



TERMS OF REFERENCE TO CONDUCT THEE MID-TERM REVIEW OF THE STRATEGIC PLAN

2016-2020

1. Background

1.1. About MTG

Moving The Goalposts is a unique, community-based organization that uses football to empower over nine thousand girls and young women in the rural and urban areas of Kilifi, Mombasa, Kwale and Tana River Counties. MTG's purpose is to strengthen the voice, impact and influence of girls and young women by providing opportunities for them to play football, take on leadership roles, learn about their rights and how to claim those rights, with a focus on sexual reproductive health and choice. MTG contributes to this aim by making football an area of opportunity for girls, enabling community stakeholders to champion girl's rights and through strategic alliances that promote this aim.

1.2. Background to the Consultancy

MTG is currently implementing a five- year strategic plan that began in 2016 and ends in 2020. This plan is based on 5 strategic outcomes:

Outcome 1: Girls and young women utilizing football, leadership, SRHR, education and livelihood experiences and skills within and outside MTG that enable them to manage their own lives.

Outcome 2: MTG recognized as a voice of the rights of girls and young women.

Outcome 3: MTG communities provide safe spaces for girls and young women

Outcome 4: Girls engaging in decision-making and leadership positions in their communities

Outcome 5: MTG is a financially sustainable organization

The strategic plan is implemented by the secretariat in Kilifi, Kwale, Mombasa and Tana River Counties. This is done though 2 programmatic areas of intervention and 2 support units as follows:

- I. Training, Advocacy and Empowerment comprising of education, health and livelihoods interventions
- II. Leadership and development comprising of football and community liaison
- III. Monitoring, Evaluation and Learning including Communication



IV. Finance and Administration including ICT

To effectively and efficiently deliver on its mandate, MTG is in the process of conducting a midterm review of the strategic plan 2016 - 2020

2. Purpose of the Consultancy

The purpose of this consultancy is to conduct a midterm review of the strategic plan 2016 – 2020 with a focus on the following

- I. Comprehensive evaluation of the performance/implementation of the strategic plan 2016 – 2020 providing information on key achievements, challenges, opportunities, lessons learnt and make practical recommendations for MTG
- II. Recommend areas for review of the strategic plan document given results of the analysis to inform the remaining part of the strategic plan

3. Scope

The consultant is expected to review existing evaluative documents such as situation assessment report, periodic progress reports and donor funded evaluation reports to gauge the success of the Strategic Plan 2016-2020. Collect reviews and ideas from staff, members of the board and other stakeholders on their experience with the current strategic plan.

4. Deliverables

Deliverable	Due Date
Inception Report demonstrating understanding of the ToR	27 th October 2018
Facilitate staff Strategic Planning review meeting	29 th to 31 October
Draft Report	12 th November 2018
Final Report	19 th November 2018
Present findings to staff during Annual review and Planning Meeting	21 st November 2018
Approved Report	30 th November 2018



5. Desired Qualifications of the consultant.

Interested candidates should meet the following minimum qualifications

- A degree in social/sports science with over 7 years' experience in strategy development and review. Master's degree in any field of human rights/social science will be an added advantage
- Experience working with initiatives using sports for development preferably football
- Previous work on issues of gender and inclusion in programming
- Fluency in English and Swahili, both written and verbal

6. Terms of Engagement

The consultant will be paid 40% of the total agreed amount and upon approval of the inception report. 50% will be paid upon submission of the approved final report, delivered to the Executive Director in soft (DVD) and A4 size well bound hard copies (4 copies). 10% will be provided upon request during consultancy.

The consultant will cater for his personal insurance

7. Submission

Interested consultants should submit their proposal including the following,

- A cover letter explaining their background and relevant experience
- Brief description of similar assignments accomplished and reference information of organisations worked for.
- Technical and Financial proposals detailing the understanding of the ToR, methodology and schedule of tasks

Interested individuals/firms should send their expression of Interest to Moving The Goalposts by email to humanresource@mtgk.org copying jmotah@mtgk.org by 22nd October 2018. Questions on the expression of interest and substance of the assignment can be addressed to the same email.

Note: Individuals/firms who qualify will be invited to be interviewed