**TERMS OF REFERENCE**

**DEVELOPMENT OF GNP+ STRATEGIC PLAN 2022-2026**

In 2022, we celebrate **thirty-five years of existence** as a champion for the rights of people living with HIV. Founded in 1986, we continue to engage and support national and regional networks of people living with HIV, through the power of evidence-based advocacy, we challenge governments and global leaders to improve access to quality HIV prevention, treatment, care, and support services. Our current strategy “[Uniting communities to celebrate diversity, dignity and change](https://gnpplus.net/resource/strategic-plan-2018-2021/)”, was created to guide our work from 2018 to 2021 and is coming to an end.

As GNP+ charts its way into the future, we recognise the impact of the COVID-19 pandemic on our work and programming.

The organisation understands the need to reflect on its strategy and objectives to ensure our work is legitimate, relevant, and delivers in ensuring contribution to the quality of life for people living with HIV and key populations around the globe.

* 1. **Purpose**

The consultant(s) is (are) tasked with reviewing the current strategy and developing GNP+ next Strategic Plan 2022 – 2026 through an inclusive and participatory process. The consultant/ consultancy will work under the direct guidance of the Co-Executive Director and the strategy committee. The Strategic Plan 2022 – 2026 will be guided by GNP+’s mission, vision, and core values.

**1.2 The objective of the consultancy:**

* The review will highlight strengths, capacities, weaknesses, and problems. The review will enable us to analyse our strengths and impact and build upon the opportunities, while at the same time identify our weaknesses and potential threats. As well, as estimate the level of progress in implementation of 2018-2021 Strategy.
* The review will define and provide an outline of recommendations for the organisation priorities for the next five years.
* The strategic plan will guide GNP+’s identity and mission and guide our key focus and organisations activities.
* To assess the GNP+ vision and mission and ensure it is legitimate, relevant, and responds to the current needs of people living with HIV.

1.3  **Scope of work:**

The scope of work for the Consultant(s) will include but is not limited to:

* In consultation with the Co-Executive Director and strategy committee, prepare an inception report with detailed step-by-step process, methods, tools, and timelines for both the review and development and validation of the strategic plan.
* Conduct a SWOT analysis of the current strategy with a particular focus on its strengths, weaknesses (gaps), and the key achievement that would build momentum for the 2022-2026 strategy.
* Undertake a stakeholder mapping and analysis from within and outside the HIV sector to enrich the shaping of GNP+s key focus over the next 5 years.
* Facilitate the consultation of key stakeholders in order to capture priorities, issues and the landscape in which the strategy would be implemented.
* Provide an outline of recommendations for GNP+ priorities for the next 5 years.
* Support the development and formulation of the GNP+'s identity, mission, vision, and area of focus for the new strategy.
* Work with GNP+ to design the theory of change and the cost estimation of the strategic plan.

**The consultant(s) will be asked to lead on the following activities:**

* Review and adaptation of existing programme strategic guide, recent evaluation reports, and theory of change templates and finalising an overall strategy template in the inception report of the consultancy.
* Adaptation and application of modern-day strategy development tools and methodologies such as stakeholder analysis, power and gender analysis, environmental and climate change screening and mapping tools etc.
* Ensuring a participatory and inclusive process with the involvement of all stakeholders.
* Ensuring privacy and non-disclosure of sensitive data and information.

1.4 **Methodology:**

The methodology should include (but not limited to):

* Desktop/literature review of GNP+ publications and key internal documentation.
* Virtual workshops and overlapping consultations with GNP+ staff, strategy committee, the board, regional and local PLHIV networks (in Asia, Africa, North America, South America, Europe and Australia)
* Key informant interviews with key regional and global stakeholders, including PLHIV organisations, donors, media, multilateral agencies, etc, and key informants such as various thought leaders and experts.
* Surveys of other partner stakeholders such as media and other health-sectors.

**Duration: The consultancy will be for a period of 5-7 months with a start date in October 2021.**

**Requirements for the Essential:**

* Previous experience in carrying out strategic reviews and evaluations as part of the development of strategic plans for regional or international organisations, e.g., NGOs, UN agencies, grassroots organisations.
* Excellent skills in facilitation using online technologies.
* Minimum 10 years of demonstrated experience of using a ToC framework approach of developing strategies preferably for NGOs working on human rights.
* Demonstrated experience in designing and implementing participatory research methodologies.
* Sound knowledge and understanding of using Results-Based Management principles in monitoring, evaluation, and learning.
* Ability to consolidate and triangulate data and derive meaningful information from multiple sources.
* Experience and knowledge regarding HIV, SRHR, and human rights.
* Proven experience of working with civil society and community-based organisations in Africa, (Eastern) Europe, Asia and the Pacific, or Latin America and the Caribbean.
* Excellent report writing and communication skills in English.

**Desirable:**

* Previous knowledge and experience in HIV advocacy.
* Previous experience in working with the PLHIV networks.

**HOW TO APPLY:**

To apply for this consultancy, please send an expression of interest demonstrating how you meet the above requirements, and a brief technical and financial proposal of how you would plan to carry out this assignment, with a draft work plan, and results to be achieved, including a daily rate. Your application should also include your CV, including the contact details of two referees. Please submit your application to  [recruitment@gnpplus.net](mailto:recruitment@gnpplus.net)

The deadline for submission is 30th September 2021.