Introduction
ENAR aisbl is the only Pan-European anti-racism network that combines advocacy for racial equality and facilitating cooperation among civil society anti-racism actors in Europe. Our members are present in 28 countries across Europe.

ENAR aisbl’s aim is to end structural racism in Europe and to build structures, institutions and attitudes based on race equality and equal distribution of power, privileges and rights.

ENAR aisbl is going through exciting processes of change, impact assessment and strategic planning. The organisation is now halfway through the current strategic plan 2019-2021 and is looking forward at this crucial moment for ENAR aisbl and racialised people in Europe.

To facilitate these processes, ENAR aisbl is seeking the services of a consultant with strong experience and excellent organisational skills to develop and implement a participatory strategic planning process. For a dynamic network like ENAR aisbl, strategic planning must be fully collaborative and participatory to capture the network members’ and stakeholders’ insights and vision concerning the strategic directions, structure, measures and niche. It can be informed by the recent impact assessment which ENAR aisbl conducted in 2020.

The objectives of the task are:
- to support ENAR aisbl Strategic Planning for 2022-2025 by effectively bringing the insights and views of ENAR aisbl members and stakeholders into the process in a cross-network collaborative, participatory manner;
- to conduct context analysis in collaboration with ENAR aisbl members, Board and secretariat as well as relevant stakeholders to help identify the organisation’s strategic directions and the most suitable structure and measures to act on them effectively;
- To offer expertise, support and recommendations in Strategic Planning and theories of change and practice.

Outputs/deliverables:
- Strategic Planning 2022-2025 report with the process, data, findings and recommendations to ENAR aisbl;
- Presentation to ENAR aisbl’s Board and staff to highlight the recommendations and provide advice as to how to operationalize them.
- Presentation of the Strategic Planning report to ENAR aisbl General Assembly.

Support:
ENAR aisbl will:
- be available for interviews, meetings and comments on draft,
- provide internal documents and positions in support of this process,
- provide contact details of the relevant staff, members and stakeholders; if necessary, support the consultant to establish contact with them depending on the methodology proposed,
- organise staff and Board sessions for the presentation of the report and recommendations.

**Timeframe and fees:**
The contract starts on September 10, 2020 and covers maximum 12 days of full-time work. The process must be finalised on November 15, 2020.

Interested consultants are required to send a full application to ENAR aislbl with a brief presentation of their qualifications and experience, the methodology, key activities and the process they plan to develop and implement with a proposed timeline. The application must include a price offer (VAT included) for the total project.

**Other costs**
If necessary for the consultancy and approved by ENAR aislbl, ENAR aislbl will cover travel (train or flights) and accommodation for meetings in person with ENAR aislbl staff, Board Members and stakeholders directly according to ENAR aislbl’s financial regulations.

**Qualifications:**
The successful candidate will have:

**Essential:**
- A relevant higher education degree or equivalent experience;
- Fluency in English (speaking and writing) is essential. Proficiency in other languages would be an asset;
- Excellent strategic planning skills, proven experience of qualitative and quantitative research tools towards highly participatory strategic planning;
- Ability to designing and implementing information gathering tools, including surveys, and focus-groups and interviews tailored to robust analysis towards conclusions and specific recommendations;
- Knowledge of a range of analytical or statistical techniques and experience of analysis of data and presenting research results;
- Strong facilitation skills and proven ability to lead collaborative consultation processes;
- Knowledge of civil society movements including, but not limited to, social justice and the anti-racism movement;
- Familiarity with network dynamics and functions; including, but not limited to, organising, communication, advocacy and research;

**For further details,** contact Mahmoud AbuRahma, ENAR aislbl’s Impact and Process Officer, by email at mahmoud@enar-eu.org.

If you would like to apply, please send your full proposal by email with a CV, a brief cover letter that demonstrates your relevant expertise and an offer (VAT included) for this consultancy to: mahmoud@enar-eu.org by September 3, 2020 at midnight CET.

**Note:** Due to the funding regulations of this project, only consultants who are officially registered in the EU can apply.