



TANZANIA GIRL GUIDES ASSOCIATION (TGGA)

P.O BOX 424, UPANGA, DAR ES SALAAM

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**TERMS OF REFERENCE FOR THE CONSULTANT FOR DEVELOPMENT OF
STRATEGIC PLAN 2022-2027**

1. ORGANIZATION DETAILS:

Tanzania Girl Guides Association (TGGA) is a non-governmental and voluntary association with a membership of 60,048 in 23 regions aiming at empowering girls and young women to be socially and economically developed through the provision of non-formal education and through the implementation of the girl guiding laws in their day to day lives. It is an association under the umbrella of the World Association of Girl Guides and Girl Scouts (WAGGGS) which is the largest voluntary movement dedicated to educating and empowering girls and young women in the world. The movement represents ten million girls and young women from 152 countries. Girl Guiding has transformed the lives of girls and young women worldwide, supporting and empowering them to achieve their fullest potential and become responsible citizens in their countries.

Our programs aim at building girls' capacity on matters related to self-confidence, leadership, self-value, and body confidence, stopping the violence against women, gender equality, innovation, and entrepreneurship, surfing smart, reduction of alcohol harm among youth, sexual and reproductive health rights, menstrual hygiene Management and girl-led action on climate change.

2. MAIN OBJECTIVE OF THE ASSIGNMENT:

The purpose of this assignment is to develop a Strategic Plan for 2022-2027 that articulates shared values, opportunities, and strategies for shared ways of working that is relevant to the emerging push for sustainable solutions and responses for improving girls and young women to be socially and economically developed through the provision of non-formal education and through the implementation of the girl guiding values in their day to day lives

3. SPECIFIC DUTIES AND RESPONSIBILITY:

- a. Review the mission and vision of the organization focusing on key results of this strategic plan.
- b. Identify strengths, weaknesses, opportunities, threats, and constraints in the implementation of the current strategic plan and make recommendations and way forward for informing the development of the next TGGA strategic plan and results framework.
- c. Analyze and report on the relevance of TGGA strategies in the current prevailing environment and TGGA operations and whether there is the need to maintain them or not.
- d. Analyze and report on the relevance and practicability of TGGA activities in the strategic plan and whether there is the need to maintain them or not.
- e. Analyze and report on the aspects of the TGGA's Service Delivery Model and Capacity Development Model that did not work well and should be discontinued.
- f. Compare the key qualitative and quantitative accomplishments with the pre-established budgets and work plans.
- g. Identify the specific challenges that need to be addressed soon.
- h. Analyse the priorities, key action plans, and strategies of the government of the United Republic of Tanzania to inform the process of developing the new strategic plan
- i. Scoping TGGA mandate and strategies used in implementation to align with Sustainable Development Goals (SDGs) while developing the new strategic plan.

4. DELIVERABLES:

A comprehensive Strategic plan 2022-2027 should be submitted on July 15th, 2022.

5. TIME FRAME:

The consultant is expected to undertake the assignment in **three months (90 days) from 20th April 2022 to 20th July 2022.**

6. SCOPE OF WORK:

The scope of work of the consultancy can be divided into two parts.

PART I

As part of the strategic planning preparation process, the consultant will;

- a. Conduct the organizational assessment to be familiar with the organizational structure, the vision, mission, and objectives of the Association
- b. Governance and administration matters
- c. Financial status
- d. Programs
- e. Other income-generating projects implemented by Tanzania Girl Guides Association.
- f. Past activities, history, and progression (growth trends)
- g. Recommend any capacity-building action points that will help TGGGA get to a higher level to ensure efficiency and effectiveness and overall achievement of its Vision and Mission.

The above assessment will guide the consultant to fully understand the status of TGGGA for each of the above areas. This information and its analysis will guide a productive strategic planning process appropriate for TGGGA. While carrying out the consultancy, the consultant shall become familiar with all the department activities, socio, and cultural relationship interactions, and resources of the community and surrounding areas within which TGGGA is based and operates.

PART II

- a. Develop and execute appropriate consultative strategic planning workshops, methodologies, and materials in consultation with TGGGA, ensuring participatory approaches, to provoke and guide critical thinking and self-assessment among staff and volunteers.
- b. Facilitate the involvement of TGGGA Management and the National Executive Board in the review or the development of a strategic plan (as applicable) that address key needs in or more of the following areas

In doing so assure TGGGA Management awareness and understanding of each strategic issue in the strategic plan.

7. QUALIFICATION AND SKILLS:

- a. Master's degree in a relevant field such as Community Development, Education, Public and Project Management
- b. Experience in executing a similar assignment.

8. HOW TO BID FOR THIS ASSIGNMENT:

Interested and suitably qualified consultants shall submit a current CV with 3 references to nsecretary@tgga.or.tz before 15th April 2022.

NB: your submission must contain

- a. an explanation of how you fulfill the consultant profile criteria and your relevant skills/experience.
- b. A description of how you would approach this task with anticipated deadlines for completion of tasks above
- c. an indication of your availability to undertake the task.