

Terms of Reference (ToR): Hiring of an Evaluation Expert for the ISA Solar Technology and Application Resource Centres (STAR-C) Initiative

Publication Date	07-01-2026
Application Closing Date	22-01-2026
Title	Evaluation Expert
Grade	Short Term Consultant
Duration of Appointment	4 months (88 working days)
Duty Station	International Solar Alliance (ISA) Headquarters, India (the ISA Secretariat in Gurgaon, or at the ISA's facility in Delhi, India or any other facility deemed necessary by the ISA.)
Expected Date of joining	As soon as possible
Web-link	https://isa.int/career

We are at the cusp of creating history by steering the globe out of its fossil fuel dependency! Are you able demonstrate quality through an evidence-based analysis on institutional mechanisms for advancing the development of markets for renewables? Then please read on... ISA is looking for professionals with a 'Can do' attitude, who are skilled, proficient, and competent, can contribute, strive, thrive and excel with the organisation.

1. Your New Organisation

The International Solar Alliance (ISA) is an intergovernmental organisation of 125 Member Countries working to accelerate the deployment of solar energy to achieve universal energy access, energy security, and a sustainable, low-carbon future. Co-founded by India and France under the Paris Agreement, ISA serves as a platform for cooperation among solar-rich nations to mobilise investments, build capacity, and promote innovation in solar energy deployment across the Global South. Its mission is to unlock solar investments by 2030, while reducing technology and financing costs. Through initiatives across agriculture, health, transport, and power generation, ISA Member Countries are driving change by shaping policies, sharing best practices, setting standards, and mobilising investments.

2. Your role

As an evaluation expert, your role will be to conduct an independent assessment of the relevance, effectiveness, efficiency, early outcomes, and sustainability of the ISA Solar Technology and Application Resource Centre or STAR-C Initiative. The evaluation is aimed at generating evidence-based findings and actionable recommendations to inform programme course correction where required, decision-making, and future scale-up. The evaluation outputs shall focus on enabling a more constructive approach for the STAR-C implementing team in ISA and its partners, with practical recommendations towards a concrete roadmap.

3. Scope of Work (including but not limited to)

About STAR-C: Under its capacity building efforts, ISA is implementing the Solar Technology and Application Resource Centres (STAR-C) Initiative, designed as regional and national hubs for training, knowledge dissemination, applied expertise, and ecosystem development in the solar sector. The Initiative focuses on developing skilled solar workforces, strengthening institutions, sensitising policymakers and financial institutions, incubating enterprises, standardising solar products and services, and creating repositories of solar-related data and knowledge. The STAR-C is supported by multiple partners, including the Government of France and other bilateral and philanthropic organisations, and is being rolled out across the ISA Regions - Africa, Asia and the Pacific, and Latin America and the Caribbean, with several STAR Centres already operational and others under development.

To ensure accountability, learning, and enhanced impact of the Initiative, ISA is conducting an evaluation of the Initiative in accordance with international evaluation standards and norms. The evaluation will be conducted under the Internal Oversight at the ISA Secretariat.

3.1. Objectives:

- (a) To assess the alignment of the STAR-C Initiative with the ISA mandate, strategic priorities, and Member Country capacity-building needs.
- (b) To evaluate the effectiveness and efficiency of the Initiative's design, governance, and implementation arrangements.
- (c) To examine early outcomes related to human capacity development, institutional strengthening, and solar ecosystem development.
- (d) To assess the sustainability prospects of STAR Centres and institutional capacities being developed.
- (e) To identify lessons learned, good practices, and areas for improvement to strengthen the delivery and scalability of the Initiative.

3.2. Timeframe: The evaluation will be conducted during Q1-Q2 2026 (February-May 2026).

3.3. Coverage: The evaluation will cover all STAR Centres that are operational and those under establishment or planned for operationalisation across the ISA Regions. However, the evaluation will include site-visits to STAR Centres that have been operational for at least two (2) years in select Member Countries with equitable representation of the ISA Regions.

