The Communities of Practice in Disability Advocacy for Mainstreaming (COPDAM) is a project spearheaded by the Secretariat of the African Decade of Persons with Disabilities (SADPD) with support from the European Union (EU) and Christoffel Blinden Mission (CBM). The project is a continental disability policy implementation strategy that is aimed at building the capacity of national, regional and continental disability platforms to negotiate and advocate for disability mainstreaming in all sectors of government. It aims to give technical support to improve the capacity of the African Union (AU) and national governments about how to include disability into their plans. The objective of the COPDAM programme is to enable National Federations of DPOs (NFDPOs) such as the Lesotho National Federation of Organisations of Disabled (LNFOD) to effectively participate in policy formulation, implementation processes, campaigns and dialogues with the Regional Economic Commissions (RECS), governments and other development processes in Africa. One key envisaged result of COPDAM is the development of national disability mainstreaming plans for government ministries. The Ministry of Social Development (MOSD) and LNFOD with the support of SADPD through the COPDAM project is aiming at developing a National Disability Mainstreaming Plan in Lesotho. LNFOD therefore seeks the services of a consultant to facilitate the development of the plan to be deliberated and approved by stakeholders.

**Objectives and Deliverables**

- Analyse the National Strategic Development Plan 2012/13 – 2016/17 and prepare disability indicators.
- Prepare a detailed report on process and outcomes related to the execution of this contract.

**Specific Tasks**

- Hold consultations with working committee and representatives of stakeholders.
- Hold focus group sessions with stakeholders.
- Ensure that disability indicators are set for all government departments and ministries.
- Prepare the National Disability Mainstreaming Plan with a budget.
- Complete a Logical Framework Approach (LFA) Matrix, concise implementation plan and budget for each department.
- Make a presentation of the National Disability Mainstreaming Plan to stakeholders and finalize the plan after comments.

**Qualifications**

- The individual consultant or consultancy team should possess the following skills and competences:
  - Tertiary qualification in Disability, Development or related field and over five years' experience in working for DPOs/NGOs.
  - Excellent knowledge of development planning using LFA methods and budgeting.
  - Good fundraising experience and knowledge.
  - Experience in the field of disability and diversity management will be an advantage.
  - Excellent writing and analytical skills; intuitive, creative, innovative, articulate and objective. Excellent interviewing and reporting skills.
  - Programmes/projects management expertise within the African environment will be an added advantage.

Consultancy Duration – 12 weeks
Tentative date of commencement – 21 October 2013
Detailed terms of reference can be obtained from LNFOD Offices: 22 Mabile Road Old Europa or at www.lnfod.org.ls To apply email your CV and writing sample in addition to a cover letter addressing selection criteria to malethem@yahoo.com Applications which do not meet the requirements will not be considered. Applicants which are not shortlisted will not be notified. Closing date for Applications Friday 18th October 2013 at 13H00.