

Terms of Reference

Title	Theory of Change Consultant	Department/office	UK
Code	TfaC UKTOCC	Start date	January 2024
Type	Consultancy	End date	March 2024
Line manager	Head of Fundraising and Grants	Post-related allowances	n/a
Consultancy focus	To review and revise Theatre for a Change (TfaC)'s Theory of Change framework, providing a clear and strategic roadmap that outlines how TfaC creates change, measures outcomes, and evaluates impact.		
Number of staff	n/a	As line manager	n/a
Finances managed	n/a		

Background

Theatre for a Change (TfaC)'s vision is of an equal world, where everyone has choice and control over their bodies and can use their voices freely and without fear.

Our mission is to improve the sexual and reproductive health and rights (SRHR) of women and girls who have been marginalised, including prevention and response to gender-based violence. We do this using innovative drama and participatory learning approaches at the individual, community and structural levels, to affect behavioural and social norm change.

As part of our commitment to continuous learning and improvement, we are seeking an experienced consultant to help us revise and strengthen our Theory of Change (ToC) which was last updated in 2017, to ensure it clearly and accurately reflects TfaC's current goals, strategies, and intended impact. This piece of work is also driven by the desire to demonstrate more strategic rigour as an organisation, as we proactively work to diversify our funding sources and attract new funders.

Objectives

The purpose of this consultancy is to engage an experienced consultant to review and revise our Theory of Change framework, providing a clear and strategic roadmap that outlines how Theatre for a Change creates change, measures outcomes, and evaluates impact. The consultant will be expected to work very closely with TfaC's leadership team and engage key stakeholders within the organisation to gather their input and insights.



Scope of Work

The consultant will be expected to:

- Conduct a desk review of existing TfaC documents, reports, and data related to its Theory of Change (e.g. meta-analysis, strategy documents, business plans etc.)
- Review and assess the existing Theory of Change framework, including its underlying assumptions and logic.
- Facilitate consultations and workshops with Theatre for a Change staff and key stakeholders, including board members and beneficiaries to gather inputs and insights.
- Work with the leadership team to revise the existing Theory of Change framework to ensure it accurately represents the organisation's current and medium term future programmes, activities, and intended outcomes.
- Develop a revised Theory of Change document, including visual representations and an accompanying narrative document that is clear, compelling and at par with other sector leading organisations.
- Provide recommendations for appropriate impact indicators, data collection methods and measurement tools that align with the new Theory of Change.
- Present the revised Theory of Change framework and recommendations to Theatre for a Change for feedback and adjustments.
- Prepare a final Theory of Change document that incorporates feedback and adjustments made during the presentation.

Deliverables

The consultant is expected to deliver the following:

- a. An initial work plan outlining the consultant's approach and timeline for completing the project.
- b. A draft revised Theory of Change framework document.
- c. A final Theory of Change document that includes a visual representation and a narrative explanation.
- d. A report detailing recommendations for data collection and impact measurement.
- e. A presentation to the Theatre for a Change team.



Timeframe

The consultancy is expected to begin in Jan '24 and be completed by Mar '24.

Qualifications

The selected consultant should possess the following qualifications:

- Demonstrated experience in developing Theory of Change frameworks for non-profit organisations.
- Strong facilitation and stakeholder engagement skills.
- Expertise in data collection, impact measurement, and evaluation.
- Excellent communication and report-writing skills.
- A deep understanding of Theatre for a Change's mission and sector.

Budget

The budget for this consultancy is c. \$5,000. This budget should cover all expenses, including consultant fees, travel (if necessary), and any other costs associated with the project.

Proposal Submission

Interested consultants are invited to submit their proposals, which should include a detailed work plan, budget breakdown, CV, and examples of previous work. Proposals should be sent to fiona.morrell@tfacafrika.com by 5th Jan 2024.

Evaluation

Proposals will be evaluated based on the consultant's qualifications, proposed methodology, budget, and relevant experience.

For inquiries or further information, please contact fiona.morrell@tfacafrika.com.