



Call for Consultancy

TERMS OF REFERENCE (TOR)
FOR THE DEVELOPMENT OF A STRATEGIC PLAN
FOR THE TANZANIA DADAS' RISE COALITION (TDRC)
A Young Feminist-Led Coalition in Tanzania
Submission Deadline: 18th July 2026 (Midnight)

1. INTRODUCTION AND BACKGROUND

1.1 About Msichana Initiative (MIO)

Msichana Initiative (MIO) is a young women- and youth-led organization whose vision is a Tanzania where the rights of girls are safeguarded and girls enjoy recognition, dignity, and the opportunity to excel to their fullest potential. MIO's mission is to advocate for the reform of discriminatory legal frameworks and the enforcement of gender-sensitive approaches by engaging girls, communities, and relevant stakeholders.

MIO implements a gender norms approach through three core strategies: enhancing girls' agency, policy advocacy, and community engagement. These strategies are grounded in a recognition of how power relations, socialisation, and structural inequality disadvantage girls and young women, particularly in relation to their right to education. MIO centers the question of power and seeks to shift it, working directly with girls in and out of school, engaging communities as primary actors for change, and influencing the policy environment to be responsive and accountable to the realities of young women in Tanzania.

To begin with, enhancing girls' agency builds girls' and young women's own voice, confidence, and ability to demand their rights through programs such as Msichana Amani Clubs, Arudi Shule, One Girl+, and One Girl One Bike, reaching thousands annually (467% impact growth, 2020–2023), cutting SGBV by almost 80% among One Girl One Bike's 500+ beneficiaries, and building the confidence of 90% of participants in MIO's out-of-school young women's groups to speak up in their communities.

Building on this foundation, MIO employs Policy Advocacy strategy that targets the legal and institutional frameworks that shape girls' rights, exemplified by MIO's landmark 2019 Court of Appeal ruling raising the minimum marriage age from 14 to 18 and its role in securing Tanzania's re-entry policy for pregnant girls.

Complementing both, MIO focuses on a third strategic objective: Community engagement shifts the social norms and relationships around girls by mobilizing communities as active partners rather than bystanders through Msichana Cafés, which are active in 76 wards across four regions. Here, community members confront issues like child marriage directly, and MIO plays a role as a founding and peer-support organization within the Tanzania Dadas' Rise Coalition (TDRC), which extends that same community-level work into strengthening young women's networks at movement scale under MIO's broader role in the Renewed Women's Voice and Leadership Tanzania (RWVL-T) Programme (2025–2030).

1.2 ABOUT THE TANZANIA DADAS RISE COALITION (TDRC)

The Tanzania Dadas' Rise Coalition (TDRC) is a feminist movement space led by and for young women directors of non-governmental organizations (NGOs) in Tanzania. TDRC exists to challenge and dismantle oppressive systems, defend the rights of girls, young women, and marginalized communities, and build collective power for gender justice. The Coalition's slogan, Sisterhood and Solidarity, captures the spirit that animates everything it does.

TDRC was born out of a shared frustration and a shared hope: a frustration with the silencing of young women's voices, the normalization of patriarchy, and the fragmentation of feminist organizing; and a hope for a bold, united movement led by young women themselves, one that speaks truth to power, defends the rights of girls and women, and reimagines freedom on its own terms. What began as informal conversations and solidarity gatherings among a small circle of young women activists, organizers, and community leaders has grown into a nationwide network, a feminist home where young women can organize across Tanzania.

MIO has been part of this journey from the outset, standing among TDRC's founding members and continuing to serve as a peer-support organization within the Coalition. Drawing on its experience building girls' and young women's agency, advancing policy advocacy, and anchoring community engagement, MIO works alongside fellow young women directors to strengthen TDRC's institutional capacities, secretariat systems, and collective voice, helping translate the Coalition's early momentum into the sustained organizational and movement-building power needed to carry its vision forward.

1.3 RATIONALE FOR THIS ASSIGNMENT AND BACKGROUND

1.3.1 The Renewed Women's Voice and Leadership Tanzania (RWVL-T) Programme

The Renewed Women's Voice and Leadership Tanzania (RWVL-T) Programme is implemented through a partnership between Msichana Initiative (MIO), Cuso International, Women Fund Tanzania Trust (WFT-T), and Tanzania Health Forum Initiative with technical and financial support from Global Affairs Canada (GAC). The program, which runs from 2025 to 2030, is part of the Global Women's Voice and Leadership initiative and is underpinned by the Canadian Feminist International Assistance Policy. It seeks to build the organizational sustainability, programming, advocacy capacity, and movement-building power of Women's Rights Organizations (WROs), Young Feminist Organizations (YFOs), and the broader movement actors in the gender justice space. The program operates through three interconnected pillars: organizational capacity and sustainability, programming and advocacy, and movement strengthening, recognizing that sustainable feminist transformation takes more than robust individual organizations but a connected, resourced, and resilient feminist movement ecosystem.

