



TERMS OF REFERENCE (TOR)

DEVELOPMENT OF A FIVE-YEAR STRATEGIC PLAN 2026-2030

1.0 Introduction

Network for Women's Rights in Ghana (NETRIGHT) is a network of civil society organisations (CSOs) and individuals working together to bring a gender perspective to national processes and advocate for policy reforms that strengthens women's human rights. The network was formed in November 1999 by a group of women's rights and gender-oriented NGOs, activists and advocates who had identified that the absence of a collective platform to respond to issues of national importance was a critical factor inhibiting their ability to impact national processes and policies for gender equality. Other gaps identified included under emphasis of the political and power relations that structure gender and other forms of inequality in development work.

Currently, NETRIGHT has a membership of 189 organisations and 300 individuals across the sixteen regions of Ghana. The network focuses on three (3) core areas namely economic justice, movement building and natural resources. Its work programme is managed by a Secretariat, located in Accra. NETRIGHT has focal points in the regions.

NETRIGHT's record of accomplishments and credibility as a network working consistently on women rights issues for the past 25 years has earned the network the recognition of being the leading national women's rights network in the country and a point of reference for women's rights, gender equality and economic justice issues.

NETRIGHT's Strategic Plan is reviewed every five years. In 2019, a review of its strategic direction led to the development of the current Strategic Plan for 2020-2025 (SP 2020-2025) which has provided the direction of the network for the past 5 years. In 2023, the SP 2020-2025 was reviewed by members to identify gaps, challenges and emerging issues that need to be addressed to consolidate gains made and enhance its work and sustainability.

This strategic review process which will led to the development of the strategic direction of NETRIGHT for the next 5 years (2026-2030) will enable the network to assess its priority areas and strategies for the past 5 years; consolidate the mid-term review, consider emerging issues that require NETRIGHT's attention and provide the strategic direction of the network for the next 5 years. This process is supported by the African Women's Development Fund (AWDF) under the Leading from the South (LFS) grant.

2.0 Aims and Objectives

The broad aim of this assignment is to develop a multi-year Strategic Plan that feeds into broader sustainability strategies that supports NETRIGHT's goal of becoming more independent and sustainable.

3.0 Responsibilities of the Consultant

The consultant is expected to use the aims and objectives outlined above to:

- Review the mission, vision and values of NETRIGHT
- Review NETRIGHT's 2021-2025 Strategic Plan

- Analyse and incorporate the mid-term review outcomes
- Work with the governance structures and members to define strategic priorities and action plan for the next five years
- Recommend effective communication mechanism to enhance collaboration and networking
- Develop a sustainable fundraising strategy
- Develop a 5-year Strategic Plan

In addition, the consultant is expected to include other matters considered relevant for achieving long-term sustainability of the network.

4.0 Fees

NETRIGHT and the Consultant will agree on a lumpsum fee for the assignment and terms of payment.

5.0 Consultant's Outputs

The consultant is responsible for submitting the following deliverables to NETRIGHT:

- Inception Report
- Situational analysis report with clear recommendations for way forward
- Work plan outlining specific technical support actions
- Fundraising Strategy
- Systems for monitoring implementation of the Strategic Plan
- Description of related outcomes
- Five-Year Organisational Strategic Plan

6.0 NETRIGHT's Inputs

NETRIGHT will participate actively in the strategic review process and will be responsible for the following:

- Provide Consultant with relevant background information
- Keep abreast with work progress
- Read and provide inputs for the first draft
- Accept and sign off final draft.

7.0 Timing and Duration of the Assignment

The timeframe for the assignment is three (3) months starting 1st June – 31st August 2025. Any modification to this timetable will be made in consultation with NETRIGHT. The consultant is expected to present the situational analysis report and the first draft of the 5-year Strategic Plan to NETRIGHT by mid-July 2025. The final Strategic Plan for 2026-2030 is expected to be submitted by the end of August 2025.

8.0 Person Specification

We are looking for a consultant with the following expertise:

- Background in gender, women's rights and development
- Experience in developing Strategic Plans
- Knowledge and experience in Organisational Development
- Experience of working with women's rights organisations and networks preferably in Ghana

9.0 Application Process

Interested applicants should send their applications to info@netrightghana.org by 16th May 2025. The application should include the following information:

- A CV of the applicant (s) including details on how they meet the person specification
- A detailed proposal of not more than 3 pages including the following:
 - ✓ The proposed methodology
 - ✓ The proposed work plan
- Example of previous work/s
- Relevant recommendations/references (not more than 2)