TERMS OF REFERENCE
Integrated Care & Support Systems for Children with Disabilities: Evidence Review

Humanity & Inclusion is seeking to contract an individual expert to conduct an evidence review on integrated care and support systems for children with disabilities and their families.

Presentation of the service

Title:	Integrated Care & Support Systems for Children with Disabilities: Evidence Review
HI Entity:	Resilience & Inclusion
Objective of the service:	To review and synthesize evidence on integrated support systems for children with disabilities and developmental delays and their families, with a focus on care and support coordination, inclusive family case management, and factors that enable effective implementation and scale within national systems.
Duration of the service:	Final deliverables submitted by mid-December 2026
Location of the service:	Remote

1. Context

Humanity & Inclusion is an independent and impartial aid organisation working in situations of poverty and exclusion, conflict and disaster. The organisation works alongside people with disabilities and vulnerable populations, taking action and bearing witness in order to respond to their essential needs, improve their living conditions and promote respect for their dignity and fundamental rights. HI works in around sixty countries in emergency, reconstruction, chronic crisis and development contexts. Since 1982, the organisation has been working

alongside vulnerable populations, in particular people with disabilities. Our combat is guided by HI's vision, mission, and values. See www.hi.org for more information about the organisation.

This evidence review is being commissioned as part of a multi-year initiative on Nurturing Care and inclusive support for children with disabilities and developmental delays and their families. The review will contribute to strengthening the evidence base on integrated and family-centred approaches that promote continuity of care and support across sectors and throughout the life course. Its findings will inform future Humanity & Inclusion programming, partnerships, and technical positioning in this thematic area, while identifying opportunities to strengthen collaboration between health, social protection, education, and community-based systems. The review is expected to generate practical recommendations to support the design and scale-up of coordinated, sustainable, and context-appropriate models of support, particularly in low-resource and humanitarian settings.

2. Presentation of the service

2-1 Overall objective of the consultancy service

The objective of this consultancy is to synthesize evidence on integrated support systems for children with disabilities and their families, with a focus on care and support coordination, inclusive family case management, and approaches for strengthening and scaling coordinated services within national systems. The consultancy will produce anevidence and practice review, an operational brief outlining key components of care and support coordination and inclusive family case management, and knowledge-sharing products to support policy dialogue, capacity strengthening, and dissemination of findings.

Key issues to be examined include:

- What models of care and support coordination and family case management are currently used to support children with disabilities and developmental delays and their families?
- Focused on the role of social workers and other community-based workers (e.g. health) working with children and their families, what are the critical components of effective referral and coordination systems within care and support coordination and inclusive case management for children with disabilities and developmental delays, what roles do social workers and other community-based workers play, and what gaps, resources, and actions should be prioritized to strengthen these systems?
- What operational, workforce and financing factors enable integrated support systems to function and scale within national systems, particularly in low-resource and fragile contexts?

2-2- Expected results of the service

The consultancy will generate a consolidated evidence base on effective models of integrated support for children with disabilities and developmental delays and their families, with particular attention to care and support coordination, inclusive family case management, and

referral systems. It will produce practical recommendations on the operational, workforce, financing, and system-level factors that enable effective implementation and scale, particularly in low-resource and fragile contexts. The consultancy will also deliver actionable guidance and knowledge products to strengthen policy and programme design, support capacity development, and promote the adoption of coordinated, family-centred approaches with potential to scale to national systems.

2-3- Proposed methodology

The consultancy will adopt a mixed-methods desk review approach combining a structured evidence review, targeted consultation with key informants, and synthesis of operational lessons from policy and programme implementation. The methodology will be designed to identify effective models of integrated support for children with disabilities and developmental delays and their families, with particular attention to care and support coordination, inclusive family case management, referral mechanisms, and approaches to scaling within national systems.

Phase 1: Inception and Review Framework

- Conduct an inception phase to refine the scope, research questions, methodology, and review framework in consultation with Humanity & Inclusion.
- Develop an analytical framework to guide data collection and synthesis, including key domains such as policy and governance, workforce capacity, service delivery models, referral and coordination mechanisms, financing, community-based support, and scale-up factors.
- Agree on inclusion and exclusion criteria, search strategy, and key sources of evidence.

Phase 2: Evidence and Practice Review

- Undertake a structured review of global and regional literature, with a focus on low-resource and fragile contexts, including peer-reviewed publications, evaluations, policy documents, programme reports, guidance notes, and grey literature.
- Review evidence from various relevant sectors (such as health, social welfare, education, disability, and child protection) to identify integrated and family-centred approaches.
- Map existing models of care and support coordination, case management, multidisciplinary support, and referral systems for children with disabilities and developmental delays.
- Assess available evidence on effectiveness, implementation challenges, workforce requirements, financing arrangements, and scalability, with attention to low-resource and fragile contexts.