1.3.2 Rationale for Supporting the Development of the TDRC Strategic Plan (2027/20230)

The RWVL-T program directly expresses its commitment to feminist movement strengthening under Pillar 3 by supporting the Tanzania Dadas' Rise Coalition in developing its strategic plan. Since its founding, TDRC has demonstrated remarkable early momentum by issuing public accountability statements, mobilizing collective feminist action, fundraising independently, and connecting young women directors across Tanzania's diverse regions. Yet like many young feminist coalitions, TDRC continues to operate without a clear long-term roadmap, with limited institutional systems, a voluntary and under-resourced secretariat, and a funding base that remains fragile. Learnings from Year 1 of the RWVL-T Program confirmed that without structured strategic direction, even the most energized feminist coalitions risk operating reactively, responding to immediate demands without the clarity, systems, or resources needed to sustain and deepen their impact.

2. PURPOSE OF THE ASSIGNMENT

The purpose of this consultancy is to facilitate the development of a comprehensive, feminist-centered, and participatory Strategic Plan for the Tanzania Dadas' Rise Coalition (TDRC) that will:

- Articulate the Coalition's shared feminist vision, mission, and values in the voices and language of its own members;
- Establish clear strategic priorities, goals, and objectives for the period 2027–2030;
- Define democratic and feminist governance frameworks and accountability mechanisms;
- Map pathways to financial sustainability and diversified resource mobilisation;
- Establish a feminist monitoring, evaluation, accountability, and learning (MEAL) framework to guide the Coalition's work; and
- Position TDRC as a recognized and influential feminist actor within Tanzania's national, regional, and continental women's rights movement.

3. SPECIFIC OBJECTIVES OF THE ASSIGNMENT

3.1 Young Feminists Situational Analysis

- Undertake a broad-based participatory review of TDRC's history, current programmatic work, governance structures, membership profile and the broader gender and feminist movement landscape in Tanzania and East Africa;
- Analyse the political, social, and funding environment that shapes the work of feminist coalitions in Tanzania, including opportunities and threats;
- Identify gaps, tensions, and transformative opportunities as perceived by coalition members, centering the lived experiences and political analysis of young women directors across all seven zones.

3.2 Vision, Mission, and Values Co-Creation

- Facilitate an inclusive, feminist, and participatory process to collaboratively review and re-affirm or refresh the Coalition's vision, mission, and core values as established in its 2024 Constitution;
- Ensure that any revised or reaffirmed foundational statements authentically reflect the politics, aspirations, and lived realities of the young women who make up TDRC.

3.3 Strategic Priorities and Theory of Change

- Support the Coalition in developing a clear Theory of Change that outlines how the Coalition's work through sisterhood-building, feminist leadership development, advocacy, and collective organizing contributes to feminist transformation in Tanzania.
- Define three to five strategic pillars anchored in TDRC's four constitutional objectives: building sisterhood and solidarity; advancing transformative feminist leadership; influencing change through feminist voices; and organizing for collective power.
- Translate these pillars into actionable goals, objectives, and key results aligned with TDRC's constitutional framework and operational realities.

3.4 Feminist MEAL Framework

- Develop a feminist MEAL framework that includes not only programmatic outputs but also qualitative shifts in power, consciousness, feminist leadership and collective agency among Coalition members;
- Develop participatory indicators that the Coalition's own members, including zonal coordinators and working committee chairs, can use to track, celebrate, and learn from their progress;
- Build in mechanisms for continuous reflection, honest learning, and adaptive management across the Coalition's governance levels.

4. THE SCOPE OF WORK

The consultant (individual or firm) will undertake the following tasks:

- Participate in a kick-off meeting with MIO management, the MEAL team, and the TDRC Secretariat and leadership;
- Develop and submit a full Inception Report outlining the proposed feminist methodology, participatory facilitation approach, data collection tools, and detailed activity timeline for approval by MIO before contract signing;
- Conduct a participatory feminist situational analysis, incorporating document review (including the TDRC Constitution 2026 Edition and the Coalition's profile), key informant interviews, focus group discussions with Coalition members across zones, and a broader environmental scan;

- Facilitate inclusive, safe, and feminist-centred strategy co-creation workshops with Coalition members, ensuring representation from all seven zones and across the Coalition's Working Committees;
- Draft the Strategic Plan in close co-creation with TDRC's Secretariat and membership, ensuring the document authentically reflects their priorities, language, and feminist political commitments;
- Present preliminary findings and a draft strategy to the MIO MEAL Department, RWVL Project Lead, and the TDRC Secretariat for discussion and feedback;
- Facilitate a Validation Workshop with MIO management, the TDRC Secretariat, and the broader Coalition membership;
- Deliver the final Strategic Plan in accessible formats suitable for internal use and external communication;
- Submit all research data, datasets, notes, and materials to the MIO MEAL Department for verification and safekeeping.

