



Child Destiny Development Organization (CHIDDO)

PO BOX 455 Kololo Road, Juba Nabari South Sudan

Email: nd@chiddoss.org/chidann25@yahoo.com Web: www.chiddoss.org

Tel: 0912381870/0912569595/0926333395

TERMS OF REFERENCE (ToR)

Subject: Organizational Audit Consultancy

Background

Child's Destiny and Development Organization (CHIDDO) is a non-governmental, non-partisan and non-profitable child right focused organization founded on 25/11/2001 with primary aim to provide quality humanitarian and development services to vulnerable children. CHIDDO had been registered by the Government of South Sudan under Relief and Rehabilitation Commission (RRC) amended NGOs Act 2016, Chapter III, and Section 10 with registration No 231.

CHIDDO has field presence in Unity, Central Equatoria plus field representation in Eastern Equatoria and Upper Nile States, where it had been implementing multiple sectors since 2016 that included basic and quality education, Food Security and Livelihood, WASH, Protection (Child Protection and GBV), Nutrition and Health Education, Climate Change Adaption and Clean Energy, Rule of Law and Capacity Strengthening.

As part of its organizational accountability, transparency and development strategy, CHIDDO is undertaking an organizational audit to ensure donor compliance, identify areas of improvement and enhance its positive reputation, credibility and sound financial management.

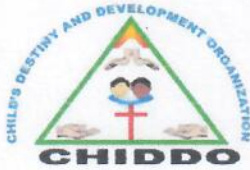
This audit will enable CHIDDO to better deliver on its vision, mission, values and objectives to advance its aspirations and strategic direction.

I. Objectives of the audit

The audit exercise will:

- Assess CHIDDO'S organizational financial management, existing systems, policies and general institutional best practices.
- Identify strengths and weakness in governance, financial management, accountability and transparency aspects, quality programming and many others.
- Ensure compliance with donor requirements and national regulations





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- Provide actionable recommendations to enhance organizational performance improvement, resilience accountability and effectiveness.

II. Scope of work

The consultant will conduct a comprehensive organizational audit covering:

- **Financial management:** Accounting systems, internal controls, budgeting, procurement, and reporting compliance.
- **Human Resources:** Staffs policies, recruitment, capacity development, and safeguarding measures.
- **Program management & M&E:** Projects cycle management, M&E frameworks, data collections, reporting and learning system.
- **Governance & Leadership:** Board structures, roles, policies, and strategies oversight.
- **Compliance:** Adherence to donor agreements, national laws and ethical standards.

III. Methodology

- Interviewing staffs, and key stakeholders.
- Comparative analysis against best practices and donor requirements
- Documents review (financial records, reports, policies, proposals)

IV. Deliverables.

1. **Inception Report:** Outline approach, timeline and tools.
2. **Draft Audit report:** Findings, analysis, and preliminary recommendations
3. **Final Audit Report:** including
 - a) Executive summary
 - b) Detailed findings per audit area
 - c) Actionable recommendations with prioritization
 - d) Compliance assessment.
4. **Presentation to CHIDDO management and board members** (physically)

VI. QUALIFICATIONS OF THE CONSULTANT/FIRM

- Proven experience in organizational audits for NGOS, UN Agencies and preferably in humanitarian's sectors.
- Familiarity with donor compliances and requirements.
- Knowledge of South Sudanese context and legal framework.

CHILD'S DESTINY & DEV'T
ORGANIZATION (CHIDDO)
NATIONAL DIRECTOR'S OFFICE



17 FEB 2020



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- Fluency in English; knowledge of local languages is applicable.
- Strong analytical, report-writing, and facilitation skills.

VII REQUIREMENTS

Interested consultants/firms must submit the following documents:

- Financial proposal
- Examples of the previous similar work
- Company profile with all the 1 copies of legal documents.
- Technical proposal (methodology, Timeline and team composition)
- CV (s) of the lead consultant(s).
- References.

VIII. TIME FRAME:

- **TOR Issued:** 17 Feb 2026
- **Submission date line for proposal:** 27 Feb 2026
- All applications will be reviewed within 7 working days after the deadline
- All applicants, both successful and unsuccessful, will be notify of the outcome after the selection and evaluation by the procurement committees.

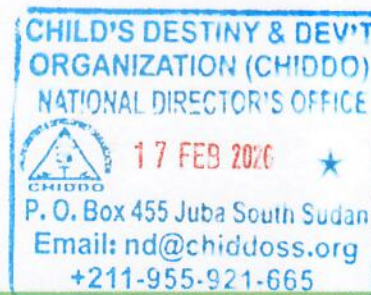
IX. PAYMENT TERM:

- **60%** upon signing of the contract, submission and acceptance of the Inception Report by CHIDDO management.
- **40%** upon submission and acceptance of final Audit Report

All payments are subject to the approval of CHIDDO and will be processed within 2 weeks of deliverable acceptance.

SUBMISSION OF PROPOSALS/ APPLICATIONS

All submissions can be sent to: plo@chiddoss.org and copy nd@chiddoss.org



Fulfilling Child's Need Through Development