

Organization for Nonviolence and Development

"Working for a nonviolent, peaceful and democratic society"



GO-H-3

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Approved

09/04/2025



08th April 2025

REFERENCE: REQUEST FOR EXPRESSION OF INTEREST (REOI)

1. INTRODUCTION

Organization for Nonviolence and Development (ONAD) is seeking for a competent consultant firm to conduct review of its 5-year (2021-2025) strategic plan document and develop New 2025-2029 Strategic Plan. ONAD is a voluntary non profit-making organization established in 1994 in Khartoum and in 2005 was registered with the Ministry of Justice and subsequently registered with the Relief and Rehabilitation Commission (RRC), Republic of South Sudan.

ONAD strategic plan document serves as a tool for engaging civil society organizations, particularly the youth, women, faith-based and members of traditional structures to transform conflicts, and to promote nonviolent and democratic principles and practices.

Mandate

ONAD works for "a nonviolent, peaceful and democratic society through training and advocacy on Nonviolence and Peacebuilding, Governance and Civic Education, Community Empowerment and Gender, Advocacy and Communication, and Organizational Development. ONAD is a member based organization and a member of International Fellowship of Reconciliation (IFOR), and War Resisters International (WRI), an international peace organisations founded on the principle that "war is a crime against humanity and are committed to peace, justice, and nonviolence, advocating for a world where conflicts are resolved nonviolently and justice is the foundation for peace.

2. Context

ONAD operates in the context where communities face varieties of hazards that cause a range of disasters. South Sudan has endured history of economic and political instability, great diversity of languages, ethnicity, hindered resources, and seasonal migration among the pastoralist communities is a way of life and population pressures increases tension and conflict between the pastoralists and agriculturalists searching for better farming lands, all these has hindered resource and infrastructure development. These factors, all linked to governance, politics, ethnicity and natural hazards, peace and development, are often the root causes of individual and societal vulnerability. Owing these factors and many others challenges, ONAD as organization felt that there need to review its five-year strategic plan 2021-2025 and produce New strategic five-year strategic plan document.



3. Purpose and Scope of the Assignment

The ultimate purpose of this Expression of Interest (EOI) is to recruit credible consultant firm to review ONAD 2021-2025 strategic plan document, and produce new Strategic plan document 2025-2029. Strategic plan documents a tradition in ONAD, because it ensures consistence and credibility of the organization in discharging its roles and responsibilities. The consultant firm shall be recruited and engaged based on the result and recommendation of the independent panel of interview.

3.1. Specific Objectives:

- 1) To organize and facilitate **3-day (13-15 May 2025)** strategic plan workshop to review and analyse relevant literatures and policy, reports, and legal documents, including the strategies, objectives, outputs and outcomes, vision, mission statement and core values of the 5-year strategic plan document 2021-2025.
- 2) To identify gapes and strengths, weaknesses, opportunities and threats affecting ONAD activities and develop strategies to address them.
- 3) To design technical strategic road map that facilitates effective involvement and engagement of management, board and the partners in the strategic plan review process which is expected to culminate/end in a New 2025-2029 Strategic Plan.

4.0. APPLICATION - EXPRESSION OF INTEREST (EOI)

Interested applicants shall submit Expression of Interest (EOI) and shall provide brief explanation about the consultant firm with a particular emphasis on profile of the consultancy firm, previous experience, and a detailed methodology. The methodology among others shall describe the road map, and tools necessary to fulfill the objectives of the assignment. Expression of Interest (EOI) shall include the following:

- Name of consultant firm
- Address of consultant firm
- Email of consultant firm
- Telephone and mobile number (s)
- Name of responsible Consultant firm &
- Consultant's CV/s.
- Qualifications of consultant.
- Certificates of registration of the consultant firm,
- Tax Identification Number (TIN)
- List of the most recent clients consulted in the last three years with clear start and ending dates
- Please consider attaching proof documents



