



CEHURD

social justice in health

CALL FOR PROPOSALS TO DEVELOP A NEW STRATEGIC PLAN, 2025 – 2034 FOR CENTER FOR HEALTH HUMAN RIGHTS AND DEVELOPMENT (CEHURD)

1. INTRODUCTION AND BACKGROUND

The Center for Health Human Rights and Development (CEHURD) has been implementing its five-year strategic plan (2020 – 2024) since January 2020. The duration of the strategic plan (SP) will come to an end in December 2024. A mid-term review (MTR) was undertaken after 2.5 years of implementation to assess progress and a detailed report is available. CEHURD plans to engage services of a consultant with expertise in formulation and evaluation of strategic plans with an advocacy focus and who has a good understanding of issues of health, human rights sexual and reproductive health and rights (SRHR) to support the process of developing a new strategic plan and enablers for its implementation.

CEHURD is a Non-Governmental (NGO), not-for-profit indigenous research and advocacy organization established 15 years ago to pioneer the justiciability of the right to health by advancing social justice in health and human rights in Uganda and East Africa. CEHURD is legally registered in Uganda.

In the current strategic plan, we envisioned a society in which social justice in health and human rights is realized in health systems. Our mission is to advance the health rights of vulnerable communities through an integrated program of litigation, advocacy and action research. We have made significant advancements and now wish to develop a new 10-year strategic plan, 2025-2034, aimed at providing a strategic direction for the institution towards the realization of its vision.

2. PURPOSE OF THE ASSIGNMENT

The overall objective of this assignment is to provide technical support and coordination for the development of CEHURD's 10-year strategic plan (2025 -2034) and enablers for its implementation. Specific objectives of the assignment are included in the detailed Terms of Reference (TORs), accessible on CEHURD website (www.cehurd.org).

3. SCOPE OF WORK

This process will focus on the development of CEHURD's 10-year strategic plan (January 2025- 2034), guided by the high-level direction set by the governing bodies of the organization. The process will also draw from past experiences, past performance, operating context and emerging issues that are relevant for keeping CEHURD a relevant organization. It will also pay attention towards the implementation of CEHURD's financial sustainability plan and how this informs the future. The process of developing the new strategic plan will also focus on the assessment of CEHURD's organizational development (OD) function especially human resources and align it to the new strategic plan. The content of the SP will be limited to high level strategic areas as it will be supported by various strategies and implementation plans.

4. PROPOSED METHODOLOGY

The strategic plan development process is expected to use a participatory two-phased approach that will involve internal and external stakeholders of CEHURD as elaborated in the ToRs.

5. EXPECTED DELIVERABLES

Phase I:

- i) An Inception report clearly outlining the methodology, how the consultant will meet the aim and objectives of the assignment, the proposed work plan, the financial proposal, and tools which will be used (the Consultant's proposal refined)
- ii) A draft costed SP presented and discussed before CEHURD staff, management and the governance bodies.
- iii) A final costed 10-year SP for CEHURD.
- iv) A monitoring, evaluation and learning framework for the strategic plan.
- v) A resource mobilization strategy aligned with the new strategic plan.
- vi) An abridged version of the strategic plan - the CEHURD campus which includes a visual theory of change.
- vii) A brief report of the Consultant's experience of the SP development process highlighting important issues for CEHURD and recommendations.

Phase II:

- i) An organizational structure aligned with the new strategic plan.
- ii) Job descriptions for all positions on the structure.
- iii) A salary structure with clear and feasible grading and notches.
- iv) A performance management system with tools for its implementation.

6. TIMEFRAME

This assignment will require a maximum of 4 months within the period July – November, 2024.

7. CONSULTANT PROFILE

Consultancy firms or individual consultants qualify for this assignment, provided they meet the requirements below with appropriate evidence:

a) Individual consultants:

- A Masters Degree or Post Graduate qualification in an organizational development field, Public Health, Business Development or other relevant development discipline.
- Worked on similar assignments before preferably in NGO setting – SP development and evaluation, organizational capacity assessment and development with work undertaken in advocacy organisations is an added advantage.
- Experience in development work.
- Experience in organizational development for 10 years and above.
- Experience in business development for 8 years and above.
- Has knowledge and experience in health, human rights and SRHR.
- Able to deliver the assignment within reasonable budget and set timeline.
- Have a TIN number
- Member of a professional body is added advantage

b) Firms

- Have experts with the qualifications, experience and competencies in (a) above
- Legally registered with valid operating permit
- Member of a professional body is added advantage

Please submit a cover letter and the documents in the TORs to: support@cehurd.org and copy info@cehurd.org by Friday 15th July 2024