

Call for Expression of Interest for a Consultant to conduct Internal Capacity Assessment and Policy Review of Hope Alive for Possibilities Initiative (HAPI)

Introduction

Hope Alive for Possibilities Initiative (HAPI) is a women led organization of persons with disabilities that works to facilitate the inclusion of, and achievement of rights for women and girls with disabilities in line with human rights frameworks such as the United Nations Convention on the Rights of Persons with Disabilities (CRPD), Sustainable Development Goals (SDGs), Global Disability Summit commitments, Africa 2063 Agenda and Nigeria Disability Act. HAPI with support from Agence Française de Développement through FOS Feminista is implementing a project to aimed at promoting inclusive menstrual health education for women and girls with disabilities in Benue state. As part of the activities HAPI seeks to strengthen its internal structures and operational frameworks to enhance efficiency, sustainability, and alignment with universal best practices.

Objective of the Consultancy

HAPI is seeking a qualified consultant to conduct an internal capacity assessment, identify organizational gaps, and update existing policies to align with international standards., including the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), International standards on menstrual health rights and inclusion, Sustainable Development Goals (SDGs), and other relevant global frameworks.

Scope of Work

The consultant will:

1. Conduct a comprehensive assessment of HAPI's internal capacity, governance structure, financial management, human resources, and programmatic effectiveness.
2. Identify key organizational gaps and recommend strategies for institutional strengthening.
3. Review and update HAPI's existing policies, ensuring compliance with universal standards and best practices.
4. Facilitate a validation workshop with key management staffs to review findings and policy recommendations.
5. Provide an implementation roadmap to enhance HAPI's operational capacity and sustainability.

Expected Deliverables

- Internal Capacity Assessment Report, including identified gaps and recommendations.
- Revised and/or newly developed organizational policies.
- Validation workshop with HAPI team and Trustee members.
- Final report with an implementation roadmap.

Duration and Timeline

The consultancy is expected to last 5 weeks, starting from March 20th 2025.

Required Qualifications and Experience

- A minimum of Master's degree in organizational development, public policy, disability studies, development studies, or a related field.
- Proven experience conducting organizational capacity assessments and policy reviews, preferably for OPDs, CSOs, or development organizations.
- Strong knowledge of international disability rights frameworks, including UNCRPD, SDGs, and other global standards.
- Experience in participatory approaches and engagement with persons with disabilities.
- Excellent report writing, analytical, and facilitation skills.

Application Process

Interested consultants or firms should submit:

1. A detailed Expression of Interest (EOI) outlining their understanding of the assignment, proposed methodology, and work plan.
2. A CV or company profile, highlighting relevant experience.
3. At least two references from previous similar assignments.

Submission Deadline: 10th March 2025.

All applications should be sent to admin@hapinigeria.org.ng and copy mercy@hapinigeria.org.ng with the subject line "Expression of Interest – HAPI Internal Capacity Assessment"