



TERMS OF REFERENCE (TORs)
RODDENBERRY FOUNDATION (The +1 Global Fund Grant)

THOUGHT PROCESS MEETING TO RETHINK FRA'S BUSINESS TRAJECTORY.

ORGANIZATIONAL BACKGROUND

Food Rights Alliance (FRA) is a coalition of over 40 members comprised of individuals, local and international NGOs working on issues across the entire food system at all levels. FRA contributes to democracy and good governance by upholding the key tenets of participatory democracy; inclusiveness, responsiveness, consciousness, mutual accountability, collective action, and participation in decision-making. The Alliance organizes civil society into issue-focused influencing groupings and enhances collective planning, knowledge and information sharing, and collective action.

FRA's work is built on the support from its members, and philanthropy organizations, locally and internationally.

RATIONALE OF THE ASSIGNMENT

Close to 25 years now, FRA has established itself as a champion advocating for the right to adequate food for all in Uganda and beyond. In this regard, FRA has fostered meaningful partnerships and driving impactful initiatives. However, the dynamic landscape of the development sector, coupled with the evolving context around food and nutrition as a development and human rights issue FRA sells, demands a strategic reevaluation of the organization's trajectory.

To proactively address this, FRA is convening a two-day thought process meeting. This will bring together its founders, Board of Directors, management, and key stakeholders operating in the environment where FRA trades. The thought process meeting aims at taking stock of FRA's journey from her philosophical point of view, the current operation, and projecting it into the future. It is designed for participating stakeholders to collectively chart a new course for the organization's future growth and sustainability.

This thought process meeting will facilitate a thorough self-assessment, allowing FRA to rediscover its strengths, confront its weaknesses, and capitalize on emerging opportunities. By doing so, the organization will emerge revitalized, equipped with a refreshed vision and a robust strategy to inform its future programs, remain relevant and competitive in the fast-changing context.

OBJECTIVE OF THE ASSIGNMENT

Specifically, this assignment will require the facilitator;

- To design appropriate tools that will creatively extract the most honest and deeply thought ideas from the participants.
- Exploit creative methods of facilitating the thought process in a more practical and strategic manner.
- Document the generated ideas in the most structured way to competitively give the organization a strategic outlook.

The facilitator in the design of this thought process meeting may direct the process through the following questions;

- a) What was the FRA philosophical ideology?
- b) Why was FRA established?
- c) Is the 25-year-old organization's ideology still relevant?
- d) Is the cause upon which the organization was established still relevant?
- e) Has the organization performed on both the ideology and cause?
- f) If FRA were to wind up today, would it be missed why and by who?
- g) If FRA was to wind up today, what would it be remembered for?
- h) What is FRA good at? Unique Value proposition in the market?
- i) What is FRA weak at?
- j) What does the future hold for such organizations like FRA? ANY OPPORTUNITIES.
- k) HOW different should FRA organize itself to be at the top, widen its territories, and grow in value and volume?

However the consultant may suggest additional questions or modify existing ones to better align with the project's goals and objectives, ensuring the collection of pertinent and insightful information.

Role and responsibilities of lead consultant

Prepare relevant tools to extract the much-needed information from the participants. Facilitate the 2 days' reflection workshop guiding participants through activities and discussions.

Draft the new pitch deck and outlook of the Alliance

Duration

The assignment will be for a maximum period of 6 working days.

Qualifications, Skills, and Experience for a Lead Consultant

A suitable consultant shall have the following qualifications;

- Master's degree in Organizational Development, Strategic Planning, Business Administration, or a related field.
- At least 10 years of experience in organizational development, strategic planning, and facilitation.
- Proven track record of successful strategic planning and organizational development projects. Excellent documentation and writing skills, attested by past work done.

- Experience in working with NGOs and CSOs is an advantage.

Contents of the bid Information that is needed while submitting expression of interest include;

1. Letter of interest.
2. Inception report (clearly showing the methodology, plan of action, and interpretation of Terms of Reference) **Use the link to get the EOI Template:**
<https://fra.ug/vefeput/2024/07/Rodden-berry-FRA-Expression-of-Interest.docx>
3. Any comments/suggestions in relation to this consultancy
4. Financial implication of the undertaking of the assignments of the bid.
5. Detailed profile of the applicant, indicative of previous relevant experience.

Statement of Safeguarding:

According to FRA's organizational value of accountability, it is our policy to safeguard all individuals involved in FRA's work against risks of exploitation and abuse. FRA will not tolerate exploitative or abusive behaviors by anyone associated with the implementation of FRA's work.

Submission of proposal

Interested consultants (individuals and firms) with experience in executing similar assignments should submit their **Letters of Expression of Interest** to the Executive Director. Email: fra@frauganda.org by **18th July 2024 at 5.00 P.M EAT. Please quote "FRA thought process meeting to Rethink FRA's business trajectory – on the subject line. Only complete bids submitted by mail will be considered.**