



Terms of Reference (TOR)

Consultancy for Development of WHR's Five-Year Strategic Plan (2025-2030)

WHR is currently seeking proposals from qualified consultants to articulate and guide the development of the organisational **Five-year Strategic Plan 2025-2030**. We are looking to complete the strategic plan document, as well as a strategic planning workshop **by the end of April 2025**. WHR firmly believes that its staff members, single women groups, and key stakeholders are at the centre of this strategic planning effort, helping to assess ways in which to strengthen the impact of the organization, providing direct input into participatory consultations. The selected consultant would commence work as soon as possible.

The scope of work and deliverables include:

- **Review of existing strategic plan** and other relevant documents to understand the internal context of organization its current operational approach and integrate findings into the program strategy and business development strategy.
- **Conduct a current situation analysis of WHR** including operations and stakeholder mapping and in-depth assessment of WHR strengths, weaknesses, opportunities, and threats (SWOT)/PESTLE analysis (as a part of workshop for strategic plan);
- **Complete a comprehensive strategic plan** incorporating organization vision, mission, values, goals, objectives, thematic areas (with description), pathways to achieve the goals and objectives which guides effective project design and implementation with standard norms and values. The strategic plan includes organizational governance and management system, program management strategies, fundraising strategies and organizational sustainability.
- **Facilitate a consultative and participatory process** (interviews, consultation meetings) with internal staff members and WHR target communities, identify focus areas and develop strategic objectives and key result areas;
- **Facilitate strategic planning workshop(s)** involving key stakeholders from WHR's senior staff, board members, general members, target communities, and partners to define strategic priorities, goals, and objectives.

Required Qualifications include:

- Demonstrated experience in (organisational) strategy development, or organisational strategic review and planning, capacity building of organisations.
- Evidence of expertise or work on topics including Gender and Social Inclusion, advocacy on women's rights and rights of single women, capacity building of women's movements, networking and strengthening of marginalised groups representation.
- Exceptional facilitation skills.
- Demonstrated ability to consult, engage and collaborate effectively with diverse stakeholders in a participatory and inclusive approach.
- Previous work with (I)NGOs and social change movements.
- In-depth understanding of Nepali context.
- Asset: Understanding of broader international frameworks such as Beijing Declaration and Platform for Action (1995), and 2030 Agenda for Sustainable Development.

Please submit your proposal by Thursday 27 February COB.

Proposals should include:

- Updated CV.
- Proposal including budget and remuneration requirements, a detailed plan and timeline of work.
- PAN Number.

We welcome any questions you may have regarding this RFP.

Please contact Anne Mai Baan (PMEL Advisor) annemai.baan@proton.me, Dikshya Singh Rathour (WHR Programme Manager) mail@whr.org.np, further information.