

TERMS OF REFERENCE

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| Position Title: | Strategy Consultant: Mapping of trends relevant to feminist and decolonial organisational strategic planning |
| Time Commitment: | 7-9 days in October-November 2024 (Possibility of additional days of work between December 2024 and February 2025) |
| Budget: | Up to AUD 8000 (including consultant fees and any reimbursable expenses) |
| Location: | Remote |
| Reporting To: | Senior Program Manager Strategy, IWDA |
| INTRODUCTION | |
| <p>WHO ARE WE? International Women's Development Agency (IWDA) is an Australian-based organisation, resourcing diverse women's rights organisations (WROs) primarily in the Asia and the Pacific, and contributing to global feminist movements to advance our vision of gender equality for all.</p> <p>As a feminist organisation with its roots in the international development sector, IWDA's <u>Strategic Plan 2025</u> describes our approach as a third way between the models of women's funds and international development NGOs. We resource the work of diverse WROs, and enable them to be more effective by providing support that goes beyond money. Our strengths are rooted in the establishment of deep and long-lasting relationships with the network of WROs we endorse. We also make our own contributions to feminist movements through feminist movement strengthening, knowledge translation and strategic advocacy to transform systems of power. We are committed to building a resilient and relevant feminist and decolonial organisation, and to becoming an explicitly anti-racist organisation.</p> <p>With this plan, we are committed to further decolonising our work and practices. The 4S Framework allow us to understand and leverage our locational power so that we know when to:</p> <p>STEP UP and use our power to leverage resources and access for women's rights organisations, and make our own contribution to feminist movements. STAND WITH feminist movements in solidarity and amplify the work of Majority World actors. STEP BACK when others are better placed to take the lead. SIT WITH uncertainty, embrace communal learning and deep listening, and accept that time is needed to collectively discern the best course of action.</p> <p>OUR VISION Gender equality for all</p> | |

OUR PURPOSE To defend and advance the rights of diverse women and girls.

VALUES

Feminist, Accountable, Collaborative, Transformative

CONSULTANCY BACKGROUND

IWDA has commenced a process to develop its new Strategic Plan, which will take effect from July 2025. This process is being led in-house by two Senior Project Managers, Strategy (job share) working on internal secondment and reporting to the CEO.

IWDA's current [Strategic Plan 2025](#) was developed as a rolling update to our 2020-23 strategy, refining and extending that plan for an additional 2 years. The 2020 strategy represented a significant repositioning of IWDA's goals and strategies around our contribution to women's rights organisations and feminist movements, including the introduction of the "third way" description of IWDA's approach as being something other than the traditional models of INGOs or women's funds.

The rolling update in 2023 was an evolution of this strategy, sharpening our focus on decoloniality and First Nations Justice, and better aligning our ambition with resourcing constraints.

As IWDA approaches its 40th birthday in 2025, the post-2025 update is intended to define (up to) the next 10 years of the organisations' trajectory, providing a 'guiding star' to take us into the future, with planned touchpoints to assess, learn and reposition as required.

CONSULTANCY OBJECTIVES

IWDA is seeking a consultant to support trend analysis of the external landscape that are most relevant to the next 3-10 years. Consultants may propose relevant methods for conducting this analysis that can reasonably be undertaken in the allotted time for this consultancy. IWDA has previous experience using strategic foresight/futures thinking to produce trends, but we are open to a variety of methods.

These trends will complement an external landscape scanning conducted in-house by IWDA staff and used to inform futures thinking activities drawn from IWDA's *Imagining Feminist Futures After COVID-19 toolkit*, conducted as part of a full day staff consultation in November 2024. These activities will include forecasting possible futures (positive and negative) based on the identified trends, as well as back-casting to determine the immediate and longer term requirements for IWDA to reach its desired future/s. The trends should canvas Political, Economic, Social, Technological, Legal, and Environmental dimensions, with particular attention to trends relevant to: global feminist movement actors; intermediary funding organisations operating in the Minority World (Global North); and women's rights organisations and movements in Southeast Asia and the Pacific.

Subsequently to the trend analysis, the consultant should deliver a map of the ways in which progressive INGOs, women's funds and feminist organisations and movements (exact focus to be

determined with the successful candidate) are responding to these trends and propose recommendations based on these.

The outputs of these activities will inform IWDA's strategic direction for sign off by the Board in February 2025.

DELIVERABLES TO BE PROVIDED

| Deliverable | Timeframe or Dates | Audience |
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| Kick off briefing | Early October | Strategy SPMs |
| First draft of 20-25 trends for feedback and discussion | Mid-Oct | IWDA Strategy Project Team and Staff Advisory Committee |
| Incorporate feedback and submit final list and individual descriptions of trends | 5 November | IWDA Strategy Project Team & Board |
| Provide a mapping of how various actors (TBA) are responding to these trends | 12 November | IWDA Strategy Project Team |
| Finalise incorporating feedback from strategy project team | End November | IWDA Strategy Project Team & Board |

REQUIREMENTS

The individual should possess the following skills and experience:

ESSENTIAL

- Experience in trend identification, mapping and analysis
- Familiarity with global feminist movement organisations and key issues
- Knowledge and experience with Southeast Asia and/or the Pacific regions
- Demonstrated commitment to gender equality and human rights
- Proficiency in English for written and oral communication

DESIRABLE

- Expertise in strategic foresight trend identification methodologies
- Lived experience in the Pacific or Southeast Asia; that is, individuals who are native to a culture in the Pacific or Southeast Asia including to an Indigenous culture in a settler society in the Pacific

All IWDA consultants are required to

- Support and demonstrate IWDA's Values and Behavioural Capabilities
- Act at all times in accordance with IWDA's Code of Conduct and Policies, including IWDA's

Safeguarding Code of Conduct and Policies

- Comply with IWDA's Occupational, Health, Safety & Wellbeing Policy and practices
- Undertake police check prior to commencement and every two years thereafter.

EXPRESSION OF INTEREST

Candidates are invited to submit expressions of interest addressing the following:

- An outline of the proposed process and timeline to complete all outputs;
- Addressing the criteria as set out in the 'requirements' section;
- A detailed budget indicating fixed and indicative costs.

Expressions of interest that do not cover these requirements will not be considered. Expressions of interest should be sent to Annelise Lecordier (alecordier@iwda.org.au) and Alice Ridge (aridge@iwda.org.au).

International Women's Development Agency (IWDA) has an EO exemption (H69/2022) and requests applications from people who identify as women only (cis or trans).

Candidates are encouraged to apply as soon as possible. Expressions of interests will be reviewed as they come in and suitable candidates will be contacted as soon as possible.