



JOB ADVERT- Consultant (for STRATEGIC PLAN DEVELOPMENT)

50.11.3
Approved by
Inspector



AFOD South Sudan is looking for a competent **consultant or Firm** to review and develop the next 5-year Strategic plan (1st October 2020-30th Sep 2025). The Consultant/firm will undertake desk review, AFOD staff and stakeholders' interview to develop the next 5-year Strategic plan which will form the basis for the driving AFOD programme pillars in line with National and International standards and guidelines governing NGO management.

The Consultant will directly report to the Executive Director and supported by the Executive Committee and Board chairperson.

• **Reporting to:** Executive Director

Consultancy period: 1st June 2021 to 30th July 2021 (2 months).

Assignment location: Juba

1.0 Background information;

Action for Development (AFOD) South Sudan was founded in the year 2011 as a National NGO and legalized in 2013. AFOD envisions a healthy, educated, productive, just, peaceful and united society. Our mission is to work with the rural poor, marginalized and vulnerably communities to improve their social economic status and quality of life. AFOD is committed to delivering lifesaving services to the needy people in both stable and humanitarian crisis.

AFOD Strategic current program areas include; Integrated Health Services; Nutrition and food security and sustainable Livelihood; Water, Sanitation and Hygiene (Environmental Health); Education (basic and vocational education); Social support and protection; and Institutional capacity building and development.

In the last five years AFOD has successfully expanded her portfolio from just single project to multiple programs to meet the needs the vulnerable communities in the Country. AFOD is currently active two major regions of the Country i.e. Greater Bahr el Ghazal region (specifically in Wau, Raga, Jur River and Yirol East Counties) and Greater Equatorial region (we are in Budi, Terekeka and Lainya Counties) funded by UNICEF, WFP and South Sudan Humanitarian Fund (SSHF) to provide essential services.

AFOD's current Country strategic plan expired on 30th September 2020 and was linked to South Sudan Development Plan 2012 and millennium development goals. AFOD has significantly contributed to the performance of the National Development Indicators of South Sudan in the last five. We commit to continue contributing to the national development agenda of republic of South Sudan and effort towards a positive progress in achieving specific sustainable development Goals.

Therefore, in the next five years, AFOD Country strategy will detail the strategic priorities, approaches and financing mechanisms building on the previous and current gains in the delivery of her core mandate to guide the next programming and expansion approach within the country.

1.2 Purpose of the assignment

The purpose of the consultancy is to facilitate the process of reviewing and developing a five years (5-year) Strategic Plan (2020-2025) for AFOD South Sudan aligned to the South Sudan development plan and other relevant policy documents of the Republic of South Sudan. The consultant is expected to perform the following key tasks and responsibilities;

- Conduct a comprehensive internal and external environmental scanning to establish AFOD's strengths, weaknesses, opportunities and threats in the external environment.
- Conduct PEST analysis for the AFOD South Sudan
- Present the situation analysis, SWOT and PEST Analysis to AFOD, key stakeholders and development partners for validation and feedback

- Document review of policy, plans and programs relevant to the strategic planning process
- Hold consultative meetings with stakeholders at national and, time permitting regional levels to solicit the felt and expressed needs of key stakeholder.
- Develop a costed five-year AFOD South Sudan country program strategic plan 2020-2025, aligned to the Republic of South Sudan national development plan and other relevant policy documents/guidelines.
- Review and develop a robust integrated monitoring and evaluation plan to track progress of the delivery of the strategic plan
- Review and develop a comprehensive risk register and risk management plan
- Convene a validation workshop/session to present the final draft of the strategic plan to AFOD staff and key stakeholders for their review and blessing /endorsement.
- Preparation of a work plan and an appropriate Assessment Framework
- Actively engaging with staff, Board members and other stakeholders through the use of participatory processes
- Regular progress reporting to AFOD management;
- Production of deliverables in accordance with the requirements and timeframes of the Terms of Reference.
- Submit the Final 5-year Strategic Plan to AFOD for final approval.

3.0 QUALIFICATIONS, SKILLS AND ABILITIES;

3.1. Required Qualifications:

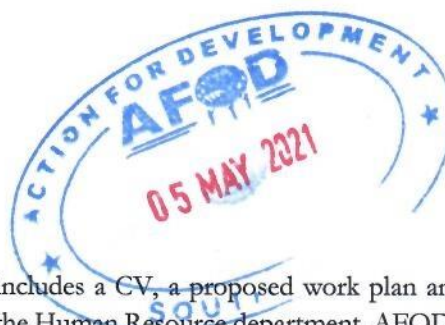
- Should hold master's degree in MBA, Public Health, and Public Policy. International Health, Health Economics.
- Should possess wide knowledge and experience in development of organization strategic plans and policy documents with adequate insight of global perspective.
- Must have strong writing and presentation skills and has ability manage large audiences;
- At least 10 years' experience in NGO management and programme development in developing countries.
- Demonstrate high quality work at national government levels in developing countries and ability to work in resource limited environments.
- Ability to work in difficult environment with limited resources;

3.2. Required skills and competencies;

- Good report writing and articulation skills,
- Very good analytical skills and strategic thinking;
- Interpersonal communication skills,
- Excellent and advance computer knowledge;
- Analytical and research skills

4.0 Application process;

Send a cover letter responding to the Terms of Reference that includes a CV, a proposed work plan and a budget to afodsouthsudan@gmail.com or info_ss@afodi.org addressed to the Human Resource department, AFOD South Sudan, P.O.BOX 287, Gudele Block 9, Juba South Sudan, Plot No. 948, Juba. Applications should be submitted by 5:00pm South Sudan Time on 25th May 2021.



NB: To access the detailed TOR visit <https://southsudan.afodi.org/work-with-us/vacancies/>