



A 5 YEAR - COUNTY PLAN CONSULTANCY

ABOUT CBM:

CBM Christoffel-Blindenmission Christian Blind Mission e.V. (CBM) is an organization working internationally for development aid. Based on Christian values, it works to improve the lives of people with disabilities and who live in the poorest regions of the world.

CBM not only provides medical aid and enables prevention and rehabilitation, it also works towards a comprehensive realization of human rights and the full social participation of people with disabilities. This includes opportunities for education and employment.

With its political work, CBM seeks to achieve that rights of people with disabilities are considered in development policies – and that this is also financed.

CBM is responsible for programs work in developing countries financed by donors and carried out by local implementing partner organizations.

CBM adds value by bundling powers and resources of people and institutions with same kind of interests. Moreover, CBM contributes its expert knowledge acquired over many years to issues involving development aid and disabilities. It therefore supplements and strengthens the commitment of its supporters.

STRATEGY AND OBJECTIVES:

In order to bring about the vision of an inclusive world for an even greater number of people, we work on extending involvement in opportunities that CBM has. The goal of CBM is to become the leading organization in inclusive development aid.

We concentrate on the fields of community-based inclusive development (CBID) and inclusive eye health (IEH). Providing aid in humanitarian crises remains an important cross-cutting activity.

*The future job holder will adhere to CBM's values and commits to CBM's Code of Conduct and Safeguarding Policy. CBM encourages persons with disabilities to apply for this position

CORE PURPOSES:

The consultant will help CBM-Haiti Write their new 5 year country plan based on CBM Federation Strategy with a focus on local partnerships.

Specifically, the consultation should achieve the following objectives:

- Support CBM-Haiti and its partners in carrying out an in-depth situational analysis based on CBM areas of intervention; which traces their internal and external factors and effectively demonstrates the gaps.
- Support CBM-Haiti and partners carrying out a detailed SWOT analysis to identify our area of strengths and areas for improvement, then the opportunities and internal and external issues while taking into account CBM identity which includes his vision, mission, goals and values;
- Support CBM-Haiti in making their own strategic development choices over a 5 years period in correlation with their identity, their technical expertise and experiences, their strategic capacity to mobilize resources while taking into account the challenges of the existing context.
- Support CBM-Haiti in defining realistic action plans to operationalize the Strategic Plan during fixed periods; resulting from their strategic choices.
- Support CBM-Haiti in the writing process of the final Five (5) year Country Plan document including all support documents. The Plan must also provide the process of review and adaptation to possible changes without forgetting the Monitoring and Evaluation plan.

DURATION AND DELIVRABLES:

The consultation aims to start by mid-October for a maximum of 45 day period not exceeding December 31st 2021

QUALIFICATIONS:

- Prior similar experiences: developing country plan for international NGOs
- Working knowledge in English ,French and Haitian creole
- At least 9 years of experiences in developing strategic plan for organizations
- Great knowledge of focus group and individual interviews and SWOT analysis participative and innovative tools
- Prior experience working with local organizations
- Great communication skills
- Knowledge of inclusion and Disability and what they means in practice

*Principles of institutional respect, confidentiality and security of information must also be taken into account.

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HOW TO APPLY:

The Candidates will have to submit via email to Johanne.jean-louis@cbm.org by September 30th 2021 before 4:30 PM (Haiti Time):

- A relevant and effective proposal including a working methodology demonstrating his/her technical capacity to lead this consultation and to provide quality results.
 - 1- The methodology should show how the key elements of the identity (Vision, Mission, Objectives and Values) and governance of the organization will be at the forefront of the overall consultancy.
 - 2- The methodology should clearly show an effective communication method that facilitates the genuine participation of all evolved parties (CBM staff and key stakeholders)
- CV and/or CVs of all involved consultant (s) in the consultancy **with highlight clearly similar experiences**
- A financial proposition in **HTG** including a proposed calendar

*Subsequently, on the basis of discussions with the Country Director and the Country Program Manager, the consultant should develop his/her work plan for the consultancy period.

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