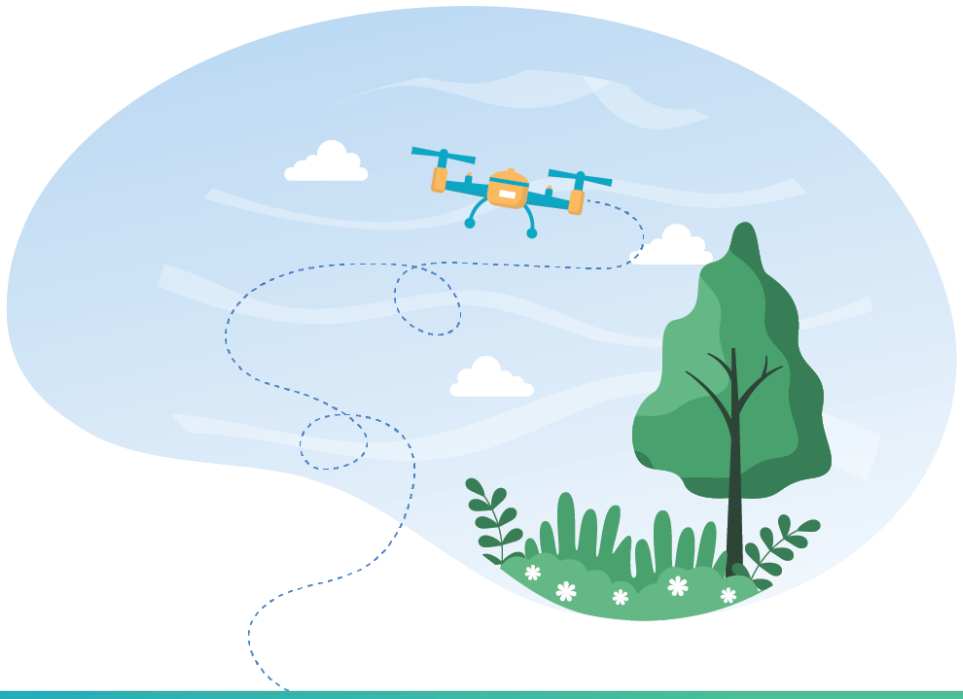
AIRMOB

Developing Skills and Capabilities for Innovative Air Mobility

RECRUITMENT CALL FOR AN EXTERNAL EVALUATOR



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1. Project overview

Project reference

Project acronym: AIRMOB

Project name: Developing Skills and Capabilities for Innovative Air Mobility

Project number: 101194074

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Consortium:

DEEP BLUE	DEEP BLUE SRL
DTA S.C. A.R.L	DISTRETTO TECNOLOGICO AEROSPAZIALE S.C. A R.L.
UNILE	UNIVERSITA DEL SALENTO
ITS	ISTITUTO TECNICO SUPERIORE PER LA MOBILITA SOSTENIBILE - SETTORE AEROSPAZIO PUGLIA
EUROUSC ITALIA	EUROUSC ITALIA SRL
UBI	UNIVERSIDADE DA BEIRA INTERIOR
INOVA+	INOVA+ - INNOVATION SERVICES, SA
ALMADESIGN	ALMADESIGN CONCEITO E DESENVOLVIMENTO DE DESIGN LDA
ENSINUS-ETP	ENSINUS-ESTUDOS TECNICOS E PROFISSIONAIS SA
IPCB	INSTITUTO POLITECNICO DE CASTELO BRANCO
UPM	UNIVERSIDAD POLITECNICA DE MADRID
SENASA	SERVICIOS Y ESTUDIOS PARA LA NAVEGACION AEREA Y LA SEGURIDAD AERONAUTICA SME MP SA
CIFPAN	CONSEJERIA DE EDUCACION CULTURA Y DEPORTES - COMUNIDAD AUTONOMA DE CASTILLA LA MANCHA
ISDEFE	INGENIERIA DE SISTEMAS PARA LA DEFENSA DE ESPANA SA-SME MP
CRIDA	CENTRO DE REFERENCIA INVESTIGACION DESARROLLO E INNOVACION ATM, A.I.E.
TUS	TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST
FMCI	FUTURE MOBILITY CAMPUS IRELAND COMPANY LIMITED BY GUARANTEE
AVTRAIN LIMITED	AVITRAIN LIMITED
ITU	ISTANBUL TEKNIK UNIVERSITESI
DHMI	DEVLET HAVA MEYDANLARI ISLETMESI GENEL MUDURLUGU - DHMI
CSI	CSI CENTER FOR SOCIAL INNOVATION LTD
JEDA	JOINT EUROPEAN DRONE ASSOCIATIONS
TAV	TAV BILISIM HIZMETLERI ANONIM SIRKETI

