

TERMS OF REFERENCE

1. Position Title:	Strategy Consultant: Feminist and decolonial strategic planning frameworks
2. Time Commitment:	4-6 days in October 2024 (Possibility of additional days of work between December 2024 and February 2025)
3. Budget:	Up to AUD 5000 (including consultant fees and any reimbursable expenses)
4. Location:	Remote
5. Reporting To:	Senior Program Manager Strategy, IWDA

INTRODUCTION

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.

As a feminist organisation with its roots in the international development sector, IWDA's [Strategic Plan 2025](#) 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.

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:

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.

OUR VISION Gender equality for all

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 process 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 identify and propose possible frameworks we could use to shape the strategic plan, outlining both what they would look like and the processes to develop them, as well as the benefits and risks associated with different approaches.

This should include a scan of frameworks in use by leading feminist and decolonial organisations worldwide, with an eye to different approaches to timeframe (up to 10 years), iterative / adaptive planning approaches, and how presentation and communication of the strategies relate to organisational identity.

This consultancy will inform the presentation of one or more high-level strategy framework options to the IWDA Board for their endorsement in November. The agreed high-level framework will then be fleshed out by the IWDA team through further consultation and analysis between November-February 2025, with the potential for some additional consultancy days in this period if required.

DELIVERABLES TO BE PROVIDED

Deliverable	Timeframe or Dates	Audience
Kick off briefing	Early October	Strategy SPMs

Draft report / slide deck based on a scan of strategic frameworks in use by leading feminist and decolonial organisations worldwide (8-10 organisations) including a brief assessment of their respective benefits and risks	October	IWDA Strategy Project Team
1 hour discussion on frameworks with Strategy Project Team	October	IWDA Strategy Project Team
Final report / slide deck incorporating feedback and presenting 1-3 framework options, including suggested tools and processes to utilise in development	By 1 November	IWDA Strategy Project Team IWDA Board

REQUIREMENTS

The individual should possess the following skills and experience:

ESSENTIAL

- Experience in organisational strategic planning in for-purpose organisations
- Knowledge of diverse strategy frameworks and approaches
- Familiarity with feminist and/or decolonial organisational models
- Demonstrated commitment to gender equality and human rights
- Proficiency in English for written and oral communication

DESIRABLE

- Experience designing and implementing multiple strategic approaches for different types of for-purpose organisations

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.