

**Strategic Plan Development (2025-2029)
Coalition for Humanity (CH)**

Terms of reference for reviewing and updating Coalition for Humanity strategic plan

Who we are.

Coalition for Humanity (CH) is a humanitarian and development NGO registered in South Sudan with more than 10 years' experience in implementing humanitarian and resilience projects. The organization focuses on Food Security and Livelihoods (FSL), Water, Sanitation and Hygiene (WASH), Gender Based Violence (GBV), General Protection (GP), Health and Nutrition. Coalition for Humanity has experience in integrating projects and forming a nexus across sectors in order to leverage on resources. We consider Protection/GBV, Housing, Land and Property rights (HLP) governance, peace building and conflict transformation as cross cutting issues.

Coalition for Humanity has its headquarters in Juba but with presence in the Upper Nile counties of Malakal, Renk, Longechuk, Maiwut. CH operates in Jonglei State with presence in Ayod, and Fangak counties and Unity State with field offices in Leer, Panyijiar, Mayendit, Koch, Rubkona and Mayom counties. It also has an operational presence in the Ruweng Administrative Area with field offices in Pariang and in Greater Pibor Administrative area with field office in Pochalla County.

2. Purpose.

Coalition for Humanity programme is guided by its strategic plan that was developed and valid for 2020-2024. In 2025 moving forward there is a need to update the current version of the current strategic plan by incorporating all the learnings to align with its overall strategic goal and mission, the evolving operating environment (context, legal, socio economic and donor priorities landscape). It is from this background that it is now seeking the service of a Strategic Plan Development Consultant/firm to undertake a thorough review of the current strategic plan 2020-2024 and use the learnings, feedback to update and where possible adjust the next phase of the strategic plan for 2025-2029.

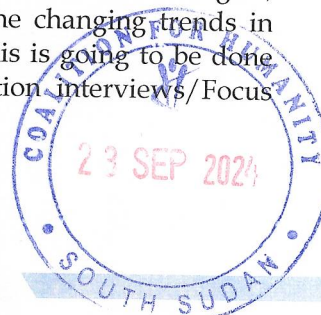
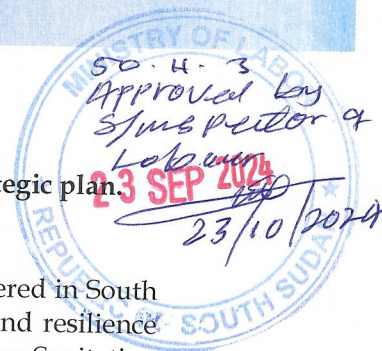
3. Objectives and Scope of the Strategic review and updating new Strategic plan (2025-2029)

The objective of this exercise is to take stock of the current strategic plan, review it thoroughly, appraise it in order to update the next phase in line with prevailing organisation growth, strategic direction, taking into consideration the views of all stakeholders at different levels. The consultant scope of work will include among other the following key tasks;

- Thorough desk review of current strategic plan 2020-2024 with a view to identify areas of improvements and strengths which he/she should incorporate into the next phase of strategic plan (2025-9).
- Undertake intensive and well documented engagement process with CH field managers, officers, in different thematic areas to solicit their views on the changing trends in humanitarian and early recovery landscape in South Sudan. This is going to be done through field interviews, meetings, workshops, Key information interviews/Focus group discussions in different thematic areas.

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Email: info@ch-int.org/ **Website:** www.ch-int.org



- Undertake intensive and a well-documented engagement process with community representatives and local leadership (County/State RRC, County Executive Directors/Commissioners, Payams/Boma leaders, Women leaders, church leaders among other key leaders. This is to receive feedback whether positive/negative on key areas of CH work, areas in order to improve in the next strategic plan.
- Undertake intensive and well document engagement process with CH partners both funding/Donors and non-funding partners to solicit their views on current strategic plan and next phase by proposing areas of incorporation and focus in line with CH overall mandates and aligning the same with their priorities.
- Undertake intensive and well documented engagement process with senior management team at Juba level to further incorporate their views, analysis of the feedback received from different stakeholders to come up with the draft strategic plan.
- Undertake intensive and well documented engagement process with the Board of Directors and incorporating all feedback to the entire document and come up with a final product for adoption.

4. Skills, qualifications of the consultants.

The consultant/firm must possess relevant experience in delivering of similar assignment in similar context.

- At least 5 years' experience in development of strategic planning and management
- Minimum of Master's degree in organisation policy design, planning and development, A PhD in similar areas will be added advantage.
- Experience and developing strategic in nonprofit sector with relevant experience in both humanitarian/emergency and development
- Knowledge in participatory approaches with stakeholders from diverse backgrounds.
- Ability to work with minimum supervision
- High level of written and oral communication skills in English
- Demonstrate excellent interpersonal and professional skills interacting and working with different stakeholders.
- Evidence of accomplished similar assignments before. Those undertaken in South Sudan NGO Sector will be added advantaged.
- Experience in research, policy development, management and programme development work. Relevant work in nonprofit sector is highly desirable.
- Training in Social Behaviour change Marketing, business modeling and business development related skills will be added advantaged.

5. Methodology.

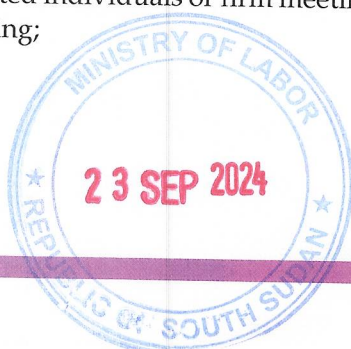
- The consultant will use his/her own methodology to facilitate the entire process as long as it is acceptable and a standard process that will bring out the results that meets the standard envisaged by all stakeholders.

6. Timeline and Reporting.

The consultant is expected to commence the assignment on the Second week of October, 2024 running up to 15th of November 2024. He/she will take a systemic process starting with each of the outlined objectives above and the process continue culminating into a mini workshop with the Board of Director scheduled on the 9th November, 2024.

7. Application process.

Interested individuals or firm meeting the requirements are encouraged to apply submitting the following;



- Technical Proposal outlining the approach to the assignment, Proposed workplan, timeline with copies of CVs and samples of previous assignments (no more than 10 pages for the proposal without annexes)
- Financial proposal breakdown all the costs for undertaking this assignment (Excel)

Interested Applicants are invited to submit their application package by email to jobs@ch-int.org with copy hilda.muteshi@ch-int.org , v.brenda@ch-int.org on or before 11th October 2024.