Website: https://airmobproject.eu/

Project summary

AIRMOB – Developing Skills and Capabilities for Innovative Air Mobility is a strategic project that addresses the emerging Innovative Air Mobility (IAM) sector and the pressing need to equip Europe

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with the skills, training capacity and cooperation structures required to support its development. Focusing on short-haul, low-altitude transport solutions based on electric vertical take-off and landing aircraft (eVTOL), the project responds to a field with strong potential to transform urban and peri-urban mobility while generating demand for new technical, operational, digital, green and transversal competences. In this context, AIRMOB proposes a systemic and future-oriented approach centred on the establishment and consolidation of five regional Centres of Vocational Excellence (CoVEs) in Italy, Portugal, Spain, Ireland and Türkiye. These CoVEs are conceived as collaborative regional ecosystems in which vocational education and training providers, higher education institutions, companies, research actors, public authorities and regulators work together to anticipate labour market needs, promote innovation and align training provision with the requirements of a rapidly evolving sector.

The project combines sectoral intelligence, curriculum innovation, capacity building, stakeholder engagement and long-term sustainability planning. It is grounded in the view that excellence in vocational education and training is essential not only to prepare a qualified workforce, but also to support competitiveness, regional development and the responsible deployment of new mobility solutions. AIRMOB will therefore examine the European IAM landscape in a comprehensive manner, including stakeholders, enabling technologies, regulatory constraints, operational and infrastructure requirements, scale-up conditions, environmental and social considerations, and links with Smart Specialisation strategies. On this basis, the project will identify current and forecasted skills needs, labour force demands and skills gaps affecting both the workforce and trainers, with a particular focus on the capacity of VET systems to respond effectively to these emerging challenges. To operationalise this approach, AIRMOB pursues the following specific objectives:

- Analyse the European IAM sector by mapping its stakeholders, technologies, regulatory context, infrastructure needs and conditions for safe and scalable deployment.
- Identify current and future skills needs related to IAM, including workforce and trainer gaps, and the VET capacity required to respond to them.
- Develop and test innovative VET provision through new curricula, flexible learning resources, a transnational course, trainers' mobility, quality assurance tools and open innovation solutions.
- Strengthen cooperation across VET, industry, academia and policymakers through the regional CoVEs and the European Community of Practice, promoting lifelong learning, internships, entrepreneurship and knowledge exchange.
- Ensure long-term sustainability by creating a shared vision, action plan and governance model for the continuation of the CoVEs and the Euro-AIRMOB Community of Practice.
- Increase the visibility and attractiveness of IAM among young people, professionals and the wider public through awareness-raising, events and inclusive actions that support accessibility and public acceptance.

These objectives are designed to generate impact across a broad and clearly defined set of target groups. These include learners and trainees enrolled in initial and higher VET pathways at EQF levels 3 to 7 who may pursue careers in IAM; current and potential professionals from IAM and related sectors, such as aviation, aerospace, engineering, ICT and public administration, who require upskilling and reskilling opportunities; trainers, teachers, tutors and training coordinators working in VET, higher education and industry-based learning environments; education and training providers, including VET centres, higher education institutions, continuous training providers and research organisations; industry stakeholders such as SMEs, entrepreneurs, clusters, business organisations and sectoral associations; public authorities, regulators and policymakers involved in education, innovation, skills and regional development; and social partners, civil society organisations and the wider public. This wide target group coverage is one of the project's strengths, as it reflects the fact that IAM skills development depends not only on training supply, but also on institutional cooperation, policy support, labour market relevance and social acceptance.

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To achieve these objectives and ensure meaningful impact across these groups, AIRMOB relies on a broad and complementary consortium. Bringing together 23 full partners and 11 associated partners from five regional ecosystems in Italy, Portugal, Spain, Ireland and Türkiye, and supported by additional partners from Belgium and Cyprus, the consortium involves a diverse mix of higher education institutions, VET providers, SMEs, industry representatives, research-related actors, clusters and regulatory bodies. This composition gives the project the capacity to address IAM from multiple angles, including skills intelligence, curriculum design, continuous training, quality assurance, business-education cooperation, policy dialogue, innovation support, dissemination and long-term sustainability. It also strengthens the project's potential for transferability, peer learning and European added value.

2. Background and purpose

The external evaluation will be carried out from August 2026 (M18 of the project implementation) to February 2029 (M48, as the last month of the project implementation). To ensure the execution of this service, an external evaluator will be subcontracted, whose identification, selection and management will be coordinated by INOVA+, the Quality Assurance leader.

The external evaluator is expected to have expertise in project evaluation and a deep knowledge of the programme and key aspects related to the project. The evaluation will primarily focus on the quality, relevance, innovation and adequacy of the key deliverables produced by the consortium, among other relevant issues, including project impact, CoVEs development and long-term strategy.

