

Project implemented by Babes-Bolyai University in Romania, Terre des hommes Romania, Hellas and Bangladesh

Terms of Reference (ToR)

Researcher, Greece-based Consultant

Contracting entity: Terre des hommes Hellas (Greece)

Project: *Caring for the Vulnerable – Transnational Social Protection of Bangladeshi Migrants' Families in the EU – CASTLE 2 (MPF Projects - Migration Partnership Facility)*

Partner framework: Implemented by Babeș-Bolyai University with Terre des hommes Romania, Terre des hommes Hellas, and Terre des hommes Bangladesh

1) Background and rationale

CASTLE 2 is a research-driven project examining how Bangladeshi labour migrants and their transnational families use formal and informal mechanisms of support and protection across origin and destination contexts, with fieldwork in Greece (among other countries). The evidence generated will inform practical interventions, capacity building, and policy-oriented engagement.

In Greece, Tdh has been working through partners since 2006 and has directly provided integrated child protection and youth services (case management, shelter, MHPSS, education and life-skills, etc.) since March 2016. The overall goal of Tdh Hellas is continued interventions in Greece is to improve the protective environment for at children and youth and enhance their resilience. For further information, please visit our website www.tdh.gr and <https://www.facebook.com/tdh.greece>

2) Objective of the assignment

To conduct high-quality qualitative fieldwork in Greece with Bangladeshi migrants and/or family members, and with key stakeholders, contributing to rigorous analysis and joint dissemination (including publications) with the project research team.

3) Scope of work and key tasks

The selected interviewer/field researcher will work in close coordination with the CASTLE 2 research team and Terre des hommes Hellas to:

A. Qualitative data collection (mandatory workload)

- In-depth interviews (IDIs) with Bangladeshi migrants/family members in Greece: 30 interviews in total.
- Focus Group Discussions (FGDs) with Bangladeshi migrants/family members in Greece: 2 focus groups, minimum 7 participants each.

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- Key Informant Interviews (KIIs) with stakeholders, experts or authorities: 10 interviews in total.

B. Fieldwork preparation and quality assurance

- Participate in project briefings/training on research objectives, tools, sampling, safeguarding, and ethics.
- Participate in identification/recruitment of participants (with attention to diversity by gender, age, legal/administrative status where feasible, occupation, length of stay, and family configuration).
- Arrange logistics for safe and accessible interview/FGD venues (or online modalities when agreed) with the support of the Tdh Hellas team.
- Obtain informed consent; ensure confidentiality and secure handling of recordings/notes.
- Produce high-quality interview and FGD documentation (recordings where consented; detailed notes; and/or transcripts per project instructions).
- Maintain a fieldwork log (dates, locations, participant codes, type of respondent, duration, status).
- Flag protection concerns and follow referral/safeguarding pathways as established by Terre des Hommes Hellas and partners.
- Comply with Terre des hommes Hellas child protection and child safeguarding policy.

C. Collaboration and dissemination

- Participate in regular check-ins with the research team
- Contribute to preliminary findings memos and interpretation meetings.
- Demonstrate willingness to publish findings jointly with the project research team

4) Expected deliverables

Minimum deliverables include:

A. Completed dataset of interviews and FGDs:

- 30 IDIs (Bangladeshi migrants/family members)
- 2 FGDs (≥ 7 participants each)
- 10 KIIs (stakeholders/experts/authorities)

B. Documentation package (formats per project guidance):

- Consent forms (stored securely) and anonymised participant list with coded identifiers
- Audio files (where consented) and/or structured notes
- Transcripts and/or detailed summaries (as agreed)

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- Fieldwork log and recruitment/sampling notes
- Short fieldwork report / memo (5–10 pages)
- Sampling approach, barriers encountered, adjustments, emerging themes, and reflections on data quality/limitations.

C. Contribution to dissemination:

At least one structured input to a publication outline, brief, working paper, or academic/practitioner article or chapter led by the project team (role and authorship to be agreed in line with standard academic integrity and contribution norms).

5) Required qualifications and eligibility criteria:

Applicants **must** meet all of the following:

- A university degree in a relevant field
- Proven experience in conducting qualitative research relating to migration
- Ability to conduct research in relevant languages (e.g., Bangla or Greek or English)
- Quality publications in the field (minimum 1)
- At least one peer-reviewed article, book chapter, research report, or comparable quality publication relevant to migration
- Willingness to publish jointly with the project research team
- Capacity to deliver the full workload: 30 IDIs + 2 FGDs (≥ 7 participants each) + 10 KIIs within the agreed schedule and quality standards.
- Familiarity with research ethics, safeguarding, trauma-informed interviewing, and do-no-harm approaches.

6) Desirable qualifications (assets):

- Strong field access and trust relationships within Bangladeshi communities in Greece.
- Expertise in qualitative sociology with Bangladeshi migrants in Greece
- Demonstrated track record conducting qualitative research (interviews/FGDs/ethnographic methods) specifically relating to Bangladeshi migrant communities in Greece.
- Peer-reviewed article, book chapter, research report, or comparable quality publication relevant to migration/Bangladeshi diaspora/qualitative sociology in Greece (or closely aligned).
- Demonstrated experience in co-authoring or collaborative research writing.

7) Reporting lines and coordination

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All tools (topic guides, consent scripts, sampling targets, templates) will be provided or validated by the project team.

8) Ethics, data protection, and safeguarding

The researcher must:

- Apply informed consent procedures and allow withdrawal at any time without consequence.
- Ensure anonymisation and confidentiality; store data securely and share only via approved channels.
- Follow Terre des hommes safeguarding standards, including safe engagement with potentially vulnerable participants and appropriate referrals, if risks and concerns are disclosed.
- Avoid collecting unnecessary personal identifiers and comply with applicable data protection requirements.

9) Timeline and level of effort

Level of effort: Delivery of the full workload (30 IDIs, 2 FGDs, 10 KIIs) plus coordination and reporting tasks as above.

Timeline: To be agreed with Terre des hommes Hellas and the CASTLE 2 research schedule (project timeframe overall: Feb 2026–May 2028).

10) Application requirements (to be submitted by candidates)

- CV (including qualitative fieldwork in Greece and research with migrants).
- List of publications (with at least one relevant publication attached or linked).
- Financial offer (daily rate and estimated number of days; or a lump sum aligned to deliverables).

How to Apply:

All candidates should please send the following documents to grc.logistics@tdh.org by 11th of March 2026. Please include “CASTLE project”, your name and surname in the subject line of the application email.

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