Introduction

ENAR is an AISBL network based in Brussels with 150+ member organisations in most countries in Europe. ENAR AISBL has been a leading voice in the European antiracism movement for the past 25 years.

ENAR AISBL aims to build a resilient antiracist network to lead the struggle for full racial equality by challenging structural racism and mobilisation to counter its varied manifestations. Construed as a social construct that represents a form of oppression, racism is a serious ailment that undermines society’s quest to reach its full potential for all its members. It must be abolished together with other sources of oppression.

ENAR AISBL provides spaces for antiracist organisations and activists to network, cocreate, and participate in democratic policy and decision-making in their local and national contexts. ENAR AISBL also conducts direct advocacy in collaboration with its members at the EU and global levels. ENAR AISBL aims to strengthen cooperation between the antiracism movement and social movements working on social, economic and climate justice, all of which disproportionately affect racialised people in Europe.

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, values, and niche.

The strategic planning process is twofold:

1) Impact Assessment: As we near the end of our current strategic plan, it is essential to conduct an external, comprehensive impact assessment that is informed by ENAR AISBL’s stakeholders. The impact assessment is viewed as part of the process and is expected to draw concrete lessons that can be applied in strategic planning; and

2) Strategic planning 2026-29: The consultancy aims to produce a new strategic plan that reflects ENAR’s DNA, strategic objectives and strategies. This process must be highly participatory involving ENAR’s stakeholders, especially our membership and network. It will be informed by the impact assessment.

The objectives of the task are:

- to support ENAR AISBL strategic planning for 2026-2029 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 an in-depth context analysis in collaboration with ENAR AISBL members, Board and secretariat as well as relevant stakeholders to help identify the organisation’s strategic directions (vision, mission, strategic objectives, pathways of change...etc.) and the most suitable structure and resources needed to effectively achieve the outcomes and impact necessary for bringing about change;

Outputs/deliverables:
- Impact Assessment 2021-2024 report with concrete findings and recommendations.
- Strategic Plan 2026-2029;
- Presentation to ENAR aisbl’s Board and staff team to highlight the recommendations and provide advice as to how to operationalize them.
- Presentation of the Strategic Planning report to ENAR AISBL’s members at the 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 January 01, 2024 and covers maximum 25 days of full-time work. The process must be finalised the end of 2024 calendar year.

Interested consultants are required to send a full application to ENAR AISBL 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 AISBL, ENAR AISBL will cover travel (train or flights) and accommodation for meetings in person with ENAR AISBL staff, Board Members and stakeholders directly according to ENAR AISBL’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 and assessment processes;
- 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 AISBL’s Programme & Donor Relations Manager, 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: anne-sophie@enar-eu.org by 17 December, 2023 at midnight CET.

Consultants should be available for a selection call to be held 19 December, 2023. Invitations for the call will go out on 18 December, 2023.

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