



TORs for a strategy development & MEL consultant(s)

Background

Nansen Dialogue Centre (NDC) Mostar is one of leading non-government organisations in the field of interethnic dialogue and integrated education in the Herzegovina region. Founded in 2000, NDC Mostar encourages democratic practices and promotes dialogue amongst different ethnic, religious, political and interest groups with the aim of preventing and resolving conflicts. Now independent, NDC Mostar is a member of the Nansen Dialogue Network, which comprises 7 centres throughout the Western Balkans, and the Nansen Academy in Norway. It provides a neutral and open space where members of different ethnic groups can meet and work on joint projects.

NDC Mostar's 16 years of experience of working with divided communities in Bosnia and Herzegovina, and the longer-term nature of its projects, has enabled the Centre to successfully build acceptance and trust amongst local communities, such as schools and local administrations, as well as strong partnerships with Ministries of Education and international organisations, placing it in a unique position to support the promotion of integrated education programmes in Bosnia and Herzegovina.

NDC has been selected for organisational development support from **PeaceNexus Foundation** (www.peacenexus.org). This assignment is based on recommendations from two-day workshop that was conducted in collaboration with PeaceNexus with all NDC staff to identify priority needs.

Scope and role

The scope and focus of the assignment is to strengthen the work of the Nansen Dialogue Centre Mostar by providing technical, strategic and facilitation support towards the development of an **organisational strategy** (3-5 years) accompanied by a **Monitoring, Evaluation and Learning (MEL) framework**;

The assignment is expected to include minimum 30 days of work, out of which it is expected to conduct 3-4 workshops in Mostar (or on another place, based on agreement). It is expected that consultant(s) will offer remote support (i.e. feedback, mentoring...) in between these workshops. The consultant(s) will provide a detailed work plan showing the assignment's important activities and milestones. The consultant(s) will be provided with the technical and logistic support from NDC. The consultant(s) will work closely with the Nansen Dialogue Centre Mostar staff, which will supervise the consultant's work, progress and deliverables, in cooperation with PeaceNexus.

Objectives of the assignment and deliverables

The overall objectives of this assignment are:

- 1) **Support the development of an organisational strategy that is based on the current context and NDC' unique position and experience in the field of strengthening inter-ethnic relations.**
- 2) **Strengthen NDC's ability to identify and articulate results, and to effectively communicate them (*Monitoring, Evaluation and Learning (MEL) Framework*)**



In order to achieve these objectives, NDC Mostar expects the consultant(s) to:

- Provide NDC with an inception report based on a desk study and initial consultation with NDC Mostar and Peace Nexus

Work strand 1

- Analyse NDC's current context and gather external perspectives on NDC's positioning to provide NDC with feedback and orientation
- Support the NDC team in:
 - ⇒ Revisiting its organisational mission and vision
 - ⇒ Identifying strategic objectives
 - ⇒ Articulating its organisational Theory of Change
- Support NDC in drafting the resulting strategy document and developing an action plan mapping out the different steps of implementation

Work strand 2

- Develop in consultation with NDC a basic Monitoring, Evaluation and Learning (MLE) Framework that is adapted to the organisation's work and mission, and enables NDC to capture its results systematically and to communicate them more effectively
- Support NDC's staff capacity to start using this framework, including through mentoring from a distance

Duration and timeframe

The assignment will be completed in the period from September, 2017 to April 2018 and is expected to require minimum 30 days of work.

Qualifications

Independent national and international consultants, consulting firms with proven track record of relevant experience of similar assignment/work (ideally in the context of BiH) are invited to apply. Possibly a team of 2 consultants should be proposed, demonstrating the following qualifications, experience and skills. However, we are open to individuals applying for partial assignments and for teams of consultants combining the different required skills.



Qualifications and experience required for work strand 1:

- Track record of successfully facilitating participatory strategy development and articulation
- Familiarity with Theory of Change development

Qualifications and experience required for work strand 2:

- Strong background in Monitoring, Learning and Evaluation

Qualifications and experience required for both work strands:

- Track record of successfully accompanying organisations through organisational change/organisational change mandates
- Excellent analytical and drafting skills
- Proven leadership and influencing skills, strong facilitation and communication skills.
- Excellent written and spoken English skills, fluency of BCS language.
- Experience with peace building, human rights and/or education organisations is an asset
- Context expertise on BiH and the Balkans is an asset.

Application process

If you are interested in supporting us as our strategy development /MEL consultant and meet the criteria, we encourage you to submit your application via email to ndcmostar@nansen-dialogue.net no later than 15th of August 2017 including:

1. CV
2. Expression of interest indicating your understanding of the mission and relevant skills and for this assignment, including recent experience with strategy development and/or MLE framework introduction processes. Please include your proposed methodology and related timeframe.
3. Financial proposal comprising detailed quotation for the assignment, showing working days and expected fee, availability as well as travel costs from place of residence and back.
4. Contact details of two references/previous clients who are able to comment on your ability to deliver on the strategy development and/or MEL objectives.

Please indicate clearly what part of the work you are applying for, or if you are partnering with another consultant, how you are going to divide the work.