5. EXPECTED DELIVERABLES AND TIMELINE

The assignment will be implemented over a total of 35 working days and will comprise the following: inception phase, young feminists' consultations and co-creation, Participatory strategy workshops, data analysis, drafting, validation, and final reporting. The assignment must be completed in full by 31 August 2026.

MIO must approve the Inception Report before contract signing.

Activity	Timeline
Final Submission of Consultant Bids	18th July 2026
Consultant Selection	20th July - 24th July 2026
Kick-off Meeting	Immediately after selection
Inception Report Submission	27th July 2026
Strategy Workshops with Tanzania Dadas Rise Coalition	11th August 2026
Situational Analysis and First drafting of the strategic Plan	24th August 2026
First Draft Strategic Plan Submission	25th August 2026
Validation Workshop	31st August 2026
Final Strategic Plan Submission	4th September 2026

6. DURATION OF THE ASSIGNMENT

The consultancy will run for a maximum of 35 working days, fully completed by 05th September 2026. Minor schedule adjustments may be made by mutual agreement with MIO, provided that the final deadline of 5th September 2026 is not compromised.

7. REQUIRED QUALIFICATIONS AND EXPERIENCES

Mandatory Requirements

- Minimum five (5) years of experience in strategic planning, organizational development, or applied research, preferably in feminist, gender equality or social justice organisations;
- Lead consultant/researcher must hold a minimum of a Master's degree in Gender Studies, Development Studies, Social Sciences, Public Policy, Strategic Management, or a related discipline;
- Demonstrated experience facilitating feminist participatory processes, with the ability to create safe, inclusive, and transformative spaces for young feminists, particularly
- Proven understanding of feminist movement building, particularly young feminists, coalition politics, and the landscape of women's rights advocacy in Tanzania and/or East Africa;
- Strong facilitation, co-creation, and written communication skills in both English and Kiswahili;
- Demonstrated commitment to centring the voices, leadership, and political analysis of young women throughout all stages of the assignment.
- Proof of compliance with Tanzania tax regulations, including a valid TIN and tax clearance certificate.

8. DATA PROTECTION AND ETHICAL CONSIDERATIONS

All data, information, documents, and materials collected under this assignment are highly sensitive and confidential. The consultant must demonstrate the highest ethical standards in data collection, storage, analysis, and reporting at all stages of the consultancy.

All data, datasets, research materials, and reports produced under this consultancy shall be the joint property of Msichana Initiative (MIO) and the Tanzania Dadas' Rise Coalition (TDRC). Under no circumstances shall any data or information be shared with third parties, whether during or after the assignment, without the express written consent of both MIO and TDRC.

The consultant must adhere to safeguarding principles, confidentiality agreements, and informed consent processes throughout all consultations, workshops, and data collection activities. Feminist ethics must permeate the entire consultancy: the consultant is expected to honor the knowledge and lived experiences of participants, be transparent about how their contributions will be used, and ensure that no extractive or exploitative research practices are employed.

9. COLLABORATION AND WORKING RELATIONSHIPS

The consultant will work closely with the MIO MEAL Department, Project Lead RWVL Project, and the TDRC Secretariat, the Coalition's Working Committees; and the broader TDRC membership across all seven zones. The spirit of co-creation, rather than expert-driven delivery, is fundamental to the success and ownership of this assignment.

The consultant must demonstrate genuine flexibility, humility, and openness to feedback, reflection, and iterative learning. Active participation in discussions, validation workshops, and joint reflection sessions throughout the assignment is essential.

10. TERMINATION CLAUSE

MIO reserves the right to terminate the contract at any point during the assignment if the consultant:

- Violates the terms and conditions of the contract;
- Breaches ethical standards, safeguarding requirements, or confidentiality obligations;
- Acts in a manner contrary to MIO's values, principles, or safeguarding policies, or contrary to the feminist principles and values of the TDRC Constitution;
- Fails to demonstrate a genuine commitment to feminist participatory approaches or causes harm to Coalition members or other participants.

11. HOW TO APPLY

Interested and eligible consultants or firms should submit the following to:

Email: info@msichana.or.tz

- A technical proposal including the consultant's understanding of this TOR, their proposed feminist methodology, facilitation approach, and proposed activity timeline;
- A financial proposal detailing the total budget for the assignment;
- CVs of the lead consultant and any key personnel, demonstrating relevant experience;
- Samples of at least two (2) similar assignments completed, preferably including strategic plans, organizational development reports, or feminist participatory research.

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