3.4. Focus Areas: The evaluation will focus on the following areas:

- (a) Initiative's Design, theory of change, and results framework;
- (b) Establishment and operationalisation of STAR Centres;
- (c) Training delivery and capacity-building interventions for technicians, policymakers, financial institutions, and enterprises;
- (d) Partnerships, governance, and coordination mechanisms;
- (e) Monitoring, evaluation, and learning (MEL) systems; and
- (f) Sustainability, scalability, and institutional ownership of STAR Centres

3.5. Evaluation Criteria and Key Questions: The evaluation will apply the following criteria and indicative questions:

- (a) **Relevance:** To what extent is the STAR-C Initiative aligned with the ISA mandate, global climate and energy transition priorities, and the capacity-building needs of Member Countries, particularly LDCs and SIDS?
- (b) **Effectiveness:** To what extent have planned outputs and early outcomes been achieved? What factors have facilitated or constrained progress?
- (c) **Efficiency:** Have financial, human, and institutional resources been used economically, timely, and appropriately to deliver results?
- (d) **Impact (Early Signals):** What early changes are evident in skills development, institutional capacity, employability, and solar ecosystem strengthening?
- (e) **Sustainability:** Are the results and institutional capacities likely to be sustained beyond the ISA support? What mechanisms support long-term viability and scale-up?

3.6. Methodology: A mixed-methods approach will be adopted, combining qualitative and quantitative data collection and analysis, including:

- (a) Document review (ISA Assembly documents, Initiative’s design documents, progress and MEL reports, training materials, partnership agreements);
- (b) Key informant interviews (ISA Secretariat Staff, STAR Centre managers, trainers, government counterparts, partners, donors, ISA National Focal Points);
- (c) Surveys and/or focus group discussions with trainees and beneficiaries;
- (d) Selected country or centre-level case studies to capture implementation experiences and early results.

3.7. Deliverables and Timelines (1 February – 30 May 2026)

Deliverable	Due Date
Inception Report and Work Plan	15 February 2026
Data Collection Tools	28 February 2026
Country Missions (Site Visits)	March 2026
Country Mission Reports	31 March 2026
Draft Evaluation Report and presentation of findings	15 May 2026
Final Evaluation Report and presentation	30 May 2026

3.8. Ethical Considerations: The evaluation must adhere to ISA policies on ethical conduct and conflict of interest, including:

- (a) Informed consent and voluntary participation;
- (b) Respect for confidentiality and anonymity;
- (c) Avoidance of intentional harm or bias;
- (d) Disclosure and management of conflicts of interest;
- (e) Cultural sensitivity, inclusion, and non-discrimination; and
- (f) Secure storage and responsible use of all evaluation data solely for evaluation purposes.

4. Profile and Qualifications

4.1. Technical Expertise required

- (a) At least 15-20 years of proven experience working with international organisations and governments for conducting independent evaluations of development, climate, energy, or capacity-building programmes;

- (b) Demonstrated experience in impact evaluations in renewable energy, solar energy, or skills and institutional development programmes;
- (c) Proven expertise in designing and implementing mixed-method evaluations;
- (d) Expertise with theory of change, evaluation matrix development, and evaluation standards applied by multilateral organisations;
- (e) Work experience in LDCs and SIDS is a strong asset.

4.2. Communication and Stakeholder Engagement Skills

- (a) Excellent written and oral communication skills in English;
- (b) Ability to facilitate multi-stakeholder consultations and interviews;
- (c) Capacity to produce concise, evidence-based reports for technical and policy audiences;
- (d) Proficiency in virtual collaboration tools and online data collection methods.

4.3. Education required: Master's degree in development studies, social sciences, evaluation statistics, economics, public policy or related fields. A doctorate is strongly preferred.

Please apply to recruitment@isa.int with your latest CV & cover letter mentioning last drawn salary or consulting fee*.

** Submission of experience letters, references, Salary Slip/documentation of last drawn salary/compensation/ consulting fee, & other relevant documents required on selection.*