at sp@eurocarers.org. Please use the subject line "[Your Name] – Offer External Evaluator 2026".

Proposals will be assessed based on best value for money. Selected applicant(s) will be contacted on a rolling basis (either online or in person), so early applications are encouraged. Please note that only shortlisted candidates will be contacted. The successful candidate will be expected to start as soon as possible and ideally complete the work still in 2026.

Eurocarers is an equal opportunity employer.

The idea behind the Learning Academy is to foster a "community of practice" among the participants, where mutual support continues after the in-person learning modules end. Instead of one-off workshops, the Academy uses Learning Paths (LPs) with different themes based on the needs of the Network. Overall, the Academy focuses on strategic areas that make a member organisation or NGO more professional and effective. This could range from topics such as: Advocacy: How to influence EU and national policy; Organisational Development: Managing core processes and resources; Women's Empowerment: strengthening the role of women as carers; Social Innovation: Designing new solutions in response to caring challenges; Recognition: transforming informal care from a "private family duty" into a recognised set of competencies; Self-Care & Mental Health: Stress management, preventing burnout, and "resilience building"; Rights & Benefits: Navigating the legal landscape of the European Care Strategy to access social protections; Identification Tools: Learning how to identify "hidden" carers in schools (for young carers) or workplaces; Service Design: Co-designing respite care and support groups with the carers themselves; Networking: Building "Communities of Practice" where organisations from different EU countries exchange successful support models; among many other possibilities. Once the topics are determined, then the curriculum will be designed with the understanding of the learning path methodology, namely that the Academy enables the space to support participants' longer-term professional journeys.