



TERMS OF REFERENCE

CONSULTANCY FOR THE DEVELOPMENT OF A NEW STRATEGIC PLAN FOR GHANA INTEGRITY INITIATIVE (GII)

1. INTRODUCTION

Ghana Integrity Initiative (GII), the Local Chapter of Transparency International (TI) was launched in December 1999 as a non-partisan, non-profit civil empowerment organisation focused on the delivery of essential themes necessary for the creation of a National Integrity System. In pursuit of its vision of a corruption free society where all people and institutions act accountably, transparently and with integrity, GII has established itself as the leading Non-Governmental Organisation (NGO) combating corruption in Ghana. In this direction, GII has led many anti-corruption initiatives aimed at promoting integrity, transparency and accountability in public life.

To provide direction and ensure that GII effectively and efficiently deliver on its mandate, the organisation since 2003 has developed a new strategic plan every five years. The current strategic plan will expire in December 2019 hence the need to review same and build on the successes chalked to develop a new one which implementation will start in January 2020.

To enable GII broaden its funding base and adopt effective strategies to mobilise funds from non-conventional sources, GII has been developing fundraising plans to complement its strategic plans. The last of these plans is currently under review. In recent years GII has also developed an organisation-wide Monitoring and Evaluation (M&E) framework to ensure that the organisation is effectively monitoring and evaluating its progress. GII similarly has an advocacy strategy and communication plan all geared towards the achievement of the organisation's mandate. To achieve its strategic objectives, GII recognises the importance of synchronising these plans with its strategic plan.

2. OBJECTIVE (S)

The broad objective of this TOR is to engage the services a Consultant to develop a new strategic plan (2020 - 2024) for GII. The new strategic plan should among others specifically set out:

- i. GII's vision, mission and strategic objectives;
- ii. Corresponding programmes, projects and activities under each strategic objective;
- iii. Human and financial resources capacity gap analysis and recommendations to fill same

3. SCOPE OF WORK

- i. Review the current GII strategic plan with the aim of identifying gaps and successes to build on;
- ii. Develop a 5-year (2020 – 2024) strategic plan for GII
- iii. Review GII's fundraising plan to align with new strategic plan
- iv. Review GII's M&E framework to align with the new Plan
- v. Review GII's advocacy strategy to align with the new Plan
- vi. Review GII's communication plan to align with the new Plan
- vii. Develop a framework for the design of short, medium and long term programmes to ensure an alignment with organisational strategic objectives and also reflects changes at the global level
- viii. Develop a strategic plan implementation framework which clearly outlines a strong coordination between M&E, fundraising and advocacy at GII

NB: The Consultant in the performance of this assignment would be expected to engage all key stakeholders of GII including Board, Management and staff, other governance and anti-corruption CSOs, Development Partners, media, GII Consultants, Integrity Clubs members among others.

4. EXPECTED OUTPUT

- i. 5-year (2020 – 2024) strategic plan and implementation plan developed
- ii. M&E framework, fundraising plan, advocacy strategy and communication plan reviewed and aligned with new strategic plan

5. TIMEFRAME

- i. Deadline for the submission of expression of interest - 21st October 2019
- ii. Selection of Consultant – 23rd October 2019
- iii. Assessment and review processes including environmental scan and SWOT, stakeholder interviews etc (internal and external) 28th October – 15th November
- iv. Submission of draft plan 22nd November 2019
- v. Validation meetings - 25th – 28th November 2019
- vi. Submission of final strategic plan - December 5, 2019

All interested and qualified Consultants should send their Expression of Interest outlining the detailed roadmap for accomplishing the assignment, a current CV and detailed cost plan to the following address by 21st October 2019

Email: lokwafo@tighana.org

Or hand delivery

Attention:

Linda Ofori-Kwafo

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Ghana Integrity Initiative,

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