



CHAMA CHA UZAZI NA MALEZI BORA TANZANIA (UMATI)

**TERMS OF REFERENCE FOR THE DEVELOPMENT OF UMATI
STRATEGIC PLAN (2023-2028)**

APRIL 2023

1. About UMATI

Chama cha Uzazi na Malezi Bora Tanzania (UMATI) is an autonomous, non-political national NGO providing Sexual and Reproductive Health and Rights (SRHR) information, education, and services in Tanzania. It was established in 1959 and became a leading national organization providing youth-friendly information and services, particularly to underserved young people and women. In 1965 UMATI became a member association of the International Planned Parenthood Federation (IPPF) where technical and core funds support have been provided. By being a member of IPPF, UMATI is internationally connected through experience sharing with other IPPF member associations.

UMATI strives for structural poverty reduction by improving the health of people in Tanzania regardless of gender, political or religious beliefs, with priorities being given to the poorest communities and hard-to-reach populations. To achieve a lasting reduction in social inequality, UMATI invests in the provision of gender responsiveness SRH services, youth and women empowerment, and evidence-based advocacy through result-based health projects implemented in 20 regions in Tanzania Mainland, and Zanzibar supported by Global Donors such as IPPF, UNFPA, UKAID, Swiss Embassy, Bergstrom Foundation, Amplify Change, Plan International.

Over the years, UMATI has undergone several strategic changes, all in attempts to respond successfully to the changing landscape of sexual and reproductive health and rights needs in Tanzania. Most recently, the organization's strategic direction, as constituted in the current Strategic Plan (2016 – 2019 and extended to 2022), has been towards achieving the following:

- Government commitment to and implements Global, Regional, and National Policies, Protocols, and Commitments in respect of SRHR;
- influence and support the review of 5 National policies/laws; 5 Million Young People 10-24 are empowered to make safe choices regarding their SRHR through access to services;
- 5 Million Young People 10-24 are empowered on SRHR through youth networks/ clubs; Deliver 20 million quality integrated SRHR services through UMATI service delivery points;
- Enable other partners to deliver 5 million quality integrated SRHR services and
- Enhance institutional capacity, effectiveness, and governance.

Vision statement: A Tanzania where people are free to choose and exercise their Sexual and Reproductive Health and Rights without discrimination.

Mission statement: To champion SRHR, and provide information and services targeting the young and underserved.

Due to this, UMATI seeks the services of a consultant (s) to support the organization to develop a new strategic plan for the period 2023 to 2028 that will align with IPPF strategic plan and Tanzania context in Sexual Reproductive Health and Rights.

2. About the Assignment

Since the Organization’s strategic plan ended in 2022, there is a need to develop a new strategic plan that responds to the current SRH situation within Tanzania. As a member of IPPF, this new strategic plan is also expected to align with IPPF’s new strategic framework titled ‘Come Together Strategy 2023-2028’. This new strategy is a strong response to the global changes that have severely impacted access to SRHR. Changes that have emanated from the devastating impact of pandemics, climate change, migration, structural injustice, and growing inequality. Again, contextually, the new strategic plan is expected to integrate emerging concepts around digital health interventions (DHI) and gender, etc.

2.1 Objective of the Assignment

The overall objective of this assignment is to develop a new strategic framework for UMATI (2023 – 2028) for UMATI that takes into account the current internal and external operating environment in order to enhance UMATI’s effectiveness and sustainability.

2.2 Specific Objectives

- Undertake a situational analysis of SRH in Tanzania
- Review and understand the IPPF Strategic Plan and contextualize it with the country context.
- Lead the preparation and the whole process of the development of the UMATI Strategic Plan

3. Scope

The assignment is nationwide and is expected to cover all of UMATI’s operational sites across the country. The focus is expected to cover all of UMATI’s programmatic areas, strictly within the field of Sexual Reproductive Health and Rights (SRHR). This process should serve as an opportunity to critically review practices, refresh our objectives, and strengthen mechanisms to hold the organization accountable to its mission and vision.

4. Key Deliverables

The consultant (s) will be required to produce/develop/ the following for UMATI

- Inception report – detailing implementation plan and methodology
- Situational analysis report (of the SRH sector)
- Coordinate and facilitate stakeholder engagement meetings
- Strategic plan document (draft and final versions)

5. Timelines

This assignment is expected to be carried out for a period of two months commencing in Mid-April and ending on June 2023

Primary Task	Timeline/Deadline	Responsibility
Recruit consultant and contract	2nd week of April	UMATI
Consultant conducts situational analysis	3rd - 4th week of April	Consultant
Submit situational analysis report	5th week of April	Consultant
Broad stakeholder consultation (including Volunteers, staff, and partners)	1st week of May	Consultant
Fieldwork/data collection/discussions		
Hold a workshop on strategic plan development with UMATI staff and partners	2nd week of May	UMATI & Consultant
Submission of zero draft strategic plan	4th week of May	Consultant
Hold validation meeting with stakeholders and UMATI	1st week of June	UMATI & Consultant
Submit revised draft strategic plan for comments	3rd week of June	Consultant
Finalization and submission of UMATI's strategic plan	2nd week of June	Consultant
Dissemination of strategic plan	4th week of June	Consultant

6. Competences and qualifications of consultant:

The consulting team should have the following

6.1 Qualification:

An advanced degree (minimum of a research-based master's degree) from a recognized university in Public Health, Development Studies, Organizational Management, Research Methodologies, Monitoring, and Evaluation, or any related field.

6.2 Experience

- Minimum of 5 years of experience in strategic planning;
- Demonstrated experience in facilitating organizational development of non-profit organizations.

- Experience in program design and management, and in strategic plan development and its processes in relation to UMATI's field of work will be considered an asset.
- Excellent knowledge and understanding of research methodologies and processes.
- Good understanding of Sexual Reproductive Health programming.
- Excellent skills in leading teams, and coordinating participatory processes
- Experience with donor relations will be considered an asset

7. Application Process:

The consultant or firm should provide the following in their application:

- CVs of key personnel who will be involved in the development of the strategic plan.
- Evidence of similar assignments conducted within the last 5 years, including references.
- Technical proposal – detailed methodology, the proposed structure of the strategic plan, and work schedule. (max. 5 pages).
- Financial proposal – budget should include all expected costs etc.

All applications should be physically delivered in **One Original and Two copies** to;

Executive Director

UMATI HQ located at Plot No 439, Maliki Road, Upanga. P.O. Box 1372, Dar es Salaam by 2nd May 2023 1700HRS EAT. The subject should read: '**Strategic Plan Development**'.