The strategies for collecting information may include questionnaires, interviews with WP leaders and or CoVE leaders, participation in project meetings and the promotion of focus groups or short meetings with project team members and stakeholders. The findings of the external evaluation will be incorporated as a chapter of the interim and final quality and evaluation annual reports (deliverables 7.1 and 7.2 of the ARIMOB project, to be prepared at M24 and M48 (the contributions will be given by M23 and M47). An additional short report will be prepared by the external evaluator at M36, only to be shared with the partners.

The purpose of this document is to outline the specifications and requirements for hiring an external expert to support the evaluation of the project's key results. This includes the scope of work, qualifications, deliverables and the selection process.

3. Offer description

Position: External Expert Evaluator

Language Requirement: English (C2 level)

Start Date: August 2026

End Date: February 2029

Working days: 60 working days planned + 3 travels (including meeting days and travel days)

Work Locations: Primarily remote, with attendance at three in-person meetings in Ireland, Türkiye and Italy

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Maximum value of the service: Maximum value of the service: 14 485 + value-added tax – VAT calculated at 23% by Portuguese law. The service value must include fees for working days and cost of travel/stay, the later ones limted to a maximum of 2.290€ + VAT.

Candidate Profile

The external evaluator should be a qualified individual expert with **proven experience in the evaluation of international or EU-funded projects, preferably under the Erasmus+ programme**, and with a solid understanding of its objectives, priorities and implementation framework, particularly in the area of CoVEs. The candidate should **demonstrate expertise in VET, especially in relation to VET excellence, skills development and cooperation between VET providers and the business sector**.

Candidates should have **strong knowledge of evaluation approaches**, with the ability to apply different methodologies, tools and data collection techniques to assess project results in a rigorous and structured manner. They should be able to **work independently, manage their tasks effectively and meet deadlines reliably**. **Proficiency in English**, both written and spoken, is essential.

A background in or familiarity with fields related to the project's theme, namely IAM, air mobility innovation, aviation, aerospace, advanced mobility systems or other relevant technological and transport-related areas, will be considered as the preferred background. Experience or knowledge in project management will also be regarded as a plus.

NOTE: this call is only open to individual experts and not to companies or any other form of legal entity.

Responsibilities

The External Evaluator will be responsible for carrying out an independent evaluation of the AIRMOB project's major outcomes and project impacts, with particular attention to their quality, relevance, innovation, adequacy and sustainability. In particular, the External Evaluator will be expected to:

- Define and apply a combination of evaluation methods and tools to collect the information needed for the assessment, which may include – non-exclusive examples – document review, questionnaires addressed to partners and/or external stakeholders, interviews, participation in project meetings, and the organisation of focus groups or short online meetings with relevant stakeholders.
- Assess the quality, relevance, innovation and adequacy of the key deliverables produced by the consortium (key deliverables include: D2.1 AIRMOB drone view: A scan of the Innovative Air Mobility sector; D2.2 AIRMOB Transformation Roadmap; D3.1 Catalogue of training courses; D3.3 IAM-GPT teaching and learning assistant; D4.1 IAM Career kits; D4.3 Report of activities and good practices to foster innovation and entrepreneurship; D5.2 Euro-AIRMOB CoP will have a programme of activities; D5.3 Long-term action plans for the Regio-AIRMOB CoVES and for the Euro-AIRMOB CoP).
- Evaluate and monitor the progress and the sustainability of the AIRMOB regional CoVEs and of the European-level CoVE.
- Attend 3 in-person meetings to discuss project progress and evaluation findings, including the 3rd Management Assembly in Ireland (M23, expected in January 2027), the 4th Management Assembly in Türkiye (M35, expected in January 2028), and the 5th Management Assembly in Italy (M47, expected in January 2029).
- Prepare short evaluation reports with findings and recommendations to feed into the official project reporting to the European Union, foreseen at M24 and M48, and the internal report at at M36.

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Access to documents and information

- The external evaluator will have access to project documents such as the proposal, Grant Agreement, management reports, internal evaluation and quality assurance reports and project deliverables.
- At any time, the external evaluator can request a clarification meeting with the INOVA+ team.

Compensation and benefits

- As a subcontractor within the EU-funded project, it is possible to propose and manage your own budget within the available project finances, giving you control over resources and expenditures.
- Flexible work arrangement with the autonomy to distribute your work schedule.
- Option to work remotely or access office space at the coordinating institution (or other relevant partner facilities if available).
- Engage with a diverse group of international partners and experts, enhancing your professional network.
- Contribute to a project aimed at advancing excellence in vocational education and training for the IAM sector, gaining recognition for your valuable contributions to a future-oriented and strategically important field.

