

REQUEST FOR EXPRESSION OF INTEREST

Consultancy

Development organisational Theory of Change

December 2022 – May 2023 (22 working days)

Organisational Context

ECPAT International is a global network of organisations working together for the elimination of the sexual exploitation of children in all its manifestations i.e. exploitation of children in prostitution, online child sexual exploitation, sale and trafficking of children for sexual purposes, sexual exploitation of children in travel and tourism and some forms of child, early and forced marriage. The ECPAT Network currently consists of 122 members working at national and local levels in 104 countries. The ECPAT Secretariat coordinates the global work of ECPAT and is based in Bangkok, Thailand.

Overview

ECPAT International is seeking support via a short-term consultancy (January 2023 – May 2023) to lead a participatory process to develop a Theory of Change (ToC) for the ECPAT Secretariat, taking into account the ECPAT Strategic Framework (2021-25), in order to map out our change pathways, expected impact and positioning of the organisation in a changing landscape.

Background and purpose

The Secretariat is currently structured to reflect four thematic areas and emergent or rapidly evolving issues. These are underpinned by relevant and innovative programming, leveraging strategic advocacy, communications and campaigns to influence for change and building of credible evidence and expertise on solutions that work. Most importantly, the Secretariat seeks to share lessons learned to allow for better reflection and collaboration across the network and to maximize collective impact.

In light of a rapidly evolving landscape against which ECPAT International operates, the Secretariat wishes to strengthen its impact, with a view to capturing more robust evidence of effectiveness, and sharing this both internally and externally to enhance accountability and relevance.

Scope of Work

- Become familiar with ECPAT's overarching strategic framework; historical work and strategic documents; current level of funding, resources and capacity across the organization (Secretariat) to undertake the current project plans and strategy as well as future ambitions.
- Extract relevant models of ToC of similarly structured network CSO organisations, to enable the Secretariat to understand areas of overlap and differentiating factors.
- Use the above, to:
 1. Propose a process for developing the ToC
 2. Conduct a series of interviews with a certain number of staff, members and external actors, for a total of about 12 such interviews
 3. Lead and facilitate participatory sessions and consultations – including the facilitation of a three-day staff retreat in Bangkok in the first half of February devoted to the ToC

4. Provide technical support on methodology
5. Compile the inputs and reflections from the groups' work
6. Develop the pathways of change – review the assumptions
7. Draft the narrative and a draft visual
8. Present the finalized ToC to senior leadership at the Secretariat for review
9. Facilitate a workshop to present the final ToC workshop to Secretariat staff

Deliverables

The total consultancy is estimated to require 22 working days over a period of 6 months.

- A detailed work plan and methodology, to be completed within two weeks of start
- Summary of findings from the review of documents provided and the external scan and interviews
- Specific methodology and sequence of staff retreat to be completed by mid-January
- Taking part and facilitating the three-day staff retreat on the ToC
- Follow-up working sessions with selected staff to fine-tune ToC
- A detailed ToC with accompanying narrative and draft visual
- Facilitate validation exercise with senior management team and integrate changes
- Facilitate workshop with staff to present final TOC and training on the use of it.
- Final Diagrammatic form of the ToC with a short accompanying narrative
- Brief report with recommendations on use of practices and processes to embed the ToC into the everyday working of the Secretariat.

Consultant profile

- Demonstrated experience working with NGOs in a collaborative process, to design a theory of change and articulate it visually and in writing as a key foundation for evaluation, communications, fundraising and other organizational processes.
- Understanding of the operating environments and capacities of international network-based organizations in terms of data collection and analysis.
- Experience providing training to NGO staff on effectively implementing M&E systems.
- A coaching-style approach bringing in strong experience and expertise in strategy development, while supporting key staff to build their capacity and own the process internally.
- Experience in using participatory approaches to decision-making and consultations.
- Experience related to child and/or youth rights is valuable.
- Ideally the consultant/firm will be based in Bangkok, Thailand or in any other place from which travel to Bangkok is feasible and cost effective.

Additional Information

- Expression of interest is open to individual consultants, consortiums, and firms.
- This is a home-based position; the consultant(s) will work from home or own office but should be available online to have meetings with the ECPAT's team in Bangkok (GMT+7), if needed;
- One mission to Bangkok is required (between 6-17 February) and should be included in the financial proposal
- The Consultant is expected to act at all times in a manner consistent with the values of ECPAT International and in compliance with the organisation's policies and procedures including Child Safeguarding Policy and the Staff Code of Conduct.

Expression of interest: please send to vacancy@ecpat.org

- CV
- Cover email
- Financial proposal

Mention in the subject header: your name and “Theory of Change”

Deadline: 20 December 2022