



REQUEST FOR QUALIFICATIONS:

The Lesotho National Federation of Organisations of the Disabled (LNFOD) seeks consultancy services from an independent company or individual to facilitate development of the new Organisational Strategy.

Introduction:

Established in 1989, the Lesotho National Federation of Organisations of the Disabled (LNFOD) is an umbrella body of organisations dealing with disability in Lesotho.

LNFOD's Vision: A Basotho society that is accessible and inclusive of all people that live in it, and that enables and empowers people with disabilities to enjoy their social, economic, political and human rights on equal basis with others, and to reach their full potential in all aspects of development.

Its mission is to advocate for, promote, and defend the rights of people with disabilities and their families through provision of training, material and emotional support, and by representing their needs to government, development partners and the wider community.

Its membership consists of the Lesotho National Association of Physically Disabled (LNAPD), Intellectual Disability Association of Lesotho (IDAL), Lesotho National League of the Visually Impaired Persons (LNLVIP) and National Association of the Deaf in Lesotho (NADL).

Key Activities and Objectives:

LNFOD 2015-2019 Organisational strategy is coming to an end on the 31st December 2019. As a result, LNFOD seeks to put in place the new strategy which will advance the work of the organisation strategically.

The key envisaged activity of this consultancy is to review the current organisation strategy and to facilitate development of the new LNFOD organisation strategy.

The objective is to put in place the framework which enables the organisation to fulfil its mission in the community.

Duration: a qualified consultant will be engaged to collate the views from the stakeholders and compile the final organisation strategy within a period of 30 days.

REPORTS AND SCHEDULE OF DELIVERABLES:

1. Inception report
2. Draft organization strategy
3. Final draft of the organization strategy

Scope of Work

- Review the current LNFOD Organisational strategy 2015-2019 with the aim of informing the new strategy.
- Facilitate stakeholder workshop on the development of the new strategy which should cover the period of five years (2020-2024).
- Write up and submit the first draft of the strategy to the management of LNFOD for comments and inputs.
- Present the final draft of the organisation strategy to the executive committee of LNFOD for final inputs and comments.
- Submit the final organisation strategy to the management of LNFOD incorporating comments from the executive committee.

SERVICES AND FACILITIES

The consultant will provide own resource and facilities for undertaking the assignment save for the implementation of the consultative stakeholder workshop on the development of the strategy in which hall hire and meals participants' costs will be borne by LNFOD.

KEY QUALIFICATIONS AND ATTRIBUTES

Advanced degree in organizational development, project management, business administration, or any other equivalent qualifications and at least 5 years experience in organizational development of NGOs. In-depth knowledge of the sector and issues therein and a good understanding of the issues in the context of Lesotho or region. The consultant must have excellent writing skill, good research and analytical skills. Fluency in both Sesotho and English is a requirement.

SELECTION PROCESS AND CRITERIA

A Consultant will be selected for contract award in accordance with the LNFOD Procurement Guidelines, and is open to all eligible consultants and firms as defined in the guidelines.

The criteria and sub- criteria for selection of the consultant shall be as detailed below:

General qualifications

Experience and expertise to do the assignment

Experience in the region and language requirements

SUBMISSIONS

Interested applicants should submit a short proposal briefly demonstrating applicants understanding of the terms of reference and outlining a methodology for conducting the work under the consultancy, a proposed work plan, CVs of the individual consultant to undertake the assignment, and an itemized budget and indication of the total cost of the proposed work plan and number of days. Applications and supporting documents must be submitted in English at the address below.

Attention:

The Executive Director, LNFOD, P.O. Box 9988, Maseru 100., not later than the 20th February 2019 at 12:00 noon.

Email address: admin@infod.org.ls on or before the 20th February 2019 at 23:59 at night. The application packages can also be hand delivered to LNFOD office on or before the 20th February 2019 during working hours.

