

**South Sudan Council of Churches (SSCC)**

**Consultancy to Undertake Institutional Assessment of the South Sudan Council of Churches (SSCC).**

**Terms of Reference (TOR)**

**Background:**

The South Sudan Council of Churches (SSCC) is an ecumenical body for the churches in South Sudan including membership of the Episcopal Church of South Sudan, the Sudan Interior Church, Catholic Church, the Presbyterian Church of South Sudan, the Africa Inland Church, Sudan Pentecostal Church, South Sudan Presbyterian Evangelical Church and Coptic Orthodox Church. The SSCC structure is built based on institutional and ICCs structures with their membership drawn from member churches. The churches have long history of engaging in peacebuilding in South Sudan. In its current formation, it was founded in 2013, but its history dates to the late 1960’s, when Sudan Council of Churches (SCC) was established to cover both South Sudan and Sudan. SSCC creates a platform for consultation and collective action by churches in South Sudan on issues of common interest, and functions as a medium through which the church seeks to enhance the spirit of ecumenical cooperation. SSCC has a presence throughout the country and its networks reach people through the national office in Juba, regional offices in Equatoria, Bahr-el-Ghazal and Upper Nile areas, and Inter-church committees (ICC).

The church in South Sudan has had an influential role in solving conflicts, reconciling parties and building trust and confidence between communities, and this is the historical experience that it continues to build on and base its credibility on. The SSCC has a strong legacy of leading peace negotiations, reconciliation and advocacy processes, including in relief and rehabilitation throughout the Sudanese civil wars. For example, NSCC, the fore-runner of SSCC is credited as the architect of the ‘people to people’ peace process in Sudan that was instrumental in contributing to the cessation of violent conflict in Sudan leading up to the signing of the 2005 Comprehensive peace Agreement (CPA). Reconciliation is at the core of what the SSCC and its member churches stand for. Nevertheless, the SSCC has also had challenges in its organizational history, but through the new leadership appointed in early 2015, and the subsequent restructuring of its finance, human resource and programme departments, the ecumenical body has started to regain its operational strength and capacity. These organizational challenges have been addressed through the accompaniment of SSCC supporter’s Core Group[[1]](#footnote-1), which is a support mechanism consisting of ACT Alliance and Caritas Network partners. The Core Group is the advisory body of the APP.

**Purpose:**

The institutional assessment aims to realize a revised and aligned SSCC staffing and management structure that can better support the role and function of SSCC at the present state of SSCC organizational development. The revised SSCC structure will be a model that is most relevant for SSCC, reduce overhead cost and improve overall organizational efficiency. The assessment shall lead to drawing recommendations for much needed change in policy and work procedures, and provide guidance for managing the change, in both the short-term and long-term. The assessment will help the Council to reclaim its legitimacy and recognition in effective championing of the work of the Church as mandated.

**Key Objectives of the Assessment:**

The assessment shall focus on broad organizational and operational arrangement at SSCC and the following objectives shall be considered:

1. Effectiveness of the current structure and its relevance
2. Operational arrangement and its effectives in delivering APP
3. Partnership arrangement and its effectiveness in supporting SSCC capacity and sustainability.

**The scope:**

The assessment shall cover the following areas listed below to be able to effectively address core gaps SSCC is facing and provide key recommendation to be undertaken by the council to improve the effectiveness and efficiency of the council in supporting the peace process in South Sudan given the current context and challenges.

* The current operational structure of the SSCC
* Programs and delivery mechanisms
* Partnership arrangements and delivery system to strengthen SSCC sustainability
* Procurement processes and procedures
* Relevancy of existing staffing and performance

**Expected outputs/deliverables**

* Approved assessment report covering the following:
* Operational realignment of SSCC
* Relevancy of the various positions in the current context
* Implementation of procedures and relevant policies.
* Programs and delivery mechanisms
* Partnership arrangements and delivery system
* Revised organogram with descriptions of the roles and responsibilities of the key positions based on the assessment findings.

**Schedule:** It is expected that the work will take up to approximately 8 working days, as outlined in the following schedule:

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| **Task** | **Max working days** | **Date (tbc)** |
| 1. Document review | 1. Day |  |
| 1. Interviews with key SSCC staff and Core group members | 3 days |  |
| 1. Analysis of review data and interviews | 2 day |  |
| 1. Writing and submission of assessment report and revised organogram | 2 days |  |

**Budget**

The estimated budget for the assignment should include:

* Professional Fees
* Travel and accommodation expenses (if any)
* Communication costs (internet connection, airtime) if applicable.
* Tax and any other relevant cost related to and required for the proper conducting of the assignment as per all the objectives and requirements detailed in the present ToR.

**Consultants Profile/ Experience.**

* At least eight years’ experience working in Human Resources, organizational and capacity development
* Master’s degree in organizational development, MBA or related field.
* Sound knowledge of organisational development and capacity building of Faith Based Organizations in conflict and post conflict settings.
* Good understanding of the role ecumenical body in fostering peace
* Experience working with Faith Based Organizations
* Demonstrated understanding of the South Sudan context

**How to Apply**

Applicants should submit Technical (in Pdf format) and Financial proposals including CVs and copies similar reports for previous work conducted by the consultant to: [romano@sscchurches.org](mailto:romano@sscchurches.org%20) copy: [godfrey@sscchurches.org](mailto:godfrey@sscchurches.org); [mercy@sscchurches.org](mailto:mercy@sscchurches.org) by by June 25, 2019.

In your submission, include the following in the subject line ‘**SSCC Institutional Assessment’.**

1. The core group members are Christian Aid, Norwegian Church Aid, Finn Church Aid, Catholic Relief Services, CAFOD & Trocaire Partnership, PAX and SSCC [↑](#footnote-ref-1)