5.1.Deliverables

1. The consultant shall be responsible to :

- Organize and facilitate 3-day strategic plan workshop to review and analyse relevant literatures and policy, reports, and legal documents, including the strategies, objectives, outputs and outcomes, vision, mission statement and core values of the 5-year strategic plan document 2021-2025.
- Engage participants in interactive and participatory manner to analyze the prevailing context to identify gapes and strengths, weaknesses, opportunities and threats affecting ONAD activities to determine development of 5-year strategic goals.
- Incorporate and align in the NEW Strategic plan some key strategies and recommendations from the recent ONAD Business Continuity and Sustainability Plan.
- Submit an inception report, how the consultant understands the scope of the assignment, steps and methodology to be used in reviewing the 2021-2025 strategic plan document to determine strategic goals and strategic objectives for ONAD 2025-2029 Strategic Plan.
- Create enabling environment to enhance teamwork and collaboration among the participants; staff, board, members of general assembly, partners and all invited participants to ensure enabling environment and a cohesive review process.
- Produce strategic review process report and the strategic plan document with clearly spelt strategic goals, objectives, outputs, outcomes, vision, mission statement and core values within 3-weeks from the date the contract is signed.
- Submit financial proposal in (USD) costing total estimates for services to be rendered, including daily consultancy fees.
- The consultant shall laise with the Executive Director during the pre-planning phase and implementation of the contractual mandate.

5.2. ONAD, ONAD Management shall:

- In-collaboration with the consultant, organize and facilitate 3-day strategic plan workshop to review and analyse the strategies, objectives, outputs and outcomes, vision, mission statement and core values of the 5-year strategic plan document 2021-2025.
- Shall be responsible to prepare the workshop venue and invite participants that will include; staff, volunteers, members of the Board and Partners.
- Scrutinize all proposals submitted to determine compliance with tender requirements and conditions (attachment of documents of eligibility).
- Disqualified any proposal with obvious deviations from the requirements/conditions.
- Select and recruit successful independent consultant Firm based on professional experience and credibility of the consultant.
- Shall be responsible for the provision of logistics, food, refreshment and any other related activities during the workshop
- The strategic plan document review workshop will be held in ONAD from 13th – 15th May 2025 starting from 8:30 AM to 5:00 PM.



6. Competencies (skills, knowledge and experience required)

The consultant firm of freelance consultant shall fulfil the following requirements:

- Master Degree holder in Organizational Development, Conflict studies, Social Sciences, Strategic Planning, public administration, peace and development or other closely related fields from a recognised University.
- More than 5 years of experience either as head or occupying senior position in the area of strategic planning, corporate governance, organizational development, operations management planning, and productivity improvement.
- Shall possess at least 5 years of relevant experience in the NGO sector, with a strong record of accomplishment in strategic plan development and organizational development, focusing on Peace and development, Conflict and project management contexts.
- More than 5 years of experience in facilitating and conducting training/workshops for the board/key management in sectors on organizational development of non-profit organizations, including revision of organizational structures.
- Excellent facilitation skills and experience in managing inclusive and participatory processes, capable of guiding diverse groups through complex, sensitive discussions and strategic decision-making processes.
- Demonstrated record of accomplishment of successfully facilitating participatory strategy development.
- Flexible, organized, and ability to perform in high stress environments.
- Excellent writing and editing skills (Written and oral fluency in English is a requirement)

7. Conditions for payment and contract

- Consultant shall be aware of government withholding taxes of 20%, which shall be apply and will be deducted.
- Payments for the consultancy services will be done in accordance with the financial guidelines of ONAD.
- ONAD shall not be responsible for any further expenses incurred by the consultant, other than the costs outlined in the contract.

8. Structure and Design of the report

- b) Cover Page
- c) Table of contents,
- d) List of acronyms/abbreviations
- e) Introduction
- f) Summary context
- g) Methodology
- h) Strategic framework
- i) Strategic goals



- j) Strategic Objectives
- k) Action plan
- l) Monitoring and Evaluation
- m) Governance Structure
- n) Appendices

How to Apply:

The deadline for submission of application is 30th, April 2025 and the eligible applicants who are willing, shall apply to the following e-mail address: director@onadev.org and maryd.natana958@gmail.com