4. Application process

Documents needed

Interested candidates should submit:

- A cover letter outlining their suitability and motivation for the role (maximum 1 page)
- A detailed CV highlighting relevant experience (maximum 2 pages)
- A detailed Proposal for the External Evaluation Process, including the methodology, tools and data collection strategies to be used, as well as a timeline aligned with the evaluation periods: inception M1 to M24, second report M1 to M36 and final report M1 to M48; this proposal should not exceed 8 pages, including any cover pages, graphical elements and references (which can be reviewed after seletion and signatrue of the services contract). Optional: examples of previous evaluation work (if available) and references.
- Financial offer (signed) including:
    a. fees: the number of working days, the daily rate and the total amount for fees
    b. provision of costs to attend 3 General Assemblies (Ireland, Türkiye and Italy)
    c. the total service costs + VAT
- The candidates are required to submit a signed declaration confirming the absence of any conflicts of interest with INOVA+ or any of the AIRMOB partner organisations or their stakeholders. The non-presentation of this declaration will exclude the candidate.

Definition of conflict of interest: A conflict of interest arises when an individual's personal, financial, or professional interests have the potential to interfere with their impartiality, objectivity, or ability to make unbiased decisions in the context of the evaluation process. A conflict may be actual, perceived, or potential, and it can compromise or appear to compromise the individual's or organisation's ability to act in the best interest of the project.

For this evaluation service, a conflict of interest includes but is not limited to the following situations:

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- Personal interests: Involvement in relationships (family, business, or social) with any person working at any of the project partners' organisations or other stakeholders that may influence the evaluation process.
- Financial interests: Direct or indirect financial interests (such as shareholding, consultancy agreements, or other financial stakes) in any of the project partners, contractors, or entities related to the project.
- Professional interests: Prior or current professional affiliations with any of the project partner organisations, or stakeholders that could influence objectivity.
- Other interests: Any other personal, professional, or financial relationships or circumstances that might reasonably be perceived to affect the evaluator's impartiality.

NOTE: If a conflict arises during the course of the evaluation, the evaluator must notify the project management immediately and withdraw from the evaluation process.

All documents must be prepared in English and sent in PDF format.

Submission deadline

Your proposal must be submitted by June 26th, 2026, at 23:59h Central European Time. Applications should be sent to marcia.gouveia@inova.business, with all the above-mentioned required documents attached. Should you have any questions or require further information, please do not hesitate to contact us.

5. Selection procedure

Evaluation criteria

Proposals will be evaluated based on:

Criteria	% score
Relevant experience and qualifications Experience: The evaluator should demonstrate a strong track record in conducting evaluations, particularly in projects of similar scale, complexity, and focus areas. Relevant experience in evaluating projects within the fields of aviation, mobility, or related technological innovations will be highly valued. Qualifications: The evaluator must have a solid academic or professional background, such as a degree in a relevant field (e.g., evaluation, social sciences, engineering, or related areas). Proven experience in assessment and evaluation methodologies, especially in EU-funded projects, is essential.	30%
Quality and feasibility of the proposed evaluation framework and methodology The proposed evaluation methodology should be well-structured, feasible, and demonstrate how it will deliver actionable insights. It should consider the scope and scale of the AIRMOB project, including any challenges that may arise and how they will be addressed in the evaluation process. The methodology must include methods and tools for data collection, and approaches for measuring success against predefined outcomes.	40%
Clarity and thoroughness of the proposal	20%

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The proposal shall address all aspects of the evaluation, providing a detailed outline and calendar of how and when the evaluator will handle data collection, analysis, and reporting. It should include an explanation of how the evaluator plans to engage stakeholders and ensure comprehensive feedback throughout the evaluation process.	
Financial offer The evaluator's proposed budget should reflect a cost-effective approach while ensuring the delivery of high-quality evaluation services. The financial offer must include a clear breakdown of costs, including but not limited to personnel, travel, and any other expenses associated with the evaluation process.	10%

Selection timeline

Proposal submission deadline: 26th June 2026, 23:59h (Central European Time).

If necessary, the evaluation panel members reserve the right to invite shortlisted candidates for an online interview of 30 minutes, taking place on any of these dates: 14th, 15th or 16th July 2026.

Final selection and contracting: 26th July 2026.

6. Confidentiality

The selected external expert will be required to sign a confidentiality agreement to ensure that all project data and findings remain private, secure and protected from any unauthorised disclosure.

7. Contact information

For any questions regarding this proposal, please contact:

Name	Márcia Campos Gouveia
Company	INOVA+
Title	AIRMOB Quality Assurance Leader
Email	marcia.gouveia@inova.business

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