



CONSULTANCY TO DEVELOP AN ORGANIZATION WIDE SUSTAINABILITY POLICY

TERMS OF REFERENCE

A. Organisational Profile

TICAH is a feminist organization that works to promote health, equitable relationships, and community action. We believe that culture shapes health, that beauty is powerful, that expression is activism and that stories have something to teach.

Our work focuses on the follow critical areas:

Listening and Co-creation - We start by listening to communities' stories, cultures, challenges, opportunities, adaptations, and more. Through listening and discussion, we co-create programs finding progressive ways to address Kenya's most pressing issues.

Safe Spaces and values clarification - We create safe spaces for people to openly share their views, values, challenges and experiences without judgment or repercussions. In these spaces, we also clarify values that we individually or collectively have about certain issues or ideas. By clarifying values, we establish areas where we connect and where we need to find mutual understanding.

Facilitation and Training of trainers - We are facilitators supporting communities to organize themselves, find local solutions to challenges, advocate for change and protect one another. We have developed several tools to support conversations and learning in workshops. We provide these materials to local trainers and facilitators to share within their communities after they are trained on how to use them.

Advocacy and Celebration - We raise our voices to advocate for better laws, policies and practices to protect rights, access to holistic health services, freedom of expression, indigenous culture, sexuality and reproductive health. We celebrate the beauty and diversity of ideas, ethnicities, religions, sexuality, music, art, genders, indigenous cultures, and traditions as expressions of a healthy society.

B. Overall objective of the task

The objective of the assignment is to evaluate TICAH current policy frameworks, processes, institutional set ups and implementation practises with an aim of developing a sustainability policy with a clear road map that will ensure that TICAH's investments are sustainable. We would expect that a comparison be made with organizations with similar goals and with similarities with TICAH to assess areas we could benchmark. The measurement of sustainability should go beyond the traditional considerations of return on investment, profits etc and embody the triple bottom line concept (TBL). Beside the economic and financial aspects, a sustainability assessment based on the TBL should consider environmental, social and other interrelated features considering the so called three Ps profit, people and planet.

The policy will therefore provide guidelines on the following aspects

1. Economic and financial sustainability guidelines
2. Environmental sustainability including Climate resilience
3. Social sustainability guidelines
4. Institutional Sustainability

C. Scope of Work

The scope of the consultancy is to assess current policy frameworks, standards, processes, institutional sets and implementation practises with an aim to develop an organization wide sustainability policy. The work will include definition of assessment parameters with an analysis of sustainability parameters if any. After the analysis, the work will be developing a TICAH wide sustainability policy addressing in details the following aspects:

- a) Institutional sustainability
- b) Economic and financial sustainability
- c) Environmental sustainability including climate resilience
- d) Social sustainability

D. Deliverables:

An inception meeting with management to agree on the assessment parameters and the overall outlook of the assignment

An inception report with a definition of assessment parameters, and an outline of the policy

Assessment report with recommendation and a draft policy taking into consideration the recommendations from the assessment for discussion with the leadership

Detailed final sustainability policy

E. Desired Qualifications/ Selection Criteria

At least a master's degree in public health social sciences, developing studies, planning, business administration

At least 5 years of progressively responsible and relevant professional work experience in developing sustainability policies

Good strategic visioning, critical and strategic thinking and ability to develop strategic partnerships

F. Consultancy Duration

The assignment is expected to be carried out within a period of two months.

G. Application Process

Qualified candidates should submit documents including:

- An expression of interest with an elaborate technical capability statement
- Curriculum vitae providing full description of the applicant's profile and expertise (or lead technical consultants in the case of a firm)
- A financial bid containing time and cost (in Kes) estimate for delivery of the above-described deliverables, including a break down to level of effort and expenses
- Contact information of at least three independent referees with in depth and proven knowledge of the expert's/ consultant's expertise and relevant work experience (attach 2 reference letters from past assignments)



H. Submission of Bids

The deadline for submission of expressions of interest is 12 July 2024. Applications should be sent by email to procurement@ticahealth.org. Please indicate TICAH/06/024-Consultancy to develop a Sustainability Policy on the email subject.