



REQUEST FOR EXPRESSION OF INTEREST (EOI) TO DEVELOP AND REVIEW POLICIES, STRATEGIC PLAN FOR MSICHANA INITIATIVE ORGANIZATION.

INTRODUCTION AND BACKGROUND



Msichana Initiative is a registered non-governmental organization established in 2016 with a registration number 00NGO/08380, established to advocate for girl child right to education in Tanzania. This includes addressing and finding solutions for key challenges, which limit girl child's right to education. The initiative seeks to ensure this inherent right is given to all human beings without due regard to gender, discrimination, economic conditions, cultural, social and political justification. Msichana Initiative aims to impact the lives of young girls and women between the age of 10 -25.

Since our establishment in 2016, we have been actively involved in advocacy work with focus on girls facing exploitation and abuse.

Over the past five years 2018-2022 Msichana Initiative sought to accomplish the following five strategic goals:

Strategic Goal 1: Discriminatory legal framework and draconian laws changed

Strategic Goal 2: Girls' rights protected and enforced

Strategic Goal 3: Community becomes a safe environment for the girl child

Strategic Goal 4: Girls empowered and have voice

Strategic Goal 5: Msichana Initiative capacity improved

Successful Implementation of the five year strategic plan 2018-2022 has led the organisation to achieve the following results:

- ✓ 93,515 lives were transformed through Msichana Initiative's work with young girls aged 10-25 while 4,397,586 indirectly reached through social media platforms, traditional media and as a result of ripple effects of our work.
- ✓ Msichana Initiative has been involved in influencing a change for draconian and punitive laws and policies that are not in favor for young girls accessing their rights and particular rights to education. For example, in 2019 we won the Appeal from the Attorney General which upheld the High Court ruling and raised the minimum age of marriage to 18, other laws are HIV/AIDs test and counselling Act, 15(2) of 2008. Re-entry statement and Tax on Pads.
- ✓ Msichana Initiative supported establishment of 10 Women and Children Committees (WCPCs) in Bahi, in Kongwa and in Chamwino. 69 newly committees were established later as a ripple effect. These structures fall under National Plan of Action to End GBV in Tanzania.
- ✓ 39 empowered communities from — Dodoma, Pwani and Tabora respond and prevent child marriages. Bahi communities from Dodoma region designed their own by laws that will guide them on the journey towards ending child marriages.
- ✓ 238 bikes given to girls who live more than 10 kilometers from the nearest school, allowing these students to continue their education.
- ✓ We are considered to be a reference and resource on girl's issues and young women in the wider women's movement in our country.



CALL FOR CONSULTANCY

Msichana Initiative is announcing five (5) opportunities in quest of strengthening its organization and management operations. All bidders (firms or individuals) with interest to apply will lead, accomplish, and submit their deliverables within agreed timeframe.

1. Review of Financial Manual Policy with reference number MI/OP/001/01
2. Development of 5 Years Strategic Plan (2023-2027) with reference number MI/OP/002/02
3. Development of Whistle Blower Policy with reference number MI/OP/003/01
4. Development of Gender Policy with reference number MI/OP/004/01
5. Development of Asset Insurance Policy MIO/OP/005/01.

SCOPE OF WORK

The scope of work for the Consultant(s) will include, but not be limited to:

- ✓ Conduct document review including review of the Msichana Initiative's Mandate,
- ✓ The consultant will also provide an Inception report outline approaches, source of data, methodology and tools to be deployed and stakeholder engagement processes as they apply for the bid.
- ✓ Consult pre-determined key informant interviews with MI stakeholders for policy development and inputs
- ✓ Undertake a situation analysis of MI through a consultative process and application of appropriate tools of analysis, identify focus areas and develop strategic objectives and key result areas.
- ✓ For strategic plan a consultant is ought to conduct a five-day strategic planning workshop bringing together MI staff, Management and Key stakeholders to discuss on better ways to formulate it.
- ✓ Develop a Monitoring, Evaluation and Learning Framework for the planned periods and policies.
- ✓ Develop a Resources Framework for implementation of the selected policy or plan.
- ✓ Share a draft of the policy or designed plan for feedback and input.
- ✓ Facilitate a one-day validation workshop for the approval of a selected policy or plan within given tender calendar days.

METHODOLOGY

To ensure a well-informed, integrated, and anchored policy or plan with strong traction and ownership, the consultant will adopt a participatory planning methodology. The consultant will work closely with the staff members and key stakeholders of Msichana Initiative. This process will also contribute to building institutional capacity and promoting internal and external collaboration.

DURATION

The consultancy is expected to take 25 working days in total spread over a period of 30 days **(starting from October 5th, 2022 to November 6, 2022).**

QUALIFICATIONS OF THE SUCCESSFUL CONSULTANT(S)

The Consultant is required to have the following professional and technical qualifications. Only the applicants who hold these qualifications will be shortlisted and contacted.



Academic Qualifications/Experience/Competencies:

- ✓ A minimum of master's degree in Development Finance, Economics, Project Planning and Management, Laws, Public Policy, Business Administration, Gender Studies and /or any relevant social science field, with at least 5-years of experience in the civil society sector will be an added advantage.
- ✓ Evidence of having undertaken at least three (3) similar assignments is a must requirement.
- ✓ Ability to work with minimal supervision, a high level of written and oral communications skills in English is also a requirement.

COMPETENCIES:

- ✓ Strategic planning, Policy Analysis and Designing, facilitation skills, accuracy, punctuality and reliability.
- ✓ Ability to communicate effectively in writing.
- ✓ Strong organizational and communication skills, ability to work in a team.
- ✓ Ability to use ICT as a tool and resource.
- ✓ Ability to work against tight deadlines.

LANGUAGE AND OTHER SKILLS

- ✓ Excellent knowledge of English, including the ability to set out a coherent argument in presentations and group interactions.
- ✓ Capacity to communicate fluently with different stakeholders (government authorities; civil society, local communities, project staff);

COMPUTER SKILLS:

Full command of Microsoft applications (word, excel, PowerPoint) and common internet applications will be required.

Applications

Apply Now 

Interested and eligible consultants should send their technical and financial proposals including a section on their understanding of the TOR, proposed budget and timeframe for executing the assignment.

The applicant (s) should cite the opportunity they are applying for with a correct reference number as indicated in this call (An applicant can apply in more than one opportunity).

The applications should be submitted not later than **25 September 2022** to the following email address: **Admin.mi@msichana.or.tz**

NB: Please note that making lobbying phone calls will disqualify the applicant.