

Call for Short Term Consultancy

Danner Afghanistan for Women Empowerment Organization (DAWEO) Seeks Consultancy to Support the Development of five-year Strategy of the Organization

Background:

DAWEO is a Local Organisation supporting Afghan Women through providing capacity building sessions. DAWEO was initially established as a local office of the Danish NGO Danner, who has worked with Violence Against Women (VAW) survivors for more than 40 years through shelter activities and political policy work in Denmark. DAWEO's overall mission is to support women and girls who are victims of war and other forms of violence, through providing services, capacity building initiatives, public awareness in psycho-social issues, spreading legal awareness and other services related to gender-based violence issues.

DAWEO is looking for a consultant, who will have the experience and professional capacity as well as knowledge around VAW to lead the development of a 5-year strategy for DAWEO.

Objective:

DAWEO is looking for a short-term external consultant to support and finalize the development of a 5-year strategy for DAWEO. DAWEO is looking to develop a strategy in order to further professionalize the organization and to underscore the vision of the organisation towards fighting VAW. The strategy should furthermore be in accordance with both rules of Afghanistan and donor rules and regulations.

Main duties and assignments:

The consultant will be working closely with the senior finance officer, the Admin/HR officer and in coordination with the director of DAWEO. The consultant is expected to include all relevant stakeholders in developing the strategy and is tasked to deliver the followings:

- Further develop the organizations strategy and mission as well as the underlying strategic goals – see suggestion in annex 1.

The preparation of the assignments should be based on the following steps:

- Review all relevant project documents; including the existing financial management system managed by DAWEO, LFA; budget; contract with donor; donor guidelines and other background material to understand the project and financial setup.
- Collect relevant information from DAWEO staff regarding needs and expectations, i.e. through strategy workshops

- Develop and finalize the strategy with DAWEO's management.

Skills and Qualifications

This assignment is open for individual consultants and consultancy firms. The applicant must however possess the following qualifications:

- Knowledge about the field of violence in Afghanistan.
- Proven track record in assisting smaller organisations in strategy development.
- Advanced degree in the field of strategy development, organisational management or another related field is required.
- Minimum 10 years of working experience in development of strategy for non-government organizations.
- Able to manage multiple tasks with competing timelines and deliverables.
- Track record of ability to work independently.
- Substantial experience and knowledge of international donors and international funds.
- Knowledge of Afghanistan HR and financial and accounting systems, labour laws and regulations.
- Excellent written and technical communication skills in English.
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Conditions

Station: The assignment should be carried out in Kabul, Afghanistan DAWEO Organization and in dialogue with Danner Copenhagen Office as well if needed.

The consultancy firm is tasked to perform the above-mentioned deliverables by 31 August 2020 the firm will also check and monitor the new set up 2 weeks after the task is finalized.

Submission of Proposals

Deadline for proposal is 26 July 2020. The proposal should include a CV of the relevant consultant(s), references from previous similar assignments, and a motivation letter, remuneration for carrying out the assignment to admin@danneraf.org

Selection Criteria

The consultancy will be selected based on application, references, work sample remuneration.

Annex 1: Expectations to content of strategy:

Elements of a Strategy, DAWEO

1. Purpose of DAWEO

- Should be ½ page – you can use some of the text from the report made by the consultant on DAWEO rationale

2. Vision, Who, Mission,

- What is the overall vision? What are you fighting for?
- What is the overall mission? How do you fight for it?
- In short – who is the target group? Who are you fighting for?

3. To including DAWEOs approach

- Theory of Change:
 - What is the DAWEO understanding on how you bring about the change you want to see?
- **Approach:**
 - What are the different approaches you take to reach your changed goal? HRBA – Feminism – participatory approach.
 - And then what are the methods: Shelter staff capacity building – network (building alliances) – contact with duty bearers etc.

4. How we work:

- The different elements you work with – how do they contribute to the vision (in short)

5. Who we work with:

- Description of the different target groups: Primary target group women and children, secondary shelter staff, duty bearers, etc. Clear description of who is specifically your target group and why – for example the high prevalence of VAW in Afghanistan (the women), the laws that are not being implemented (the duty bearers - ministries), the need for knowledge and HRBA (the shelter staff (and women))

6. Goals: Description of each goal (usually around 2-3 goals)

- One goal could for example be:
 - Access to justice for VAW.

7. Organisational goals including network, financing, learning and M&E

- Describe your organizational goals – where do you want to build capacity? What will you do to be sustainable financially? Etc.