**Organizational community engagement and advocacy Development Consultant**

**Organization: Al-Tahreer Association for development**

**Posted** 17 May 2020

**Closing date** 5 Jun 2020

**BACKGROUND**

TAD was founded in 2003 following IRAQ Change of government after 2003 and change from a dictatorial to a democratic structure, leading human rights inside new democracy plans in the country and legal NGOs, law firms, and academics and consultations with over 10 relevant experts globally. This was supported by an in-depth mapping and scoping exercise to review what legal work was being undertaken by the new government on the ground in fragile and conflict-affected areas.

TAD seeks to appoint an Organizational Development consultant with experience in OD interventions and working cross (Anbar - Salah Al-Din - Ninawa province) remotely. The objective of the consultancy is to provide the TAD project targeted 12 Iraqi CBO’s with the required technical advice to ensure strategic outcomes in the areas of Community engagement – advocacy and administrational capacity building, change management and culture change.

**POSITION DESCRIPTION**

**Reports** **to Duration:** Head of Programmes

**Duration:** 7 Months from June 2020

**Days:** 25 days between June and December

**Location:** Home-based

**Functions/Key** **Results** **Expected**

**The consultant** will review the overall robustness of targeted CBO's; which includes strengths, weaknesses, and opportunities that will provide TAD with a set of practical recommendations that will improve the efficacy and efficiency of the organization so that we can deliver on our strategy and support to our clients.

The Organizational Development (OD) consultant will evaluate and advise on strategic and organizational needs; assess the current systems, procedures, and policies that CBO's have in place, and which include: An assessment of the fundraising priorities and sustainability strategies;

Practical recommendations for an organizational structure required to ensure that CBO's will be able to deliver effectively and efficiently based on the current project and phase 3 strategy and envision the next year of the project until 2021;

Review of CBO's advocacy; communication and PR strategies;

A review of CBO's Programme development and management;

An assessment of organizational design and staffing roles; competency modeling and performance management is a key to success.

The consultant will produce a report with clear recommendations for presentation to the CBO's Executive Director and Board. The Consultant will be provided with key documents including the following:

* Mentoring CBO's strengthen their outreach and emergency response skills.
* Identifying 12 CBO's capacity level as based on their responding during the crisis as well as linking that to social cohesion to increase among their community.
* Supporting 12 CBO's remotely on designing, developing, and implementation of the advocacy strategies as well as prioritizing the topics based on each community area of challenges and needs, to ensuring involvement and leadership of young women and young men.
* Advising TAD trainer for designing a transparency and accountability training martial as well as pre and posttest in line with CBO's area of the needs.
* Advising TAD trainer for designing technical training and assistance to improve CBO's quality of their social services.
* Advising TAD trainer for designing online training and mentoring on outreach and community engagement skills.
* Supporting CBO's for finalizing their volunteers’ recruitment plan and other missed SOP's and policies.

**The consultancy will be expected to undertake the following 3 key processes:**

❖ **Assessment Phase:** Desk review of documentation provided; relevant interviews with CBO's, Board members, and key stakeholders. We are open to opinions on how the prospective consultant would like to follow this process;

❖ **Produce the overall assessment report of CBO's robustness, concerning:** An analysis of the communication and fundraising strategies; Sustainability; and an assessment of staffing levels; roles and location.

❖ **Recommendations Phase:** Produce relevant recommendations on all of the above to improve targeted CBO’s structure and to produce a 12 local and 1 national advocacy campaign plan and requirements.

**Scope of engagement**

The consultant will work closely with the CBO's representatives and Executive Directors and TAD Head of programs, TAD will provide the Consultant with all relevant documentation, contacts for stakeholders and relevant information to provide insight into the current organizational operations.

**The Consultant will be accountable for the following deliverables:**

· **A Draft Report:** The Consultant will deliver a draft report within the indicative assignment time frame. TAD will provide inputs to the report. The report must shed light on the key areas identified;

· **A Final Report:** The Consultant will deliver a final report as well as finalizing all developed CBO’s organizational materials performances review as well as recommendations to TAD within the stipulated timelines

**Experience, Skills, and Qualifications Required:**

· Relevant degree such as law; international relations or certification as an OD practitioner;

· Minimum 5 years demonstrated work experience outlining diagnostic and process management tools to extract and monitor the organizations/ staff trends;

· Successful track record of working with senior management on strategy and change formulation and evaluation;

· Experience in OD interventions, systems, understanding and working cross-functionally with CBO’s.

· Able to facilitate complex projects, possess a strong interpersonal sensitively

· Demonstrated experience of delivering full change management solutions from designing, delivering, and tracking to evaluating including; fundraising, and programs.

**Preference / desired requirements:**

Extensive experience of the set-up, design, and implementation of community engagement - influencing community and advocacy campaigns.

Extensive experience of the set-up, design a, nd implementation of OD processes and services within a complex organization or CBO’s.

**How to apply**

**Deadline for applications:** By 5 p.m. GMT+3 on 5 Jun 2020

**Start date**: 1 20 2020 or the earliest date

**How to Apply:**

Please email a CV and statement of interest in English (neither exceeding 3 pages of A4) on or before 5 Jun 2020 to HR@altahreer.org

The subject of the application should read ‘Organisational Development Consultant’

· Only shortlisted candidates will be contacted for interviews.

TAD is an equal opportunity employer.

**Organization: TAD**

**Typ: Consultancy**

**Career Category: Human Resources**

**Years of experience: 5-9 years**