

Call for Consultancy to develop a Strategic Plan for AfricanDefenders

ORGANIZATIONAL BACKGROUND

The Pan-African Human Rights Defenders Network (AfricanDefenders) is a network of five African sub-regional networks, dedicated to the promotion and protection of human rights defenders (HRDs) across the African continent.

The Johannesburg + 10 All Africa HRDs Conference held in 2009 established AfricanDefenders with the primary objectives of improving the capacity of and cooperation among the sub-regional networks and stabilizing Pan-African access to financial resources for protection measures, with a cross-cutting focus on meeting the needs of HRDs most at-risk.

The Universal Declaration of Human Rights (UDHR) and the African Charter *on Human and Peoples' Rights* guide AfricanDefenders' work, which promotes and protects human rights and basic freedoms on the African continent. In addition, the United Nations Declaration on Human Rights Defenders and the 2003 Kigali Declaration of the African Commission on Human and Peoples' Rights have set out some of the core principles contextualising the work of HRDs and the functions they fulfil in the promotion and protection of human rights.

The East and Horn of Africa Human Rights Defenders Project (DefendDefenders) is the current host of AfricanDefenders. DefendDefenders seeks to strengthen the work of human rights defenders throughout the region by reducing their vulnerability to the risk of persecution and by enhancing their capacity to effectively defend human rights.

DefendDefenders works in Burundi, Djibouti, Eritrea, Ethiopia, Kenya, Rwanda, Somalia (together with Somaliland), South Sudan, Sudan, Tanzania, and Uganda.

More about AfricanDefenders on: www.africandefenders.org/ or through our social media on [facebook](#) or Twitter @panafricanet.

SCOPE OF THE ASSIGNMENT

Develop Strategic Assessment report recommendations and a five years Strategic Framework for AfricanDefenders for the period of 2020 to 2025.

The scope and focus of the assignment is to provide technical, strategic and facilitation support to enable the development of AfricanDefenders' strategic plan. Develop an analysis framework and work plan to guide the assessment.

The Consultant will conduct a thorough but focused assessment of AfricanDefenders's strengths and weaknesses, as well as external opportunities and threats, with a view to identifying appropriate strategic options for the 2020 to 2025 operational period. The assessment will include review of relevant documents, in particular the Kampala Plan of Action for Human Rights Defenders+10, the Paris Plan of Action, the Marrakesh Declaration on Human Rights Defenders and the Zanzibar 2019 Final Communique. In addition to existing project documents, strategic plans of key partner agencies, donor organizations, and related domestic and international reports.

The consultant will also develop the following:

1. Online/offline survey for AfricanDefenders members and stakeholders and beneficiaries;
2. Conduct individual interviews with key informants; and

3. Facilitate in-depth focus group/facilitated discussions using web-based technologies and/or teleconferencing.

The use of participatory processes is expected. Critical reflection by members and stakeholders is integral to this strategic planning initiative.

As such, the Consultant will be expected to provide for active and meaningful engagement of AfricanDefenders members, relevant government representatives and other stakeholders. It is expected that data will be analyzed using a rigorous and transparent analysis framework, summarized and presented back to AfricanDefenders Secretariat to aid in prioritization of strategic directions.

ROLES AND RESPONSIBILITIES

AfricanDefenders Secretariat will be responsible for:

- Preparing the Terms of Reference
- Selecting, contracting and managing the Consultant
- Covering the costs of and managing communications and logistics associated with the assignment
- Actively engaging with the Consultant during the assignment
- Identifying stakeholders and relevant documents as needed

The Consultant will be responsible for:

- Preparation of a work plan
- Actively engaging with staff, Steering Committee members and other stakeholders (including possible travel to other countries) through the use of participatory processes
- Regular progress reporting to AfricanDefenders Secretariat
- Production of deliverables in accordance with the requirements and timeframes of the Terms of Reference.

DELIVERABLES

The consultant will provide the following deliverables:

1. Work plan
2. Tools for conducting interviews and group discussions
3. A strategic plan budget document including:
 - Executive summary
 - Background
 - Internal and External analysis
 - Strategic priorities
 - Metrics to assess progress made in the attainment of these strategic priorities
 - Strategic Budget

DURATION AND LOCATION

The tasks under this assignment are to be undertaken in a maximum period of 30 working days. A draft as well as final strategy will be presented to the Steering Committee of the AfricanDefenders. The location of the assignment is flexible, but part of the work will be in Kampala, Uganda and most probably the validation in Banjul, The Gambia.

REQUIREMENTS

A consultant with the following skills and competencies are encouraged to express their interest:

- A Relevant degree in project management, international affairs, law, politics, economics, management and other social science or related field;
- At least 7 years relevant experience in strategic planning and development;
- Demonstrable experience in developing strategic plans, evaluating programs and projects especially those of a regional nature;

- Knowledge of the socio-economic and political dynamics as well as the social justice issues in Africa;
- Demonstrable knowledge and understanding of the African human rights system.
- Competence in organizational development.

QUALIFICATIONS

The Consultant(s) is expected to:

- Have professional experience of work in the human rights sector in Africa.
- Be Fluent in spoken and written English and French.
- Knowledge in Arabic or Portuguese is a high added advantage.
- Be willing to travel to Kampala and other focal countries and be available to meet with partners.

APPLYING

The Consultant(s) are requested to submit a project proposal (outlining the tools, methods and sampling model to be used) and comprehensive indicative project budget as part of their motivation and application for consideration.

Scope of Price, Proposed Methodology

All applicants must submit their Proposed Methodology on how they intend to deliver the services while demonstrating that it will be appropriate to the context of the assignment.

Combined scoring method – where the technical score (qualifications and proposed methodology) will be weighted at a maximum of 70%, and combined with the price offer which will be weighted at a maximum of 30%

Evaluation criteria

Technical Score

- Education – 5 points
- Experience – 10 points
- Language skills - 5 points
- Methodology – 50 points

Financial

- Price Offer - 30 points

Only applicants obtaining a minimum of 49 points in their technical score will be considered for financial evaluation.

Submitting your application

Please send your application to jobs@defenddefenders.org with the subject line “**AfricanDefenders Consultancy**” by **30 August 2019**.

Your application should include your CV and past experience, budget, work-plan and 3 references for similar work undertaken. **Do not** send copies of certificates or degrees.

AfricanDefenders is committed to achieving workforce diversity in terms of gender, nationality and culture. Individuals from minority groups, indigenous groups and persons with disabilities are equally encouraged to apply.

All applications will be treated with the strictest confidence