

Terms of Reference for the Engagement of an Organizational Development Consultant for the Forward-Looking Strategy and Organizational Reforms for an African Focus Foundation Delivering Data for Social Good.

Background

Natview Foundation for Technology Innovation (NFTI) is a non-governmental organization in Nigeria founded in 2018 that focuses on contributing to better healthcare through data-driven decisions in low-resource settings. We desire to use data and technology to counter many challenges in low-resource settings and improve the strategic approaches to intervention implementation, policy tracking, program monitoring, and evaluation across critical social sectors.

NFTI is passionate about creating multi-source data environments that connect multiple data sources into a unified and single resource pool for stakeholders to access and use data for decision-making across the health ecosystem to drive sustainable change. We are also focused on answering the “so what” questions around program implementation and building a causal relationship between interventions and how they generate results.

We currently operate in Kaduna, Gombe, Lagos & Kano States and are expanding to deliver our services in Sokoto, Bauchi, Yobe, Borno, Niger, Lagos, and Nassarawa States. Over the years, we have built a community of practice on data management to support us in co-creating ideas.

As an organization, we aim to ensure access to health data is accessible and shared to improve health delivery and a people-centered solution approach.

Given the aforementioned, NFTI is seeking an organization development consulting firm to support the development of a forward-looking strategy that positions the foundation as an international foundation with a five-year strategy for unlocking data for social good across Africa.

The forward-looking strategy is designed to ensure that NFTI achieves its vision of an “Africa-led Data for Social Good Organization making an impact in the social sectors of Health, Education, and Agriculture. Center of Excellence”:

Location

The location for implementing this SOW will be the offices of NFTI in the Federal Capital Territory, Abuja, and Kaduna.

Scope of Work

The scope of work for the assignment provides the institutional arrangement for the achievements of the deliverables under the terms of reference. The primary aim of this contract is to provide organizational effectiveness support that will build the capacity and capabilities of NFTI, drive institutionalization, and deliver expansion for sustainability as follows:

- **Develop a Transformation Strategy to increase NFTI's footprint as a Global, Africa-led outfit, providing data for social good across Africa and impacting the health landscape for sustainable growth.**
 - *Deliver a 5-year forward-looking strategy to deliver impact across Africa around data for social good.*
 - *Develop an implementation strategy for the NFTI forward-looking strategy identifying SWOT and opportunities for scale across our portfolios.*
 - *Develop a grant sourcing and diversification strategy to expand the pool of funding.*

- **Integrate corporate governance as a core value system for NFTI, including a strategy for identifying a Board of Advisors to support the foundation's expansion to greater heights and provide transparency and accountability to NFTI's global work.**
 - *Develop a Board of Advisory Plan and Cadence of Engagement plan to drive corporate governance and implement the 5-year forward-looking strategy.*
 - *Develop a comprehensive succession plan to ensure smooth leadership transitions and the sustainability of NFTI's mission.*
 - *Implement SOP for engagement of Legal and Auditing Firms, defining critical roles for legal engagement and regulatory compliance, including taxes and other audit guidelines.*

- **Review and enhance NFTI's organizational structure to deliver on its mission of data for social good and plan for an expansion-focused, result-led foundation that builds and retains talents for the future of work.**
 - *Review the current organizational structure of NFTI to align with the African expansion strategy and align the workforce plan with NFTI's strategic, long-term vision.*
 - *Develop a plan and SOP for talent acquisition, development, and retention for the African-focused expansion.*

- **Develop a 2-year strategic capacity development framework that positions NFTI as a capacity development organization for its workforce and clients, providing a superior workforce to deliver our mission across Africa.**
 - *Work with NFTI to develop a capacity development plan to enhance the NFTI team's skills, knowledge, and competencies in critical areas such as lifelong learning, technical skills, and project management.*
 - *Develop a plan and SOP for talent acquisition, development, and retention for the African-focused expansion.*
 - *Develop a knowledge management plan and SOP to ensure proper documentation of NFTI's work products and grant implementation.*

Timeline for Implementation

The implementation timeline is two (2) years, with applicable milestones and deliverables to be achieved during the bureau's rollout of the OD programs.

Qualifications of the OD Consultant

The consulting firm should have the following qualifications.

- Senior Level Managers with a minimum Degree in Management Studies, Organizational Development, or any related field.
- At least five years of demonstrated knowledge and experience supporting similar non-governmental organizations, conducting and facilitating organizational development, including feasibility studies and sustainability modeling.
- Ability to conduct strategy reviews, assessment, governance, Project Management, HR, and MEAL
- Knowledge and experience in using participatory approaches and innovative techniques with organizational leadership.
- Knowledge of successful fundraising
- Excellent analytical and report-writing skills
- Ability to communicate complex strategy into simple, actionable activities for implementation.

How to Apply

Interested firms are encouraged to submit a response to the terms of reference articulating the following:

- Proposed understanding, methodology, capacity statement, timelines, and CVs of the proposed experts
- Track record of previous work and three references NFTI can contact.

- Budget on the cost implications for the proposed scope of work based on the ToR.

All responses should be e-mailed to **contracts@natviewfoundation.org** with a clear subject heading **Organisational Development - Response to NFTI OD ToR on or before 20th April 2024**