

2ND STRATEGIC PLANNING PROCESS

TERMS OF REFERENCE FOR A SHORT-TERM CONSULTANCY TO FACILITATE THE DEVELOPMENT OF THE ACTION 4 HEALTH UGANDA STRATEGIC PLAN.

1. Background

Action 4 Health Uganda (A4HU) is a non-governmental organisation whose mandate is to empower young people and their communities to enable them to effectively address issues related to Sexual Reproductive Health and Rights (SRHR) and poverty alleviation through holistic health and development programs. A4HU envisages a healthy society where all young people can fulfil their potential.

Formerly known as Deutsche Stiftung Weltbevölkerung (DSW), the organisation was renamed Action 4 Health Uganda (A4HU) in 2017. A4HU programmes have been guided by a five-year Strategic-Plan, named; “*Empowering Young People for Quality Life*”. The plan outlines four strategic goals; **i)** Foster demand for and access to quality SRHR information and youth-friendly services; **ii)** Advocate for prioritisation and provision of gender-sensitive and youth-friendly health services at national and sub-national levels; **iii)** Create a favourable environment at the community and local government level for meaningful youth participation; **iv)** Work for improved and equal access to socio-economic opportunities for young people. The plan contributes to Goal 3, Target 7 of the United Nations Sustainable Development Goals (SDGs), which is “to achieve universal access to sexual and reproductive healthcare services, including family planning, information, education, and the integration of reproductive health into national strategies and programs by 2030”.

A4HU empowers young people to advocate for improved SRH services and socio-economic opportunities through capacity development, civic education, mentorship, and advocacy. For the effectiveness and efficiency of our intervention models, the organisation supports Youth Empowerment Centers (YECs) and youth clubs in leadership and organisational development, group management, life skills, and sexuality education, as well as entrepreneurship and business development.

A4HU is seeking to develop a new five-year strategic plan that will provide a clear and comprehensive approach to ensure that A4HU fulfils its mandate, as well as facilitate the expansion and diversification of A4HU programmes.

2. Purpose of the consultancy

The purpose of the consultancy is to assist the A4HU Board and staff in developing a new five-year strategic plan that will guide the organisation to fulfil its mandate and realise its vision.

3. Scope of work and Timelines

The selected consultancy firm or individual consultant will, amongst other things, conduct a light-touch review of our current strategy to build on the first strategy plan mid-term evaluation and project evaluation reports. The review will assess the Strengths, Weaknesses, Opportunities and Threats, and the external environment (Political, Economic, Economic and Technological) to evaluate trends that may impact our work in the next five years.

The consultant will refine and update the strategic goals and result areas, strategies and institutional priorities through participatory approaches that will engage staff, the board, youth structures and development partners.

The consultant will ensure alignment of the A4HU Strategic plan to national and international frameworks in the focus areas and identify programme strategies that will facilitate the realisation of A4HU strategic goals and mission. Likewise, the consultant will develop a logical framework, Result and Resources Framework, that will be embedded in the Strategic plan.

The duration of the consultancy is expected to cover a period of four months, from December 2022 to March 2023.

Specific tasks include;

- i. Carry out a desk review of documents to understand the internal and external context and institutional framework of A4HU.
- ii. Review the national and global strategies and legal frameworks that govern CSOs working in the Adolescent, Sexual and Reproductive Health sectors and provide guidance on how A4HU's work can be aligned with such frameworks.
- iii. Lead consultations with staff, board members, donors, selected stakeholders, as well as national and international partners to generate their views on A4HU's next strategic direction.
- iv. Develop, validate and cost the A4HU five-year strategic plan and implementation framework for 2023 to 2027.

4. Key deliverables;

These include;

- A five-year A4HU Strategic Plan (2023-2027).
- A five-year Strategic Monitoring and Evaluation Plan.
- A Change Management Plan to guide management in the implementation of the initial phases of the second strategic plan (2023 – 2027).

5. Qualifications

Interested firms or individual consultants are expected to have the following qualifications and skills:

- Relevant skills and demonstrated experience in organisational development and development of strategic plans for non-profit organisations.
- Minimum of five years experience in Human Rights, Sexual Reproductive Health Rights, Economic Empowerment, Social Sciences and International Development.
- Research and process facilitation skills.
- In-depth understanding of SRHR issues, Public Health, Gender and Women empowerment at micro, macro and meso levels.
- Ability to work under pressure with minimal supervision.
- Extensive knowledge and experience in participatory approaches to development.

6. Submission of applications

Interested firms or individual consultants must submit applications through email with the subject line: "A4HU Strategic Planning Consultancy" to jobs@a4huganda.org.

The application should consist of the following documents;

- One-page cover letter expressing your interest and suitability for the assignment.
- A concise technical proposal (maximum 8-pages) and financial proposal demonstrating applicants' understanding of the assignment, proposed approach and work plan.
- Abridged copies of CVs for all key personnel (maximum 1/5 pages) involved in the assignment.
- Three referees who are well-versed with the firm or individual consultants' work.

Deadline for application: **17th November 2022**. Only short-listed candidates will be contacted.