Phase 3: Key Informant Consultations

- Conduct a limited number of interviews or consultations with selected experts, practitioners, and partners to validate findings and capture operational lessons and emerging practices not well documented in the literature.

- Particular attention will be given to the role of social workers, caseworkers, community-based workers (e.g. health workers), and multidisciplinary teams in supporting coordinated service delivery.

Phase 4: Analysis and Development of Recommendations

- Synthesize findings using the agreed analytical framework.
- Identify key enablers, barriers, evidence gaps, and promising practices.
- Develop practical recommendations to strengthen care and support coordination, inclusive family case management, referral systems, workforce development, and system strengthening.
- Prepare a concise operational framework outlining the core elements and minimum requirements for implementation.

Phase 5: Knowledge Products and Dissemination

- Produce an evidence and practice review presenting key findings, lessons learned, and recommendations.
- Develop a practical briefing note on care and support coordination and inclusive family case management for children with disabilities and developmental delays.
- Prepare presentation materials, organize and facilitate an external webinar, and produce a summary note to support dissemination and uptake of findings.

Cross-Cutting Considerations

Throughout the assignment, analysis will be guided by principles of child rights, disability inclusion, family-centred practice, equity, and systems strengthening, with particular attention to implementation realities in low-resource and humanitarian or fragile settings.

2-4- Deliverables

Under the direct management of the Social Inclusion & Social Protection Global Specialist, the contracted expert will:

Deliverable 1: Inception Report

- Detailed methodology, workplan, research questions, analytical framework, and evidence review approach.

- Refined scope and proposed outline of deliverables.

Deliverable 2: Evidence and Practice Review (Main Deliverable)

- Comprehensive review of evidence and promising practices related to integrated support systems for children with disabilities and developmental delays and their families.

- Analysis of care and support coordination models, inclusive family case management approaches, referral systems, workforce arrangements, financing considerations, and factors enabling scale, including in low-resource and fragile contexts.

- Identification of evidence gaps, key lessons, and recommendations.

Deliverable 3: Operational Brief on Care Coordination and Inclusive Family Case Management

- Concise technical note outlining key functions, workforce roles and competencies, referral and coordination mechanisms, and minimum requirements for implementation.
- Practical recommendations for programme and system strengthening.

Deliverable 4: Inventory of Resources

- Curated inventory of relevant tools, guidance, training materials, frameworks, and operational resources related to care coordination, case management, disability inclusion, and integrated support systems.

Deliverable 5: Dissemination and Knowledge-Sharing Package

- Presentation deck summarizing key findings and recommendations.
- Facilitation of one global webinar (approximately 90 minutes).
- Brief summary note capturing key messages, discussion points, and follow-up considerations.

2-5- Timeline of the consultancy service

The consultancy is home-based and expected to take place between November and December (first half) 2026. Please note that all activities under this consultancy will be conducted remotely, with no travel required.

2-6- Mechanisms for communication and monitoring between the Consultant and Humanity & Inclusion

The contracted consultant will report to the Social Inclusion & Social Protection Global specialist, and will provide regular updates on progress, challenges, and any support needed to achieve the expected outcomes.

3. Requested profile

Requested profile

The successful applicant should have:

- Master's degree in Disability Studies, Social Work, Public Health, Social Sciences, International Development, or a related field.
- Minimum of 5 years of relevant professional experience in disability inclusion, child development, nurturing care, social protection, social work, child protection, community-based services, or related sectors.

- Demonstrated expertise in disability-inclusive, family-centred and cross-sectoral approaches to supporting children with disabilities and developmental delays and their families, including systems strengthening, service coordination, referral mechanisms, case management, or integrated service delivery.
- Strong understanding of disability inclusion, human rights-based approaches, and the rights of persons with disabilities, children, and women.
- Proven experience conducting evidence reviews and research, and translating complex qualitative and quantitative findings into practical recommendations, learning products, and evidence-informed guidance.
- Experience working in low-resource, humanitarian, or fragile settings is an asset.
- Strong analytical, writing, facilitation, communication, and stakeholder engagement skills, including the ability to collaborate effectively with OPDs, civil society organisations, service providers, government actors, and development partners.
- Excellent written and spoken English; knowledge of French is an asset.
- Ability to work autonomously, manage competing priorities, and deliver high-quality outputs within agreed timelines.

4. Application process

Application Process

Interested candidates should submit the following by 9 November 2026, 12:00 p.m. CET (noon):

- A detailed CV highlighting relevant experience.
- A brief proposal outlining the approach to the consultancy, including a timeline and budget.
- Samples of previous work related to toolkit development
- A financial proposal detailing the cost of the consultancy.

Please also refer to the **Tender Participation File – 5. Participation Procedure: Submission of applications:**

Applications should be sent to appel-offre-dtri@hi.org with the email subject “Company name" / Response to the Call for Tenders 14_075_Integrated care and support”. Please note that interviews will be conducted on a rolling basis since the publication of this terms of reference.

The successful candidate will begin ASAP.