



## TERMS OF REFERENCE

### CONSULTANCY TO DEVELOP A STRATEGIC PLAN FOR GHANA ANTI-CORRUPTION COALITION

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#### 1.0 Background

Over the years, the Ghana Anti-Corruption Coalition (GACC) which is a unique cross-sectoral grouping of eight (8) public, private and civil society organizations (CSOs) with a focus on promoting good governance and fighting corruption in Ghana; has worked on several interventions and have engaged government, private sector, CSOs, development partners as well as other key stakeholders at the local, national, regional and global levels. The Coalition has contributed immensely to good governance, particularly with efforts in fighting corruption by supporting and advocating for key anti-graft laws and policies including the National Anti-Corruption Action Plan (NACAP). The Coalition's major areas of operation include, research and advocacy; public sensitisation and mobilisation; training and capacity building; monitoring and evaluation as well as social accountability.

GACC's activities over the years have been guided by its strategic plans, the last of which expired in December 2015. GACC's performance against its 2010 – 2015 strategic plan was unpacked by analysing and assessing the extent of implementation, as well as the relevance and effectiveness of the strategy with GACC and its stakeholders (internal and external). Findings from a review of the previous strategy highlighted the following amongst others:

- Lack of clearly formulated financing strategy even though GACC has always been aware of its financing challenges;
- Inability of the strategic objectives and programmes of the Coalition to directly refer to the NACAP
- Lack of an explicit process for addressing corruption induced by the private sector (local and international) etc.

The insights gained in the review of the strategy are expected to feed into and support GACC to revise and develop its new strategy (2018 – 2022). To this end, a consultant is being recruited with funding support from STAAC/UK Aid to develop a five-year strategic plan to guide GACC's operations over the coming years.

#### 2.0 Objectives

The overall objective of this consultancy is to develop the new GACC Strategy (2018 - 2022) that will ensure that GACC fulfills its mandate and as well help keep members of GACC working towards the same long-term goals. The new strategy should among others:

1. Clearly set out GACC's vision, mission and objectives, principles
2. Develop a short term - medium term and long term work plan and timeline against GACC objectives. Specifically:
  - a. Outline key programmes for GACC to deliver on its strategic objectives including defining its internal governance system, staff gap analysis and training plan, fundraising strategy and communication analysis
  - b. Outline approach to harmonising collaboration with partners and key actors in anti-corruption work.
  - c. Develop results framework with key indicators to measure GACC's strategy implementation within the 5-year timeframe including a risk and mitigation register
  - d. Lay out the overall advocacy strategy of GACC and its approach linking national advocacy efforts to the regional and local.
  - e. Lay out how GACC can mobilise additional funding for sustainability
  - f. Outline communications approach, including media, and aligned with advocacy efforts.
  - g. Develop a strategy and criteria for new membership recruitment

### **3.0 Milestones and deliverables**

GACC is working with the following timeline:

#### March 2018:

- i) consultant meetings with GACC, review of key documents, hold key interviews with GACC stakeholders.
- ii) Present to GACC initial analysis to the above questions. This will be a key discussion as it will provide and set out an outline for the draft strategy and direction.

April to June 2018: Presentation of draft strategy to GACC for comments. Final strategy to be submitted no later than **Friday 29<sup>th</sup> June, 2018.**

#### **The key deliverables are:**

1. Presentation of initial analysis, findings to Strategy Questions; initial thinking for a draft outline of GACC Strategy (March)
2. Presentation of initial draft strategy to GACC Staff, Relevant External Stakeholders and GACC Board (April)
3. Presentation of revised draft strategy to GACC Staff, Relevant External Stakeholders and GACC Board (May)
4. Final Strategy per the TOR Objectives (June)

### **4. Methodology and Process**

The consultant(s) is expected to propose methodology, tools, process and work plan for the development of the strategy as part of the technical application. However, the proposed methodology, tools and process should reflect the ToR and the recommendations of the Strategy Review Report (To be provided upon request).

## **5. Budget**

The Consultant(s) is expected to propose a budget for the assignment. GACC will review all Expressions of Interest based on the following:

- a) Technical experience to deliver
- b) Timeframe and Methodology
- c) Financial proposal

## **6. Qualifications/Competencies/Experience**

- Proven experience and track record of strategy development
- Excellent and proven analytical skills
- Deep understanding and knowledge of good governance and anti-corruption in developing countries especially Ghana;
- Experience in developing financial strategies for successful fund mobilization.
- Experience working with Coalitions will be an added advantage

## **7. Stages of the Expression of Interest**

Interested consultant(s) to send a five (5) page Expression of Interest (with CVs annexed) considering the following:

- Understanding of the assignment
- Consultant(s) profile and experience to undertake the assignment
- Methodology / Approach
- Workplan and Timeframe
- Budget
- CVs

No later than **Friday 16<sup>th</sup> February 2018** to [info@gaccgh.org](mailto:info@gaccgh.org)

For further information or clarification, kindly contact the Executive Secretary on **Telephone** number: +233 244080921/+233 302230483  
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