



Strategic Planning Scope of Work

1. Purpose

Integrate Health seeks consultancy support from an individual or firm with significant experience designing, implementing, and facilitating the development of organizational strategic plans to support the development of a five-year strategic plan (July '23 to June '28).

2. About Integrate Health

Integrate Health works alongside governments and the local community to implement, study, and scale an integrated approach to strengthening primary healthcare delivery to achieve universal health coverage. By integrating professional Community Health Workers with improved care in public clinics, this approach creates a patient-centered health system that is accountable to the community and dramatically reduces mortality in severely resource-limited settings. By addressing three key levers of change, namely strong implementation, effective policy, and sustainable financing flowing through government, Integrate Health supports governments to scale evidence-based practices and advance their national health goals.

Today, Integrate Health directly serves more than 200,000 people across northern Togo and is increasingly supporting the Government of Togo to make policy and financing reforms that impact more than 6 million Togolese. Integrate Health recently signed a partnership agreement to extend support to the Government of Guinea. Over the next five years, Integrate Health aims to intervene in two to three countries in West Africa, to serve more than 500,000 people through direct actions and impact more than 10 million through support to governments to scale effective innovations.

As Integrate Health transitions from a single country to a regional West African and global presence, the next five-year strategic plan will build on the organization's strong track record of implementation to further define strategies to achieve ambitious policy and financing objectives, and answer important questions about how the organization sees its position and role in the broader global health landscape.

3. Work to be performed

Working in close collaboration with the Chief Executive Officer and other leadership, the consultant will be responsible for the following:

- A concise workplan with clear timelines, activities, design/methodology, and deliverables to guide the strategic planning process,
- A presentation to the senior leadership team that includes an assessment of the current state of the organization against the current Strategic Plan, an analysis of feedback from a diverse set of stakeholders inside and outside of the organization (i.e., gathered through focus groups, interviews, etc.¹), and key questions that need to be addressed to determine the organization's future direction,
- A presentation to the senior leadership team that identifies and evaluates options for the next strategy, including a tentative theory of change,
- Co-design of the new five-year strategy including setting out or updating strategic goals and objectives,

¹ Transcriptions and notes of interviews and focus groups involving external stakeholders should be submitted to Integrate Health. These do not need to be translated.

- A brief report and PowerPoint deck summarizing Integrate Health’s five-year strategy (strategic objectives, direction, hypotheses, costing analyses, etc.)

All deliverables should be made available in both French and English. Presentation deliverables should include detailed slides and notes. Process should be inclusive and solicit meaningful feedback from a diverse set of stakeholders inside and outside the organization.

4. Project Details and Timeline

- Commitment – Anticipating a three- to four-month engagement from July to October with timeline variable depending on consultant’s work plan
- Location – Flexible, must work across Eastern US and West Africa Time Zones
- Remuneration – Please include your overall proposal cost in USD within your application materials, as well as expectations for payment timing

5. Specific Requirements

- Individuals and firms with experience designing, implementing, and facilitating the development of strategic planning processes for nonprofit organizations, specifically in the global health sector working on national policy and financing, are encouraged to submit a proposal.
- Language requirements:
 - English and French required

6. Application Process

Proposals should include at a minimum:

- Overview of scope of work that demonstrates a clear understanding of the Terms of Reference
- Consultant profile(s)
- One or two examples of similar projects completed by the consultant
- two to three client references who can speak to your relevant experience
- Budget for project including pricing in USD
- Time-bound work plan

Proposals should be no more than five pages in length and should be submitted as a single PDF inclusive of all supporting documents. Proposals can be submitted in either English or French. The deadline for submitting applications is August 1, 2022, 5pm EST. Applications will be reviewed on a rolling basis. Only shortlisted applicants will be contacted.

Please submit applications to info@integratehealth.org with Strategic Plan Proposal in the subject line.

7. Consultant selection criteria

The proposals will be evaluated according to the following criteria:

- Technical proposal (40%/40 points),
- Demonstrated experience of consultant (20%/20 points)
- Financial proposal (40%/40 points)

8. Integrate Health Values

Integrate Health is committed to being an anti-racist, anti-sexist, anti-neocolonial, and pro-equity organization. We place a high value on diversity and the benefits that come from having employees and consultants with a wide variety of backgrounds and experiences. We do not discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status. Applicants of color and women are strongly encouraged to apply.