



Freedom Network USA

Survivor Reentry Project Evaluation Consultancy Opportunity

About Us: Freedom Network USA (FNUSA) is the nation's largest alliance of organizations and individual advocates working with survivors of all forms of human trafficking to ensure that trafficked persons have access to justice, safety, and opportunity. FNUSA mobilizes its collective strength to build a transformative approach to human trafficking that is grounded in anti-racism and anti-oppression. We are a growing team of passionate advocates, providing training and technical assistance, advocating for legal and policy changes, and working to build a better anti-trafficking field. FNUSA is a values-based organization. Learn more and meet our team, mission, and values at <https://freedomnetworkusa.org/about-us/>.

Consultancy Summary: FNUSA's [Survivor Reentry Project \(SRP\)](#) is a national clearinghouse and referral network for criminal record relief for survivors of human trafficking who have been arrested related to their victimization. SRP offers technical assistance, training, and a network of pro bono lawyers representing survivors. SRP has received a 3-year grant from the US Department of Justice, Office for Victims of Crime, which runs from October 1, 2023 to September 30, 2026. SRP is seeking an Evaluation Consultant to support the survivor-centered development and expansion of SRP. The Evaluation Consultant will support the development, administration, and analysis of evaluations provided to all training participants, survivors served by the project, and the Survivor Advisory Group members. The Evaluation Consultant will also use SRP's database to conduct an analysis of any patterns or trends in the criminalization of survivors, the timeline for relief, and challenges and barriers to successful record relief.

Scope of Services: FNUSA is a national, remote organization with staff working from multiple states. The work will be done remotely, via phone or video conferencing. The consultant will deliver the following services:

1. Project Evaluation- Develop materials and processes to gather feedback from key stakeholders to ensure learning and improvement. Development should be completed by April 30, 2024.
 - a. Service Recipients- Develop a survivor-centered method and process to gather feedback from survivors who have received services from SRP. The goal is to improve the practice and impact of SRP, identify challenges faced by survivors, and to meet grant reporting requirements.
 - b. Survivor Advisory Group (SAG)- Develop a survivor-centered method and process to gather feedback from SAG members. The goal is to improve the strategy and practice of the SAG, identify challenges and concerns of the SAG members regarding SRP, and to meet grant reporting requirements.
 - c. Training and Technical Assistance Recipients- Develop, administer, and analyze evaluations of trainings provided by SRP staff and consultants, including webinars and conference presentations.
 - d. Provide analysis of the evaluation data for internal improvements at FNUSA and for submission to funders. Projected due dates for the reports are: 10/15/2024, 10/15/2025, and a final report (summarizing all evaluation data) by 10/15/2026.

2. SRP Data Evaluation- Provide an analysis of SRP's data regarding the criminalization of trafficking survivors to better understand the trends and challenges. Projected due dates for the annual analysis are: 10/15/2024, 10/15/2025, and 10/15/2026.
 - a. Analyze de-identified data provided by FNUSA (SRP's data is stored in a custom Airtable database).
 - b. Identify trends and patterns in the criminalization of survivors such as disproportionate impacts based on racial, ethnic, or sexual orientation, geographic location, or type of trafficking.
 - c. Analyze the average, minimum, and maximum timeline for survivor relief to enable SRP staff to better set expectations for survivors served by SRP.
 - d. Identify common challenges and barriers to relief, and recommendations for further research to improve access to justice for criminalized survivors, if identified in the data.

Skills and Qualifications

- Required: Experience with data analysis and trend identification from complex data sets.
- Required: Experience with developing, administering, and analyzing training and service provision evaluation through surveys and sample interviews.
- Required: Experience with providing written evaluation reports with recommendations for improvement.
- Required: Personal and professional commitment to anti-racism, anti-oppression, human rights, and survivor empowerment.
- Required: Alignment with FNUSA's mission and values. Note that FNUSA supports the full decriminalization of sex work, comprehensive immigration reform, and full access to reproductive health options, including abortion for all, as key components of human trafficking prevention.
- Lived Experience, preferred. We are not hiring you for your story; you will never be asked to share your personal story as part of this consultancy. FNUSA values both professional and lived experience and seeks to support experts with lived experience in using all of their skills and expertise.

Don't meet the exact qualifications? We still encourage you to apply. Research tells us that communities of the global majority opt out of applying for jobs they are qualified for because they don't meet the exact requirements. FNUSA is dedicated to creating a diverse and inclusive project.

Budget and Term

This project is funded by a federal grant which allows an hourly rate of up to **\$81.25/hour**. An hourly rate above this amount would require specific approval from the funding agency and is not likely. Alternatively, a fixed-price contract for up to \$10,000 over the course of the grant is possible. The consultancy will end on 12/31/2026, or when all deliverables are complete, whichever is sooner.

Submission Information and Selection Process

Submit a proposal to info@freedomnetworkusa.org with SRP Evaluation Consultant in the subject line. Responses should provide a clear and concise description of your ability to meet the requirements of this RFP. Your proposal should be no more than two pages and should include the following information:

1. The name, contact information, and qualifications of the person(s) providing the services.
2. A brief description of your experience and expertise in designing survivor-centered methodologies, evaluating programs, and your ability to analyze complex datasets.
3. A statement of project cost, including consulting time, materials, and other anticipated costs. (No travel is expected.)
4. At least two references who can speak to your ability to carry out this scope of work.

Timeline

Proposals Due	February 9, 2024
Consultant Interviews	February 12-16, 2024
Consultant Selection	On or before February 29, 2024
Contract Finalized	On or before March 8, 2024
Work Begins	On or before March 8, 2024
End of Contract	December 31, 2026

Equity Statement

Survivors of trafficking are strongly encouraged to apply. Lived experience is evaluated as along with work or educational experience by FNUSA. FNUSA does not discriminate on the basis of race, ethnicity, color, gender identity or presentation, sex, marital status, sexual orientation, age, religion, immigration status, or the presence of any sensory, mental, or physical disability. *We will provide reasonable accommodation to individuals with disabilities so they can participate in the consultant application or interview process and perform essential deliverables. Please contact us to request an accommodation.*